



supporting  
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**MAY 2025**



### **EVH Brief Monthly Report To Member Organisations**

Welcome to the May edition of your EVH Monthly Report. If you're like me, you'll be doing your best to enjoy the Scottish Summer while it lasts(!) and whilst doing so, please take a few minutes to cast your eye over the news from your key EVH support teams below on recent activity, as well as what to look out for in the coming weeks and months ahead - lots to report and share. We hope you enjoy reading....

### **Annual Conference & AGM**

Thanks to all those who were able to join us for the EVH Annual Conference. It was a great success overall and feedback I've heard so far has been universally positive. As ever it was a fantastic weekend of learning, networking and fun, all drenched in the Dunblane sunshine.

Congratulations to our newly appointed/re-appointed Executive Committee Members at our AGM:

- Nicki Finlayson, Rosehill Housing Association
- Joginder Maker, Glasgow West Housing Association
- David Rose, Homes for Life, East Lothian Housing Association
- John Thorburn, NG Homes
- Amanda Bryan, Ayrshire Housing Association; and
- Sandra Loney, Paisley Housing Association

Congratulations also to our newly appointed/re-appointed Office Bearers:

- Nicki Finlayson of Rosehill Housing Association, reappointed as Chair
- David Rose of Homes for Life, East Lothian Housing Association, reappointed as Treasurer; and
- Bryce Wilson of Calvay Housing Association, appointed as Vice-Chair

### **EVH Executive 2025/26**

- *Nicki Finlayson, Rosehill Housing - Chair*
- *Bryce Wilson, Calvay Housing - Vice Chair*
- *David Rose, Homes for Life/East Lothian Housing – Treasurer*
- *Muriel Alcorn, West Whitlawburn Housing*
- *Amanda Bryan, Ayrshire Housing*
- *Morag Cameron, Craigdale Housing*
- *Brian Chaplin, Tighean Innse Gall*
- *John Kelly, Cunninghame Housing*
- *Sandra Loney, Paisley Housing Association*
- *Joginder Makar, Glasgow West Housing*
- *Sandra McMenamin, Oak Tree Housing*
- *Teresa McNally MBE JP ret, Ochil View Housing*
- *John Thorburn, ng homes*
- *Izabela Trzcielinska, Parkhead Housing*

## HR/Core Services

- Our **benchmarking survey** closed at the end of March and received a good response. Results from this will be circulated to members in **June**.
- Our **HR consultancy service** offers tailored support for a broad range of projects. If you have any HR consultancy projects in mind, please **get in touch** to discuss your requirements. The type of projects we can carry out include **job evaluations**, management development programmes, 360 surveys, staff surveys and many more.
- Our **hot topic** for training continues to be **Sexual Harassment Awareness** and we have been out and about delivering this session **across the country**. This session is relevant for all staff and aims to provide a basic understanding of sexual harassment, **the legislation** and help staff to start thinking about **potential risks** when carrying out their day-to-day duties.
- We also have a range of other topics for training including **Performance Management**, Governing Body as Employer, Discipline & Grievance and many more. Please **get in touch** to discuss your requirements if you have **training planned**. We can tailor our sessions to the needs of your organisation to ensure a truly bespoke service.
- Further to the **completion of the pay negotiations** for the pay deal which came into effect no 1<sup>st</sup> April 2025 a few comments were received from members regarding the process. The JNC considered the comments and note the points below regarding these for members' information:
  - As we are now in a 3 year pay deal this will allow the JNC time to focus on other important matters to members, including the structure of the salary scales and flexibility within the terms & conditions.
  - The employers' side of the JNC consists of representatives from EVH full members who are members of the EVH Executive Committee. This ensures that negotiations are based on current issues affecting our members. In advance of negotiations starting, the employers' side of the JNC considers what information is required to inform the negotiation process and how best to gain this. When appropriate a formal consultation will be carried out but other more informal mechanisms such as the Members Information Exchange can also be used.
  - The JNC recognises that the membership of governing bodies changes and that there are newer members who may not be familiar with the EVH set up. To assist with this, we plan to run information sessions during the year to explain our process and how negotiations work.
  - Once negotiations begin this is confidential and therefore very limited information can be shared with members until the point when an agreement is reached and the employer / union ballots go ahead.
- As ever, for any **HR queries, advice or support** please contact us at [HR@evh.org.uk](mailto:HR@evh.org.uk) and a member of the HR support team will be pleased to help.

## Events

- We were all about our main event this month - our flagship **EVH Annual Conference on 16-18 May at Dunblane Hydro**. A fantastic weekend of learning, networking and fun was had by all as

ever, all drenched in the Dunblane sunshine. We'll report back next issue with the news and gossip of how it all went.

- Join us on **Tuesday 10 June** for our next **Mindfulness** session where Martin Stepek from Ten for Zen will explore ***"Reconnecting with Your Purpose"***. In the midst of daily challenges, it's easy to lose sight of the bigger impact of your work, leading to stress, burnout and disillusionment. Martin will explore practical stress reduction techniques that you can apply in your daily work, leaving you feeling more grounded and better equipped to support the tenants and communities you serve. This session is free to attend.
- More information on our next **Member Information Exchange** will be sent out to all EVH representatives shortly. As well as getting your booking to us, we would ask you to please **send us anything newsworthy** you would like to share with your fellow members. Any bus trips, summer fetes or garden competitions, or maybe you have something special planned for later in the year? A simple picture with a small caption would be enough and we'll share it on the night, you never know how many people you might inspire with your local ideas.
- Contact [Events@evh.org.uk](mailto:Events@evh.org.uk) with any queries/bookings.

## Recruitment

- We have been busy **supporting members** with a number of [recruitment consultancy services](#). As the summer fast approaches, get in touch with us as soon as possible to secure dates in our diaries if you require recruitment support. Get in touch by contacting us on 0141 352 7435 or email [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk) to discuss your requirements.
- Filling **Chief Executive or other Senior Management** roles requires a seamless process to ensure candidate engagement throughout. Our track record speaks for itself in securing the best candidates for these roles which is underpinned by a **fully inclusive process**. Our [Senior Management](#) recruitment support is tailored to your organisation, with **dedicated support** from our recruitment team. If you are looking to fill a senior role in the coming months, please get in touch with us as soon as possible on 0141 352 7435 to discuss your requirements.
- [Recruitment & Selection training](#) has been popular with **managers and governing body members**. If you are looking to **refresh your knowledge** on the key areas for consideration, the process, the legal impact and how the process can be more inclusive, please get in touch to secure a date in our diary by calling 0141 352 7435 or email [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk).
- Our [temporary placement](#) and [interim manager](#) services continue to be popular with members (and some non-members). If you require assistance with a temporary role, give us a call on 0141 352 7435 or email [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk)
- We are always looking to **strengthen our list** of suitably qualified candidates to continue to support our [placement register](#) and our [Interim Manager register](#). If you know **someone looking for temporary work at either level**, please ask them to get in touch - if they [mention your name](#), you will receive a **£75 M&S voucher** via email once they secure their first work placement through EVH.

- For any **recruitment support and advice** please contact us at [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk) or call 0141 352 7435 and a member of the Recruitment team would be happy to help you.

## Health & Safety

- We sent out our updated **Legionella Information Note** to our members in April. This information note provides an overview of employer's responsibilities for legionella, including some key information on risk assessments, control schemes and documentation required.

In addition to our updated Legionella Information Note, there is a wide range of resources within the **Health & Safety section on the EVH website**, including 23 additional Information Notes providing great insight to various health and safety areas. Throughout May we are making updates to many of our current Information Notes to ensure they include the most up to date information and links.

- Save the date for our next **Health & Safety Forum** on **Wednesday 2<sup>nd</sup> July at 9.30am**. We are gaining feedback from members, on any specific topics you would like us to cover. Look out for communication in early June, on what the forum will cover and how to book.
- Are you considering your options for the year ahead on how you ensure you are fully compliant in all things Landlord Safety. Our new subscriptions for our **Landlord Safety Manual** start in September. This is a comprehensive resource which includes guidance, legislation, policy, and best practice for RSL's to remain legally compliant.

If your organisation **would like to join**, EVH can provide you with a sample Landlord Safety Manual to give you a better understanding of the content within the manual before you sign up. You also receive an implementation visit together with routine Landlord Safety Audits every two years. The annual fee is £695 + VAT. Please contact [H&S@evh.org.uk](mailto:H&S@evh.org.uk) for further information.

- **ACS Health & Safety Helpline** is a fantastic benefit of your membership with EVH. This gives you instant access to technical H&S advice from our H&S partners **ACS Learning and Consultancy**. You can contact the ACS H&S Helpline via telephone **0141 471 5171** or by email [info@acsrisk.com](mailto:info@acsrisk.com).

The next of these Monthly Reports will be issued in June 2025.