


With the implementation of the Employment Rights Act 2025, it's more important than ever to have excellent recruitment support.

Whether you require support at a single stage of the recruitment process or full end-to-end assistance, we can provide expert guidance throughout.

Get in touch to discuss your requirements:

 0141 352 7435,

 recruitment@evh.org.uk.

April 2026

EVH Brief Monthly Report to Member Organisations

Welcome to the April Monthly Report. It's another bumper edition filled with all the goings on at EVH and in partnership with our fantastic members.

Read on for reports from all your key EVH support teams on recent activity as well as what to look out for in the coming weeks ahead in the worlds of HR/Core Services, Health & Safety, Events/Training and Recruitment...

HR/Core Services

- **Employment Rights Act (ERA) Support**
 - **Members Network** – we are pleased that around 90 staff have signed up to our ERA network through Microsoft Teams. The aim of this network is to provide a forum to share information and ideas between members as we work through the implementation of the ERA. If you haven't signed up, please get in touch.
 - **Website Page** – have a look at our website page dedicated to the implementation of the ERA. Next to feature on this page is an information note regarding the creation of the new Fair Work Agency. More information here – [Employment Rights Act 2025 – EVH](#)
 - **Training** – we are delighted that over 50 staff have signed up to our preparing for success training sessions. This package of sessions will help managers to prepare for the changes coming in with the ERA.
 - **Governing Body Training** – It is vital that governing bodies are aware of the changes, know what policies to expect at meetings and what questions to ask to ensure full compliance with this new legislation. To assist with this, we have developed a short session which provides an overview and is tailored to the needs of the governing body.
 - **Terms and Conditions Updates** – The EVH full member terms and conditions of employment have been updated to reflect the changes coming into force in April and October 2026.
- Our **HR consultancy service** offers tailored support for a broad range of projects including policy review, contract review, note taking, governing body appraisal and **supporting the governing body** to appraise the senior officer. If you have any HR consultancy projects in mind, please **get in touch** to discuss your requirements.
- We are working our way through **updates to the information resources** available on our website. Recent updates have included our model policy on personal relationships at work, discipline and grievances. **In the coming weeks** watch out for our new resources on probation periods and an updated template policy on the **remuneration of the senior officer**.
- Our **training service** continues to be busy with a range of sessions being delivered and booked in. Popular sessions at the moment include governing body as employer,

performance management and lone working. We can tailor our sessions to meet the needs of your organisation, please get in touch for more information.

Health & Safety

- 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 second quarterly **H&S Forum** will take place on **Wednesday 13th May**. The forum will focus on **Risk Assessment in Practice – Moving Beyond “Tick Box” Compliance**. ACS will focus on common failures in risk assessments (review, consultation, relevance), what “suitable and sufficient” really looks like and practical examples of improving risk assessment quality.
- 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

- The **Employment Rights Act 2025: Preparing for Success** training sessions are some of our most popular events, so far this year. There is still time to book on to the first session taking place on Tuesday 21 April which will focus on Recruitment & Selection. The remaining sessions will cover hot topics including Induction & Probation (Tuesday 12 May); and Performance Management (Tuesday 2 June). Delegates can attend one or more of these sessions and will receive a discount when purchasing the package of three.
- Our second **Mental Health First Aider Forum** (suitable for current practitioners or those wishing to learn more) will take place on **Thursday 23 April** online via Zoom. Led by Seamus Corry, this session will focus on the role profile of a Mental Health First Aider and discuss the responsibilities and current challenges they face. Note, there is no need to have attended the earlier session to benefit from joining this one.
- The next **Mindfulness** session on **Tuesday 28 April** will explore “Simplifying Your Life: Spring Clean Your Mind”. Spring is the perfect time to clear out what we no longer need. But clutter isn’t only physical – it can also build up in our minds, our inboxes, and in the way we approach our working lives. Martin Stepek from Ten for Zen will explore

how simplifying our surroundings, our schedules and our thinking can create more clarity, calm and space in the day.

- The invite for the next **H&S Forum** on **Wednesday 13 May** will fly into your inbox shortly. This forum will focus on Risk Assessment in Practice, exploring how members can improve risk assessment quality.
- Our **Equality Impact Assessment Strategic Masterclass** will take place on **Tuesday 19 May**, online via Zoom. We are delighted to be working with Aneela McKenna founder of Mòr Diversity who is continuing the work we started on this topic. This session is designed for anyone involved in shaping internal people and culture-led policies.
- Date for your diary the **EVH Annual General Meeting** will take place on **Monday 8 June**, at 200 SVS Conference & Events Centre. The evening will commence at 5.30pm with refreshments and a hot buffet. Before the formal AGM proceedings begin, we are delighted to welcome our guest speaker, Amanda Buchanan from BTO Solicitors. She will be presenting on the Employment Rights Act, with a particular focus on its implications for employers within the housing sector

Recruitment

- **Recruitment Consultancy – Getting Recruitment Right First Time** – Whether you require support at a single stage of the recruitment process or full end-to-end assistance, we can provide expert guidance throughout. Our consultancy services are designed to offer assurance and confidence, helping you make robust, defensible recruitment decisions. Get in touch to discuss your requirements 📞 0141 352 7435, ✉️ recruitment@evh.org.uk.
- **Senior Management Recruitment** – Filling **Chief Executive or other Senior Management** roles requires a seamless process to ensure candidate engagement throughout. Our track record speaks for itself in securing the best candidates for these roles which is underpinned by a **fully inclusive process**. Our [Senior Management](#) recruitment support is tailored to your organisation, with **dedicated support** from our recruitment team. If you are looking to fill a senior role in the coming months, **get in touch for a confidential, no obligation discussion**, 📞 0141 352 7435, ✉️ recruitment@evh.org.uk
- **Training** – With changes under the Employment Rights Act, recruitment decisions are becoming higher risk. Appointments made now could result in employees starting from **1 July 2026** gaining **unfair dismissal rights from 1 January 2027** if things don't work out. This makes it even more important to get recruitment right first time. Get in touch to **book training** for those involved in Recruitment & Selection – **book your dates today**, 📞 0141 352 7435, ✉️ recruitment@evh.org.uk.
- **Help Us Grow Our Temporary Candidate Register!** 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.
- For any **recruitment support and advice** please contact us at 📞 0141 352 7435, ✉️ recruitment@evh.org.uk and a member of the Recruitment team would be happy to help you.