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February 2026

EVH Brief Monthly Report to Member Organisations



Ever the optimists at EVH, we're going early in claiming...the thaw is on!

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.

HR/Core Services

- The JNC held their **first meeting of 2026** at the start of February and had a busy agenda covering feedback on the equality work carried out to date and discussion on **updates to the terms and conditions** to comply with the Employment Rights Act. The next meeting is at the beginning of March when **final amendments to the terms and conditions** will be discussed and agreed. These will then be circulated to members for implementation.
- Work has been ongoing on **equality proofing the terms and conditions**. The JNC will receive a final report on this work by April, and we will then provide an update to members on any proposed actions after that. **Thank you** to all those who participated in the consultation regarding this piece of work.
- The **Employment Rights Act 2025** is now a reality, and the implementation dates have already started with the first measures coming into force on 18th February 2025. We have launched our **ERA network for members** and have 90 members signed up to this. We will be keeping the network updated and are hoping this will be a useful way for members to share information.
- 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 **staff surveys**, job evaluation, governing body appraisal and many more.

Employment Rights Act Training for Governing Body Members

It is vital that governing body members are aware of the changes coming with the implementation of the Employment Rights Act 2025.

This short session covers what changes will be made, what they should be looking out for and gives an opportunity for discussion and questions.

This session lasts up to 2 hours and costs £200 + vat. To book simply contact HR@evh.org.uk

- We have a range of topics for training including **Employment Rights Act for Governing Body**, Performance Management, Absence 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

- Our **2026 Health and Safety Control Manual (HSCM) updates** were issued out to all members in **January 2026**. These were sent to the principal contact and H&S contact for your organisations. If you require to update any contact information, please send this to contactus@evh.org.uk.
- Our H&S Forums provide an opportunity for members to receive support and advice from ACS and EVH, whilst networking with other EVH members. Our first quarterly **H&S Forum** has now been **rescheduled to Wednesday 25th March**. The forum will focus on **Construction Design Management (CDM)**. ACS will provide an overview of the CDM Regulations 2015, review the key elements of CDM Regs, the importance of the duty holders and the essential documentation requirements.
- **ACS complete bi-annual audits** on your employer health and safety and if subscribed to the Landlord Safety Manual, they also provide bi-annual audits on landlord safety. We will soon be issuing a **survey to members to review the audit service**, looking at the content of the audit and gain feedback on the process. We would encourage all members to participate when this is issued. Does your committee receive updates when you have received an audit from ACS currently? This may be something you wish to introduce, so you are aware of your key areas of success and development within health and safety.
- Are you aware of 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.

Events

- Join us on **Wednesday 25 March** for our first **Health & Safety Forum** of the year which will focus on **Construction Design Management (CDM)**. Emma Willey from ACS Learning & Consultancy will lead this session, covering the CDM regulations and key elements of construction health and safety. Remember to book early to secure your place at this session as spaces are limited to **one person per organisation** (note, we keep a waiting list of delegates if you wish additional colleagues to be added where there is room nearer the time).
- We are now also taking bookings for our ever-popular **Future Leaders Programme** which is suitable for any staff members who are new to or developing into a management role. The programme will begin on Wednesday 22 April and consists of 5 full day sessions, in-person, spread over 9 weeks, please note there are limited spaces available, book now to avoid missing out. Feedback from previous attendees highlights the engaging delivery from the course leader and the supportive format of these sessions.
- Keep your eyes peeled on your inbox for the flyer announcing the next **Member Information Exchange** (formerly known as the management committee meeting) organised for the EVH representatives on your Board. This is a key opportunity for your governing body reps to come together and network over some hot food and drinks, keep updated with the recent work relating to EVH and your membership, as well as hearing from a first-class speaker. We would appreciate your attendance and support of membership at these events.
- Our first ever **Mental Health First Aid Forum** last month was a great success, and it was fantastic to see so many practitioners coming together to share their knowledge and experience on this important subject. The next Mental Health First Aid Forum will take place online via Zoom on **Thursday 23 April**. All current or practitioners and those hoping to hear more about it are welcome to attend - more information on how to book will be sent out in due course.

Recruitment

- **Advertising Prices Frozen for 2026!** Good news! We're holding all our advertising rates for 2026 for **members and non-members alike**. There's never been a better time to advertise your vacancies with us. Every advert includes **automatic placement in our weekly jobs bulletin**, reaching **over 3,000 job seekers**.
- **Recruitment Consultancy – Secure Your 2026 Dates Now!** Planning ahead for your recruitment needs? Now is the perfect time to book, whether it's help with one stage of the process or full end-to-end recruitment. **Please note:** A small update to our pricing will take effect from **1 March 2026**. Full details will be available on our website soon. We're here to make your recruitment smooth, efficient, and stress-free so please get in touch, 📞 0141 352 7435,  recruitment@evh.org.uk
- **Help Us Grow Our Temporary Candidate Register!** We're always looking to strengthen the range of candidates we can offer our members. Do you know someone looking for temporary work in **Admin, Housing, Maintenance, Finance, or Welfare Rights**? You might even know an experienced manager with the skills to support organisations through challenges such as **strategic leadership, investigations, and problem-solving**. If someone comes to mind, **send them our way!**

And here's the 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.

- **Recruitment & Selection Training – Filling Up Fast!** Our 2026 training bookings are off to a flying start, with sessions already booked into May, but there's still time to secure your place. With changes under the Employment Rights Act, many members are refreshing their recruitment practices to ensure they get it right first time. From reducing unconscious bias to supporting neurodivergent candidates and navigating the rise of AI in the process, we can tailor training to suit your organisation. Book your dates today,  0141 352 7435,  recruitment@evh.org.uk
- **Senior Management Recruitment** - Thinking about recruiting for a **Senior Management** role in the months ahead? Let us help! Our fully comprehensive service is designed to support you through every stage of the recruitment and selection process, making it smoother, more structured, and far less stressful. Whether you're planning ahead or ready to move now, we'd be delighted to talk through how we can assist. **Get in touch for a confidential discussion,**  0141 352 7435,  recruitment@evh.org.uk