



Glasgow
Council
for the
Voluntary
Sector

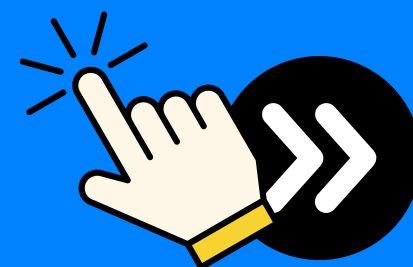
HR Bitesize for the Voluntary Sector

March



Performance Management

Guide for Employers



Why This Matters

The Employment Rights Bill 2025 will change unfair dismissal rights and extend the timescales for Employment Tribunal claims.

➡ **Clear and fair** performance management is more important than ever.



💡 A structured approach should **align individual goals with organisational priorities**, while supporting development and accountability.



Not Just About “What Went Wrong”

Performance management includes:

- **Goal setting**
- **Feedback**
- **Coaching**
- **Reviews & evaluations**
- **Development planning**
- **Recognition**



Start with Support & Supervision

Regular 1–1 meetings build the foundation for effective performance conversations.



GCVS offers **training and templates** to help.

Good Practice Means:

- ✓ Clear, measurable **goals**
- ✓ Continuous **feedback**
- ✓ Fair, evidence-based **reviews**
- ✓ Development-focused **conversations**
- ✓ **Recognition** of good work

When Performance Slips...

💡 If regular support and supervision isn't working, a **more formal approach** might be needed — and that's okay.

You're Not Alone

Performance issues can be complex.

GCVS's HR service can:

- ➔ Guide you through difficult conversations
- ➔ Help explore underlying issues
- ➔ Support formal processes when required



Want more support with performance management?

gcvvs.org.uk



GCVS subscribers get access to:

- ✓ Telephone and email support from our team
- ✓ Practical HR & Health and Safety guidance
- ✓ Templates, policies and guidance documents
- ✓ Up-to-date advice tailored to the voluntary sector

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