

Subject	Member Learning and Development Strategy	Status	For Publication
Report to	Local Pension Board	Date	22 nd April 2021
Report of	Director and Clerk		
Equality Impact Assessment	Not Required	Attached	No
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1 Purpose of the Report

- 1.1 To secure the Board's comments on and endorsement of the proposed Member Learning and Development Strategy covering members of the both the Board and the Pensions Authority.
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2 Recommendations

- 2.1 Members are recommended to:
- a. **Endorse the proposed Learning and Development Strategy at Appendix A**
 - b. **Note the proposed programme of events for Board members for the 2021/22 Municipal Year set out in the strategy.**
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3 Link to Corporate Objectives

- 3.1 This report links to the delivery of the following corporate objectives:

Effective and Transparent Governance

To uphold effective governance showing prudence and propriety at all times.

Members of the Board and of the Pensions Authority are under an obligation to maintain an appropriate level of knowledge and understanding of pensions matters and the proposed strategy provides the vehicle for achieving this on a consistent and sustainable basis.

4 Implications for the Corporate Risk Register

- 4.1 The actions outlined in this report address the specific risks set out in the Corporate Risk Register related to the effectiveness of both the Board and the Authority.

5 Background and Options

- 5.1 The review of governance carried out early in 2020 by Hymans Robertson recommended that the Authority produce a learning and development strategy that

formally addressed the needs of members of the Authority and the Local Pension Board in an integrated way. This recommendation was made in light of the fact that a formal policy framework was only in place for members of the Authority, although the obligations on all members in relation to knowledge and understanding are clearly set out in various places.

- 5.2 The attached Learning and Development Strategy has been produced to address the needs of members of both the Authority and the Board and it seeks to set out clear expectations for the level of commitment required of all members towards their own learning and development as well as the commitment of the Authority to delivering support for members in various forms.
- 5.3 Members of the Board are asked to comment on the Strategy and endorse the approach being taken. The Strategy will also be submitted to the Authority for endorsement at its June meeting.

6 Implications

- 6.1 The proposals outlined in this report have the following implications:

Financial	At this stage no additional resource requirements are anticipated, however the level of resource devoted to learning and development for Authority and Board members will be kept under review in the light of actual demand and if necessary recommendations will be made for changes in the level of resource allocated to this important area.
Human Resources	There are no direct implications arising from the recommendations set out in this report.
ICT	A number of the learning and development delivery methods identified in the strategy rely on technological solutions. The Authority does not directly provide technology for Board and Authority members and the availability of technology may therefore be a limiting factor for some members.
Legal	There are no direct implications arising from the recommendations set out in this report.
Procurement	There are no direct implications arising from the recommendations set out in this report.

George Graham

Sarah Norman

Director

Clerk

Background Papers	
Document	Place of Inspection
Hymans Robertson Governance Review	Item 11 LPB July 20 Governance Review Appendix A.pdf (southyorks.gov.uk)
CIPFA Pensions Knowledge and Skills Framework	Floor 8 Gateway Plaza, Sackville Street Barnsley