

**Our flagship Annual Conference
is now open for bookings!
Suitable for all Governing Body
and staff members
– all welcome.**

**Hilton Dunblane Hydro
Fri 16 to Sun 18 May 2025**

FEBRUARY 2025

EVH Brief Monthly Report to member organisations

Welcome to the February edition of the 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.

One key topic to flag this month is that the **EVH Annual Conference is now open for bookings!** By popular demand we return to DoubleTree by **Hilton Dunblane Hydro** over the weekend of **Friday 16 to Sunday 18 May** and our theme this year is **“The Generation Game”**. We have an exciting line up of speakers with a focus on recognising and supporting the diverse generational age groups within our organisations and communities and matters of interest and importance to them. Suitable for all Governing Body and staff members. **Book now** - it will be nice to see you, to see you....

HR/Core Services

- Discussions on the **cost of living pay increase** for April 2025 concluded in early February with both the employers and the union **able to recommend** a multi-year deal to their respective memberships. Both **ballots are now ongoing** and the outcome of these will be communicated to members after the close of the employer's ballot on **Tuesday 11th March 2025**.
- The JNC have a meeting arranged to discuss **annual updates to the terms and conditions** of employment. Further to this any agreed updates will be circulated to members.
- Look out for updates to our **information resources** which will be coming out over the coming months. Recent updates have included **lone working**, employee grievances and **reserved forces**.
- Watch out for our **benchmarking survey** hitting your inbox. The purpose of this survey is to gather information which will be helpful to members when considering their own working practices. The survey should take **around 15 minutes** to complete, is fully anonymous and we will send out a summary of the findings after the survey closes.
- 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 evaluation, staff surveys, policy reviews** and many more.
- We can provide training on a **range of subject areas** including Sexual Harassment Awareness, **Performance Management**, Governing Body as Employer, 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.

- As ever, for any **HR queries, advice or support** please contact us at HR@evh.org.uk and a member of the HR support team will be pleased to help.

Recruitment

- **Could your managers or Governing Body members benefit from [Recruitment & Selection training](#)**, even just a refresh? We would be delighted to support your organisation with this key piece of learning. Please get in touch to discuss your requirements by calling 0141 352 7435 or email recruitment@evh.org.uk.
- Our first **Inclusion at Work event** of the year took place on 11th February with a focus on **Neurodiversity** In Recruitment. An engaging presentation by Aileen Carson, Carer and Neurodiversity Coach was followed by group discussion from our delegates. Further Inclusion sessions will follow this year with a focus on different areas of recruitment.
- We offer a range of [recruitment consultancy services](#) and [Senior Mangement recruitment support](#) tailored to suit your needs. If you are looking for support to fill key vacancies in your organisation, please contact us on 0141 352 7435 or email recruitment@evh.org.uk to discuss your requirements and secure the dates in our diary.
- We are always looking to **strengthen our list** of suitably qualified candidates to support our [placement register](#). If you know **someone looking for temporary work within Admin, Housing, Maintenance, Finance, Welfare Rights**, 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.
- Our discreet [Interim Manager support](#) service puts you in touch with suitably qualified managers to support your organisation with a **wide range of challenges**, such as providing **strategic leadership and management, conducting investigations, identifying any underlying issues and developing solutions**. For a confidential discussion please call us on 0141 352 7435 or email recruitment@evh.org.uk.
- For any **recruitment support and advice** please contact us at recruitment@evh.org.uk and a member of the Recruitment team would be happy to help you.

Events

- Today's typical workplace can include five different generations working together, bringing varying expectations, challenges and opportunities for employers and their workers/volunteers. Sessions and speakers at this year's '**EVH Annual Conference Generation Game**' will see you learn across many areas of this fascinating subject. Prices are set as low as they can go, genuinely bringing you the best possible value for money for this weekend networking event. **Book now** for 16-18 May at Hilton Dunblane Hydro. It will be nice to see you, to see you....

- The Government considers their new **Employment Rights Bill (ERB)** to be the biggest upgrade in employment rights for a generation. On **Thursday 20 February**, we will be giving members an overview of the proposed changes and the impact they may have on your organisation. The staff session is running a waiting list and there are still limited spaces available for the **governing body members** session later that same day.
- The next Members Information Exchange (MIE) will take place on **Monday 10 March** in Betty's Room. Jonny Cunningham, Lead HR Advisor at EVH will provide an update on the Worker Protection Act, which is recently introduced legislation placing a legal duty on employers to ensure they proactively take reasonable steps to prevent sexual harassment in the workplace. As always, for this information exchange session we encourage you to share with us any exciting news at any time, including community projects, bus runs, garden competition achievements, or big celebrations in your organisation and we will share these at the meeting.
- The Optima Health session has been moved to **Thursday 20 March** and will be covering the topic of **Supporting Employees with Mental Health Conditions**. Dr Kerry Freer will join us to cover how managers can support individuals experiencing poor mental health. The session will take place on Zoom and is **free** to all members.
- Our next H&S Forum in partnership with ACS will focus on **Lone Working and Protecting Staff from Violence and Aggression** and will take place on **Wednesday 26 March**. Due to the popularity of this event, we can only accept bookings for one delegate per organisation.
- Contact Events@evh.org.uk for more information or to make a booking.

Health & Safety

- Our first **Health and Safety Forum** of 2025 will take place on **Wednesday 26 March** between 9.30am - 12.30pm covering **Lone Working and Protecting Staff from Violence and Aggression**. This will cover **how to keep lone workers safe** in your offices/out in the community, along with **how to manage violence and aggression**, whether from tenants, service users or members of the public. Attendees will have the opportunity to discuss the different methods and technologies available for **monitoring and managing lone workers** out in the community.

Our H&S forums are led by our H&S partner ACS and are designed to provide valuable insights, comprehensive support and guidance on the latest regulations, legislation and best practice.

Don't miss out on this excellent opportunity, to book onto the forum please get in touch with events@evh.org.uk.

- Are you currently reviewing the resources you have to ensure you are legally compliant with landlord safety? Our **Landlord Safety Manual** 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**, we can provide you with a sample Landlord Safety Manual to give you a better understanding of the content within the manual. You will receive an implementation visit from ACS before you join, together with routine **Landlord Safety Audits**

every two years. The annual fee is £695 + VAT. Please contact H&S@evh.org.uk for further information.

- As part of your EVH membership, **ACS Learning and Consultancy** are available to provide you any **health and safety technical advice.** You can **contact ACS directly** on 0141 471 5171 or info@acsrisk.com.

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