

September 2026



EVH Annual Conference 2026

Thu 29 to Fri 30 October
Westerwood Hotel, Cumbernauld

Everyone welcome:

- ✓ Committee members
- ✓ Managers
- ✓ Staff Teams

Less than 6 weeks to go! See
Events section below for your
reasons to book now.

Book/Enquire

✉ events@evh.org.uk

☎ 0141 352 7435

EVH Brief Monthly Report to Member Organisations

Welcome to the September edition of our Monthly Report. And as we move into Autumn, there's plenty happening at EVH so please read on below for the latest updates from your key EVH support teams.

Also, if you cast your eyes top right to the "red box" 🖱️ you'll see a reminder and details of how to get booked up for this year's EVH Annual Conference taking place at the excellent Westerwood Hotel, Cumbernauld over Thursday 29 to Friday 30 October – please do get in touch to reserve your place.

Enjoy reading...

HR/Core Services

- October will see the **implementation of further changes** in line with the Employment Rights Act 2025. Employers should ensure they are aware of these changes which include:
 - The duty to take **ALL** reasonable steps to prevent **sexual harassment** in the workplace.
 - The duty for employers not to permit harassment from a third party.
 - Extending the **time limit** within which an employee can bring a tribunal claim from 3 months to 6 months.
 - Various provisions relating to **trade unions** including the duty to inform workers of their right to join a trade union.
- To support members to communicate with their employees and third parties on the important subject of **harassment (including sexual harassment)** we have agreed with our partners **UNITE and ACS** to develop literature which members can use in front offices and on staff noticeboards with messaging supporting a **no tolerance approach** to harassment. This information is aimed at supporting members to comply with the new duties being introduced by the **ERA 2025** outlined above. This information will be circulated to members in the coming months.

- 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 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 information on **fixed term** contracts, restructures and absence.
- Our **training service** continues to be busy with a range of sessions being delivered and booked in. Popular sessions include appraising your director, lone working and equality. Our new session on **managing probation periods effectively** is available for booking, please get in touch for more information.

Events

The last thing we would want is any governing body or staff members missing the opportunity to catch the first-class line up of speakers secured for this year's Annual Conference, on the theme of "Building Agility Together". It really is one you won't want to miss. Here's what's available for you to learn if you join us:-

- International speaker **Alexander Bell's** fascinating opening session will help delegates understand how to promote a healthy relationship with technology. As AI and new technologies accelerate, how do we harness the benefits of this without getting off track with what matters most, our people.
- Some fellow EVH members will be joining **Nikki Slowey's** session to share their experiences of finding better ways to work to create more flexible, inclusive workplaces whilst keeping tenant and organisational needs in full focus. Hear how flexibility is going for them and take some insights back to your own organisation.
- There has been an increase in the diagnosis of neuro divergent conditions over the past decade. Employers often lack confidence in managing these workplace situations. **Dr Munna Roy** will share his knowledge of this and how organisations can benefit from encouraging neuro-difference in the workplace.
- How can we as staff team members or committee members learn how to adapt to change and even thrive in the midst of uncertainty. **Rob Hosking** will use his experience from his years working in front-line policing to highlight lessons on embracing change and creating resilient teams. When celebrity Chris Evans met Rob, he quickly dubbed him "The Mighty Motivator", join us to hear why.
- We are in the middle of the most sweeping employment law changes in a generation. Solicitor **Ben Doherty** will focus on some of the less discussed implications of changes to the unfair dismissal qualifying period, including managing fixed-term contracts in the third sector and changes to employers' duty to prevent sexual harassment in the workplace. Essential listening for all!

- Organisations are finding it harder to attract the talent, skills and leaders they need, while candidate expectations continue to evolve. Recruitment Service Lead **Kim Beattie** explores how future-ready organisations are adapting, providing practical insights and actions to help future-proof your organisation in a competitive and changing environment.
- Join **Emma Willey** to learn how organisations can embrace innovation with confidence while keeping health, safety, wellbeing and culture central at every stage of the change process. Learn how to balance real risk against perceived risk and spot where change is putting people under strain – building safety and wellbeing into decisions rather than bolting them on afterwards.
- Many people leave work due to menopause symptoms. An agile workplace can support conversations about reasonable adjustments and help retain staff during this life stage. **Rachel Weiss's** workshop covers the menopause basics, including symptoms and ways to manage them, helping you better support colleagues, friends, family and yourself.
- In our closing session **Dr Alison Edgar MBE** will leave you with a framework to follow, plus tools to manage time, decisions and mindsets so you can better serve your communities and work together more effectively. Drawing on her experiences since her early days as a youngster in Clydebanks, she will be showing board and staff members how to flip fear of change into practical action – to help create cultures where people take ownership, adapt to change and perform at their best.

We've worked hard to bring members this well priced end of week conference with insightful sessions, including a free networking drinks reception, dinner/evening entertainment and a lunchtime finish on the Friday. With less than 6 weeks to go, please book your place now to join us on **Thursday 29 to Friday 30 October at the Westerwood Hotel & Spa, Cumbernauld**. **Note that day delegate rates are available as an option for those not able to stay overnight.**

Please contact Events@evh.org.uk or visit www.evh.org.uk for more information and to secure your place.

Health & Safety

- Our latest **H&S Forum** took place on **Wednesday 26th August** focussing on **Gas & Electrical Safety in Housing: Compliance, Responsibilities & Best Practice**. The forum was a full house (with waiting list!) and was led by **Emma Wiley**, Managing Director, ACS who was joined by **Graeme Ferguson**, Auditor & Contract's Manager at CORGI Technical Services. Look out for details of the next forum later in the year.
- 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

- **Inspiring the Next Generation of Housing Professionals**

In the coming weeks, we will be visiting the **University of Stirling** to speak with Housing Studies students about the housing sector, career opportunities and the challenges and rewards of working in housing today. The session will provide an opportunity to engage with current and future professionals, share insights across the sector and highlight the role EVH can play in supporting job seekers across Scotland.

- **Your Referral Could Be Worth £75**

Do you know someone who has the skills and experience to join either or 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.

- **Growing the Register, Supporting Members**

Demand for temporary staff across the sector remains strong across a wide range of roles. 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](#).

- **Interim Managers – Providing Expert Support**

We are continuing to grow our network of experienced professionals and have welcomed a steady increase in interest to [join the register](#). Demand for our Interim Manager service remains high, particularly in relation to supporting members with complex HR investigations and specialist projects.

- **Recruitment Consultancy – Making Recruitment Easier** As we head into the end of the year, our recruitment [consultancy service](#) continues to remain strong, with members making use of support across a **wide range of recruitment activities**. 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 – Securing Leadership**

If you are looking for support with **Chief Executive, Director and other senior level appointments** before the end of the year and into early 2027, please get in touch with us today to discuss your requirements. **Our tailored, inclusive approach** that has a track record of **delivering successful outcomes**. For a confidential, no obligation discussion about how we can support you, contact us on, ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk.

- **Recruitment & Selection Training – Keeping Skills Current**

Do your managers or governing body members need a refresh on recruitment and selection practices? Get in touch to book in [Recruitment & Selection Training](#) either before the end of the year or early 2027. Get in touch about your training needs, ☎ 0141 352 7435, ✉ Recruitment@evh.org.uk

- **Contact**

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