



## London Firsts' Employers' Pledge on Housing

Sign at <http://www.londonfirst.co.uk/our-focus/londons-housing/employer-housing-pledges/pledge/>

As a London employer I currently implement, OR am seeking to implement within the next six months (sections 1-3) or two years (section 4), at least ONE measure from each section for the benefit of my staff:	
<b>1) Staff Pay</b>	
We pay all staff the London Living Wage ( <u>mandatory</u> )	✓
We endeavour to use suppliers who pay their staff a Living Wage	
<b>2) Flexible working</b>	
If staff choose to live further away from the office where housing is cheaper, our season ticket loan scheme for all employees can help reduce costs	
To help avoid long and expensive commutes as employees move further out of London, we provide support and technology to allow occasional home working for office-based staff	
Because property viewings are often only available during work hours, we are flexible with staff hours when they are searching for a new home to buy or rent	
We pay relocation bonuses to help offset the costs of moving to London	
<b>3) Responsive advice &amp; sign-posting</b>	
To ensure we are aware of challenges facing our staff in terms of housing, we survey all London employees annually	
We provide signposting to staff experiencing housing difficulty about where to seek more detailed advice	
We provide information on best practice for tenants and landlords to all staff, so that our employees know their legal rights and responsibilities	
To make the process of frequent home-hunting easier and more reliable, we have an intranet service for staff seeking accommodation or tenants/flatmates	
<b>4) Financing and funding initiatives – <i>implement within the next two years</i></b>	
We offer staff direct financial support with housing, such as a Tenancy Loan Deposit Scheme	
We provide assistance to employees seeking to buy a home via mortgage guarantees or loans	
We arrange preferential lending terms for mortgages	
We have begun/will begin scoping options for providing quality rental accommodation to our employees	
We have entered into an arrangement with a private company to provide quality rental accommodation for our employees	