

Requirements of the HouseProud Pledge Scheme

Required from housing provider on the date of signing up:

General info required on signing-up:

- Key contact (for day-to-day communication)
- Name and signature of chief executive
- Date of sign-up

Evidence required for 'Pledge Pioneer' accreditation:

1. LGBTQ+ residents can have input at executive / strategic level Provide a minimum of two of the following:

- Provide terms of reference of the resident group demonstrating LGBTQ+ inclusion
- Evidence of a recent resident group meeting / calendar of meetings
- Evidence of policy impact assessments that specifically consider the needs of LGBTQ+ residents
- Process map for LGBTQ+ residents to input at executive / strategic level and evidence this has been implemented
- Profile of a senior champion (director, executive member, resident board member, independent board member) within the organisation. This should make explicit how this person is championing LGBTQ+ issues
- Action plan of the resident group demonstrating LGBTQ+ inclusion
- Testimonial from an LGBTQ+ involved resident to confirm how they have been involved with the organisation
- Evidence of LGBTQ+ residents' involvement at board and / or committee level

2. Increase LGBTQ+ visibility in your organisation by displaying the Pledge Scheme Logo in your internal and external communication channels, including website and social media within 3 months of signing up and Provide a minimum of two of the following:

- Publishing your sign up to the pledge along with an explanation of what you are doing to achieve Pledge Pioneer (or Pledge Plus) status in your organisation
- Include the organisation's commitment to the Pledge Scheme in the annual report and explanation of actions taken
- Articles / news releases published, which explicitly mention involvement in the Pledge Scheme
- Evidence that you have included the Pledge Scheme in presentations given externally
- Evidence that you have included the HouseProud pledge scheme in staff inductions
- Evidence of LGBTQ+ charities you have supported as a organisation
- Evidence of attendance at LGBTQ+ events with your staff and residents (Pride, LGBT+ History Month, Networking etc)
- Evidence of staff and resident initiatives aimed at increasing LGBTQ+ visibility (lanyards, email signatures, pronoun badges etc.)

3. Provide specific LGBTQ+ training to staff (we can provide you with a list of providers). Provide a minimum of one of the following:

- Evidence of LGBTQ+ training delivered by a specialist LGBTQ+ provider
- Evidence of training that focuses on LGBTQ+ social housing residents
- Evidence to demonstrate that diversity and inclusion training for staff explicitly covers LGBTQ+ inclusion
- Evidence of e-learning used by staff members that specifically addresses LGBTQ+ inclusion
- Evidence that you have commissioned bespoke LGBTQ+ inclusion training for your organisation

Evidence required for 'Pledge Plus' accreditation

Organisations ready to take the step towards Pledge Plus accreditation, must be able to evidence for all of the following:

- Evidence that LGBTQ+ residents have co-produced the Pledge Plus goals
- Evidence of an action plan that has been co-produced with LGBTQ+ residents to address particular issues
- Evidence of allocation of resource to achieve the goals in the organisation (e.g. they have been included in team work plans, have been included in someone's objectives etc)
- Evidence of progress towards the goals
- Evidence of outputs and outcomes against the goals
- Demonstrate that progress towards the goals has been communicated to residents e.g. news article or included within the organisation's annual report
- Testimonial from at least one LGBTQ+ resident to share their experience of co-producing the goals and the impact they have seen in the organisation