

October 2026



EVH Annual Conference 2026

Thu 29 to Fri 30 October
Westerwood Hotel,
Cumbernauld

Everyone welcome:

- ✓ Committee members
- ✓ Managers
- ✓ Staff Teams

Just a few days to go!

Book/Enquire

✉ events@evh.org.uk

☎ 0141 352 7435

EVH Brief Monthly Report to Member Organisations

Welcome to the October edition of our Monthly Report. It's all go at EVH as we gear up for our flagship Annual Conference taking place at the excellent Westerwood Hotel, Cumbernauld over Thursday 29 to Friday 30 October. We can't wait to see you all there and, in the meantime, please see below the latest updates from your key EVH support teams.

Enjoy reading...

HR/Core Services

- As we approach November, we are keeping a close eye on the **CPI** as the October rate (due to be released on **18th November**) forms the basis of the third year of our current pay deal. We will be **in touch** with members shortly after the release of the October CPI with an update.
- With the **upcoming change** in the timescale within which employees can claim unfair dismissal to 6 months, having a **structured programme of support** in place for new employees is becoming more important. **Probation periods** are one way in which employers can do this and, when used appropriately, can support an effective induction process. The **JNC** are discussing how probation periods could work for our **full members** and hope to be in a position to provide an update in November.
- We have been working on **literature** which members can use in front offices and on staff noticeboards to **support key messages** on a **no tolerance approach** to harassment (including sexual harassment). This information is aimed at supporting members to comply with the **new duties** being introduced by the **ERA 2025** will be circulated to members by the end of October.
- Our **Microsoft Team's network** for members is available to allow members to share information, ideas and ask questions. If you haven't signed up yet, please get in touch on hr@evh.org.uk and we'll add you in.

- Our **HR consultancy service** offers tailored support for a broad range of projects including **governing body appraisal**, note taking for formal meetings and **job evaluation**. If you have any HR consultancy projects in mind, please **get in touch** to discuss your requirements.
- We continue to work our way through **updates to the information resources** available on our website. **In the coming months** watch out for our information on **fixed term contracts**, restructures and **performance management**.
- Our **training service** continues to be busy with a range of sessions being delivered and booked in. Popular sessions include **sexual harassment**, absence and performance. Please get in touch to discuss your requirements, remember we can **tailor our training** to meet the needs of your organisation.
- Look out for information on our new **bite size training sessions** for governing body members. These sessions will last an hour and be delivered online. Organisations can choose from a **range of topics** including restructure, recruitment, discipline, grievances and many more. Please **get in touch** for more information.

Events

- Only a week to go until the **EVH Annual Conference** on **Thursday 29 to Friday 30 October** at Westerwood Hotel, Cumbernauld. Relevant for all staff teams or governing body members, our inspiring programme of speakers will be covering topics on this year's theme of **"Building Agility Together"**. We have a great selection of exhibitors to visit on day one of the conference and the opportunity to win big in our raffle. Remember it is not all work; there will be evening entertainment from our good friend Steve McKenna. If you can't make the full conference why not come along for the day, contact events@evh.org.uk for more information.
- Our in-person **Health & Safety Forum** on **Wednesday 11 November** will cover a range of topical areas on Managing Seasonal Risk, Driving and Staff Safety. There will be the opportunity for delegates to discuss these topics in more depth and how to protect their staff during this time. The session is aimed at staff with health and safety and HR responsibilities. See the Health & Safety report below for further details.
- Our **SHAPS Pension Support Group** sessions for staff and governing body members will take place on **Monday 16 November**. We will be joined by Gordon Birrell of Seven Street Wealth and Gary Bradley from TPT. Stay up to date with the key issues shaping your financial future. This session will explore changes in regulations, separate budget facts from fiction, look at how retirement is evolving, and explain what inflation, investing and annuities could mean for your money.
- We have an exciting new session on offer to members, **"Let's Talk AI"**, which is being held online on **Wednesday 25 November**. Ideal for senior staff and those with HR responsibilities, the session will start the conversation on AI and explore the impact it is having on organisations both now and in the future. Please note numbers for this online session are limited, however we will look to running it again in the new year if demand is high. Book now to get in this year.

Health & Safety

- Our next **H&S Forum** takes place on **Wednesday 11th November** covering a wide range of topics on **Managing Seasonal Risks, Driving and Staff Safety**.

The forum will cover various aspects which you should prepare over the coming month including:

- **Driving and Cycling for Work in Winter**
- **Lone Working in the Dark**
- **Keeping in Touch and Looking Out for Each Other**
- **Adapting Work for Winter Conditions**
- **Winter Workplace Hazards**

We will discuss how to manage challenging situations that might arise such as alcohol and substance use and protecting your teams during this time.

The session is aimed at staff with health and safety responsibilities, HR & corporate teams as it will cover a wide range of topics.

Please contact Events@evh.org.uk to secure your place.

- If you are not yet subscribed to our **Landlord Safety Manual (LSM) subscription service**. The LSM is a comprehensive resource for our RSL members providing confidence on landlord health & safety compliance. See below an overview of the LSM subscription:
 - Each section includes **guidance, legislation, best practice and policy** supporting RSLs to be **legally compliant** and meet best practice.
 - Provides much-needed clarification of the **Health & Safety responsibilities of Employer vs Landlord**.
 - The LSM is **reviewed and updated annually** by ACS Learning & Consultancy, our H&S partner.
 - An initial **Implementation Audit** is completed by ACS Learning & Consultancy, followed by **ongoing audits every two years** to ensure compliance.

The LSM subscription is invoiced annually, £695 +VAT.

If you are not currently subscribed and 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. Please contact H&S@evh.org.uk if you have any questions or would like to sign up.

- Does your organisation know that the **ACS Health & Safety Helpline** is a 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.

Recruitment

- **Housing Sector Insights for Stirling University Students**

We were delighted to have been given the opportunity to deliver a guest speaking session to the Housing Studies students at Stirling University. It was an opportunity to provide an overview of the EVH recruitment services and the support available to individuals seeking a career in housing or developing their current career. We also outlined current sector observations along with the challenges facing housing organisations across Scotland from a recruitment perspective. It was useful to engage with the students to talk about their expectations, recruitment approaches, career pathways and the importance of developing transferrable skills to support future employability within the housing sector.

- **Dates for the Diary!**

- All **recruitment consultancy** work for 2026 will be concluded by **Monday 21st 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, ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk.
- The last EVH Jobs Bulletin of 2026 will be issued on **Thursday 24th December**. Please have your job adverts with us by **12 noon on Wednesday 23rd December** to guarantee inclusion. Any job adverts received after this deadline will not be included in our Jobs Bulletin until Thursday 7th January 2027.

- **Recruitment Consultancy – We are Here to Help** The end of the year is fast approaching. Let us help you with your recruitment and selection process by using our [consultancy service](#). Get in touch today to discuss your recruitment plans and the support EVH can offer, ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk.

- **Senior Management Recruitment – Supporting Future Leadership** Some of you have already been in touch about support with **Chief Executive, Director and other senior level appointments** in early 2027. If you still need to get in touch to secure our expertise in the coming months, contact us on, ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk.

- **Growing the Register of Temporary Staff and Interim Managers** We're actively seeking candidates with experience across all areas of **the housing sector**, including **housing management, maintenance, finance, and administration**. If you know someone looking for temporary work, encourage them to [register with EVH](#). We are also continuing to grow our network of interim managers but we would welcome more to [join the register](#). **Do you know someone who has the skills and experience to join either our Temporary Register or Interim Manager Register?** If they mention your name while registering and go on to secure their first placement through EVH, you'll receive a **£75 M&S voucher** as a thank you.

- **Contact** For any **recruitment support and advice** please contact us at, ☎ 0141 352 7435 ✉ Recruitment@evh.org.uk