**THE SAND COVENANT**

*You do not have to us this template, it is intended as guidance and to give you an idea of the information we would hope to receive*

**SECTION ONE**

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| **Organisation name:** |  |
| has signed up to SAND’s 5 Commitments to EMBRACE A CULTURE OF INCLUSION | |

|  |  |
| --- | --- |
| **Individual name:** |  |
| Will lead and report back on the organisation’s commitments | |

|  |  |
| --- | --- |
| **Date submitted:** |  |
| **Date to feedback:** | **June 2023** |

**SECTION TWO**

**What do these 5 commitments mean for your organisation?**

Examples can be found here: [click this link](https://www.lgbtsand.com/what-the-commitments-might-mean-to-your-organisation/)

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| 1. **Commit to providing the best possible quality services for older and old LGBT+ people (Providing)** |
|  |
| 1. **Commit to learning what life can be – and has been – like for different LGBT+ people. (Learning)** |
|  |
| 1. **Commit to vocally and visually supporting groups working with and for older and old LGBT+ people (Supporting)** |
|  |
| 1. **Commit to creating meaningful opportunities for LGBT+ people and groups to ‘influence’ what you do (Influencing)** |
|  |
| 1. **Commit to assess and evidence work carried out to engage LGBT+ people (within the group/organisation and outside it) (Evidencing)** |
|  |

**SECTION THREE**

*Add rows as appropriate*

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| **Why does your organisation want to undertake this work?** |
| e.g.  to improve access to the service for older and old LGBT+ people  to build trust in the local community  to create a more inclusive work environment  to be an example of good practice in the Sector |
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**SECTION FOUR**

*Add rows as appropriate*

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| **What might be the barriers to change in your group or organisation – and how might you turn these around?** | |
| ***e.g.*** resistance to change | Link to organisational aims and priorities |
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**SECTION FIVE**

**12-month Action Plan:**

*Remember: Your action plan should be**based on what is realistic in terms of size, capacity and available resources*

*This basic template is to assist initial thinking – you are likely to expand on it and add sections/rows*

*\*Consider a fair distribution of actions which relate to the different Commitments.*

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| What you will do (what actions will you take) | Which commitment does this relate to? \* | Who will do this/lead on it? | When will they do it? | The difference it will make (what do you hope to achieve?) | When will you review it? |
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| Indicators of change (What will tell you that change is happening?) | How will you collect your evidence of change? |
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