

September 2025



Employment Rights Bill EVH Update Session

Thursday 6th November 2025

Online

Suitable for anyone with
HR responsibilities

Just £25 + Vat

To book your place or find out
more please email
Events@evh.org.uk

EVH Brief Monthly Report To Member Organisations

As Autumn officially arrives (if not the leaves, quite yet!), welcome to the September edition of your EVH 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....

This month you'll see that the "*red box*" highlights our forthcoming Employment Rights Bill update session on Thursday 6 November following hot on the heels of popular sessions recently on this topic. Get in touch at the usual Events team email: Events@evh.org.uk to book your place.

HR/Core Services

- The JNC met in August and September and a couple of updates for full members are noted below:
 - **Approved Variations** – a new concept called Approved Variations has been agreed by the JNC. This concept allows full members to **vary from the terms and conditions** on specific items which have been agreed at the JNC. An **information session** on this will be held in November to provide more information on the process for this, what is currently on the **approved variation list** and seek feedback from full members on what areas they would like to see featured in this list.
 - **Alternative Working Patterns** – as more full members look at adopting new working patterns the JNC have agreed a **joint statement** to outline expectations in terms of employee consultation, health & safety concern and **equality impacts**. This has been circulated to all members.
- We are **currently recruiting** for the positions of Senior HR Advisor and HR Advisor to join the HR Support Team. More information on both these roles can be found on our website - [Current Vacancies - EVH](#)
- EVH have been considering how best to **support members** as we move towards the introduction of the **Employment Rights Bill** in 2026 / 2027. A range of products including training and policy review will be available for members; more details will be circulated in due course. We are also planning to introduce a **members' network** aimed at sharing information and best practice as we

move towards the **introduction of this legislation**. If you would be interested in this, please let us know by emailing hr@evh.org.uk and we'll be sure to **keep you in the loop**.

- 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, note taking at formal meetings, staff surveys and many more.
- We have a range of topics for training including **Governing Body as Employer**, Sexual Harassment Awareness, Performance Management 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

- We have now released our programme for our **EVH H&S Conference** this year in partnership with ACS Learning & Consultancy. The conference is taking place on **Wednesday 29th October** at the **Crowne Plaza Glasgow**. We have a fantastic day planned, with speakers from various organisations joining us to share their insight into key H&S topics:
 - Nicola Marcus, **Scottish Housing Regulator** – The Importance of Asset Management
 - Professor Roger Willey, **ACS** – H&S Compliance using HSCM / LSM
 - Vikki Watt, **BTO Lawyers** – Regulatory Round Up, Developments in H&S Legislation
 - Emma Wiley, **ACS** – Future Challenges of H&S
 - Gemma Pawson, **Fire Safe Scotland** – Protecting Business & Community from Fire Risks
 - Thomas Hilley & Scott Hughes, **DM Integrated** – Fire Best Practice for HA's
 - Haji Khamis, **ACS** – Asbestos in the 21st Century
 - Julia McDonald, **RPE2FIT** – Legionella, Vulnerable Tenants & Reducing Risks
 - Ian Edgeworth, **CORGI Technical** – Damp & Mould, Compliance Road Map.

If you would like to **book your place** at the conference you can get more information on our website, or email to Events@evh.org.uk

- **Our Landlord Safety Manual (LSM)** subscription renewed on the 1st September 2025. All members who are subscribed to the LSM will now have received their invoice for their 2025-2026 subscription. **The new LSM updates are issued to members** following payment of their invoice.
- We updated our '**Health & Safety Responsibilities Information Note**' which was sent out to all members at the end of August. This Information Note provides guidance on the key H&S responsibilities of the Governing Body, Management and Employees to ensure the organisation remains a safe environment for staff and tenants.

In addition to this, there are a wide range of resources within the **Health & Safety section on the EVH website**, including 24 additional Information Notes providing great insight to various health and safety areas.

- Our **H&S Forum** in **September** focused on **Landlord Health & Safety, ensuring and maintaining compliance**. Due to recent changes in damp and mould reporting within the Scottish Housing Regulator ARC, the forum was predominantly focused on this, therefore we will look to cover compliance again at our future forums, to allow for discussion on the legal responsibilities around key topic areas such as asbestos, legionella, fire and others. Our next H&S forum will take place in November or December, we confirm dates in the next few weeks.

Events

- As mentioned above, the speaker announcements have been coming thick and fast to bring you the **full line up** for the forthcoming return of our **EVH/ACS Health & Safety Conference**. This one day event at the Crowne Plaza Glasgow on **Wednesday 29 October** is selling fast, if you have an interest or your role covers any aspect of Health & Safety, contact Events@evh.org.uk to book your place now.
- Following high demand for the recently held **Employment Rights Bill** update session provided by the EVH HR support team, **a fresh date has been announced**. To hear the very latest on this critically important topic, book your place for this members' only online session on **Thursday 6 November**.
- A date for your diary – hold **Wednesday 12 November** for now if you are interested in hearing more and having your say on the exciting '**Approved Variations**' concept being brought to life through the JNC. More information will follow soon on how to book.
- Final call for the **Future Leaders** Programme starting on 22 October. A popular and well-respected course suitable for staff wishing to develop their leadership skills. This is the last chance to book for 2025.
- A reminder that our regular online **Mindfulness sessions** with Martin Stepek from Ten for Zen are **free** to members and suitable for any staff or governing body member. The next session on Thursday 20 November will cover **Calm Conversations**, giving you practical tools to de-escalate, set fair boundaries, and protect your own wellbeing. Staying calm and clear is a skill when conversations run hot. Booking information will be with you soon.
- For members of the **SHAPS Pensions Group** another important date to hold in your diary is **Tuesday 18 November** for your next session with Gordon Birrell of Seven Street Wealth and Susan Wardlaw from TPT. With a return of deficit contributions on the horizon, you will want to hear this important update session. Bring your queries to put to the experts on the day.
- Please contact Events@evh.org.uk with any queries or bookings.

Recruitment

- **Can your organisations offer unpaid work experience?** We have a growing pool of candidates eager to take on temporary roles but with no or limited experience in the sector. These candidates have a range of **transferrable skills** such as **customer service, administration, problem solving** and **time management**, to name a few. If you can support the **development of future housing professionals**, please get in touch initially by email recruitment@evh.org.uk or call the recruitment team on 0141 352 7435 for a chat.

- Some members are already securing dates in our diaries for **early 2026** to deliver **recruitment & selection training**. If you are considering this type of training in the coming months for your governing body and or staff involved in the recruitment and selection process, get in touch now to book in your preferred date. We are happy to tailor this to your needs while broadly covering the **recruitment process, legal requirements, how to make the process more inclusive and the impact of AI**. Book now by calling 0141 352 7435 or emailing recruitment@evh.org.uk.
- Our **interim manager** and **temporary placement service** continues to be popular in the sector. If you know someone seeking [temporary work](#) or [interim manager work](#), **refer them** to us and, if they're placed, you'll receive a [£75 M&S voucher](#). For [temporary](#) or [interim manager](#) needs, call 0141 352 7435 or email recruitment@evh.org.uk.
- As we move into the end of 2025 you might be considering your recruitment needs before the end of the year or getting organised for **early 2026**. Our [consultancy service](#) can support you with **full or partial recruitment support** for those important roles. We would be happy to discuss how we can support you emailing recruitment@evh.org.uk or calling us on 0141 352 7435 to discuss your needs.
- [Senior Management](#) roles are **crucial** within your organisations, and it is important to get it right when it comes to recruiting for them. We would be delighted to talk to you about the **fully comprehensive service** we offer to support you through the recruitment and selection process. Please get in touch to discuss the **requirements** for your senior role by calling us on 0141 352 7435 or email recruitment@evh.org.uk.
- Look out over the coming months for some **updated and new recruitment resources** on our website. The first of these will be on the topic of '**References**' and will be available on our website from **early October**. We hope to have the full review of current recruitment resources on '[How to Recruit](#)' complete by the end of 2025.
- The recruitment team are happy to provide **any advice or assistance** with your recruitment needs. Please contact them by email recruitment@evh.org.uk or call 0141 352 7435.

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