



supporting
social
employers

October 2025

EVH Brief Monthly Report To Member Organisations

Welcome to the October edition of the EVH Monthly Report. It has been a busy and productive Autumn so far with lots to report and share, as well as plenty coming up on the horizon to be aware of. So please see below the latest updates from your key EVH support teams and if you have any questions or would like to know more, please do get in touch.

This month you'll see that the *"red box"* highlights **CHAS Jobs Month**, a great cause and great discounts on all your job adverts placed on the EVH website - what's not to like!

HR/Core Services

- An **equality impact assessment** of the full member terms and conditions of employment will be carried out over the next few months by Aneela McKenna from **Mor Diversity**. As part of this process, we will be **seeking feedback** from full members through a survey and a **focus group**. If you would be interested in being part of the focus group, please contact hr@evh.org.uk.
- We are looking forward to providing **more information** to full members on the concept of **Approved Variations** at the information event on 12th November. If you cannot join us at the event, we will be sending out information after this to ensure everyone knows what is included in the **current list** of approved variation and how to make use of this option.
- We are still awaiting royal assent for the **Employment Rights Bill**; this is now anticipated in November 2025. We will be introducing a **members' network** aimed at sharing **information and best practice**. This network will launch in January 2026. If you are interested in joining, please let us know by emailing hr@evh.org.uk and we'll be sure to **keep you in the loop**.
- We continue to **work in partnership** with Rowan Consultancy and are provided with statistics from them on a quarterly basis. Interestingly, this quarter the most **common reasons** for referral have been bereavement and anxiety. This **compares** to last year during this quarter work related and personal stress were the most common but referrals for this reason have dropped since last year.
- 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, we are now taking bookings for next year. The type of projects we can carry out include, **job**

Jobs Month is Back!



EVH Jobs Month will be running once again from **Monday 3 November to Friday 28 November** with all money raised going to CHAS. During this time, the cost of **all job adverts** placed on our website will be **reduced to £200** for a basic listing and **£250** for a post with downloads!

evaluation, staff surveys, developing **salary structures** for associate members, facilitating focus groups and many more.

- We have a range of topics for training including **Governing Body as Employer**, Sexual Harassment Awareness, Performance Management and many more. Please **get in touch** to discuss your requirements. We can **tailor our sessions** to the needs of your organisation to ensure a truly bespoke service.
- The **HR Support team** have been busy providing support to members through our telephone / email advice service and out at **members premises**. If you have any HR queries, remember you can get in touch through hr@evh.org.uk or by phone at 0141 352 7435.

Health & Safety

- We are really looking forward to our **EVH H&S Conference** this year in partnership with ACS Learning & Consultancy. The conference is taking place on **Wednesday 29th October** at the **Crowne Plaza Glasgow**. We have a fantastic day planned, with speakers from various organisations joining us to share their insight into key H&S topics.
- Our upcoming **H&S Forum** will take place on **Wednesday 10th December** and will focus on **H&S legal requirements in relation to wellbeing of employees**. The forum will cover duty of care as a manager, organisational and line manager responsibilities and review the legal expectations in relation to this.

If you would like to **book your place** at our forum, please email Events@evh.org.uk. More information will be available on our website.

- **Our Landlord Safety Manual (LSM)** subscription renewed on the 1st September 2025. All members who are subscribed to the LSM will now have received their invoice for their 2025-2026 subscription. **The new LSM updates are issued to members following payment of their invoice.**

Events

- Following high demand for the recently held **Employment Rights Bill** update session provided by the EVH HR support team, **a fresh date has been announced** for those who missed this session. To hear the very latest on this critically important topic, book your place for this members' only session on **Thursday 6 November**.
- As mentioned earlier, we are now taking bookings for our **Approved Variations** session which will be held on **Wednesday 12 November**. Learn more about this exciting new concept and have your say on what variations could be included.
- Remember that our regular online **Mindfulness sessions** with Martin Stepek from Ten for Zen are **free** to members and suitable for staff or governing body members. The next session on **Thursday 20 November** will cover **Calm Conversations**, giving you practical tools to de-escalate, set fair boundaries, and protect your own wellbeing. Staying calm and clear is a skill that can be worked on.

- Our **SHAPS Pensions Group** sessions for staff and governing body members will take place on **Tuesday 18 November**. We will be joined by Gordon Birrell of Seven Street Wealth and Susan Wardlaw from TPT. With a return of deficit contributions on the horizon, you will want to hear this important update session. Bring your queries to put to the experts on the day.
- We will be hosting a finance session for governing body members on **Tuesday 9 December**. Phil Morrice from Alexander Sloan will put financial terminology into plain English. More information will be sent out to all members shortly.
- Joining instructions and full programme information have now been sent to everyone booked to attend the **EVH/ACS Health & Safety Conference** being held at the Crowne Plaza on **29 October**. Please contact the events team with any last-minute queries, and we look forward to welcoming delegates on the day.
- Lastly, look out for full information on the following sessions arriving in our inbox shortly: the **Christmas Member Information Exchange** on **Monday 1 December** in Betty's Room; and the next **Health & Safety Forum** on **Wednesday 10 December**, again being held in Betty's Room.
- Please contact Events@evh.org.uk with any queries or bookings.

Recruitment

- **EVH Jobs Month** will be running once again from **Monday 3 November to Friday 28 November** with all money raised going to CHAS. During this time, the cost of **all job adverts** placed on our website will be **reduced to £200** for a basic listing and **£250** for a post with downloads. Further, we will waive any "non-member" supplement normally applied. After your job advert is posted, you will then receive an invoice confirming your intended donation to CHAS. We hope you will support us and be assured that we never take your wonderful support for granted. See more about CHAS at <https://www.chas.org.uk/>
- **Dates for the diary!**
 - All **recruitment consultancy** work for 2025 will be concluded by **Friday 19 December**. Please **get in touch as soon as possible** if you intend to use our [consultancy services](#) prior to this date or early in the new year so we can discuss your requirements. You can either call us on 0141 352 7435 or email recruitment@evh.org.uk with your enquiry.
 - The last **EVH Weekly Jobs Bulletin** of **2025** will be issued on **Thursday 18 December**. **Please have your job adverts with us by 12 noon on Wednesday 17 December to guarantee they are included.** Any job adverts received after this deadline and in the run up to our festive closure, will not appear in our bulletin until the first issue of 2026 – Thursday 8 January. All adverts will however be uploaded onto our website.
- **New/ Updated Resources!** We have recently added some useful resources to our website covering [Employment References](#). You will find a template policy, an information note and some useful template letters. We have also this month updated on our website the [Employing Internationals Information Note](#) and the following Information Notes will also be updated before the end of the month – [Right to Work Check](#) and [How To Recruit](#).

- Secure your dates now for **recruitment & selection training in 2026**. If you are considering this type of training in the new year, get in touch now to book in your preferred date. We are happy to tailor this to your needs while broadly covering the **recruitment process, legal requirements, how to make the process more inclusive and the impact of AI**. Book now by calling 0141 352 7435 or emailing recruitment@evh.org.uk.
- **Our diaries are full for [Senior Management](#) recruitment support** before the end of the year but why not secure your dates for early 2026! We would be delighted to talk to you about the **fully comprehensive service** we offer to support you through the recruitment and selection process. Please get in touch for a confidential discussion by calling us on 0141 352 7435 or email recruitment@evh.org.uk.
- **Can your organisations offer unpaid work experience?** We have a growing pool of candidates eager to take on temporary roles but with no or limited experience in the sector. These candidates have a range of **transferrable skills** such as **customer service, administration, problem solving and time management**, to name a few. If you can support the **development of future housing professionals**, please get in touch initially by email recruitment@evh.org.uk or call the recruitment team on 0141 352 7435 for a chat.
- Our **interim manager** and **temporary placement service** continues to be popular in the sector. If you know someone seeking [temporary work](#) or [interim manager work](#), **refer them** to us and, if they're placed, you'll receive a **£75 M&S voucher**. For [temporary](#) or [interim manager](#) needs, call 0141 352 7435 or email recruitment@evh.org.uk.
- The recruitment team are happy to provide **any advice or assistance** with your recruitment needs. Please contact them by email recruitment@evh.org.uk or call 0141 352 7435.

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