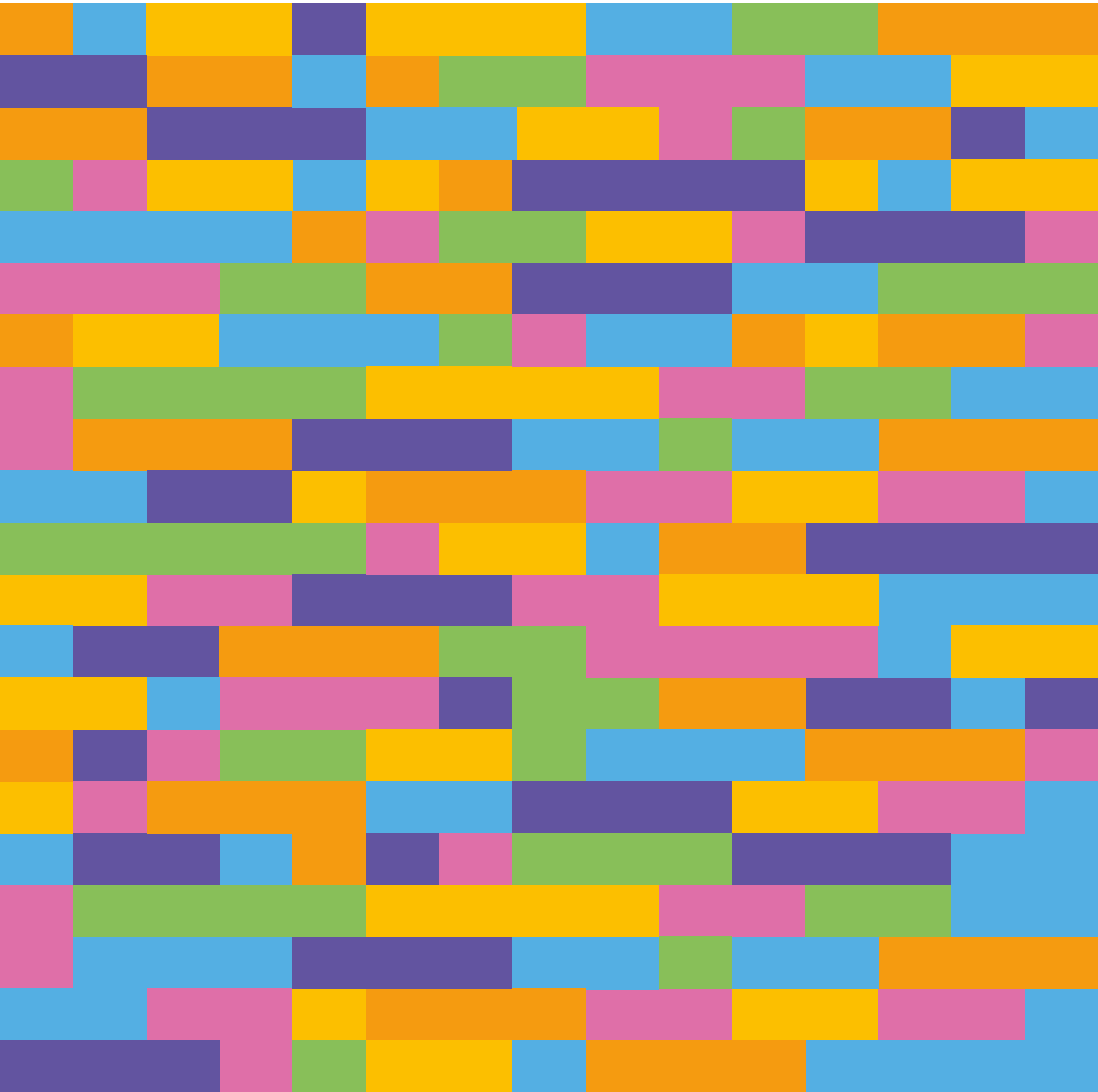




supporting
social
employers

ANNUAL REPORT

2022 - 2023





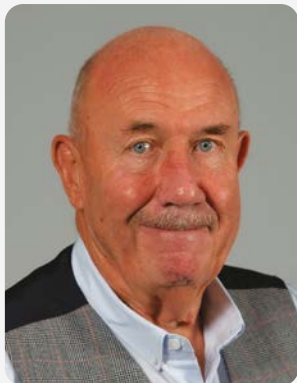
How do we keep up to date?



TURN DOWN THE VOLUME!
Take a Moment to Think, Listen & Learn
© 2013 The Center for the Study of the 21st Century

- Get around - within your own field
- But also make sure you get outside of it frequently
- Keep your eyes and ears open
- And your mind - to new ideas
- Which sometimes come from people you don't like
- Or political parties you have spent half your life hating

Chair's Welcome



In my final year as Chair it is a huge pleasure to see EVH in such a good place.

I remain proud to have been the first ever "east coaster" elected as Chair of EVH. It is a vital organisation for voluntary employers across the length and breadth of Scotland – and I am sure my successor will also find it a welcoming and happy place!

The last decade has brought many challenges, and in particular over the latter couple of years. Whilst much of this period was dominated by issues connected to the public health situation, EVH has been busy on many other fronts too. Most notably we concluded a wholesale review of our formal structure and encapsulated these changes into a spanking new Memorandum and Articles. Crucially this reinforces our 100% volunteer led status, of which we are so proud. EVH continues to attract an ever more diverse range of "social" employers into membership and such diversity is a current strength and a key future asset. We have plans to develop both the volume, and the level of involvement, of this tranche of the membership in the coming years.

As we look forward to the coming period EVH finds itself in a very good place, and with sufficient financial assets to ride out the rainiest of days. Its people assets are in good shape too – my fellow Executive members and our staff team. I owe them all a huge debt of gratitude for their sterling work, all of which has taken EVH to such a position of strength.

Collectively we see the next couple of years as a time of positive challenge, excitement and growth. Our investment plans will fully support such aspirations and I have no doubt that EVH will continue to thrive!

David Rose
Chair

EVH Mission

Is to “support social employers.”

We have three broad objectives:

- To provide an expert information, advisory and consultancy service that will promote and maintain good employment practice
- To assist our members in attracting and retaining a skilled, flexible, and effective workforce, which is commonly committed to the achievement of member goals, and to the enhancement of the quality and value of its services
- To create a culture of openness and trust that encourages common sense and joint approaches to problem solving

Principles which guide us:

- Put the customer first
- Pursue excellence
- Create an environment of openness and trust
- Respect confidentiality
- Be accessible and respond promptly to all requests for information and assistance
- Treat everyone fairly and with respect
- Use resources cost effectively within budgets
- Continue to develop a highly motivated and committed workforce able to deliver our services courteously, efficiently and effectively

EVH Executive

The Executive Committee is our governing body and is comprised of 15 members elected from within the Management Committees and Boards of our full member employers.

One third of the Executive is required to stand down each year. EVH remains able to attract excellent people looking to sit on our Executive, and thus elections at each AGM are not uncommon.

The Executive spent a great deal of its time this last year in developing a robust, and positive Business Plan taking us to December 2025. Running alongside that was a new Succession Plan covering staff at all levels and governing body members too. The Executive also funded a significant investment plan into making the EVH office fit for purpose post covid – we now have Sauchiehall Street’s safest air! In similar vein a huge amount has been spent on state-of-the-art sound and video equipment within Betty’s Room - thus facilitating a more immersed experience for those attending our meetings and training online.

The Executive has several Sub Committees

- Joint Negotiating Committee (JNC)
- Education & Training Committee (E & T)
- Audit Sub Committee (Audit Sub)
- Health & Safety Committee (Safety Sub)

Much of the product of Sub Committee work is featured later throughout this review. A couple of highlights for each though are given below:

JNC – our original raison d’être and still hugely important. Was fabulously quick off the mark in securing this year’s wage deal, thus sparing us any involvement in the sort of ongoing industrial relations carnage elsewhere - as seen (nightly) on TV! Also maintains the independent appeal mechanism which, generally speaking, invites parties at dispute to seek solutions rather than victories.

E&T – holds a vital role in supervising the quality and shape of our major conferences and other large events. Carefully brought back the much-loved EVH Annual Conference last year, albeit in a slimmed down (post covid) rebuild fashion. The 2023 event will return to the “full weekend” format and the E&T will then compare feedback before determining the structure of the 2024 conference. Speaker quality remains exceptionally high – and the entertainment, well ... what can we say.

Audit Sub – crucial to the stewardship of EVH finances, and all external and internal audit strategies. Has a major role in the analysis of the Annual Accounts – which cannot come to the Executive/AGM without prior Audit Sub approval. Conducted a major exercise in placing a huge tranche of EVH cash assets into a long-term (ethical) fund with the Prudential, with the aspiration to protect its value against the ongoing ravages of high inflation. Was brilliantly supported by Chiene + Tait Financial Planning in this piece of work.

Safety Sub – focuses on the internal safety requirements for EVH staff and premises. The office has moved to *DefCon4* status a number of times through the last year given an ongoing situation with a dangerous and unwelcome visitor to the building in which we operate – still at large and wanted by police. Safety Sub and EVH officials are pressing the building factors to get their fingers out and improve building security at the ground floor entry point.



EVH Management Committee

Feel The Love

EVH in its various iterations has been around since 1978. Its formal arrangements prior to 1998 were fairly/really/terribly loose and followed a Presidential/Congress* model. Office Bearers (President, Vice President, and Treasurer) were elected at the AGM and subsequently accounted to the monthly Management Committee meetings during the course of the year. The Management Committee comprised of one governing body member from each full EVH member organisation. Meetings therefore often had 60 or more delegates in attendance and could be somewhat unwieldy. They were however great fun, and many older hands have warm memories of their monthly Monday evenings in the Glasgow Parish Halls back in the days of the “Clydeside Fed”.

**The “congress” line kept EVH officials in jokes for many a year.*

EVH became too complex for such a structure to persist and in 1998, formed a Company Limited by Guarantee and with a new “Executive Committee” at its heart. The Management Committee was retained, but now as an information update and general get together event, often with an interesting speaker.

The Executive Committee wants to retain the Management Committee in some shape or form but would like it to offer a more attractive proposition to those who may wish to attend. With that ambition in mind it has formed a Short Life Working Group (SLWG) to consider options for the Management Committee going forward, including defining clearly its current purpose; the frequency and style of its gatherings; and any other reasonable ideas which the SLWG may consider pertinent. The group will report back to the June 2023 Executive Committee meeting.

Recent Management Committee speakers:

Emma Willey

Frazer Scott

Lorna Ravell

Mike Douglas

Robert Tamburrini

Euan Leitch

Sarah Marshall

Lisa Woodward

Paul McMahon

Kirsty Hill

ACS Physical Risk

Energy Action Scotland

EVH

Age Scotland

SHARE

SURF

DWP Disability Services

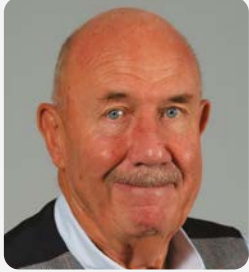
Better Health Generation

McMahon Employment Law

The Dollywood Foundation



Executive Committee



David Rose



Alison A'Hara



Brian Chaplin



Flora Wallace



Jennifer Young



Jim Weir



John Ferguson



John Kelly



John McLardie



Morag Cameron



Nicki Finlayson



Robert McLeary



Teresa McNally



Joginder Makar

Annual Accounts



The full accounts will be presented to the 2023 AGM in May. However, in summary it has been another very good year for EVH finances. We are well beyond covid recovery now and our overall income last year exceeded the former previous high recorded in 2019. EVH has a very strong balance sheet which can more than cover its notional pensions deficit buy out figure. Operational costs remained in good control and although there are innumerable inflationary pressures to address, our forward financial planning has been able to accommodate these. The cessation of SHAPS Backward Deficit payments will further strengthen this happy state for the coming three (and a bit) years.

Once more we kept our annual subscription fee increase miles below prevailing inflation. Best of all we were able to plough back close on £100,000 into communities across Scotland and to our Childrens' Hospice charity last year. We encourage the brigade of private consultants making large sums of money within our sectors to follow suit.

| Year | Turnover | Costs, Donations & Corporation Tax | Profit | Overall funds held |
|------|------------|------------------------------------|----------|--------------------|
| 2021 | £1,077,430 | £786,897 | £290,533 | £1,516,737 |
| 2022 | £1,186,511 | £927,657 | £258,854 | £1,642,798 |

Flora Wallace
Treasurer



Director Review – Staff & Services

A hugely demanding year for EVH has panned out pretty well!

Thank you! For sticking with EVH for another year – we are nothing without the support of our member organisations, which we never take for granted.

The pandemic was a horror story for Scottish society in general; no less so for EVH and its members. However high levels of resilience are nothing new within the membership and many played crucial roles in keeping local communities supported and together. Most were able to come through the pandemic period without the fabric, values and purpose of their organisations having to be set aside nor diluted. In our own little part of all this, EVH did okay too. We are now firmly in a post covid state of mind and enjoying making cogent strategic commitments for the years ahead.

EVH is a membership organisation and also fully member led internally. These two areas will enjoy our continued focus in the coming year – as we look to further develop core services on offer and to further grow membership numbers. Our plans for this will range from improving existing services - both our own and partner provided staples – along with ensuring there is always a suitable and appropriate range of discretionary options for those employers who wish to go beyond.

Increasingly we see new kinds of members coming on board; often younger organisations with a variety of purposes though all seeing the value of authentic industrial relations including the arrangements for employee involvement and reward. The new world of work will increasingly challenge command and control attitudes and we very much look forward to rolling out contemporary best practice approaches to support new expectations. There also needs to be more genuinely green stuff embedded into all that we do.

The EVH staff team is simply the best and I cannot thank my colleagues warmly enough for the tremendous effort they put into all they do. Like the Executive, staff are immensely proud of the charitable arm of EVH and in particular our fundraising for CHAS. Collectively we stepped over 2,500,000 times during a very wet February in support of this aim.

Future investment is key to our ongoing success, and we despair of the “slimming down” pressures others are continuing to face. We are planning to avoid that path and will continue to invest heavily in all the things that make a difference.

See you on my travels.

Eamonn Connolly,
Director



Eamonn Connolly



Graeme Lovatt



Helen McKenzie



Lorna Ravell



Lorraine Cassidy



Marion Elliot-Jones



Rae Carmichael



Siobhan Mangan



Lindsey Dinnen



Kim Beattie



More About EVH

We have been around since 1978 supporting not-for-profit organisations in fulfilling their “employer” role, with an original and remaining interest in the regulation of salaries and conditions of employment.

Member organisations are also run by Committees or Boards (governing bodies) generally made up of volunteers from a wide variety of backgrounds. A large proportion of the governing bodies are comprised of tenants from Housing Associations, Co-operatives, Partnerships and Societies across Scotland. These wonderful people first became involved to improve social housing provision within their local communities and maybe didn’t quite know what they were getting themselves into at the time!

More recently, we extended our support to many other “for good” enterprises in Scotland. Our aim is to ensure that equality and harmony are factored into industrial relations. We also support members in maintaining compliance with expected good practice across all “people” issues including health, safety, and wellbeing. In a nutshell, we provide a comprehensive service to support governing bodies working together with staff to reach their full potential.

We are also:

- 100% volunteer led ... and very proud of it
- A representative trade association
- Fully regulated by the Certification Officer
- Friendly and sociable
- Value for money
- Open to change
- Reliable and resolute
- A business with purpose
- Able to cope with most things
- Forward thinking
- Involved in over a dozen distinct sectors within the wide not for profit/voluntary landscape
- Self-sufficient and ultimately profitable

Membership Base

Our membership is increasingly diverse. Alongside the 110 traditional Registered Social Landlord members we have a further 37 drawn from the wider “for good” sector.

Broadly speaking these organisations fall under a number of loose headings:

- Abbeyfield Societies
- Care
- Citizen advocacy
- Community arts, theatre & cinematic activities
- Community enterprise and development
- Credit unions
- Heritage bodies
- National health advisory roles
- Third sector intermediary bodies
- Young people training and employment support
- Care and Repair
- Child and community law
- Collective wellbeing/benefactor trusts
- Community centres
- Community health providers/enablers
- Golf clubs
- Housing and business development
- Professional associations
- YMCAs

Volunteers remain the key to success within all our members, and EVH is rightly proud to be the only 100% volunteer led body in the sector. The principles of localism, voluntarism and subsidiarity have always been at our heart, and remain so today. We believe that long service is a good thing, especially when it is given voluntarily and for the benefit of others.

Some years ago, we wondered how best to recognise those many people who have steadily, and positively, influenced the movement and the lives of the people it serves. We wanted something a wee bit different. Something that couldn't be bought – but had to be earned the hard way!

Something for people who have put their shoulders to the wheel long and weary – in good times and in bad. But have stuck with it, nonetheless, seeking very little in return. So, in 2015 we introduced the EVH Long Service Award scheme – for Governing Body members having 25 or more years' service, and for staff having 30 plus years under their belts.

Such service is very difficult to achieve. For example, up until 2019 there were more MBE winners than EVH Long Service Award holders within the social housing sector! Nothing delights us more than presenting these awards in person to very well deserving local people.

Services Overview

The EVH staff team is structured over two multi-faceted teams

- HR Support (including Recruitment, along with Health, Safety and Wellbeing)
- Corporate and Events (including everything else that you can think of)

Both teams were busy beyond belief throughout the course of the year, but remained upbeat and productive to a magnificent degree. Although the office is now fully open all day/every day, we are able to comfortably achieve that within a contemporary “How We Will Work” framework.

Some team highlights:

HR Support

- Welcoming Graeme and Marian to the team
- Supporting lots of members in implementing the EVH “New World of Work” initiatives
- 30+ sizable HR Consultancy projects – along with dozens more little ones
- Job Evaluation – love it!
- Training on everything, everywhere and all at once
- Rolling out our new Management Development Programme
- The 2023 pay agreement – whilst others are still arguing about 2022
- 50+ major recruitment consultancies – including sooooo many at CEO/Director levels
- Placing 521 job adverts
- Dealing with 118 temporary staff situations throughout the membership
- Welcoming 36 new candidates to our Temporary Worker Register – with over 90% of these wonderful people securing permanent jobs within weeks
- Rolling out a steady stream of new “Wellbeing” materials
- Organising RoSPA Playpark Inspection training courses
- A new Remote Working Toolkit
- New set of Risk Assessment materials for home working
- Considering the role of Mental Health First Aiders

Corporate and Events

- Welcoming Siobhan to the team
- April 2022 AGM being our first post-covid large in-person gathering (with hybrid option too)
- AGM resulting in new Executive member Joginder Makar coming on board, and Teresa McNally being elected as Vice Chair
- Welcoming new members, including:
 - SHARE**
 - Play Works**
 - Carnegie UK**
 - Hayston Golf Club**
- The full implementation of Member Protect option for members – a service many have asked for over the years
- Later in the year we made a step return to our flagship EVH Annual Conference, with 90+ delegates joining us at Hilton Strathclyde for the first overnight event in over 2 years
- Next step is full weekend return in 2023 at Dunblane Hydro, 19-21 May 2023
- Regular World of Work forums helped managers from member organisations network and better plan their return to office strategies
- EVH office reopened after we invested in state-of-the-art air purification machines - freshest air in Glasgow!
- The HR Team made a risk assessed return to on-site member visits – an important aspect of our service - the human connection
- Successful return of training sessions in Betty's Room with a significant IT upgrade allowing us to offer meaningful hybrid content for our members near and far
- Raising close to £10,000 for the Children's Hospice Association Scotland - thank you all who took part in our promo Job Ad fundraising activity, and with no VAT!

Cost of Living Grant Scheme

Late 2021/early 2022, staff could see light at the end of the tunnel and imagined a post covid business environment for EVH. At that stage an idea arose to create a “fighting fund” to support the development of new support materials for members and their staff coming out of covid based operating models.

Despite having several vacancies EVH staff worked all sorts of crazy hours on additional consultancies throughout the year to create a very handsome fund. As the year rolled along though it became abundantly clear that the focus should change. The brutal, pointless war waged by Putin, supported by his facilitators within the Chinese state, served only to deepen the widespread economic hardship across Scotland which had resulted from earlier political decisions. Old men governments still start all the wars!

With the ambition to help ameliorate the effects, the EVH Cost of Living Grant Scheme was formed. This was a simple concept of using EVH members on the ground to max out the local impact of the small grant monies we were able to provide. Initially the EVH Executive had set aside enough funds to cover 20 x £2,500 grants.

Demand quickly outstripped supply, so on the back of staff redoubling their consultancy efforts and continued positive trading patterns within EVH this was stretched a fair bit and ultimately 33 grants were awarded at a total cost of £82,500.

Cheques were sent out just before Christmas and EVH continues to marvel at the imagination of the members in stretching such small sums to do so much good. Whilst it is desperate to the depth of ongoing need out there, it is also uplifting to see so many of our colleagues and committee members doing so much (voluntarily) to help their fellow citizens.

We will produce a short publication showcasing members efforts and this will be launched at our Annual Conference in May.



Meantime here a list of those organisations which came forward to offer help in applying grant money locally to best effect:

- Argyll Community Housing Association
- Ayrshire Housing
- Bridgewater Housing Association
- Cassiltoun Housing
- Clyde Valley Housing Association
- East Lothian Housing
- Fair Deal
- Govan Housing Association
- Hillhead Housing Association
- Knowes Housing Association
- Maryhill Housing Association
- Ochil View Housing Association
- Paragon Housing Association
- Rosehill Housing Co-operative
- Shire Housing Association
- Tollcross Housing Association
- West Whitlawburn Housing Co-operative
- Atrium Homes
- Blochairn Housing Association
- Calvay Housing Association
- Cathcart and District Housing Association
- Cunninghame Housing Association
- Easthall Park Housing Co-operative
- Ferguslie Park Housing Association
- Govanhill Housing Association
- Jeely Piece Club
- Linthouse Housing Association
- New Gorbals Housing Association
- Paisley Housing Association
- Prospect Community Housing
- Rural Stirling Housing Association
- Southside Housing Association
- West of Scotland Housing Association

Conference Fun

Here's a taste of our September 2022 comeback conference.



Staff Nonsense

You would wonder how we get anything done ...



EVH Main Partners



ACS Physical Risk

Safety, wellbeing, landlord safety services



Chiene + Tait

Annual accounts, audit services



Alexander Sloan

Payroll, VAT, bookkeeping, internal audit



SupportKey

IT support, cloud services management, disaster recovery and occasional dance partners at joint festive nights out



Rowan

Employee counselling services to members



Thistle

Main corporate sponsor



Optima Health

Occupational health services to members



Chiene + Tait Financial Planning

Pension group support, treasury management



McMahon Employment Law

Supporting EVH HR Team, EVH member protect, keenly priced legal work for members

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