

Contributor: Ronan Remond – CIF



The CIF is committed, alongside our members, to building a more diverse and inclusive workforce where people can reach their potential. Our industry is changing and evolving every day, and we will become even stronger as our workforce diversifies. Through our members, stakeholders, and communications we are working to reach people from all backgrounds of school-age onwards, about the vast opportunities a career in construction can bring. It is imperative to build a culture based on fairness, inclusion, respect, safety openness, empowerment and growth.

Description

The Construction Industry strives to have an inclusive work environment, where all individuals are treated fairly and respectfully, with equal opportunities and resources, where everyone can achieve their potential and contribute fully to the success of the company they represent. The Construction Industry is committed to embedding a culture of Fairness, Inclusion and Respect and operating in accordance with the meaning and values of these following terms:

- **Fairness** is about treating everyone equally, without bias or discrimination, whilst understanding that at times this may mean some people require extra support
- **Inclusion** is allowing people to be themselves, valuing difference and letting them know that their contribution is valued, regardless of who they are or their background.
- **Respect** is ensuring your behavior towards teams, colleagues, clients or contacts is appropriate and does not cause offence. It's about maintaining and encouraging an environment where individual differences are respected

Promoting a culture of fairness, inclusion and respect brings many business benefits to the companies that work to achieve it. As a sector, we need to embrace FIR to attract, recruit, train and retain the skills in order to address the industry-wide skills shortage. Clients and large contractors are increasingly expecting their supply chain partners to work with them to achieve this.

Everyone should be treated the same, regardless of race, gender identity, nationality, ethnic origin, religion, disability (mental or physical), age, family circumstance, sexual orientation or any other difference to ourselves; and while there is no legal requirement to implement any of these approaches, an organisation interested in FIR in their workplace may find the following framework helpful:

1. **An FIR policy** that sets out the standards to which the company is committed in relation to employment
2. **FIR training** that enables staff to understand and achieve these standards for the enterprise/organisation
3. **Responsibility for FIR** that is taken by a committee or appointed person to drive the standard set for equality and human rights
4. **A FIR roadmap** that sets out objectives the company wants to achieve in relation to equality and human rights and employment and the steps that will be taken to realise these objectives
5. **FIR impact assessment** that would bring equality and human rights concerns into the heart of key decision making within the enterprise/organisation
6. **FIR rights data** that is gathered and analysed within the enterprise/organisation in relation to employment and the nine grounds under equality legislation and in relation to groups at risk of human rights violations
7. **Participation in FIR interests** in governance within the company so that the voice of those experiencing inequality or human rights violations informs policy, procedure and practice within the enterprise/organisation.

The purpose of a planned and systematic approach to FIR is to enable an enterprise/organisation over the long-term to eliminate discrimination, achieve equality, and fulfil human rights.

Specialised campaigns are also run throughout the year to promote FIR. Events to promote these campaigns can be organised within companies where employees can be encouraged to take part.

TOOLBOX TALK – Fairness, Inclusion & Respect (FIR)

Some of the FIR campaigns for 2025 are shown below:

January	February
<ul style="list-style-type: none"> - World Braille Day, 4th January - Blue Monday, 15th January - International Education Day, 24th January 	<ul style="list-style-type: none"> - World Cancer Day, 4th February - International Epilepsy Day, 10th February - Chinese New Year, 10th February - International Day of Women and Girls in Science, 11th February - International Stand up to Bullying Day, 23rd February
March	April
<ul style="list-style-type: none"> - Traveller Ethnicity Day, 1st March - World Hearing Day, 3rd March - International Women's Day, 8th March - International Day to Combat Islamophobia, 15th March - The UN International Day for the Elimination of Racial Discrimination, 21st March - International Transgender Day of Visibility, 31st March 	<ul style="list-style-type: none"> - Stress awareness month - World Autism Awareness Day, 2nd April - International Roma Day, 8th April - International Girls in ICT Day, 25th April - National Workplace Wellbeing Day, 26th April
May	June
<ul style="list-style-type: none"> - International Day Against Homophobia, Transphobia and Biphobia, 17th May - Global Accessibility Awareness Day, 18th May - Cultural Diversity Day, 21st May 	<ul style="list-style-type: none"> - Pride month - International Children's Day, 1st June - Autistic Pride Day, 18th June - National Refugee Day, 20th June - Women in Engineering Day, 23rd June - Men's Health Week, 9th June
July	August
<ul style="list-style-type: none"> - Disability Pride Month - National Diversity and Inclusion Day, 2nd July - Traveller Pride Week, 1st -7th July - National Diversity and Inclusion Day, 5th July - International Non-Binary People's Day, 14th July 	<ul style="list-style-type: none"> - World Humanitarian Day, 19th August - Many organisations do a bring your daughter or niece to workday during this month.
September	October
<ul style="list-style-type: none"> - World Suicide Prevention Day, 10th September - International Day of Sign Languages, 23rd September 	<ul style="list-style-type: none"> - World Homeless Day and World Mental Health Day, 10th October - National Coming Out Day, 11th October - World Menopause Day, 18th October
November	December
<ul style="list-style-type: none"> - Transgender Awareness Week, 12-19th November - World Diabetes Day, 14th November - International Men's Day, 19th November - International Day for the Elimination of Violence Against Women, 25th November 	<ul style="list-style-type: none"> - International Day of Persons with Disabilities, 3rd December - International Human Rights Day, 10th December