

<b>Subject</b>	<b>Governance, Regulatory and Policy Update</b>	<b>Status</b>	For Publication
<b>Report to</b>	Local Pension Board	<b>Date</b>	07 November 2024
<b>Report of</b>	Head of Governance & Corporate Services		
<b>Equality Impact Assessment</b>	Not Required	Attached	No
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## **1 Purpose of the Report**

- 1.1 To provide Local Pension Board members with an update on current governance related activity and regulatory matters.

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## **2 Recommendations**

- 2.1 Board Members are recommended to:
- a. Note the updates included in this report.**

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## **3 Link to Corporate Objectives**

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

### **Effective and Transparent Governance**

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

- 3.2 The contents of this report are part of the arrangements in place to ensure good governance.

## **4 Implications for the Corporate Risk Register**

- 4.1 The actions outlined in this report relate to actions that will contribute to addressing risks around regulatory compliance.

## **5 Background and Options**

- 5.1 This report provides updates on current activities and regulatory matters relevant to the Authority's overall governance framework.

### *Board Membership*

- 5.2 GMB have confirmed the appointment of Shelagh Carter as their representative on the Board from 07 November 2024.
- 5.3 The membership of the Board has been updated below:

Name	Date of joining	Nominated by/ Representing	Term of Office (to)
<b>Employee Representatives</b>			
David Webster	October 2019	Selected from active, deferred and pensioner members	June 2025 (2 <sup>nd</sup> Term)
Andrew Gregory	July 2019		September 2025 (2 <sup>nd</sup> Term)
Martin Badger	June 2024	UNISON	June 2027 (1 <sup>st</sup> Term)
Sheldon McClure	August 2024	Unite	August 2027 (1 <sup>st</sup> Term)
Shelagh Carter	November 2024	GMB	November 2027 (1 <sup>st</sup> Term)
<b>Employer Representatives</b>			
Riaz Nurennabi <b>(Chair)</b>	August 2022	Sheffield Hallam University	November 2025 (1 <sup>st</sup> Term)
Cllr Ken Richardson	May 2022	Local Authority	May 2025 (1 <sup>st</sup> Term)
Cllr Linda Beresford	June 2024		June 2026 (1 <sup>st</sup> Term)
Nicola Gregory	January 2018	Academies	December 2026 (3 <sup>rd</sup> Term)
Debbie Carrington	June 2024	South Yorkshire Police	June 2027 (1 <sup>st</sup> Term)
<b>Independent Adviser</b>			
Neil Mason	August 2024	-	July 2027

### *Succession Planning*

- 5.4 Succession planning for the Board is kept under review with continuous monitoring. Actions are planned well in advance for future term end dates to ensure pro-active steps are taken to plan recruitment as required and provide advance notice of terms coming to an end to the Board.
- 5.5 Membership terms coming to an end in the 2025/26 municipal year affect three members as previously reported. Discussions have taken place so far with Andrew Gregory and David Webster who have both confirmed their intention to continue into third terms and this will therefore be confirmed in writing next year. Discussions will be held with the Chair shortly regarding a second term.
- 5.6 Councillor Ken Richardson's term of three years is due to complete in May 2025, when this local authority representative position on the Board will rotate from Barnsley MBC to City of Doncaster Council.

### *Member Training and Development*

- 5.7 Members across the Authority and the LPB have all successfully completed the core training on the LOLA platform. In addition, the Independent Member of the Audit and Governance Committee has also completed all core training requirements. A huge thank you to all members for their support in completion of the core training requirements.
- 5.8 Members have been advised that a 10-minute video has been added to the current issues module on LOLA that needs to be completed by mid-November in order to retain 100% compliance in training requirements.
- 5.9 Members have been participating in the national knowledge assessment during October 2024 and officers await the full report from Hymans Robertson to identify further training needs. These will be built into the Member L&D Strategy for 2025/26.
- 5.10 Our second Member Development Away Day will take place on Thursday 28 November 2024 with a range of topics to be covered, including investment beliefs, cyber security, governance, and pensions dashboards. The event will be held in the centre of Barnsley at the DMC venue on County Way.
- 5.11 The 12-month induction programme is currently being embedded with new members who have joined since June 2024, and this has been well received.
- 5.12 Work continues to develop individual learning and development plans and a skills matrix for LPB and Authority members. The process and the format of these documents will be presented at the Board's February meeting for review and recommendation for Authority approval at their March meeting. The aim will be to launch the individual learning and development plans towards the end of March / early April 2025.

### *Internal Audit - Progress on Agreed Management Actions*

- 5.13 The latest progress update on agreed management actions arising from audit reviews was provided to the September meeting of the Audit & Governance Committee and is attached at **Appendix A**. The table in the appendix shows progress updates regarding actions that are still ongoing and details of two actions that have been fully completed since the last update report. There are no outstanding actions past their due date as at the September update.

### *Annual Governance Statement actions*

- 5.14 The Annual Governance Statement is reviewed annually, and the action plan for 2024/25 is attached at **Appendix B**. Actions are progressing well at this mid-point of the 2024/25 year. Updates are summarised below:
  - a) Regulatory Breaches – the new process is currently in development; initial training has been delivered to staff and the updated recording system is expected to be in place by the end of this year. Member training on roles and requirements in relation to breaches is scheduled for March 2025.
  - b) Anti-Fraud, Bribery and Corruption Policy and Whistleblowing Policies are under review and the updated policies will be presented to the Audit and Governance Committee for approval in December 2024.
  - c) Work on the Equality, Diversity and Inclusion (EDI) Scheme is to be taken forward with two streams of activity – one relating to our customers, i.e., scheme members and employers, and one relating to our employees and Authority and LPB membership. The SMT sponsor for this work will be the Assistant Director – Investment Strategy and the new EDI scheme will be taken to the February 2025

Authority as part of the suite of corporate planning framework documents for 2025/26 to 2027/28.

- d) Independent Governance Review – this action to complete the review and develop an action plan is now almost fully complete. The draft action plan is elsewhere on this agenda for the Board’s consideration and comments prior to being presented to the Authority in December.
- e) Career Grade Scheme – Work to develop a corporate policy for career grade progression with individually tailored schemes for different teams and roles has just commenced with the appointment of an HR and Organisational Development consultant to undertake the work in close consultation with our HR Business Partner and managers across the organisation who are responsible for career graded roles.
- f) The action to review and refresh the documented Business Continuity plan and procedures has been delayed from the original target date of October 2024 due to other workload pressures for the officers involved. However, external support from a risk consultancy firm has been commissioned and the project is due to commence before the end of December and the planned timescale for completion is approximately three months.
- g) Develop and implement a Performance Management Framework – significant progress has been made on this action. The framework document setting out how the Authority will manage performance, including the methodology for agreeing performance measures and indicators, was approved at the September 2024 Authority meeting. Further work on developing performance dashboards is continuing throughout the rest of this financial year.
- h) Pensions Administration Improvement Plan – Progress on this continues and the detail is reported separately to both the Authority and the Local Pension Board at regular intervals.

*Data Protection – Assurance*

5.15 In June 2024, an internal audit review was undertaken of the Authority’s Data Breach and Data Protection Impact Assessment (DPIA) arrangements and controls. A reasonable assurance (positive) opinion was provided and only two low priority implications were identified. The resulting agreed management actions were completed within the target timescales. The actions are outlined below:

AMA 1 - Policies and Procedures in relation to DPIAs and Data Breaches will be submitted to SMT for final review and approval prior to publishing.

AMA 2 - The DPIA Tracker was updated to include additional stages of approval, the information asset owner and the proposed DPIA review date.

**6 Implications**

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

Financial	There are no direct financial implications arising from this report. Allowances for members, fees for the independent adviser and training costs are already incorporated in the LPB Budget for the year.
Human Resources	None.
ICT	None.
Legal	None.
Procurement	None.

**Jo Stone**

**Head of Governance and Corporate Services & Monitoring Officer**

<b>Background Papers</b>	
<b>Document</b>	<b>Place of Inspection</b>