

July 2025



### EVH SHAPS GROUP

The EVH SHAPS Group recently returned for another 3-year period.

Attend formal update sessions and discuss and network with colleagues in the sector about all things SHAPS pensions.

Low cost: £395 + VAT covering the full 3-year period

Email [contactus@evh.org.uk](mailto:contactus@evh.org.uk) for further details

## EVH Brief Monthly Report To Member Organisations

Welcome to the July edition of your EVH Monthly Report. As always, we include below reports from your key EVH support teams 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....

Note also the red box above – many members will recently have received from TPT confirmation of the not-unexpected news that SHAPS deficit repayment contributions are to return in 2026. So we thought it would be timely to remind members about the existence of the EVH SHAPS Group, an add-on service provided exclusively to EVH members at a low cost, offering members the opportunity to attend formal update sessions and discuss and network with colleagues in the sector about all things SHAPS pensions. If you are not already a member of the EVH SHAPS Group but would like to know more, email [contactus@evh.org.uk](mailto:contactus@evh.org.uk) for further information.

### HR/Core Services

- 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](mailto:hr@evh.org.uk) or by phone at 0141 352 7435.
- The government have now produced a **roadmap** towards implementation of the Employment Rights Bill. It is useful to have further guidance on this as we all start to **prepare for the implementation** of this new legislation. We will be providing further information and guidance to members over the next few months and are running **update sessions for members** on 17<sup>th</sup> September. **We hope to see you there.**
- The next scheduled meeting of the **JNC** will be taking place in August. The JNC have a range of points for discussion and will **keep members informed** of any updates.
- 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, **developing salary structures**, facilitating staff focus groups, **360 appraisal** for senior staff and many more.

- We have a range of topics for training including Governing Body as Employer, Discipline & Grievance, Dignity at Work 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.

## Health & Safety

- **EVH Health & Safety Conference is back!** We are delighted to bring you our H&S Conference this year in partnership with ACS Learning & Consultancy. The conference will take place on **Wednesday 29<sup>th</sup> October** at the **Crowne Plaza Glasgow**. We are working to make this event a special one for our members, covering all areas of H&S with some thought-provoking and insightful sessions. All members will have received the 'Save the Date', however we will be releasing more information on how to book in the coming weeks.
- Our latest **Health & Safety Forum** took place on **Wednesday 2<sup>nd</sup> July**. The forum was based around Landlord Fire Safety with a particular focus on **Managing Fire Safety in Low Rise Domestic Premises**. We received excellent feedback on the session, and it was great to see our members having an opportunity to discuss all things health and safety, along with networking with other members.

Our **next H&S Forum will take place in September**, although unlike the normal morning forum, we plan for this forum to take place in the afternoon. This is to ensure members from all over Scotland have the opportunity to attend. More specific details will be issued in the coming weeks.

- We will soon be issuing our annual **Landlord Safety Manual (LSM) subscription invoice**. 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:
  - The LSM is **highly commended by the British Safety Council**
  - 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.

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](mailto:H&S@evh.org.uk) for further information.

- We have now **fully updated our Information Note Library** to ensure the information is relevant and links are accessible. We continue to grow our Information Note Library to ensure we provide members with great insight and guidance on essential health and safety topics. These are great resources for refreshing your teams or for new staff on key H&S compliance areas.

## Events

- Our next 'Inclusion at Work' event will take place on Wednesday 27 August and will focus on **Equality Impact Assessments**. In today's dynamic landscape, ensuring fairness, equity, and inclusion is not just a moral imperative, but a strategic necessity. For organisations across our sector, a crucial tool to achieve this is the Equality Impact Assessment (EIA). At this online-only event, Aneela McKenna, founder of the Mòr Diversity EDI Consultancy will guide delegates through the process of conducting an effective EIA.
- Join us on Tuesday 26 August for our next **Mindfulness** session, where Martin Stepek from Ten for Zen will explore how to "**Energise & Reconnect after the Summer**". This session is designed to help you reconnect post-summer - with your purpose, your colleagues, and your own wellbeing. Much like the new year, this time of year often brings a renewed sense of focus and enthusiasm. In a busy, often demanding role, it's easy to feel overwhelmed - but this session is a reminder that you don't need to get it all done today. You just need to come back to the present.
- Our **Future Leaders Programme** beginning on 11 September is now full. This programme is suitable for any staff members who are new to or developing into a management role, and if you are interested in future dates please contact the events team.
- The EVH HR team will be holding an **Employment Rights Bill Update** session on 17 September 2025, more information on this will be sent out shortly.
- Save the date! As mentioned in the H&S section earlier, EVH in partnership with ACS are delighted to once again be bringing you our **Health and Safety Conference**, which will be taking place on **Wednesday 29 October** at the Crowne Plaza Glasgow. Watch out for speaker announcements and booking information following shortly.
- Contact [Events@evh.org.uk](mailto:Events@evh.org.uk) with any queries/bookings.

## Recruitment

- We are currently **supporting several members** to fill their [Senior Management](#) roles. Our diaries are starting to fill up into October so 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 for a no obligation discussion.
- Our [recruitment consultancy services](#) have been very popular with members recently. If you are looking for support with **your recruitment process** – whether it's **all of it** or **part of it**, we can help! Get in touch to discuss the support we can offer by contacting us on 0141 352 7435 or email [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk).
- Our temporary placement service continues to offer members a **range of candidates** to fill temporary roles. We see an increasing number of candidates **outwith the sector** looking to join our register with a **keen interest in developing a career in housing**. We want to support these **future housing professionals** by allowing them to develop their skills and experience required for roles within the sector. If your organisation can offer **work experience**, please email the recruitment team, [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk) so we can discuss how we can support you to do this.

- 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. If you require assistance with a temporary role, through either our [temporary placement](#) or [interim manager](#) service, please give us a call on 0141 352 7435 or email [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk).
- Our [recruitment & selection training](#) has been popular with both **staff and governing body** members. Our tailored training allows you to **refresh your knowledge or learn a bit more about** the key areas - **the recruitment and selection process, the legal impact, how the process can be more inclusive and the rise of AI and the impact**. We have availability from the beginning of September so be quick, get in touch by calling 0141 352 7435 or email [recruitment@evh.org.uk](mailto:recruitment@evh.org.uk) to secure the date in our diary.
- 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.

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