

July 2026



EVH Annual Conference 2026

Thursday 29 to Friday 30 October 2026
Westerwood Hotel, Cumbernauld

We are looking forward to welcoming
staff and governing body members to
our new look conference this year

*Keep an eye on your inbox for booking
details and further info over the next
week or so...*

EVH Brief Monthly Report to Member Organisations

It's hot out there so take a break under your nearest palm tree and have a read of the Monthly Report for July 2026!

As ever, you'll find news and updates from all your key EVH support teams on recent activity as well as what to look out for in the coming weeks ahead.

Enjoy reading...

HR/Core Services

- At a recent meeting the JNC approved the application of the updated **HMRC mileage** allowance which has now been incorporated into the **full member salary scales**. The new rate of 55 pence per mile applies from **6th April 2026** and full members have been asked to make arrangements locally for implementing the increase including any backdated payment to be made.
- Further to the consultation work carried out by **Aneela McKenna from Mor Diversity** towards the end of last year regarding **enhancing inclusivity** in the full member terms and conditions of employment, we are pleased to provide an update on next steps.

In summary, the review highlighted that the full member terms and conditions of employment are viewed favourably and are seen as a **competitive advantage** to recruit and retain staff. The review also provided some great **insight and recommendations** centred around fairness, inclusion and accessibility to ensure our Full Members Terms and Conditions remain progressive.

The final report for the '**Enhancing Inclusivity Review**' was presented to the JNC for consideration and it was agreed to work towards the recommendations in a **phased approach** to allow appropriate time to consult with members where required.

The following actions have been agreed for progress in the first phase:

- **Modernisation and Language** – a review of the language used and terminology in the terms and conditions will be carried out. The purpose of this is to make the language more person centred and accessible. This will not change any terms and conditions; it is simply about the wording and framing. The review is planned to commence later this year, and further information will be provided to members in due course.
- **Consultation** will be carried out with full members on the provisions within the terms and conditions regarding bereavement leave and public holidays. These specific points were highlighted in the equality review as areas where improvements could be made. Consultation is planned to take place later this year.

Further communication will be issued directly to full members with regards to the above actions in the coming months.

- We have **rebranded** our Microsoft Team's network for members to be broader than just the Employment Rights Act. This **network** will develop over time and aims to provide a forum for members to share information, ideas and ask questions. If you haven't signed up, please get in touch.
- It is vital that governing bodies are aware of the changes coming with the Employment Rights Act, know what **policies to expect** at meetings and what **questions to ask** to ensure full compliance with this new legislation. We are delighted to have a number of bookings in the diary for our tailored training session for governing bodies, **to book** this session please get in touch on hr@evh.org.uk
- Our **HR consultancy service** offers tailored support for a broad range of projects including policy review, governing body appraisal 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 updated template contract, remuneration of the senior officer policy template and information on fixed term contracts.
- Our **training service** continues to be busy with a range of sessions being delivered and booked in. Popular sessions include governing body as employer, **stress management** and absence management. Watch out for details of our new session on **managing probation periods effectively**. Please get in touch for more information.

Events

- The **EVH Annual Conference** will take place on **Thursday 29 to Friday 30 October** at Westerwood Hotel, Cumbernauld. We are looking forward to welcoming staff and governing body members to our new look conference of one night/two days, following member feedback. Bookings will open shortly over the next week or two, if you would like to receive news and conference updates, contact the events team with your details.
- Last chance to book on to our Legal Webinar focusing on **Emerging Risks in Employer and Landlord Health & Safety** on Thursday 23 July. Vicki Watt from BTO will deliver this informative online session, which is ideal for anyone who is interested in or has responsibilities as an employer, and/or Landlord/Tenant health and safety.

- Date for your diary, the next **Health & Safety Forum** will take place on Wednesday 26 August and will focus on Gas & Electrical Safety in Housing: Compliance, Responsibilities & Best Practice. Look out for the booking details arriving in your inbox, this is an opportunity for delegates to come together in person and network with their fellow peers.
- Amongst other events planned for the rest of the year, look out for further information on Mindfulness, SHAPS Group sessions and the next Mental Health First Aider Forum. Contact Events@evh.org.uk for any queries before then.

Health & Safety

- We are pleased to bring our members are **Legal Webinar** on **Thursday 23rd July**, led by **Vikki Watt**, Head of **BTO Solicitors LLP's** Band 1 ranked Health and Safety Team. Vikki will provide a practical and timely webinar exploring the fast-moving health, safety and liability risks facing employers in the RSL sector. This webinar will highlight the practical steps organisations can take now to strengthen compliance, manage risk, and avoid common pitfalls. This session will include:
 - How employer duties are evolving to cover **mental wellbeing** as well as physical safety in the workplace.
 - Why **drug and alcohol policies need fresh attention** in the age of online prescriptions, especially given increased prescribing of controlled drugs.
 - The **key risk areas** to consider when employees **are driving for work**.
 - How **AI is beginning to shape health and safety** management — and where employers should proceed with care.
 - An update on the **key public liability issues, including Awaab's Law**, and what it may mean for housing providers and those managing risks to service users.
- Our next **H&S Forum** will take place on **Wednesday 26th August**. The forum will focus on **Gas & Electrical Safety in Housing: Compliance, Responsibilities & Best Practice**. The forum will be led by **Emma Wiley**, Managing Director, ACS who will be joined by **Graeme Ferguson**, Auditor & Contract's Manager at CORGI Technical Services. The topics that will be covered are:
 - The **legal requirements for electrical safety** in Scotland.
 - Understanding the **SHR expectations for gas & electrical safety** compliance.
 - Gas and Electrical **safety responsibilities** for landlords.
 - Common **risks and compliance challenges** identified
 - **Practical guidance** on inspections, testing, documentation and ongoing management.

Our events team will be sending out the booking information in the coming weeks. If you would like more information, please contact events@evh.org.uk.

- For members who are subscribed to our **Landlord Safety Manual**, we will be issuing our **annual invoices** from Tuesday 1st September. Please look out for the invoice, once payment is received, we will issue your 2026 annual updates for your LSM.
- 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

- **Temporary Candidate Register – We Need You!**

Our Temporary Candidate Register has been particularly busy as we move through the summer period, with strong demand from members across a wide range of roles. To help meet current and future requirements, we are actively seeking candidates from **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](#). As an added bonus, if they mention your name and go on to secure their first placement through EVH, you'll receive a **£75 M&S voucher** as a thank you.

- **Interim Managers – Expanding Our Network of Experts**

Our Interim Management service continues to support members across a range of **specialist projects, including independent HR investigations and senior operational support**. Demand for experienced interim professionals has grown and **we are keen to expand our network**. If you know someone with the expertise and experience to support the sector, we would love to [hear from them](#). If your referral goes on to secure their first placement through EVH, you'll receive a **£75 M&S voucher** as a thank you. Contact us on ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk

- **Recruitment Consultancy – Book Early to Avoid Disappointment**

Demand for our recruitment [consultancy service](#) continues to remain high, with members making use of support across a **wide range of recruitment processes**. To help us accommodate your requirements, we encourage you to **get in touch as early as possible**. Whether you need assistance with a particular stage of the recruitment process or a fully managed end to end service, our team is here to help. Contact us now to discuss your recruitment plans ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk

- **Senior Management Recruitment – Supporting Your Future Leaders**

We continue to see **strong demand for Chief Executive and Director level recruitment**, with several senior appointments expected to progress in the months ahead. If you are considering recruiting for a [leadership role](#) later this year, now is the **ideal time** to start the conversation. Our experienced team provides a **tailored, inclusive approach** that has consistently delivered successful outcomes for member organisations. For a confidential, no obligation discussion about your requirements, contact us on, ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk

- **Recruitment & Selection Training – Changes to the Employment Landscape**
With changes to **unfair dismissal rights** under the Employment Rights Act and changes to **Right to Work check requirements** coming into effect from **1 October 2026**, ensuring robust recruitment practices has never been more important. Our [Recruitment & Selection Training](#) helps managers make informed recruitment & selection decisions, reduce risk and remain compliant with evolving employment legislation. Get your teams prepared and book now, ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk
- For any **recruitment support and advice** please contact us at ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk and a member of the Recruitment team would be happy to help you.