

The FIR Toolkit

What is the FIR Toolkit?

The FIR Toolkit has been developed by the construction industry, for the construction industry, to explain the principles and business benefits of **Fairness, Inclusion and Respect**. The FIR Toolkit is a range of *free* workshops, e-learning modules, toolbox talks, webinars, case studies and other online resources. There is no cost to attend workshops or use resources.

Workshops are available as interactive online, trainer-led sessions, bringing the FIR Programme to your desktop. We run a full programme throughout the year, see our [UPCOMING TRAINING](#). If you don't see the course you want, send us an email and we'll contact you with further details.

The Toolkit is available online at SUPPLYCHAINSCHOOL.CO.UK/FIRTOOLKIT.

FIR Toolkit

- e-learning modules
- Toolbox talks
- Resource library
- Case studies
- Webinars

E-learning modules



FIR on site: Why it matters

For site management

What FIR means; why FIR matters; employer and employee rights and responsibilities (Equality Act 2010).



Leading people inclusively

For managers and supervisors

Develop effective approaches to leading people inclusively to help your team grow, innovate and thrive.



Achieving business success through FIR

For directors and managers

What FIR is, its business value and the risks of not progressing FIR.



Managing challenging conversations

For managers and supervisors

Gain skills, strategies and confidence to achieve the best outcome from tricky conversations.



Setting up an inclusive site and site office

For project directors and managers

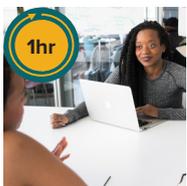
How to ensure your site and site office is safe, secure and inclusive for all employees and visitors.



Understanding invisible disabilities

For managers and supervisors

Raising awareness of invisible disabilities and how best to support employees.



Recruiting fairly and inclusively

For managers and supervisors

Learn how to attract and recruit candidates from diverse backgrounds using a good practice step by step guide.



Race and intercultural competence (Part 1 + 2)

For anyone

Communicate more effectively at work with people from different cultural backgrounds to avoid misunderstandings.



Flexible working

For managers and supervisors

What flexible working means, why workers increasingly want to work flexibly and related legislation.

CONTACT THE TEAM

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 [FIR4Us](https://twitter.com/FIR4Us)

Toolbox talks

For site and frontline workers



Toolbox talks are short videos suitable for anyone working in the built environment. Designed to be delivered by site managers to site operatives, they are a great way to stimulate group discussion and reflection on issues considered. Toolbox talks come complete with trainer notes and facilitation guides.



FIR Induction Sets expectations in relation to 'acceptable' workplace language and behaviours.

Community liaison How to handle confrontation from a member of the public.

Language How words and language we use has an impact on others.

Mental health & wellbeing What mental health is, how to maintain good mental health; symptoms and consequences.

Responsibilities The Equality Act 2010, the responsibilities of employers vs employees.

Respect Actions that make people feel respected and disrespected.

Wellbeing How to support wellbeing.



Workshops

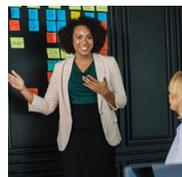
Our workshops are available face-to-face or virtually, delivered by subject matter experts.



The business case for Fairness, Inclusion and Respect

For everyone

What FIR is, why it matters and how to achieve it.



Inspiring and coaching new employees

For managers and supervisors

Engage and motivate new employees to help them grow in their roles.



Becoming a FIR Ambassador

For everyone

FIR good practice, barriers to overcome and workplace scenarios.

You must have a sponsor to complete this session.



Leading people inclusively

For directors and managers

For experienced leaders and managers to explore and examine inclusive leadership.



Unconscious Bias

For managers and supervisors

What it means, recognising biases and influencing organisational development.



Monitoring and reporting diversity

For directors and managers

Understand the stages of a successful monitoring process and its value and importance.



Setting up an inclusive site

For everyone

The benefits of establishing and maintaining an inclusive site and how to achieve this.



Embedding FIR through procurement

For directors and managers

Integrating FIR with procurement and supply chain management.

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Part funded by:



Led by:



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