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1.0 Chair's Foreword

The last year has seen the Local Government Pension Scheme (LGPS) receive significantly more attention than has been customary, with the focus largely being on the Scheme's ability to support growth across the UK economy.

For those involved in the running of the scheme, however, the focus has remained on the more routine matters of ensuring that we have the money available to pay pensions correctly when they fall due.

It is this more routine work which is the focus of this annual report which provides an account of the Pensions Authority's stewardship of the pension savings of our 180,000 members during 2024/25.

This was a year of steady progress leading up to the triennial actuarial valuation which will be based on the position on 31st March 2025. Following the Authority's decision to significantly increase the resources allocated to pensions administration, we have begun to systematically address backlogs of casework which, while not critical to calculating pensions, slow down lots of other activities. This work hasn't yet resulted in improvements in our achievement against performance standards, but we are beginning to see some progress. We have also adopted a more

proactive approach to addressing the performance of employers in meeting their obligations which is delivering better quality data more of which is on time.

On the investment side of the operation, the last year saw a notable change of leadership as Sharon Smith retired after 40 years looking after the Fund's investments. The Fund continued to build up its climate impact portfolio with further capital deployed to nature-based solutions, renewable and climate opportunities. Closer to home, we continued to develop our place-based impact strategy with the launch of two funds focussed on investing in small and medium sized companies in South Yorkshire.

More generally, the financial markets as discussed in detail later in this report have remained volatile, but the Fund has held its own and the changes in the interest rate environment have resulted in a favourable funding position which should



Councillor Jayne Dunn
Chair of the South Yorkshire
Pensions Authority
2024/25 Municipal Year

1.0 Chair's Foreword

have a positive impact on the setting of employer contribution rates through the valuation process which should conclude by December 2025.

The valuation will, though, only be one of a number of significant projects to be undertaken in the coming year, which as ever promises to be one which keeps the Authority and its staff busy. These include the next stages in the implementation of the Pensions Dashboard and the implementation of the McCloud remedy, as well as the three yearly review of the investment strategy. Work has already started on this last piece of work with a survey of scheme member views on responsible investment issues which will influence how we develop policy in the coming years.

Alongside all this we expect to see our work with the Border to Coast Pensions Partnership evolve in line with the requirements set out in the Government's proposals for changes to the LGPS. The Partnership as a whole and SYPA in particular are well positioned to meet these requirements, and we expect to see a rapid move to the new arrangements which will support us in delivering our investment strategy.

So, change will continue to dominate the environment in which the Authority works in the coming year as it has in the last year, our focus though will remain

on fulfilling our key task, ensuring that the funds are there to pay the right pension to our scheme members when it is due.

“

The financial markets have remained volatile, but **the Fund has held its own and the changes in the interest rate environment have resulted in a favourable funding position** which should have a positive impact on the setting of employer contribution rates through the valuation process which should conclude by December 2025.

”

A photograph of two call center staff members, a man and a woman, both wearing headsets and smiling. The woman is in the foreground, and the man is slightly behind her. They are in a modern office environment with large windows in the background. The image is partially overlaid by a purple and black geometric design on the right side.

2.0

Year in Review

2.0 Year in Review

April
2024



Showcasing the LGPS: Our Members Lead the Way

Two of our members, Eddy and Debbie, took leading roles in a national LGPS video campaign. The video aimed to support recruitment into the wide variety of roles within the scheme and to showcase the value the LGPS provides to its members.

June
2024



Positive Independent Governance Review

In June 2024, an independent review conducted by Aon assessed SYPA's governance arrangements as "excellent" and highlighted best practices in several areas. The review noted that SYPA's governance quality was higher than that of many other Local Government Pension Scheme (LGPS) funds, attributing this to its status as a single-purpose local authority.

July
2024



Expanded Climate Commitments for a Sustainable Future

SYPA committed £350 million to the Border to Coast Climate Opportunities Fund, further supporting its Net Zero journey. The investments target renewable energy, hydrogen, battery storage, and sustainable food production. SYPA also made a £175 million commitment to enhance exposure to renewables and natural capital investments.

2.0 Year in Review

July
2024



Appointment of Local Pension Board Adviser

In July 2024, SYPA appointed Neil Mason as an adviser to its Local Pension Board. Neil brings 20 years of experience in the pensions industry to the role, aiming to support and enhance the Board's governance and oversight capabilities.

Aug
2024



Strengthening Our Team

This year saw the implementation of recruitment for several roles to grow and strengthen the Pensions Administration teams. This growth, combined with some re-structuring of the teams, is designed to ensure sufficient and well-directed resourcing in this area to meet the increasing volume and complexity of work demands so that we can continue to achieve our objective of delivering for our customers now and in the future.

Oct
2024



Winners of the Investment Innovation Award at LAPF Investment Awards

In October 2024, SYPA was honoured with the Investment Innovation Award at the 10th LAPF Investment Awards for Project Chip, a £260 million joint venture with Royal London transforming agricultural land into a natural capital investment vehicle.

2.0 Year in Review



Annual Report & New Member Video Update

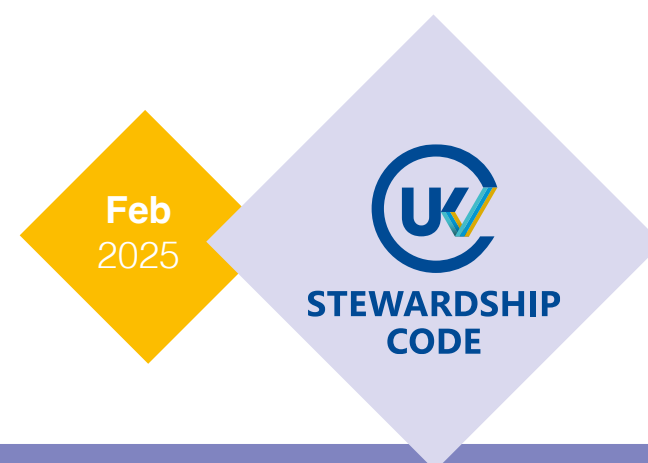
At the end of 2024, SYPA published its audited 2023/24 Annual Report, highlighting major achievements such as the completion of Project Chip and the creation of a Place-Based Impact Investment Strategy in partnership with the South Yorkshire Mayoral Combined Authority.

To accompany this, SYPA launched 'SYPA In Focus', a new video update designed to keep members informed about key developments and investment performance. This video format replaced the traditional Annual General Meeting, offering members a more accessible way to engage with SYPA's work.



Appointment of Northern Trust as Custodian

In January 2025, SYPA appointed Northern Trust as the new custodian for its £11 billion investment assets, aiming to enhance security and efficiency in asset management.



Recognised as a UK Stewardship Code Signatory

SYPA was officially recognised as a signatory to the UK Stewardship Code, a key milestone underscoring its commitment to responsible investment and transparency. Overseen by the Financial Reporting Council (FRC), the Code sets the highest standards for stewardship across the investment industry, ensuring that asset owners, managers, and service providers act in the long-term interests of savers and pensioners.

2.0 Year in Review

Mar
2025



Announcement of Director's Retirement

In March 2025, SYPA announced that its Director, George Graham, would retire at the end of the year after leading the Authority since 2018 through significant changes, including asset transitions into the Border to Coast Pensions Partnership.

Mar
2025



Launch of £40 Million Place-Based Investment Funds

Also in March 2025, SYPA launched two £20 million investment funds aimed at supporting small and medium-sized enterprises (SMEs) across the region, stimulating growth, creating high-quality jobs, and driving innovation.

Oct
2025



Leadership Transition in Investment Strategy

Andrew Stone was appointed as SYPA's Assistant Director – Investment Strategy, following the retirement of Sharon Smith. Sharon dedicated over 40 years of exceptional service to SYPA, playing a key role in the development and delivery of the Authority's investment approach. Her contribution and commitment over four decades are deeply valued and appreciated. Andrew's appointment ensures continuity and ongoing focus in this critical area of our work.

A woman with dark hair is looking intently at a large digital screen. The screen displays a financial dashboard with a prominent donut chart in the upper center, divided into red and blue segments. Below the chart, there are several large, bold numbers, including '0' and '0', and some text in blue boxes. The background is a mix of purple and blue geometric shapes.

3.0

Overall Management of the Fund

3.0 Overall Management of the Fund

Scheme Management and Advisers

Senior Officers

Director and Head of Paid Service: George Graham

Assistant Director – Resources & Chief Finance Officer: Gillian Taberner

Assistant Director – Investment Strategy: Sharon Smith (to 31 December 2024), Andrew Stone (from 8 October 2024)

Assistant Director – Pensions: Debbie Sharp
Head of Governance and Corporate Services & Monitoring Officer: Jo Stone

Clerk – Sarah Norman (Chief Executive Barnsley MBC)

Asset Pool Operator

Border to Coast Pensions Partnership Limited

Fund Custodian

HSBC

Fund Bankers

HSBC
Lloyds

Fund Actuary

Hymans Robertson LLP

AVC Providers

Prudential
Scottish Widows
Utmost

Legal Advisers (Property)

Addleshaw Goddard

Legal Advisers (Pensions, Investment and Local Government law)

Eversheds Sutherland

Independent Property Valuer

Jones Lang LaSalle (Fund's Commercial Property)
Landwood Group (Authority's Property, Plant & Equipment)

External Auditor

KPMG

Internal Auditor

Barnsley MBC

Independent Investment Advisers

Jonathan Hunt (from 1 November 2024)
Aoifinn Devitt

Independent Adviser to the Local Pension Board

Clare Scott (to 30 June 2024)
Neil Mason (from 1 August 2024)

Performance Measurement

Hymans Robertson LLP

Investment Managers

The managers of major mandates are:

Aberdeen Standard Investments (Commercial Property)

Royal London Asset Management (Natural Capital)

Border to Coast Pensions Partnership Ltd (Listed Equities, new Alternative Commitments and Investment Grade Credit, Sterling Index Linked Bonds, Multi Asset Credit)

Cash and previously committed Alternatives are managed in-house.

Details of managers within the Alternatives portfolios are available at: sypensions.org.uk/Investments/Alternative-Commitments

3.0 Overall Management of the Fund

Members of the South Yorkshire Pensions Authority – 2024/25 Municipal Year

Barnsley MBC

Cllr Roy Bowser* (SC, AAC) [Labour]

Cllr Neil Wright (AGC) [Labour]

City of Doncaster Council

Cllr James Church (AGC) [Labour]

Cllr John Mounsey* (SC, AAC) [Labour]

Cllr David Nevett (AGC, SC, AAC) [Labour]

Rotherham MBC

Cllr David Fisher (AGC, AAC) [Conservative]

Cllr Donna Sutton* Vice Chair (AGC Chair, SC) [Labour]

Sheffield City Council

Cllr Simon Clement-Jones (AGC, SC, AAC) [Liberal Democrat]

Cllr Alexi Dimond (SC, AAC) [Green]

Cllr Jayne Dunn* Chair (SC, AAC) [Labour]

Cllr Craig Gamble-Pugh [Labour]

Cllr Andrew Sangar (SC, AAC) [Liberal Democrat]

Non-Voting Members appointed by the Trades Unions:

Phil Boyes (Unite)

Nicola Doolan-Hamer (UNISON)

Garry Warwick (GMB)

Members of the South Yorkshire Local Pension Board – 2024/25 Municipal Year

Scheme Member Representatives

Martin Badger (UNISON) - Trades Union

Shelagh Carter (GMB) - Trades Union (from 07/11/2024)

Andrew Gregory - LGPS Member

Sheldon McClure (Unite) - Trades Union (from 08/08/2024)

David Webster – LGPS Member (Vice Chair)

Employer Representatives

Cllr Linda Beresford – Local Authority (Rotherham MBC)

Debbie Carrington – South Yorkshire Police

Nicola Gregory – Minerva Learning Trust

Riaz Nurennabi – Sheffield Hallam University (Chair)

Cllr Ken Richardson – Local Authority (Barnsley MBC)

Key:

AGC = Member of the Audit & Governance Committee

SC = Member of the Staffing Committee

AAC = Member of the Appointments and Appeals Committee

*= S41 Member who answers questions on behalf of the Authority in meetings of the relevant full Council.

3.0 Overall Management of the Fund

Key policies

Please see opposite links to a selection of the Fund's key strategy documents, statements and reports. Clicking on each link will take you directly to a full PDF version of the relevant document on our website.

Consultation, Communication and Engagement Strategy

www.sypensions.org.uk/portals/0/repository/SYPA_Consultation.d59432d9-72aa-49af-b499-d9961c65d98c.pdf

Funding Strategy Statement

[www.sypensions.org.uk/Portals/0/FSS/Core_Funding_Strategy_Statement_and_Appendix A - D.pdf](http://www.sypensions.org.uk/Portals/0/FSS/Core_Funding_Strategy_Statement_and_Appendix_A_-_D.pdf)

Report on the Actuarial Valuation

www.sypensions.org.uk/portals/0/repository/SYPF_Revised_Final_Whole_Fund_Results.a77d5ea7-c307-4060-afc7-9b965d76fc56.pdf

Investment Strategy Statement

www.sypensions.org.uk/portals/0/repository/Investment%20Strategy%20Statement%20March%202023.3f5da930-ed27-453e-9497-5a3a0bebbd39.pdf

Pensions Administration Strategy

www.sypensions.org.uk/Portals/0/pdf/adminStrategy2020.pdf

Governance Compliance Statement

www.sypensions.org.uk/Portals/0/pdf/Governance_Compliance_Statement_2025.pdf

4.0

Managing Risk & Uncertainty

4.0 Managing Risk & Uncertainty

Risk Management is the process by which the Authority identifies and overcomes those issues which might prevent it achieving its and the Pension Fund's objectives.

Given the financial scale of the Pension Fund and the fact that it invests money to achieve financial return, the effective management of risk is crucial to us being able to achieve our objectives. The risks that face the Authority therefore include both the risks to it as an organisation, and the risks inherent in its role as administering authority of the South Yorkshire Pension Fund.

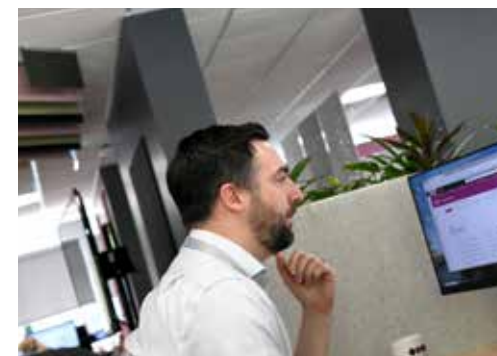
The Authority's Risk Management Framework sets out the processes, guidelines and governance structure through which risk is identified, managed effectively and reviewed. Ensuring compliance with relevant regulations and standards and following principles of best practice.

The corporate risk register, which forms an integral part of the Corporate Strategy, is regularly reviewed throughout the year by the Authority's Senior Management Team, reported to the Authority and to the Local Pension Board on a quarterly basis, and the risk management framework and arrangements are overseen by the Audit and Governance Committee

over the course of the year. Any changes made to each iteration of the risk register are fully detailed in the quarterly Corporate Performance reports to the Authority meetings during the year (available on our website at: [Quarterly Corporate Performance Reports](#)).

In addition to the corporate risk register, Senior and Middle Managers identify and manage operational risks, escalating these where necessary, and project-related risks are identified and managed on specific projects as an integral part of the Authority's project management methodology. A variety of methods may be used to identify risks including facilitated workshops, checklists, and process mapping.

The key risks identified in the corporate risk register and the assessment of their relative likelihood and impact, as reported in the Quarter 4 Corporate Performance Report, are shown in the figures on the next page.



4.0 Managing Risk & Uncertainty

South Yorkshire Pensions Authority – Corporate Risk Register Matrix

Impact					
	1 Very Low	2 Low	3 Medium	4 High	5 Very High
5 Very High		IAF-004		IAF-002	
4 High		GOV-001	ADM-001 GOV-004 IAF-003 ORG-004 PEO-003	ADM-002 ADM-003 ORG-002	IAF-010
3 Medium			PEO-002	GOV-001 IAF-001 IAF-005	
2 Low					
1 Very Low					
	1 Very Low	2 Low	3 Medium	4 High	5 Very High
	Likelihood				

Risk Ref.	Risk	Risk Score
IAF - 002	Failure to mitigate the impact of climate change	20
IAF - 010	The Pensions Review	20
ADM - 002	Backlogs in workflows	16
ADM - 003	McCloud Rectification	16
ORG - 002	Cyber security attack	16
ADM - 001	Poor data quality	12
GOV - 001	Authority & LPB members' knowledge and understanding	12
GOV - 004	Failure to apply data protection requirements.	12
IAF - 001	Material changes to the value of investment assets and/or liabilities	12
IAF - 003	Border to Coast Strategic Plan	12
IAF - 005	Employer contributions become unaffordable	12
ORG - 004	Failure of the Authority to comply with relevant Regulations	12
PEO - 003	Single person risk in specialist knowledge roles	12
IAF - 004	Imbalance in cashflows	10
PEO - 002	High level of vacancies within the organisation	9
GOV - 003	Delivery of Key Objectives in Corporate Strategy	8

4.0 Managing Risk & Uncertainty

The arrangements in place to mitigate some of the key risk areas include the following.

Investment Risk Management

The Authority sets out broad policies in the Investment Strategy Statement which conform to the LGPS Investment Regulations and in the Treasury Management Strategy (which conforms with the Prudential Code), and which cover the following areas:

- Acting with proper advice – such advice may come from appropriately qualified officers, the Fund's Independent Advisers or specialist consultants retained for specific projects.
- Maintaining a diversified portfolio of assets – the Fund's Strategic Asset Allocation is intended to reduce the overall level of investment risk by investing across a range of asset classes the performance of which is not directly correlated.
- The setting of limits within individual investment management agreements with regard to the types of exposure the investment manager is allowed to achieve relative to a benchmark, the level of concentration of holdings and measures of portfolio risk, and for certain types of investment

the duration of the transaction and the credit quality of the counterparty. These are reported on by managers and significant movements or breaches are followed up as part of ongoing performance review.

Further detail on the management of investment risk is presented in the Fund's Statement of Accounts at Note 17 Nature and Extent of Risk Arising from Financial Instruments.

Cyber Risk Management

Given the volume of sensitive data handled by the Authority, cyber security risks are among the most significant and persistent risks we face and there is an ongoing programme of work to maintain and continually enhance our defences against cyber-attacks. Key mitigations in this area include:

- Annual external reassessment of cyber security controls against the Cyber Essentials Plus standards.
- Mandatory induction training for all new staff and mandatory annual refresher training for all staff.
- Regular training for members of the ICT Team.
- Ongoing enhancement of ICT security systems.

- Regular review of incidents and attempts to breach security to identify opportunities to improve cyber defences.

Pensions Administration Risk Management - Including Third Party Employer Risks

The risks in pensions administration encompass risks to delivery and service provision. Mitigations put in place include an increase to the staffing establishment based on an evidenced capacity plan, a project to target the clearance of casework backlogs, a re-organisation of the team and management structure in the department to provide focussed resourcing in key areas – including actively working with employers and data quality improvements.

Additionally, work to address and mitigate risks in relation to the ability of the administration software system provider to deliver required developments and functionality includes proactive engagement and contract management meetings with the supplier and collaboration with other LGPS fund users through different user groups.

4.0 Managing Risk & Uncertainty

These areas, along with other aspects of pensions administration performance and project delivery, are reported on a regular basis to both Authority and Local Pension Board.

Internal Controls – Governance and Assurance

The Authority receives assurance as to the effectiveness of both the system of internal controls and the risk management arrangements from a number of sources. The most significant sources of such assurance are the internal and external auditors. Internal Audit is provided on an outsourced basis by Barnsley MBC in line with the relevant professional standards. The scale of the Internal Audit Plan (which is significantly greater than for most local government pension funds) reflects the unique nature of the Authority as an organisation in its own right. The Head of Internal Audit's overall opinion for 2024/25, which is included in the Annual Governance Statement, is one of Reasonable (Positive) Assurance.

The work of internal audit and the results of the audit reviews undertaken during the year have been reported to the Audit and Governance Committee throughout the year. These details are included in Appendix C of the Committee's annual report, at **[page XX.]**

This shows that there were 13 audit reviews completed during 2024/25, all of which received positive assurance over the adequacy and application of controls.

The Authority receives further assurance around the overall control environment from the work of the external auditors who are appointed under a national framework arrangement managed by Public Sector Audit Appointments Limited under the terms of the Local Audit and Accountability Act 2014.

KPMG are the Authority's appointed external auditors for 2024/25. Their report on the consistency of the information in this Annual Report with the Fund's financial statement of accounts is included with the accounts at Section 11.

The work of the external auditor has raised no specific issues or recommendations in respect of the control framework or the system of governance in any of their reports to the Audit & Governance Committee or from their work on the Value for Money Conclusion, summarised in the Annual Auditor's Report published on the Authority's website at: [External Auditors](#).

5.0

Governance & Training

5.0 Governance & Training

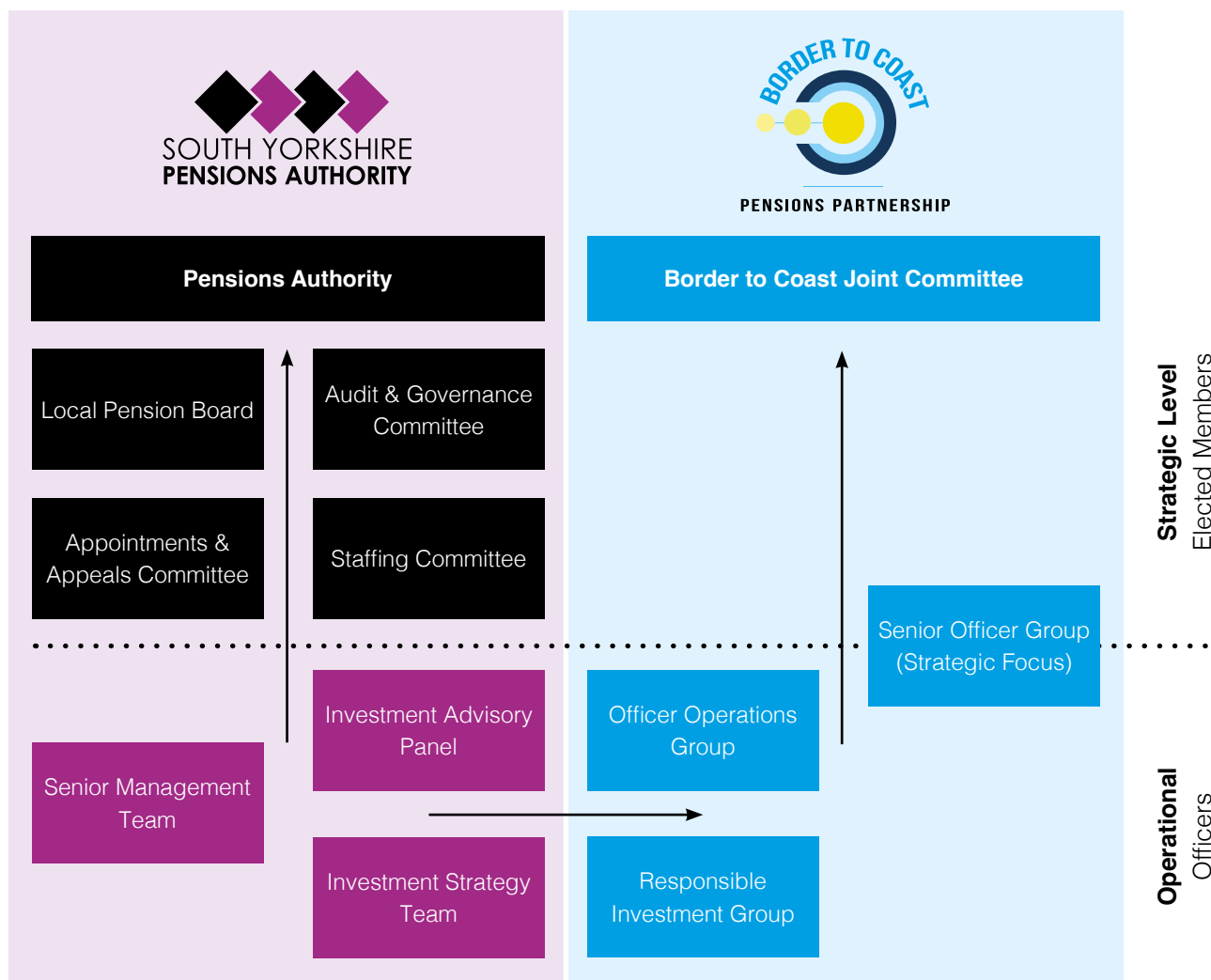
About South Yorkshire Pensions Authority

South Yorkshire Pensions Authority was established on 1st April 1988, following the abolition of South Yorkshire County Council and the winding up of the South Yorkshire Residuary Body. The primary function of the organisation is to administer the South Yorkshire Pension Fund within the Local Government Pension Scheme (LGPS).

The Authority is unique amongst the administering authorities in the LGPS in that it is the only democratically accountable, free-standing pensions organisation in the UK. While a small number of other administering authorities are not councils, their “boards” include appointed experts rather than being entirely made up of councillors.

Governance Structure

The diagram opposite shows how the different elements of our governance arrangements fit together and how they relate to the various elements of the Border to Coast Pensions Partnership in relation to investment matters.



5.0 Governance & Training

Representation

The Authority's position on the representation of the different employer and scheme member interests within its governance arrangements is set out in the [Policy Statement on Representation](#) published on the Authority's website. The details of the representation within each of the relevant structures is explained below.

Pensions Authority

The voting membership of the Pensions Authority is set out in the Local Government Reorganisation (Pensions etc.) (South Yorkshire) Order 1987, under which the Authority was created. This specifies the total voting membership of the Authority as 12: made up of the following number of members appointed by each of the District Councils. The appointments made by the District Councils must, in line with the provisions of the Local Government Acts, in aggregate reflect the political balance both within the individual councils and across the County.

In addition, 3 representatives of the recognised Trades Unions have been co-opted as non-voting members of the Authority to represent the interests of scheme members

District	Number of Voting Members
Barnsley Metropolitan Borough Council	2
City of Doncaster Council	3
Rotherham Metropolitan Borough Council	2
Sheffield City Council	5
Total	12

Independent Advisers and Investment Advisory Panel

The Authority retains two independent investment advisers to provide advice to members of the Authority and to assist officers in developing and monitoring the effectiveness of the Investment Strategy and in achieving effective oversight of Border to Coast. An Investment Advisory Panel is in place to support this work, comprising these two advisers together with the Director and the Assistant Director – Investment Strategy, and other officers from time to time as relevant. The Panel meets quarterly, ahead of the formal Authority meetings.

Committees

Appointments of Councillors to any Committees established by the Authority must also reflect the relevant political balance and the Authority has also chosen to apply this provision to any ad-hoc working groups.

5.0 Governance & Training

Local Pension Board

The role of the Local Pension Board, as set out in the Public Service Pensions Act 2013, is to assist the Authority in securing compliance with the scheme regulations and other legislation relating to the governance and administration of the Fund.

Regulations require that Pension Boards comprise equal numbers of voting members representing scheme members and scheme employers, although it is also possible to have a non-voting independent Chair.

The South Yorkshire Local Pension Board is comprised as follows:

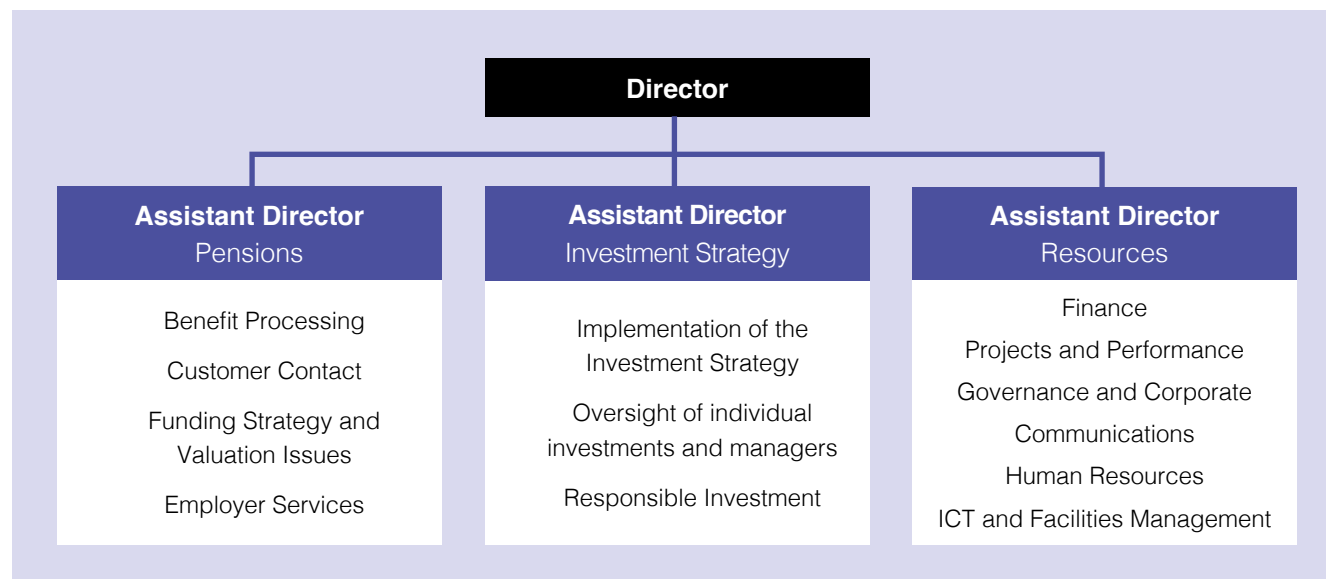
Scheme Employers	Scheme Members
2 Councillors from the District Councils	1 Representative from GMB
3 Other Employer Representatives	1 Representative from UNISON
	1 Representative from Unite
	2 Other scheme members
5 Representatives	5 Representatives

In addition, an Independent Adviser supports the work of the Board. The Board has its own constitution and budget, although both are ultimately approved by the Authority.

Officers

The Authority, its Committees and the Local Pension Board are supported by the Senior Management Team, led by the Director who is the Head of Paid Service. The management structure of the Authority is set out in the diagram below.

The Authority also appoints a Clerk, Monitoring Officer and Chief Finance Officer, as required by law. The role of Clerk has been undertaken by the Chief Executive of Barnsley Metropolitan Borough Council under a Service Level Agreement until 31 March 2025. During the year, the Authority considered and approved a proposal to designate the Director as Clerk with effect from 1 April 2025. The role of Chief Finance Officer is undertaken by the Assistant Director – Resources and the role of Monitoring Officer is undertaken by the Head of Governance and Corporate Services.



5.0 Governance & Training

The Authority's office is situated at Oakwell House, Barnsley and this is the base for all employees, although the majority work in a hybrid style with a blend of home and office working permitted. The Authority has a total staffing establishment of 130 full time equivalents (FTE). The total headcount of people in post as at 31 March 2025 was 126.

Governance Arrangements

The [Authority's Constitution](#) sets out the framework of rules and roles and responsibilities of the Authority and its Committees and of the statutory officers. This is divided into parts covering:

- 1. Summary and Articles of the Constitution** - This is the main body of the Constitution which sets out the basic framework of rules and roles and responsibilities of the Authority and its Committees and of the statutory officers.
- 2. Scheme of Delegation to Officers** – which sets out the various powers and responsibilities delegated to individual officers of the Authority.
- 3. Scheme of Delegation for the Border to Coast Pensions Partnership** – which sets out the arrangements for making decisions in relation to the Authority's responsibilities as a member of the Border to Coast Pensions Partnership.

4. Standing Orders – which set out various key procedures such as the arrangements for meetings of the Authority and its committees together with the financial regulations and rules for procuring goods and services.

5. Codes and Protocols – which set out how issues such as conflicts of interest should be dealt with and the codes of conduct for both staff and members of the Pensions Authority together with the arrangements for ensuring the independence of key statutory officers.

6. Members Allowance Scheme – which sets out the allowances payable to members for their work on the Authority and Local Pension Board.

In addition, a separate [Local Pension Board Constitution](#) sets out the framework, roles and responsibilities, and arrangements specifically relating to the Local Pension Board.

Both the Authority's Constitution and the Local Pension Board Constitution contain a Conflicts of Interest Policy setting out how these are handled in the relevant context for each body and the procedures to be followed by members and officers. These are further supported by Member and Officer Codes of Conduct, which also form part of the Constitution.

Each member of the Authority and the Local Pension Board complete a register of interests on joining and these are published on the Authority's website. The registers are reviewed annually when preparing the statement of accounts and each Authority member and Senior Officer completes an annual declaration regarding any related party transactions; details of which for 2024/25 are disclosed in Note 23 to the Authority's own Statement of Accounts published at: [Our Accounts \(sypensions.org.uk\)](https://www.sypensions.org.uk).

The Authority publishes an annually updated [Governance Compliance Statement](#) which provides the detail of how our arrangements ensure that we conform with the requirements of the Local Government Pension Scheme Regulations.

5.0 Governance & Training

As a stand-alone local authority, we are required under the Accounts and Audit Regulations 2015 to conduct an annual review of the effectiveness of our system of internal control and to produce an **Annual Governance Statement**, which is approved by the members of the Authority meeting as a whole and then signed off by the Chair of the Authority and the Director as Head of Paid Service. This statement is included in full in this annual report on page 34.

The Annual Governance Statement assesses compliance with and performance against the standards set out in the Authority's Local Code of Corporate Governance published on the Authority's website.

Work of the Authority in 2024/25

The Authority held five formal meetings during the year. An annual work programme provides the basis for the agendas for meetings and includes a range of issues covering corporate matters relating to running of the organisation, governance, pensions administration, investment strategy and matters relating to the Border to Coast Pensions Partnership. The work of the Authority in 2024/25 is summarised opposite.

Investment Strategy

- Received quarterly updates on Investment Performance, Market Commentary, Responsible Investment.
- Approved the annual updates to the Responsible Investment and Climate Change Policies and Net Zero Action Plan.
- Agreed and approved the performance objectives for Independent Investment Advisers.

Pooling Matters - Border to Coast

- Received the Border to Coast 2030 Strategy and approved the casting of the Authority's shareholder vote in favour of Strategy
- Received regular updates on the Government's Pensions Review, LGPS "fit for the future" consultation and outcomes.
- Approved the Border to Coast Implementation Plan and Budget for 2025/26 and authorised the casting of the Authority's shareholder vote in favour of the implementation plan and budget.
- Received and noted the results of the annual review of Border to Coast and endorsed recommendations for action.
- Considered and endorsed the revised Responsible Investment policies of Border to Coast.

5.0 Governance & Training

Corporate - Managing the Organisation

- Approved the Corporate Planning Framework for 2025 to 2028, comprising:
 - Corporate Strategy
 - People Strategy
 - ICT Strategy
 - Diversity, Equality and Inclusion Scheme
 - Medium Term Financial Strategy 2025/26 to 2027/28
- Approved the 2025/26 Budget and the 2025/26 Treasury Management Strategy and the Procurement Forward Plan.
- Approved the 2025/26 Pay Policy Statement.
- Received quarterly corporate performance updates.
- Received and approved the Performance Management Framework.
- Approved the Levy for 2025/26 to be charged to the District Councils under the Levying Bodies (General) Regulations 1992.
- Approved arrangements for succession planning and recruitment relating to the role of Director.

Governance

- Approved updates to the Constitution - including Contract Standing Orders and Scheme of Delegation to absorb duties of Clerk in the Director role from 1 April 2025.
- Received and noted the annual reports of the Audit & Governance Committee and the Local Pension Board.
- Received reports on regulatory and policy updates, urgent decisions taken between meetings, and work programme.
- Approved the 2024/25 Member L&D Strategy.
- Approved the Annual Governance Statement.
- Approved action plan following independent governance review.
- Approved the Whistleblowing Policy and Anti Fraud, Bribery and Corruption Policy.
- Approved the Vexatious Complaints and Unreasonable Behaviour Policy.
- Approved Data Protection Policy Statement.

- Considered the Director's annual appraisal and approved his objectives for the year.
- Approved Authority's response to consultation on remote attendance at meetings.

Pensions Administration

- Received quarterly progress updates on the Pensions Administration Improvement Plan
- Approved an update to the Cessation Policy within the Funding Strategy Statement (FSS).
- Approved the framework for consultation on FSS with employers as part of the valuation process 2025.

5.0 Governance & Training

Appointments and Appeals Committee

This committee met twice during the year and approved the appointment of Andrew Stone to the role of Assistant Director – Investment Strategy in June 2024 and Jonathan Hunt to the role of Independent Investment Adviser in October 2024.

Staffing Committee

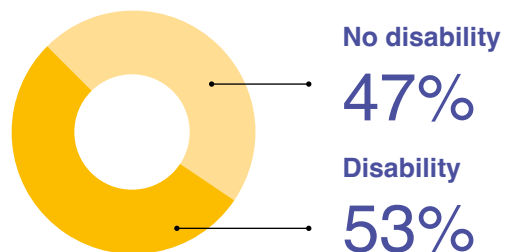
This committee did not meet in 2024/25.

Audit and Governance Committee

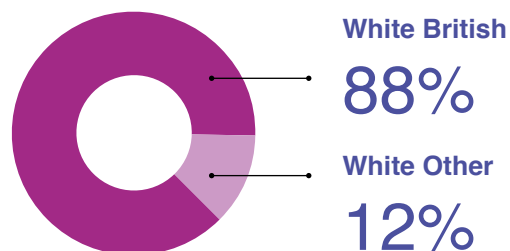
This committee met four times during the year and full details of attendance and work completed is set out in the Committee's Annual Report 2024/25, included at **pages xx to xx**.

Authority Membership Diversity Characteristics

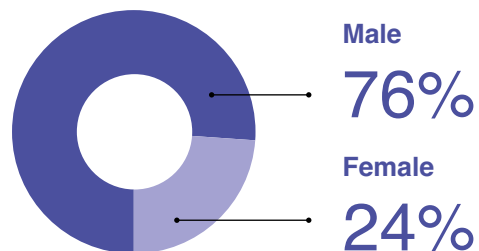
Disability



Ethnicity



Gender



Data collected July 2024

5.0 Governance & Training

Key:

✓ Attended

✗ Apologies recieved

Authority Members' Attendance at Authority Meetings

Authority Members	6th June 2024	12th Sept 2024	12th Dec 2024	13th Feb 2025	13th Mar 2025
Councillor Jayne Dunn (Chair)	✓	✓	✓	✓	✓
Councillor Donna Sutton (Vice Chair)	✓	✗	✓	✗	✓
Councillor Roy Bowser	✓	✓	✓	✓	✓
Councillor Simon Clement-Jones	✓	✗	✓	✓	✓
Councillor Neil Wright	✓	✓	✗	✓	✓
Councillor Alexi Dimond	✓	✓	✓	✓	✓
Councillor David Fisher	✗	✓	✓	✓	✗
Councillor Craig Gamble Pugh	✓	✓	✗	✓	✗
Councillor John Mounsey	✓	✓	✓	✓	✗
Councillor David Nevett	✓	✓	✓	✓	✓
Councillor Andrew Sangar	✓	✓	✓	✓	✓
Councillor James Church	✓	✓	✓	✓	✓
Non-Voting Co-Opted Members					
Nicola Doolan-Hamer (UNISON)	✗	✓	✓	✓	✗
Phil Boyes (Unite)	✓	✓	✓	✓	✓
Garry Warwick (GMB)	✓	✓	✓	✓	✓

5.0 Governance & Training

Committee Members' Attendance at Appointments & Appeals and Staffing Committee Meetings

Committee Members	Apointments & Appeals Committee 25th June 2024	Apointments & Appeals Committee 10th October 2024
Councillor Jayne Dunn (Chair)	✓	✓
Councillor David Fisher	✓	✓
Councillor Roy Bowser	✓	✓
Councillor John Mounsey	✓	✓
Councillor Andrew Sangar	✓	✓
Councillor Alexi Dimond	✓	✓

Key:

✓ **Attended**

✗ **Apologies recieved**

The work completed and the member attendance of the Local Pension Board and the Authority's Audit & Governance Committee are set out in their respective annual reports which follow.

5.0 Governance & Training

Member Knowledge and Skills

Members of the Authority and the Local Pension Board have an obligation to ensure that they have a level of knowledge and understanding of the issues with which they are dealing to allow them to make properly informed decisions and fulfil their roles and responsibilities effectively. The Authority has a Member Learning and Development Strategy in place to provide a framework for Members to access the support they need in meeting this obligation.

The Strategy sets out expectations for core training completion, a guide to the number of hours per year to be spent on training, and includes an annual plan of training events and seminars on relevant topics, aiming to meet the range of individual member learning needs through internal and external means. The Authority takes part in a National Knowledge Assessment to assess the effectiveness of these arrangements and to inform the member L&D Strategy.

All members of the Authority and the Local Pension Board are required to complete a comprehensive e-learning course consisting of several modules designed to cover all key areas needed for Authority and Board members to successfully manage the running of a Fund. Members are also supported

to undertake the Local Government Association's (LGA) 3-day Fundamentals training programme, which consists of sessions delivered by experts in their field, providing an overview of the LGPS and covering current issues relating to the administration, investments and governance of the scheme.

An annual induction and development morning is held at the beginning of each municipal year. In addition, an annual 'away day' development event is held each autumn to bring all the South Yorkshire Pensions Authority and Local Pension Board members together to support maintaining up-to-date knowledge and understanding, as well as provide opportunities for collaboration and networking.

The learning and development activity completed by members of the Authority in 2024/25 is set out on the following page.



[illegible]

Event / Course	Date	Cllr Jayne Dunn	Cllr Donna Sutton	Cllr Roy Bowser	Cllr Simon Clement-Jones	Cllr Neil Wright	Cllr Alexi Dimond	Cllr David Fisher	Cllr Craig Gamble-Pugh	Cllr John Mounsey	Cllr David Nevett	Cllr Andrew Sangar	Cllr James Church
Seminar: Introduction to the 2025 Valuation Assumptions	13/02/2025	✓	✗	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓
Seminar: CEM Benchmarking	20/02/2025	✓	✓	✗	✓	✗	✓	✓	✗	✓	✓	✓	✗
Seminar: Breaches in the LGPS	13/03/2025	✓	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓

*The LGPS Online Learning Academy is an online tool that all members of the Authority and the Local Pension Board complete as part of the support made available to equip them with the knowledge and understanding required to fulfil their roles. The learning plan comprises 8 modules covering the following topics:

1. Committee Role and Pensions Legislation
2. Pensions Governance
3. Pensions Administration
4. Pensions Accounting and Audit Standards
5. Procurement and Relationship Management
6. Investment Performance and Risk Management

7. Financial Markets and Product Knowledge
8. Actuarial Methods Standards and Practices

In addition, there is a module for 'Current Issues' that is kept up to date with content and videos covering topical issues of relevance to Board and Committee members. During the year, members have also completed extra modules provided on the topics of the Task Force on Climate-related Financial Disclosures (TCFD), Conflicts of Interest and Effective Decision Making.

5.0 Governance & Training

Oversight of the Pool Operating Company: Border to Coast Pensions Partnership

As at 31 March 2025, the Border to Coast operating company manages c.77% of the Authority's investments and, in line with the requirements set out by Government, this is expected to grow to encompass all of the Authority's investment assets in the coming years. It is therefore vitally important that the Authority exercises proper oversight of this key relationship. A comprehensive process is in place to achieve this oversight, the purpose of which is to:

- Provide assurance to the members of the Pensions Authority that participation in the Border to Coast Partnership is meeting the objectives set when the decision to participate was taken.
- Provide assurance that the various investment propositions are performing in line with expectations.
- Provide assurance that the Authority is making a positive contribution to the ongoing development of the Partnership.
- Provide assurance that the operating company is operating effectively and managing the risks that it faces, therefore ensuring the ongoing availability of the various investment propositions.

The process includes the following elements:

- Investment Strategy team members participate in quarterly meetings of Border to Coast and partner funds reviewing the performance of each investment proposition.
- A standard form of summary assessment is produced for each proposition with RAG ratings across a range of seven key aspects and an overall rating. These individual assessments are collated into an overall summary report that is discussed at each quarterly Investment Advisory Panel meeting, and this informs the quarterly investment update report that is taken to the Authority.
- On an annual basis, the Investment Advisory Panel conduct a full-day review meeting with the Border to Coast operating company. The focus of the review includes as a minimum:
 1. A discussion with the Chief Executive Officer (CEO), or other member of the senior Border to Coast team, focussed on broader developments and staffing.
 2. Discussions with selected portfolio managers on specific propositions identified as needing attention through the regular monitoring process.
 3. A discussion with the Head of Responsible Investment (RI) and Deputy Chief Investment Officer (CIO) around RI and progress on Net Zero.
 4. Discussions with others as necessary on issues raised through regular dialogue within the Investment Advisory Panel. For example, this might involve a discussion with the CIO about how SYPA's strategy aspirations might be met through the pool.
- The outcomes from the quarterly reviews and this annual review meeting are drawn together in an Annual Review Report considered at the September meeting of the Authority each year, with the CEO (or other senior representative) of Border to Coast present. The report is structured and provides RAG ratings for the four themes of: People, Process, Performance, and Partnership, which feeds into an overall assessment of how well the Partnership is meeting both the founding principles and the Authority's original objectives in opting to join Border to Coast.
- A further key element of the review involves seeking feedback from both the operating company and the other partners about how the Authority is perceived within the Partnership and

5.0 Governance & Training

whether we are seen to play a constructive role, this adds an important '360-degree' element to the process.

- The Annual Review Report makes recommendations for improvements in processes, actions that are needed, and issues to be raised in relation to specific investment propositions.

5.0 Governance & Training

Annual Governance Statement 2024/25

Scope of Responsibility

The Authority is responsible for ensuring that its business is conducted in accordance with the law and proper standards and that public money is safeguarded, properly accounted for, and used economically, efficiently, and effectively.

In discharging this overall responsibility, the Authority is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, which include arrangements for the management of risk.

The Authority's Local Code of Corporate Governance, available on our website at: [Local Code of Corporate Governance \(sypensions.org.uk\)](https://www.sypensions.org.uk) complies with the principles of the Chartered Institute of Public Finance and Accountancy (CIPFA)/Society of Local Authority Chief Executives (SOLACE) Framework Delivering Good Governance in Local Government Framework 2016. The Authority reviews and updates this Local Code every two years (as a minimum) and the next review will be carried out by December 2025.

The Local Code and this statement are also supported by the Governance Compliance Statement which the Authority is required to produce under s 55(1) of the Local Government Pension Scheme Regulations 2013, which is also available on our website: [Here](#).

This statement explains how the Authority has complied with the Local Code and meets the requirements of regulation 6(1) of the Accounts and Audit (England) Regulations 2015 relating to the preparation and approval of an annual governance statement.

The Purpose of the Governance Framework

The governance framework comprises the systems, processes, culture, and values by which the Authority is directed and controlled, and the activities through which it accounts to and engages with employing bodies, pensioners, contributors, and other stakeholders. It enables the Authority to monitor

the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost-effective services.

The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk: it can only provide a reasonable and not absolute assurance of effectiveness. The system of internal control is designed to identify risks to the achievement of the Authority's policies, aims and objectives. The system attempts to evaluate the likelihood of those risks being realised and the impact should they be realised and how to manage them efficiently, effectively, and economically. The governance framework has been in place during the year ended 31 March 2025 and up to the date of approval of the Statement of Accounts.

5.0 Governance & Training

Annual Governance Statement

2024/25

Outline of the Governance Framework

The Authority's framework of governance continues to evolve in line with best practice and is based upon the 7 Core Principles set out in the 2016 CIPFA/ SOLACE guidance, Delivering Good Governance in

Local Government: Framework. More details about the Authority's arrangements for ensuring compliance with each of the 7 Core Principles are set out in the Authority's Local Code of Corporate Governance.

Principle A:

Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Arrangements in Place

Codes of conduct covering the behaviour of both members and officers, form part of the Constitution, with appropriate mechanisms for ensuring that action can be taken where transgressions are reported. For officers these are reinforced through a framework of values and behaviours, including specific management behaviours, which are reflected upon at individual level as part of the appraisal system.

A review and update of the Constitution was undertaken in the last year to incorporate recommendations from the independent governance review. The revised document was approved in

March 2025 and is available here: [Constitution \(sympensions.org.uk\)](https://sympensions.org.uk)

The Independent Governance Review that was carried out by Aon at the end of 2023/24 and reported in June 2024, concluded that:

"The governance of the SYPA is of an excellent standard in most areas, meets nearly all legal requirements in the matters we have considered, and is demonstrating best practice in several areas. In our view, the governance of the SYPA is of much higher quality than the majority of other LGPS funds, and we believe much of this is driven by the fact the

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle A:

Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Arrangements in Place

organisation is a single purpose Local Authority”.

Whilst no significant weaknesses were identified, the report included some recommendations for further improvement or consideration. An action plan to address these was developed by a working group of Authority and Local Pension Board members along with officers. This was approved in December 2024 and progress is being reported at regular intervals to the Audit & Governance Committee and the Local Pension Board.

As required under local government law, elected members are required to complete declarations of interest which are publicly available and to declare any conflicts which might arise in discussion of specific matters at meetings of the Authority and its committees. Similar arrangements apply to members of the Local Pension Board, under requirements governed by the Local Government Pension Scheme regulations and the Public Service Pensions Act 2013.

Registers of potential conflicts, including personal relationships, for staff and a register of gifts and

hospitality for both staff and officers are all in place. The register of gifts and hospitality has been reviewed and updated during the year.

A Counter Fraud and Corruption policy and a Whistleblowing policy are in place should any individual wish to make a confidential disclosure. These policies have been reviewed and updated during the year. There have been no cases of fraud or uses of the whistleblowing procedure in the year. The Authority also participates in the National Fraud Initiative.

The Authority has a formal policy on the reporting of material breaches of the relevant pension regulations and any breaches which occur are reported to the Local Pension Board (LPB) at each of its meetings. Work to improve the identifying and recording of breaches not deemed to be material has been carried out during the year and training in this area delivered to staff and to Authority and LPB members. The next steps during the forthcoming year are to formalise the process for decision-making regarding when breaches are to be reported to the Pensions Regulator.

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Annual Governance Statement

2024/25

Principle A:

Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Arrangements in Place

Complaints policies exist in relation to quality of service, and statutory appeals processes in relation to decisions made under the Pensions Regulations. During the year, a new role of Complaints Resolution Officer was established in the Pensions Administration department, with the purpose of improving consistency and timeliness of responses to complaints, collating and learning from complaints and other customer feedback received including root cause analysis and implementing solutions to prevent recurrence of issues.

Procurement arrangements are in place to comply with legislative requirements, good practice, achieve value for money and demonstrate accountability. This includes a gateway approval document that guides staff through the process and ensures all stages are appropriately documented. Training from CIPFA has been provided for all staff involved in procurement activity. The Contract Standing Orders that form part of the Constitution have been updated during the year to reflect changes new procurement legislation and regulations that came into force in

February 2025. The Governance team attend regular training on procurement rules and practices and the Governance Team Leader is undertaking a Diploma in Contract Management to further strengthen knowledge to support making improvements in the Authority's processes in this area.

The Authority operates with an extremely strong value base in relation to ethical standards and values reflecting the seriousness of its responsibility as steward of the pension savings of a very large number of individual scheme members. The values and behaviours framework is central to both the Corporate Strategy and the appraisal process and the wider policy and constitutional framework covering issues such as recruitment and selection and procurement. The Authority also seeks to bring its commitment to these values into the role it plays within any partnership in which it participates, particularly the Border to Coast Pensions Partnership which is central to the delivery of its corporate objectives. The Authority ensures that it is aware, through the employment of specialist officers and

5.0 Governance & Training

Annual Governance Statement
2024/25

Principle A:

Behaving with integrity,
demonstrating strong
commitment to ethical values,
and respecting the rule of law.

Arrangements in Place

advisers, of the statutory requirements which are placed upon it and takes steps to ensure that it complies with them in an open and transparent way. This includes the maintenance of an up-to-date Constitution which is regularly reviewed and includes definitions of both the Corporate Planning Framework and Pensions Policy Framework, together with terms of reference for committees and an appropriate scheme of delegation to officers.

The Authority maintains up to date role profiles for all posts within the organisation and ensures that it has appropriately qualified statutory officers in post who are able to operate in a way which complies with the relevant professional codes.

Formal records are kept of decisions taken by both officers and members together with the advice considered in making such decisions.

The Authority's Governance team oversees and manages democratic services, governance and assurance, and compliance with regulations.

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle B:

Ensuring openness and comprehensive stakeholder engagement.

Arrangements in Place

The Authority seeks to be as open as possible with stakeholders, conscious that it is the steward of the savings of over 180,000 individuals, working for close to 600 different employers. To this end it complies with its obligations under the Freedom of Information Act and makes a considerable volume of information automatically and freely available through its website. The Freedom of Information Act Publication Scheme, which specifies the information published by the Authority and how to access this, is used as one means of signposting information electronically.

This includes a range of information on investment holdings, performance, the policy frameworks, and responsible investment issues such as how shares have been voted. In addition, meeting agendas and papers for the Authority, the various committees and the Local Pension Board are published online a week before each meeting and all meetings are open to the public, and webcast.

Key decisions made by officers are formally recorded and details published on the website.

To promote clarity in the information provided to support decision making, reports for decision making

bodies follow a standard format which ensures that, for example, implications for the financial position of the Authority of a decision are clearly explained. In addition, all reports for decision are required to outline relevant risk considerations, so that these can be understood by decision makers. All reports must be reviewed and cleared by the relevant statutory officers prior to submission for decision to Authority / Committee / Local Pension Board meeting agendas.

The Authority has in place clear protocols regarding its participation as a Partner Fund in the Border to Coast Pensions Partnership. Clearly defined roles are set out for each participant in the Partnership in its Governance Charter and the relevant legal agreements. Regular reports are provided to the Authority by officers on the activity and performance of the Partnership, including a comprehensive annual review which considers the achievement of both the Authority's and the Partnership's objectives.

The forthcoming year will require the Authority to prepare for and respond to the impact of the emerging outcomes from the Government's 'LGPS – Fit for the Future' consultation with more work to be carried out around the overall governance of the Border to

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle B:

Ensuring openness and comprehensive stakeholder engagement.

Arrangements in Place

Coast partnership and in particular how performance concerns can be addressed. Given the likely need to respond to the process of the membership of the Partnership increasing, it is likely that a significant amount of senior input will be required to the management and development of the partnership over the coming year.

To ensure the views of stakeholders are considered in a systematic way by decision makers when relevant, the Authority has adopted a Communications, Consultation and Engagement Strategy which provides a standard framework for engaging with stakeholders.

The triennial review of the Authority's Investment Strategy to be completed during 2025 will be informed by views gathered from scheme members in a large consultation exercise undertaken during February – March 2025 as part of our aim to ensure that stakeholder views can help to shape our policies.

Resources are specifically allocated to support engagement with employers to support the maintenance of a productive and supportive relationship between them and the Authority. All engagement with employers takes place within

the context of the Communications, Consultation and Engagement Strategy which requires the results of any consultation process to be reported back alongside the actions proposed following the consultation.

Emphasis is placed on increasing the volume and improving the quality of interaction with employers and an employer forum session and surveys have been undertaken during the year. The Authority's website includes an area for employers and an employer newsletter is sent to all employers with updates on relevant information, training, and events. The newsletter is now being issued monthly rather than quarterly in order to provide more timely updates and a more concise and easy-to-read format.

There is a current focus on engaging with all our employers as part of the triennial valuation process that will set the employer contribution rates to be paid from April 2026 to March 2029.

The processes for engaging with and understanding the views of scheme members are also set out in the Communications, Consultation and Engagement Strategy. Surveys are also used to gather feedback on our communications and inform improvements.

5.0 Governance & Training

Annual Governance Statement
2024/25

Principle B:

Ensuring openness and comprehensive stakeholder engagement.

Arrangements in Place

Interaction with scheme members includes offering appointments to meet with staff either through online / virtual sessions or in-person appointments at our office in Barnsley.

The Authority’s complaints and appeals processes are available to scheme members in relation either to quality of service, or specific decisions made under the LGPS regulations. The addition of a new role of Complaints Resolution Officer this year is designed to enhance the focus on responding to complaints and other customer feedback, as well as identifying common trends and root causes that can be tackled to improve performance. Information from the complaints and appeals processes forms part of the Authority’s performance management framework and influences the development of policy, practice, and processes, including specific projects reflected in the Corporate Strategy.

As part of its assurance and scrutiny role, the Local Pension Board receives a quarterly report outlining the nature of all appeals and complaints and the subsequent actions and learning as well as quarterly information on the results of various rolling customer

satisfaction surveys which examine specific aspects of the service to scheme members, which also include information on learning and actions from this feedback.

Areas for Improvement:

Work needed to further strengthen the governance of the partnership arrangements with Border to Coast in light of emerging developments from Government legislation and policy in respect of pooling and governance in the LGPS. It is likely that a significant amount of senior input will be required to the management and development of the partnership over the coming year.

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle C:

Defining outcomes in terms of sustainable economic, social, and environmental benefits.

Arrangements in Place

The Authority sets out a clear vision supported by specific objectives for achieving that vision within its Corporate Strategy which is at the heart of its corporate planning framework. Delivery against these objectives and key quality of service standards is reported quarterly to members of the Authority within a comprehensive report, allowing action to be taken to address any variations if required. All activity is undertaken within a risk management framework which covers all aspects of the Authority's work.

In addition, given the centrality of being a responsible investor to the way in which the Authority invests the Pension Fund, regular publicly available reports are provided to the Authority detailing responsible investment activity undertaken and the outcomes achieved through this activity. These include summaries of the Fund's votes at company annual meetings.

The Authority's Responsible Investment Policy sets out how it reflects the balance between economic, social, environmental and governance issues within its investment decision making process and the areas

where it seeks to move partners within the Border to Coast Pensions Partnership to a shared position. Responsible investment is central to the Authority's approach to the management of the funds for which it is responsible, and it is an active participant in a range of initiatives which seek to support the achievement of its objectives in this area. Reporting on the impact of various investments, including place-based impact investing, is now well established and included each year in the Authority's annual report. It is planned, working with Border to Coast colleagues, to extend this work to include reporting on the positive impact on climate from the investments made within the Climate Impact Portfolio.

During the year, the Authority was confirmed as a signatory to the UK Stewardship Code. Overseen by the Financial Reporting Council, this Code sets high stewardship standards for those investing money on behalf of UK savers and pensioners. Stewardship is the responsible allocation, management and oversight of capital to create long-term value for clients and beneficiaries leading to sustainable benefits for the economy,

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle C:

Defining outcomes in terms of sustainable economic, social, and environmental benefits.

Arrangements in Place

the environment and society. In order to be confirmed as a signatory, the Authority had to demonstrate in its Stewardship Report how we meet these standards across the 12 core principles for asset owners. The report is published on our website at: Stewardship. The Authority will annually report on this basis in order to remain a signatory.

The Authority includes information in our annual report each year in line with TCFD - Taskforce on Climate- Related Financial Disclosures. This is an industry-led group which helps investors understand their financial exposure to climate risk and works with companies to disclose this information in a clear and consistent way. It was launched at the Paris COP21 in 2015 by the Financial Stability Board (FSB) and Mark Carney, the UN Special Envoy on Climate Action and Finance and UK Finance Adviser for COP26.

In the last year, the Authority has taken this further and produced its first standalone TCFD Report for 2023/24, which is ahead of the proposed legislative timetable for production of this report by LGPS Funds. The report sets out SYPA's approach to

managing climate risk within the four thematic areas of governance, strategy, risk management and metrics and targets of the TCFD. The TCFD report will be published annually and will show the progress the Fund is making towards its carbon emission reduction targets through the metrics agreed in the Climate Change Policy.

The Authority's decision making on key issues of this sort is transparent with appropriate decisions either taken in public meetings or published and supporting information placed in the public domain whenever possible. (Exceptions to this are limited and would include, for example, commercially sensitive market information that cannot be made public).

The Authority actively engages with groups seeking to influence its policies in different ways and uses its Communications, Consultation and Engagement Strategy to seek views on issues where appropriate and to consider differing views when making decisions. An example of this is the large consultation survey of all scheme members undertaken in Feb – Mar 2025 on responsible investment issues to inform

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle C:

Defining outcomes in terms of sustainable economic, social, and environmental benefits.

Arrangements in Place

the forthcoming review of the Investment Strategy.

Beyond the investment sphere, the Authority maintains a Diversity, Equality and Inclusion Scheme to guide its approach to the delivery of fair access to its services for any individual with a protected characteristic. This scheme has been fully revised and updated in February 2025 with a strategic action plan defined for delivery during the three-year period of the corporate planning framework, 2025 to 2028.

During the year, internal audit reviews have taken place on the controls and processes for the Investment Strategy & decision-making, Corporate Strategy & Planning Framework, and Climate Change/Net Zero – all of which concluded with substantial assurance.

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle D:

Determining the interventions necessary to optimise the achievement of the intended outcomes.

Arrangements in Place

The Authority's officers ensure that when making decisions, elected members have access to as much objective information as possible, as well as to the views of appropriately skilled and experienced independent advisers where specialist areas such as investment strategy are under consideration. Where members require additional information, officers agree specific timescales for its provision. The corporate planning process and the medium-term financial strategy are how the Authority agrees the relative priority and resource requirements of specific interventions.

The Authority's discretions policy statement (as administering authority of the South Yorkshire Pension Fund) sets out clearly how the Fund will exercise discretions in relation to the LGPS regulations, including detail of the level to which decisions on each item are delegated and how applied.

The Authority has a well-defined and robust corporate planning framework with the review cycle linked at a high level to the major cyclical events impacting its operations (principally the triennial actuarial valuation

of the Pension Fund). This framework is supported by well-established consultation arrangements ensuring that stakeholder views can influence plans where appropriate. The Corporate Strategy is reviewed and updated annually, with a comprehensive review of the whole framework every three years in line with the triennial cycle of the Fund's valuations. This full review was completed this year, and the new Corporate Planning Framework for the period April 2025 to March 2028 was approved by the Authority in February 2025.

A risk management framework is in place that ensures that both risks to service delivery and risks impacting the assets and liabilities of the Pension Fund can be addressed holistically.

A framework for monitoring the delivery of all the various plans and strategies is in place with a comprehensive report including both financial and performance information presented to the Authority on a quarterly basis with more detailed reports covering pension administration presented quarterly to the Local Pension Board and on investment

5.0 Governance & Training

Annual Governance Statement

2024/25

Principle D:

Determining the interventions necessary to optimise the achievement of the intended outcomes.

Arrangements in Place

performance to the Authority. These reports highlight deviations from plans and identify and assess the risks relevant to the achievement of objectives as well as including information around feedback received and how it has been acted on. There has been significant work undertaken this year on developing performance reporting – with the introduction of dashboards and a series of incremental improvements implemented by the Assistant Director – Pensions on the quarterly pensions administration performance reports to the Local Pension Board and the Authority.

The Authority's medium-term financial strategy and corporate strategy draw on inputs from both stakeholder feedback mechanisms, the views of elected members and the Senior Management Team's assessment of developments in the wider external environment to direct resources to address priority areas. The medium-term financial strategy examines both the Authority's operating budget and the financial position of the Pension Fund ensuring that all areas of cost and income are fully considered.

Strong budgetary control is evident, and managers are conscious of the need to demonstrate financial probity.

The Authority sets out clear rules on procurement in its Contract Standing Orders within the Constitution. This has been updated during the year to comply with new legislation that came into force from February 2025 – the Procurement Act 2023. The Governance team have the role of ensuring compliance with procurement policy and regulations, arranging training as required and providing support and guidance to managers alongside forms and documentation that lead staff through the process and ensure appropriate controls and approvals are in place and evidenced.

Having strengthened the procurement arrangements in place over the last couple of years, the focus has now shifted to developing and improving the framework and arrangements in place for contract management, with plans to update the guidance and support available to relevant managers responsible for managing the supplier relationships and contracts

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Annual Governance Statement

2024/25

Principle D:

Determining the interventions necessary to optimise the achievement of the intended outcomes.

Arrangements in Place

for key services / software systems relied upon by the Authority.

An Independent Governance Review was carried out and reported in June 2024. The overall results of which were very positive, the reviewers finding that the governance at SYPA is of an excellent standard in the vast majority of areas. There were no significant weaknesses highlighted but some recommendations were made for consideration for further improvement. A small working group of Authority and LPB members along with officers worked together to produce an action plan in response to these – many of the actions identified have already been completed or are in progress, with regular updates to be reported to both Authority and LPB.

This also aligns with regular assessment of compliance with the Pensions Regulator's General Code of Practice – the Authority assesses itself against both the essential requirements and the good practice standards in this Code, with actions planned to address any gaps and updates provided to the Local Pension Board every 6 months.

Areas for Improvement:

Contract and Supplier Management – There is a need to develop and improve arrangements in place for managing contracts, providing a framework of policy, guidance and training for managers to follow. This will also need to incorporate procedures we will take to ensure that our service providers meet the Pensions Regulator's standards for maintaining their own IT systems.

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Annual Governance Statement

2024/25

Principle E:

Developing the entity's capacity, including the capability of its leadership and the individuals within it.

Arrangements in Place

The Authority's statutory role holders – the Director as Head of Paid Service, the Assistant Director – Resources as Chief Finance Officer and the Head of Governance & Corporate Services as Monitoring Officer, meet along with the Deputy Clerk on a quarterly basis.

The Clerk and Deputy Clerk roles are fulfilled by officers of Barnsley MBC under a service level agreement. During the year, these arrangements for the Clerk role have been reviewed at the request of Barnsley MBC, and the Authority approved a proposal to bring the Clerk role in-house to be fulfilled by the Director from 1 April 2025. This is a logical culmination of a process that has been in train for a number of years, of the Authority developing its capacity and 'self-sufficiency' in respect of all of its governance arrangements.

Independent Advisers with suitable skills and experience are employed to support both the Local Pension Board and the Authority. An independent member with appropriate professional experience and expertise is also appointed to the Audit &

Governance Committee, in line with recommended practice, and to support the Committee's role in providing challenge and scrutiny.

Both the Audit & Governance Committee and the Local Pension Board conduct annual effectiveness reviews to assess their own effectiveness and impact, identifying areas for improvement. In addition, the Authority conducted its own effectiveness review for the first time in February 2025. This will now become an annual process to align with those already in place and to inform the assurance gathering process undertaken each year as part of preparing this Statement and the annual report of the Authority.

Joint meetings of the Authority and Local Pension Board Chairs and Vice Chairs are held regularly throughout the year. The members holding these roles also attend a training course on Chairing Skills for councillors.

A Learning and Development Strategy is in place for elected members supported by the allocation of specific time within the overall programme of

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Annual Governance Statement

2024/25

Principle E:

Developing the entity's capacity, including the capability of its leadership and the individuals within it.

Arrangements in Place

meetings. This strategy is set within the context of the CIPFA Knowledge and Skills Framework and has regard to the requirements of the Pensions Regulator. The Governance team focus proactively on supporting and ensuring all core training is completed and to strongly encourage take-up of a wide range of learning opportunities provided throughout the year.

A 12-month induction programme is in place for new members with one-to-one reviews at regular intervals with the governance officer. All Authority and LPB members completed a National Knowledge Assessment during the year, the results of which have informed the Learning & Development (L&D) Strategy for 2025/26. To further strengthen the L&D provided for members, a self-assessment knowledge and skills matrix and individual learning plan will be introduced from April 2025 to ensure that each member has an individual plan tailored to their role, experience and needs in order to support them to fulfil their role on the Authority, its committees or the Local Pension Board most effectively.

An annual Authority and LPB Member Away Day is held to provide training on a range of relevant topics as well as an opportunity for collaboration and networking between Authority and Local Pension Board members and with officers, advisers and guest speakers. The November 2024 Away Day included presentations on investments, governance review, cyber security and pensions dashboard.

For staff of the Authority, an appraisal system is used to manage individual performance, plan learning and development, and support the succession planning process which is in place in key risk areas. In the last year, the staffing capacity growth plans in pensions administration that were approved in 2023 have been implemented successfully. These changes were designed to strengthen capacity, enhance capability, and increase sustainability.

Work also continues to reduce the risk of single points of failure, and this is identified in the strategic risk register, with actions identified to mitigate this risk. These include actions around building internal resilience, sharing knowledge and documenting

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2024/25

Principle E:

Developing the entity's capacity, including the capability of its leadership and the individuals within it.

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procedures etc. as well as continued actions around improving retention.

During the last year, this has been managed in practice as a result of the retirement of the former Assistant Director – Investment Strategy; with actions taken to ensure a smooth transition, involving the design and execution of a recruitment strategy to ensure successful appointment of a suitably experienced officer to the role in a timeframe that enabled a handover period of eight weeks.

Ongoing learning and development plans for the Authority's workforce are devised annually to support the goals set out in individual appraisals and are kept under review throughout the year. In addition to competency-based progression through the pension administration career grade, this can include professional qualification training, external training courses, and internally provided technical updates and system specific training. In the last year, this has included providing support for relevant staff to complete the newly developed Level 3 qualifications tailored to the LGPS in pensions administration.

The arrangements relating to career grade progression have been subject to a comprehensive review over the course of the last year, with the aim of developing a new corporate policy setting out a consistent set of principles to be followed across the organisation for managing career progression, underpinned by documentation detailing the assessment criteria and process attached to each career graded role. This work is in progress and is expected to be completed and launched in the first half of the 2025/26 year.

Learning and development activity for staff is further supported through access to online resources through a range of systems such as online reading rooms, SharePoint, and LinkedIn Learning.

The Director has an annual appraisal with the Authority's Chair and Vice Chair to review performance against objectives, set objectives for the next year and consider learning and development needs as relevant to the role. This is informed by 360-degree feedback from a range of internal and external stakeholders and is supported and facilitated

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Principle E:

Developing the entity's capacity, including the capability of its leadership and the individuals within it.

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by the Head of HR from Barnsley MBC. The appraisal is then presented to the Authority for discussion and approval in March each year.

The current Director has confirmed an intention to retire at the end of 2025. The Authority has approved a recruitment plan that will conclude in July 2025 and allow for an eight week handover period if successful. Following the appointment decision, a tailored induction programme will be developed for the individual to help ensure an effective 'on-boarding' to the organisation and the role.

The Authority's management team continue to be mindful of the need to monitor the extent to which resourcing and officer capacity is available to meet the ambitions reflected in the corporate plans, particularly in respect of target timescales. Although this is in the context of constraints regarding the fact that many of the detailed plans are to meet statutory requirements and deadlines that do not allow for flexibility.

Health, Safety and Wellbeing arrangements are prominent and embedded across the organisation. An external Health & Safety adviser is retained, an annual independent audit of our H&S arrangements is undertaken, and any recommendations are acted upon, and the range of additional health and wellbeing support continues to grow each year, including workplace health checks and a range of webinars and other activities which target a variety of key physical, emotional, and mental health and wellbeing topics.

Areas for Improvement:

The retirement of the current Director will require robust planning and practical arrangements to be put in place to ensure an appointment is made and a smooth transition and handover is achieved.

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2024/25

Principle F:

Managing risks and performance through robust internal control and strong public financial management.

Arrangements in Place

Managing Risk

A risk management policy framework is in place reviewed annually by the Audit and Governance Committee. Specialist risk management training was again delivered to relevant managers and officers during the year. The framework sets out clearly the responsibilities for managing the risks facing the organisation, how they should be assessed and reported. The strategic risk register is reviewed monthly by the Senior Management Team with reporting on a quarterly basis to meetings of the Authority as part of the overall performance management framework, together with review and challenge by the Local Pension Board.

The use of a risk management software system is now embedded as part of the overall process. This will be further developed during the coming year, with the addition of operational level risk registers for each service to support and inform the strategic risk register. A post implementation audit review on the controls and processes for the system was completed during the year and provided substantial assurance.

Managing Performance

Arrangements for the reporting and monitoring of performance are in place, including clearly defined timetables for the reporting of information across the full range of activity, integrated with financial monitoring. Wherever possible, data is placed in the public domain and statutory reporting timescales are adhered to.

The Authority undertakes benchmarking of its cost base and performance across both the main streams of operational activity, pensions administration and investment.

A small team supports and co-ordinates the management of programmes and performance across the organisation. The use of an agreed project management methodology and central oversight and reporting of projects is now in place and used consistently. A new performance management framework was approved by the Authority in September 2024 and the team are continuing to develop the analysis and reporting of performance metrics, use of dashboards and a range of indicators.

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2024/25

Principle F:

Managing risks and performance through robust internal control and strong public financial management.

Arrangements in Place

This is already having a positive impact in providing managers with a clear view of performance that they are able to use to inform and drive where intervention is required, and to building improvements in the reporting to Authority and Local Pension Board. The performance management framework continues to be an area of focus for the action plan for 2025/26.

Progress has continued in relation to the implementation of the pensions administration improvement plan, including the clearance of backlogs and this is reported quarterly to Authority and Local Pension Board. This will continue to be an identified action on the AGS action plan for the coming year and will additionally include development and implementation of the Data Improvement Strategy.

High quality data is central to the effectiveness of the organisation in its core function as a pension administrator. The Authority has a policy framework in place to ensure both the security and integrity of the large quantities of data which it holds.

The Authority's Head of Governance and Corporate Services is the Senior Information Risk Owner (SIRO). In addition, resourcing is provided through the Governance team to provide a focus on compliance and continued development of the Authority's information governance framework. The Data Protection Policy Statement was updated during 2024/25 and plans for 2025/26 include the next phase of work which will focus on updating and improving the policy and procedures in place for data retention, classification and disposal as well as information asset registers.

The Service Director for Customer Information and Digital Services at Barnsley MBC acts as the Authority's Data Protection Officer and his work is supported by an annual programme of internal audit review activity to ensure compliance with the policy framework.

The Authority has received the Cyber Essentials + accreditation from government in relation to its arrangements for information security. The controls in relation to cyber security are well embedded,

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2024/25

Principle F:

Managing risks and performance through robust internal control and strong public financial management.

Arrangements in Place

and continually being developed and enhanced, making use of specialist tools, awareness training and with support available from external specialists on retainer. There is an identified need for the suite of ICT policy documentation, including the cyber security policy document, to be reviewed and updated. This was planned for 2024, but only limited progress was made (due to other pressures on the team resourcing available) so this is now in the action plans for the team for 2025/26. From the Independent Governance Review and reviewing compliance against the Pensions Regulator's new General Code of Practice, a need has also been identified to carry out ongoing specialist assessments of third party service providers' arrangements. This will be addressed in the relevant action plans.

Robust Internal Control

The Authority has an Audit and Governance Committee in place whose terms of reference are consistent with the relevant professional standards. The Committee has produced its own Annual report, available within the Governance section of the

Authority's website, which sets out the work it has undertaken during the year.

The Committee is responsible for overseeing the work of Internal Audit, provided by Barnsley MBC's Corporate Assurance Service, and in particular ensuring that the Internal Audit plan addresses key control risks facing the Authority. The Head of Corporate Assurance, in her role as Head of Internal Audit for the Authority, is required under the relevant professional standards to produce an annual opinion on the adequacy of the control environment. For 2024/25, this opinion is that "Taking the whole year into account, the reviews completed and status of the approved annual plan (in terms of amendments and deferrals requested by management in year), it is appropriate to give an overall reasonable (positive) assurance opinion for the year".

Progress made in implementing actions agreed following audit reviews is reported to every meeting of the Committee and this helps to ensure that the control environment continues to be strengthened through the audit process.

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2024/25

Principle F:

Managing risks and performance through robust internal control and strong public financial management.

Arrangements in Place

The importance of internal control is well-embedded across the organisation and officers ensure a strong and effective working relationship is maintained with both Internal and External Audit, including regular liaison meetings, and ensuring independent access is available to the Audit and Governance Committee Chair and members. A separate meeting is held between the Chair and the external and internal auditors without any officer presence before each and every Committee meeting.

Strong Public Financial Management

The Authority is steward of a very large pension fund and therefore strong financial management is crucial to its effective operation. A strong framework of budgetary control is in place and monitoring against the operational budget, along with monitoring of investment performance, is reported quarterly to the Authority. Key projects are required to operate within defined budgets which receive approval through the appropriate decision-making processes.

The Authority's Medium Term Financial Strategy defines various fiscal rules which constrain the

growth in expenditure, mirroring to some extent, the constraints which apply to conventional local authorities through the council tax capping regime.

Assurance over the financial controls and framework is provided through comprehensive audit arrangements. During the 2024/25 year, seven internal audit compliance reviews were undertaken on core financial systems and all of these concluded with a substantial assurance opinion. External audit provided an unmodified audit opinion on the Authority and Fund's statements of accounts and concluded that the Authority has appropriate arrangements in place to secure economy, efficiency, and effectiveness in the use of resources and identified no significant weaknesses in this respect.

Areas for Improvement

Information Governance – Further work is required to review and update the remaining aspects of this framework in respect of data retention and classification policies and procedures and information asset registers.

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Annual Governance Statement
2024/25

Principle F:

Managing risks and performance through robust internal control and strong public financial management.

Arrangements in Place

Areas for Improvement (continued)

Pensions Administration Plan – Continued progress on this over the coming year is required, with further development of a data improvement strategy to be implemented.

Policy Framework – There is a need to ensure that the full suite of ICT policies is updated during 2025/26 and procedures put in place to ensure this is kept up-to-date on an ongoing basis.

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Annual Governance Statement

2024/25

Principle G:

Implementing good practices in transparency and audit to deliver effective accountability.

Arrangements in Place

The Authority seeks to be open and transparent in all its activities, seeking to minimise the amount of information that must remain confidential.

A substantial amount of information about the Authority's services and activities is published on its website: www.sypensions.org.uk including, for example, details of investment holdings and voting records. The agendas and public reports for all meetings of the Authority, its committees and the Local Pension Board are published and the public parts of meetings of the Authority, its committees and the Local Pension Board are webcast. The Authority's annual report also contains a significant amount of information on its activities in a more user-friendly format. The annual report for 2023/24, published in November 2024, was fully re-formatted to improve the design and presentation for readers, as well as being revised in line with new guidance for LGPS annual reports issued by the Scheme Advisory Board.

The Freedom of Information Publication Scheme provides clear signposting to the information which is publicly available and where it can be found. The

Authority regards telling its story as a key activity, to report and demonstrate its performance, achievement of value for money and effective stewardship of scheme members' savings. For key documents such as the Annual Report and Accounts, the Authority follows the relevant professional codes in terms of the provision of information and seeks to go beyond them where possible, particularly in terms of presenting the information in a way which allows the reader to set information in the context of the Authority's work and easily understand it.

The Authority has continued to publish its audited accounts and annual report in advance of the statutory publication deadlines every year, ensuring that information for stakeholders is provided on a timely basis to promote effective accountability.

The Authority uses the governance framework set out in the Local Code of Corporate Governance to ensure that the information provided in reporting is accurate and consistent and that the same standards are met by key partnerships such as the Border to Coast Pensions Partnership. The Internal Audit

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Annual Governance Statement
2024/25

Principle G:

Implementing good practices in transparency and audit to deliver effective accountability.

Arrangements in Place

function operates under a charter which conforms to the relevant public sector internal audit standards ensuring that the Authority complies with the relevant professional standards.

The Audit and Governance Committee reviews progress on implementation of actions agreed following audit reviews carried out by both internal and external audit and potentially other review agencies when the Scheme Advisory Board's Good Governance reforms are introduced. All these arrangements also apply to the way in which the Authority engages with various partners and a comprehensive process of gathering assurance from those managing money on behalf of the Authority is undertaken each year. The Authority seeks to ensure that the activity undertaken on its behalf by the Border to Coast Pensions Partnership reflects the agreed Governance Charter which applies similar standards to the Authority's arrangements in the Partnership's unique context.

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Annual Governance Statement
2024/25

Governance Action Plan 2024/25 – Progress Update

The table below sets out the actions identified for improvement and development in last year's Annual

Governance Statement and the progress made against these during 2024/25.

Action Plan from 2023/24	Responsible Officer	Target Date	Progress Update 2024/25
Recording of Regulatory Breaches Develop and implement a dedicated recording mechanism for regulatory breaches, supported by training for staff and a decision-making process for reporting material breaches.	Assistant Director – Pensions	September 2024	Completed A new process has been developed and training has been delivered to staff across pensions administration teams. This is reflected in updated information now included in the Pensions Administration Quarterly updates to the Local Pension Board.
Review of Counter-Fraud and Whistleblowing Policies Complete a review and update of the Anti-Fraud, Bribery and Corruption Policy Statement and the Whistleblowing Policy.	Head of Governance and Corporate Services	December 2024	Completed Approved by the Authority in December 2024 and published on the Authority's website.
Equality, Diversity and Inclusion (EDI) Undertake a thorough review of the EDI scheme – prioritising a series of agreed specific actions.	SMT	December 2024	Completed This action is now owned by the Assistant Director – Investment Strategy. A full review was undertaken and a new Diversity, Equality and Inclusion (DEI) Scheme for 2025 to 2028, including a detailed action plan, was approved by the Authority in February 2025.

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Annual Governance Statement

2024/25

Action Plan 2023/24	Responsible Officer	Target Date	Progress Update 2024/25
Complete Independent Governance Review Independent Governance Review to be completed in June 2024 and an action plan to be developed to address any recommendations.	Head of Governance and Corporate Services	December 2024	Completed The review was completed as planned by June 2024, with very positive results. An action plan to address identified areas for improvements was developed and approved by the Local Pension Board and the Authority in December 2024.
Career Grade Scheme Develop an Authority Career Grade Scheme that provides a central policy applicable across the organisation supplemented by appropriately tailored schemes for individual roles that include assessment procedures and incorporate relevant accredited training / professional qualifications alongside development of workplace experience and skills.	Assistant Director – Resources and HR Business Partner	March 2025	Partially Completed Work commenced in autumn 2024, with the support of an expert external consultant, and is well in progress with a corporate scheme policy document drafted and work on-going to develop the individually tailored scheme assessment forms for each of the relevant service areas. Largely on track for completion, although to allow enough time for consultation and implementation, the date for completion may be slightly later than initially planned, now anticipated by June 2025.
Business Continuity Complete a full review and refresh of business continuity procedures and documentation, with support from external experts as required.	Head of ICT	March 2025	Partially Completed This work is well in progress. The review and a full business impact analysis was completed by the end of March 2025 – the remaining work to collate and finalise the documented plan and procedures will be carried out in the early part of 2025/26.

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Annual Governance Statement

2024/25

Action Plan 2023/24	Responsible Officer	Target Date	Progress Update 2024/25
Performance Management Develop and implement a new framework which will include central production of performance information that will ensure improved reporting and enable service managers and heads to focus on interpretation and taking remedial actions as necessary.	Head of Finance & Performance and Service Manager – Programmes & Performance	In stages over the course of the year to March 2025	In Progress, Carry Forward to 2025/26 The performance management framework document was approved by the Authority in September 2024. A suite of dashboards have been developed and are now in use by management for performance monitoring and for reporting purposes. Work is ongoing to continue development of the framework and updated performance indicators, that is likely to continue into 2025/26.
Pensions Administration Improvement and Backlog Clearance Plan Deliver the elements of the Pensions Administration Improvement Plan and clear the backlog of casework.	Assistant Director – Pensions	In stages to March 2026.	In Progress, Carry Forward to 2025/26 Good progress is being made on delivery of this action, with detailed updates being reported to the Local Pension Board and to the Authority at each meeting. The current aim is for clearance of the backlog to be concluded by end of December 2025.

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Annual Governance Statement
2024/25

Review of Governance 2025/26 – Areas for Improvement and Action Plan

The table below sets out the actions planned to be undertaken during the forthcoming year to address the areas for improvement identified from this year’s review of governance effectiveness, along with any actions carried forward from last year as outlined in the progress update above.

Area for Improvement	Actions Required in 2025/26	Responsible Officer	Date for Completion
Carried Forward from 2024/25: Performance Management Framework [Linked to Principle F: Managing risks and performance]	Continue development and implementation of the framework for performance monitoring and reporting on updated performance indicators. This will enable service managers and heads to focus on interpretation and taking remedial actions as necessary.	Head of Finance & Performance and Service Manager – Programmes & Performance	In stages during the year to March 2026
Carried Forward from 2024/25: Pensions Administration Improvement Plan – including clearance of backlogs [Linked to Principle F: Managing risks and performance]	Continue with the progress to deliver the elements of the Pensions Administration Improvement Plan and clear the backlog of casework.	Assistant Director - Pensions	Backlog to be cleared by December 2025
Governance of the partnership arrangements with Border to Coast [Linked to Principle B: Ensuring openness and comprehensive stakeholder engagement]	The process and governance for the partnership to be reviewed and strengthened in light of emerging developments from Government legislation and policy in respect of pooling and governance in the LGPS.	Director	December 2025

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Annual Governance Statement
2024/25

Principle and Area for Improvement	Actions Required in 2024/25	Responsible Officer	Date for Completion
Contract and supplier management [Linked to Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes]	Develop and implement a contract / supplier management framework – including: • Policy, guidance on procedures and delivery of training for relevant managers. • Procedures to ensure that our service providers meet the Pensions Regulator's standards for maintaining their own IT systems.	Assistant Director – Resources and Team Leader – Governance	In stages during the year to March 2026
Succession planning and risk management for turnover in Director role [Linked to Principle E: Developing the entity's capacity, including the capability of its leadership and the individuals within it]	• Recruitment for new Director to be carried out during May to July 2025 to ensure sufficient time to enable new role holder, following any notice period, to commence a few weeks prior to the current Director's departure. • To be supported by recruitment consultants in order to target and drive interest from the widest possible pool of potentially suitable candidates.	Director and HR Business Partner	Over the course of the period May 2025 to December 2025
Information Governance [Linked to Principle F: Managing risks and performance through robust internal control and strong public financial management]	Complete the work to develop and implement revised policy and procedures for data retention, classification and disposal, and information asset registers.	Head of Governance and Corporate Services	March 2026
Pensions Administration – Data Improvement Strategy [Linked to Principle F: Managing risks and performance through robust internal control and strong public financial management]	Data Improvement Strategy to be implemented. Monitoring, reviewing and improving Data Quality to be developed and an annual programme to be embedded.	Assistant Director – Pensions and Service Manager – Technical, Support & Training	In stages to March 2026

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Annual Governance Statement
2024/25

Principle and Area for Improvement	Actions Required in 2024/25	Responsible Officer	Date for Completion
Policy Framework [Linked to Principle F: Managing risks and performance through robust internal control and strong public financial management]	Complete review and update of the suite of ICT-related policies. Consider policy coverage in relation to the use of artificial intelligence (AI) and the governance and controls required around this. Ensure arrangements are in place to review and keep these policies up to date thereafter.	Head of ICT	September 2025

Conclusion

To the best of our knowledge, the governance arrangements as defined above have operated effectively during the 2024/25 year. We propose over the coming year to take steps to address the areas identified for improvement to further enhance our governance arrangements. Progress in implementing these improvement actions will be monitored by officers and Internal Audit and through regular reports to the Authority and its committees.

We are satisfied that these steps will address the issues identified in our review of effectiveness and will assess their implementation and operation as part of our next annual review.

Signed:

Donna Sutton

Councillor Donna Sutton

Chair

South Yorkshire Pensions Authority

Date: 6 June 2025

Signed:

George Graham

George Graham

Director

South Yorkshire Pensions Authority

Date: 6 June 2025

5.0 Governance & Training

South Yorkshire Local Pension Board - Annual Report 1 May 2024 to 30 April 2025

Foreword

Welcome to the annual report of the South Yorkshire Local Pension Board ('the Board').

The Board seeks to assist the South Yorkshire Pensions Authority to maintain effective and efficient administration and governance. It comprises equal numbers of representatives of scheme members and employers.

On behalf of the Board, I would like to thank the staff at the Authority for continuing to deliver a high-quality pensions service and for the support provided to the Board. I would also like to thank Clare Scott, as the Board's previous Independent Adviser, for all her support, advice and guidance over the past few years, and welcome Neil Mason as the Board's new Independent Adviser, who joined us in July 2024.

Finally, thank you to members of the Board for your continued diligence, support and commitment.



Riaz Nurennabi

Chair of the South Yorkshire Local Pension Board

Role of the Local Pension Board

The role of the Local Pension Board as defined by Sections 5(1) and (2) of the Public Service Pensions Act 2013 is to assist the Authority in the following matters:

- a) securing compliance with the scheme regulations and other legislation relating to the governance and administration of the scheme;
- b) securing compliance with requirements imposed in relation to the scheme and any connected scheme by the Pensions Regulator;
- c) such other matters as the scheme regulations may specify.

The Board's Terms of Reference are documented in the Board's Constitution which is available on the Authority's website [here](#).

5.0 Governance & Training

South Yorkshire Local Pension Board - Annual Report
1 May 2024 to 30 April 2025

Membership during the year

The Board's membership comprises equal numbers of employer and employee representatives as well as an Independent Adviser. The members of the Board over the 2024/25 year are shown opposite:

There is currently one employer representative vacancy and one scheme member representative vacancy because of resignation that have not yet been filled since becoming vacant in February and April 2025 respectively; recruitment is in progress, and it is currently anticipated that the roles will be filled in time for the August 2025 meeting of the Board.

Employee Representatives	Date of joining	Nominated by/ Representing	Term of Office (to)
David Webster (Vice Chair)	01/10/2019	Selected from active, deferred and pensioner members	September 2025 (2nd Term)
Andrew Gregory	25/07/2019		July 2025 (2nd Term)
Martin Badger	06/06/2024	UNISON	Resigned: 04/04/2025
Sheldon McClure	08/08/2024	Unite	August 2027 (1st Term)
Shelagh Carter	07/11/2024	GMB	November 2027 (1st Term)
Employer Representatives			
Riaz Nurennabi (Chair)	03/11/2022	Sheffield Hallam University	November 2025 (1st Term)
Ken Richardson	20/05/2022	Local Authority	May 2025 (BMBC 3rd year)
Linda Beresford	06/06/2024		May 2026 (RMBC 2nd year)
Nicola Gregory	18/01/2018	Academies	December 2026 (3rd Term)
Debbie Carrington	06/06/2024	South Yorkshire Police	Resigned: 06/02/2025
Independent Adviser			
Neil Mason	July 2024	-	-

5.0 Governance & Training

Meeting Attendance

South Yorkshire Local Pension Board - Annual Report
1 May 2024 to 30 April 2025

Attendance at the Board’s meetings throughout the year was as follows:

Board Members	8th Aug 2024	7th Nov 2024	20th Feb 2025	27th March 2025 (Note 1)	24th April 2025	% Attendance (Formal Board meetings)
Riaz Nurennabi (Chair)	✓	✓	✓	✓	✓	100%
David Webster (Vice Chair)	✓	✓	✓	✓	✓	100%
Sheldon McClure	✓	✓	[Note 2]	[Note 2]	[Note 2]	50%
Andrew Gregory	✓	✓	✓	✓	✓	100%
Nicola Gregory	✓	✓	[Note 2]	✓	✓	75%
Linda Beresford	✓	✓	✓	✓	✓	100%
Ken Richardson	✓	✓	✓	[Note 2]	✓	100%
Debbie Carrington	✓	✓	N/a	N/a	N/a	100%
Martin Badger	✓	✓	[Note 2]	[Note 2]	N/a	50%
Shelagh Carter	N/a	[Note 2]	[Note 2]	[Note 2]	[Note 2]	0%
Total Board Member Attendance	100%	90%	55.6%	55.6%	75%	77.5%
Neil Mason (Independent Adviser)	✓	✓	✓	✓	✓	100%

- Notes:
1. The meeting on 27 March 2025 was the Board’s annual effectiveness review.

2. Apologies received.

N/a = Not applicable as not a member on this date.

5.0 Governance & Training

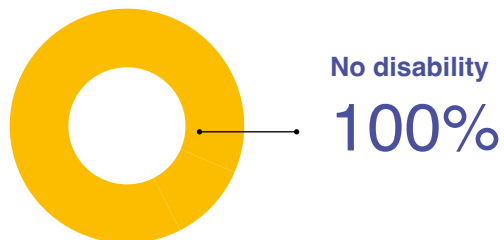
South Yorkshire Local Pension Board - Annual Report

1 May 2024 to 30 April 2025

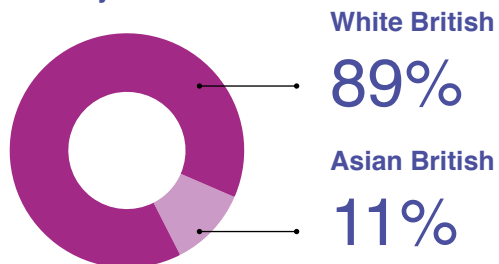
Board Diversity Characteristics

Recording and monitoring of the Board membership's diversity characteristics is now undertaken in line with the recommendations of the Pensions Regulator, and these characteristics are summarised in the following charts.

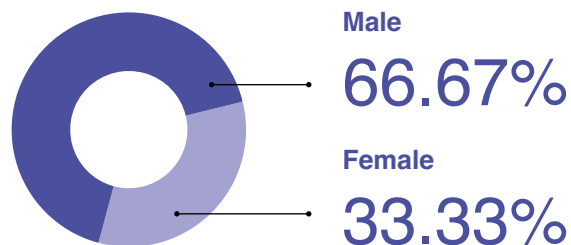
Disability



Ethnicity



Gender



The Board recognises the value of diversity and has expressed an aim to identify actions to try and improve the diversity of the Board membership to ensure a broader range of perspectives, experiences, and backgrounds in decision-making are captured. Selection and recruitment of new members does include efforts to advertise widely, and work will continue to build on this further. The action plan developed arising from the Board's review of its effectiveness will include an action around incorporating the Authority's DEI (Diversity, Equality and Inclusion) Strategy where appropriate.

Work of the Board 2024/25

The Board held four formal meetings during the year. An annual Work Programme provides the basis for the agendas for meetings and includes a range of

issues covering both pensions administration and governance.

Governance:

- Governance Updates – The Board received quarterly updates from the Authority's Head of Governance and Corporate Services on a range of governance-related matters including member learning and development, succession planning, information governance, audit findings and progress on actions, and regulatory and national policy developments.
- Decisions of the Authority – Members of the Board received all agenda papers issued to Members of the Pensions Authority and Board members can observe meetings of the Authority.
- Authority's Annual Report 2023/24 – the Board reviewed the draft annual report 2023/24 and provided comments and improvement suggestions on this with their recommendation to the Authority.
- LPB Budget – the Board considered their proposed budget for 2025/26 and recommended this to the Authority for approval as part of the overall Budget for 2025/26.

5.0 Governance & Training

South Yorkshire Local Pension Board - Annual Report

1 May 2024 to 30 April 2025

- Independent Governance Review Action Plan – Following the independent governance review, undertaken by Aon and reported in June 2024, two members of the Board participated in a small working group with Authority members and officers to produce an action plan. The plan was considered by the Board at their November meeting and recommended to the Authority for approval. Progress updates are monitored regularly by the Board.
- The Pensions Regulator's General Code of Practice – The Board received bi-annual updates on the assessment of compliance with the Code to scrutinise and seek assurance that progress towards compliance is evidenced.
- Risk Management – The Board actively monitor and seek assurance regarding the Authority's management of risks and during the year have completed the following work in this respect.
 1. Considered the Risk Register at each formal meeting throughout the year.
 2. Received a demonstration of the Pentana risk management software system with a presentation on how this is used by officers as part of the risk management process.
 3. Considered the report on findings from an internal audit review of the implementation of the risk management system. The Board welcomed the positive audit opinion and assurance provided.
- Procurement Compliance – The Board considered a report on how the Authority's procurement arrangements ensure compliance with regulations and the Contract Standing Orders. This update had been requested by the Board for them to undertake a more detailed consideration of procurement following results of an internal audit review, including an update on progress against the agreed actions from that review.
- Governance Compliance Statement – The annual update of the Governance Compliance Statement was reviewed by the Board and recommended to the Audit and Governance Committee.
- Annual Governance Statement – The draft of the Annual Governance Statement for 2024/25 was reviewed by the Board who recommended it for approval to the Authority who will consider this in June 2025.
- Investment Governance - The Board considered a report of the Assistant Director – Investment Strategy on the conclusions and recommendations arising from the annual review of the Border to Coast Pensions Partnership.
- Member Learning and Development – The Board reviewed the Member Learning and Development Strategy 2025/26 and recommended it for Authority approval. Additionally, the Board welcomed the proposed introduction of individual member learning and development plans, launched in April 2025, to ensure tailored plans and support for each member in developing their knowledge, skills and expertise in fulfilling their roles and responsibilities on the Local Pension Board.

Pensions Administration:

- Pensions Administration Performance – The Board considered detailed reports at each meeting on pensions administration performance. The Board have welcomed a number of additions and enhancements incorporated into these reports, many of which were requested by the Board. Some of the issues considered this year include progress on delivery of the administration improvement plan, clearance of casework backlogs, plans and risks relating to the software system improvements, monitoring of progress and

5.0 Governance & Training

South Yorkshire Local Pension Board - Annual Report

1 May 2024 to 30 April 2025

issues on McCloud rectification, and updates on delivering the range of major projects in progress..

- Breaches, Complaints and Appeals - The Board received updates on breaches, complaints and appeals as part of the Pensions Administration quarterly reports. Members have welcomed additional information being reported to provide a deeper understanding of the breaches, complaints and appeals.
- Consultation, Communications and Engagement Strategy – The Board considered the draft Consultation, Communications and Engagement Strategy and recommended it for approval to the Authority who will consider this in June 2025.



Event / Course	Date	Riaz Nurennabi	David Webster	Sheldon McClure	Andrew Gregory	Nicola Gregory	Linda Beresford	Ken Richardson	Martin Badger	Debbie Carrington	Shelagh Carter
LGPS Online Learning Academy*	2024/25	✓	✓	✓	✓	✓	✓	✓	✓	✓	
CIPFA Annual LPB Conference	15/05/2024		✓								N/A
SYPA Induction and Development Session	06/06/2024	✓	✓	N/A	✓	✓	✓	✓	✓	✓	N/A
Border to Coast Pensions Partnership Annual Conference	18/07/2024 – 19/07/2024		✓								
LGIU Course: Charing Skills	10/09/2024	✓	✓								N/A
SYPA Seminar – Corporate Strategy	12/09/2024		✓		✓			✓	✓	✓	N/A
Room 151 Budget Podcast	04/11/2024	✓	✓				✓				N/A
LPB Training – Responsible Investment	07/11/2024	✓	✓	✓	✓	✓	✓	✓	✓		
CIPFA Local Pension Board Member Training - Autumn Series	21/11/2024		✓								

Event / Course	Date	Riaz Nurennabi	David Webster	Sheldon McClure	Andrew Gregory	Nicola Gregory	Linda Beresford	Ken Richardson	Martin Badger	Debbie Carrington	Shelagh Carter
SYPA - Members Away Day	28/11/2024	✓	✓	✓	✓	✓			✓	✓	
SYPA Seminar – Valuation Assumptions	13/02/2025		✓	✓				✓	✓	✓	
LPB Seminar – CEM Benchmarking of Pensions Administration	20/02/2025	✓	✓		✓		✓	✓		N/A	
SYPA Seminar - Breaches	13/03/2025	✓	✓	✓	✓		✓	✓		N/A	
LPB Presentation – Pentana and Risk Management	27/03/2025	✓	✓		✓	✓	✓			N/A	
LPB Seminar – Valuation Consultation and Engagement	24/04/2025	✓	✓		✓	✓	✓	✓		N/A	

*The LGPS Online Learning Academy is an online tool that all members of the Authority and the Local Pension Board complete as part of the support made available to equip them with the knowledge and understanding required to fulfil their roles. The learning plan comprises 8 modules covering the topics opposite:

1. Committee Role and Pensions Legislation
2. Pensions Governance
3. Pensions Administration
4. Pensions Accounting and Audit Standards
5. Procurement and Relationship Management
6. Investment Performance and Risk Management
7. Financial Markets and Product Knowledge
8. Actuarial Methods Standards and Practices

In addition, there is a module for 'Current Issues' that is kept up to date with content and videos covering topical issues of relevance to Board and Committee members. During the year, Board members have also completed extra modules provided on the topics of the Task Force on Climate-related Financial Disclosures (TCFD) and Conflicts of Interest.

5.0 Governance & Training

South Yorkshire Local Pension Board - Annual Report

1 May 2024 to 30 April 2025

Review of Effectiveness

The Board carried out its annual effectiveness review meeting and survey in March 2025. A full report on the review and actions arising was considered at the Board's April 2025 meeting.

The following section provides a summary of the significant outcomes from this review.

The overall results of the effectiveness survey completed by individual members showed a broadly positive trend compared to the 2024 survey.

The effectiveness review was structured around 5 areas:

1. Review of progress on previous actions
2. Board meeting effectiveness
3. Knowledge, skills and capacity
4. General effectiveness
5. Continuous improvement suggestions.

The Board was generally pleased with the progress made on the actions from previous years' reviews. The Board documented their conclusions on closing off actions and proposals for carrying forward some of the actions not fully completed yet.

The review found that Board meetings are generally effective and newer members commented positively

on how discussion in meetings is encouraged. Recommended improvements were discussed in relation to requesting further consideration of how the reporting to the Board by officers can better demonstrate performance and administrative changes relating to circulation of draft minutes and agendas.

In relation to Knowledge, Skills and Capacity, the Board found this to be very effective and the survey results showed a continuing improvement trend with members reporting increased confidence in their own knowledge and skills. The areas identified for further improvement related to the online reading room ('knowledge library') to make this more user-friendly and easier to navigate, and a suggestion to make the required time commitment and responsibilities of the role clearer when undertaking recruitment for new members.

In regard to general effectiveness, the survey results showed improved scores. The Board remain committed to aiming for increased diversity on the Board itself and identified an action to consider how to incorporate the Authority's Diversity, Equality and Inclusion strategy in the coming year.

The Board's review this year introduced continuous improvement as a new area for consideration. This highlighted suggestions in relation to identifying

opportunities for greater collaboration between the Board and the Authority, ensuring more regular updates on any membership changes that occur between meetings, and considering an action to limit the time spent by officers presenting reports in order to prioritise and allow more time for member questions and debate in the meetings.

The report on the effectiveness review outcomes was considered at the April meeting and an action plan was agreed to implement the recommendations.

Future Plans

Over the coming year, the Board will continue to consider issues covering governance and pensions administration included in its Work Programme. This programme continues to be developed in order to facilitate timely consideration of key documents, strategies and policies to provide the Board's input and views for Authority consideration prior to approval. Some of the main items on the agenda for the 2025/26 municipal year are as follows:

- Valuation 2025 – Results.
- Funding Strategy Statement update.
- Monitoring progress of significant projects such as McCloud Rectification and Pensions Dashboards.

5.0 Governance & Training

South Yorkshire Local Pension Board - Annual Report

1 May 2024 to 30 April 2025

- Local Pension Board Constitution review and update.
- Governance Compliance and Annual Governance Statements.
- Review of the Authority's draft Annual Report for 2024/25.

The Board also plans to implement actions for raising the profile of the Board and its work – these will include providing more information on the SYPA website, as well as taking opportunities to communicate through the employer and scheme member newsletters and to present at the annual employer forum.

Board Expenditure and Forecast Outturn 2024/25

The 2024/25 budget for the Local Pension Board was recommended to the Authority for approval in November 2023 and approved by the Authority as part of the total budget in February 2024.

The expenditure for the year and the variance against the budget is shown in the table opposite.

Local Pension Board Expenditure 2024/25	2024/25 Budget £	2024/25 Q4 Forecast Outturn £	2024/25 Q4 Forecast Variance £	2024/25 Q4 Forecast Variance %
Independent Adviser	9,800	10,590	790	8.1%
Member Allowances	18,700	18,390	-310	-1.7%
Member Learning and Development	8,000	7,180	-820	-10.3%
Member Travel & Subsistence Expenses	1,000	910	-90	-9.0%
Running Costs - Catering, Printing, etc.	700	470	-230	-32.9%
Total	38,200	37,540	-660	-1.7%

5.0 Governance & Training

South Yorkshire Local Pension Board - Annual Report

1 May 2024 to 30 April 2025

Budget Variances

The overall forecast outturn for the year is a minor under-spend of (£660).

The variances against the budget are as follows:

- a) There is a small over-spend of £790 on the independent adviser budget this year, mostly due to the additional costs of recruitment advertising required in 2024 for this role.
- b) Member learning and development continues to be a high priority and the budget for the year was almost fully used, with just a small under-spend of (£820) for the year. The 2025/26 budget has been set at £8,800 to maintain an extensive programme.
- c) There were minor variances across the various other running costs for the Board as shown in the table, resulting in a small net under-spend of (£630) in total on these lines.



5.0 Governance & Training

Audit & Governance Committee - Annual Report 2024/25

Foreword

I am pleased to present the annual report of the Authority's Audit and Governance Committee covering the Committee's activity during the 2024/25 financial year.

Reporting on the Committee's work in this way contributes to the process of assurance gathering which is used to produce the Authority's Annual Governance Statement and demonstrates the robustness of the overall governance arrangements that are in place.



Councillor Donna Sutton

Chair of the Audit and Governance Committee –
South Yorkshire Pensions Authority

Introduction

This report is produced to provide stakeholders with information on the work of the Committee over the 2024/25 Municipal Year and to support the process of assurance gathering required to produce the Authority's Annual Governance Statement.

It outlines the Committee's

- Role and responsibilities
- Membership and attendance
- Work programme

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Committee Information

Audit and Governance Committee Role and Responsibilities

The Committee's terms of reference are set out in the Authority's constitution and are as follows:

To fulfil the following core audit committee functions:

- a) Consider the effectiveness of the Authority's risk management arrangements, the control environment and associated anti-fraud and anti-corruption arrangements.
- b) Seek assurances that action is being taken on risk related issues identified by auditors and inspectors.
- c) Be satisfied that the Authority's assurance statements, including the Annual Governance Statement, properly reflect the risk environment and any actions required to improve it.
- d) Approve (but not direct) internal audit's Charter and annual plan.
- e) Monitor performance against internal audit's Charter and annual plan.
- f) Review summary internal audit reports and the main issues arising and seek assurance that action had been taken where necessary.
- g) Receive the annual report of the Head of Internal Audit.
- h) Consider the annual reports of external audit and inspection agencies.
- i) Ensure that there are effective relationships between internal audit and external audit, inspection agencies and other relevant bodies, and that the value of the process is actively promoted.
- j) Review financial statements, external auditor's opinion and reports to Members, and monitor management action in response to the issues raised by external audit.
- k) To oversee the production of and approve the Authority's Annual Governance Statement.
- l) To review and approve the annual Statement of Accounts and the Authority's Annual Report, focusing on:
 - i. The suitability of, and any changes in accounting policies.
 - ii. Major judgemental issues e.g. provisions.
- m) To receive and agree the response to the external auditor's report to those charged with governance on issues arising from the audit of the accounts, focusing on significant adjustments and material weaknesses in internal control reported by the external auditor.
- n) Monitor the Authority's risk register and annual governance action plan, reporting issues of concern to the full Authority.

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Membership

The Committee's membership at March 2025 was:

Councillor Donna Sutton (Chair)

Councillor James Church

Councillor Simon Clement-Jones

Councillor David Fisher

Councillor David Nevett

Councillor Neil Wright

Emma Dawson (Independent Member)

In addition, the three Non-Voting Co-Opted Members nominated to the Authority by the recognised trade unions are entitled to attend and participate in meetings of the Committee. During the year, these representatives were:

Nicola Doolan-Hamer (UNISON)

Phil Boyes (Unite)

Garry Warwick (GMB)

Committee Meetings and Attendance

The Committee held four meetings during the

municipal year (July 2024, September 2024, December 2024 and March 2025). The business conducted reflected the terms of reference and the pattern of work of the Authority's Internal and External Auditors. The schedule of Members' and Officers' attendance is attached at Appendix A.

Councillor Donna Sutton was appointed by the Authority to Chair the Committee.

Good practice guidance suggests that the Chief Financial Officer should attend regularly, and that the Monitoring Officer and other senior officers should contribute as appropriate. The actual attendance recorded demonstrates that this was achieved.

Committee Work Programme and Outcomes

The Committee maintains a broad programme of work for its main areas of activity. The reports received during 2024/25 are shown in Appendix B; the outcomes of the Committee's work in relation to these are summarised below.

Risk Management and Internal Control Core Functions from the CIPFA Guidance

- Considering the effectiveness of the Authority's

risk management arrangements, the control environment and associated anti-fraud and corruption arrangements.

- Seeking assurances that action is being taken on risk-related issues identified by auditors and inspectors.
- Being satisfied that the Authority's assurance statements, including the Annual Governance Statement properly reflect the risk environment and any actions required to improve it.

The Committee has:

- Completed the Annual Review of the Authority's Risk Management Framework in September 2024. The implementation of a new risk management and performance software system has been embedded into the strategic reporting on risk throughout 2024/25.
- Received regular progress reports from the Head of Corporate Assurance on internal control matters.
- Received regular reports on progress against actions agreed in response to audit findings.
- Considered the results of the review of internal control and Internal Audit for 2023/24.

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Internal Audit and External Audit

Core Functions from the CIPFA Guidance

- Approving (but not directing) Internal Audit's strategy and plan, and monitoring performance.
- Reviewing summary Internal Audit reports and the main issues arising and seeking assurance that action has been taken where necessary.
- Receiving the annual report of the head of Internal Audit.
- Considering the reports of external audit and inspection agencies.
- Ensuring that there are effective relationships between Internal Audit and External Audit, inspection agencies and other relevant bodies, and that the value of the process is actively promoted.

In relation to Internal Audit, the Committee has:

- Agreed the Internal Audit Strategy and Annual Plan for 2024/25
- Received and considered the Head of Corporate Assurance's (as the Authority's Head of Internal Audit) Annual Report for 2023/24, including the opinion on the Authority's internal control arrangements.

- Received and considered regular reports from the Head of Corporate Assurance on their team's progress against the annual plan, including summaries of the reports issued and management's response. The schedule of Internal Audit Review Results 2024/25 at Appendix C summarises the outcomes of Internal Audit Activity during the year.

In relation to External Audit, the Committee has:

- Received reports from the external auditor, KPMG, on their Audit Plans for the Authority and Fund relating to the audit of year ended 31 March 2024.
- Received regular progress reports and a final report on the audit of year ended 31 March 2024 from KPMG.
- Received an audit plan relating to the audit of year ended 31 March 2025 from KPMG.

Statement of Accounts

Core Functions from the CIPFA Guidance

- Reviewing the financial statements, the external auditor's opinion and reports to members, and monitoring management action in response to the issues raised by external audit.

- Overseeing the production of, and approving, the Authority's Annual Governance Statement.
- Overseeing the production of, and approving, the Authority's Annual Statement of Accounts, focussing on:
 1. Suitability of, and any changes in, accounting policies;
 2. Major judgemental issues e.g. provisions.
- Receiving and agreeing the response to the external auditor's report to those charged with governance on issues arising from the audit of the accounts, focussing on significant adjustments and material weaknesses in internal control reported by the external auditor.

The Committee has:

- Overseen the production of, and recommended the Authority's Annual Governance Statement 2023/24 to the Authority;
- Reviewed and approved the Authority's Statement of Accounts and Annual Report and letter of representation for 2023/24;

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

- Received and approved KPMG's Report on the 2023/24 Audit, and their Annual Report 2023/24 which includes their findings and conclusion on the Authority's Value for Money arrangements.

Working Arrangements

Members considered and agreed the Committee's Annual Report for 2023/24 which was then published on the Authority's website and incorporated as part of the Authority's Annual Report for the year.

As part of considering the Committee's annual report, Members considered the extent to which its arrangements remained robust.

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Appendix A: Member and Officer Attendance at Audit & Governance Committee Meetings 2024/25

Member/Officer	11th July 2024	19th Sept 2024	5th Dec 2024	6th March 2025
Councillor Donna Sutton (Chair)	✓	✓	Note 1	✓
Councillor James Church	✓	✓	✓	✓
Councillor Simon Clement Jones	Note 1	✓	✓	✓
Councillor David Fisher	✓	✓	✓	Note 1
Councillor David Nevett	✓	✓	✓ Note 2	✓
Councillor Neil Wright	✓	Note 1	Note 1	Note 1
Independent Member – Emma Dawson	✓	✓	✓	✓
Co-opted Member – Nicola Doolan-Hamer	✓	✓	✓	Note 1
Co-opted Member – Phil Boyes	Note 1	✓	✓	✓
Co-opted Member – Garry Warwick	✓	✓	✓	✓
Director – George Graham	Note 1	✓	✓	✓
Assistant Director – Resources (Chief Financial Officer) – Gillian Taberner	✓	✓	✓	✓
Head of Governance (Monitoring Officer) – Jo Stone	✓	✓	✓	Note 1
Head of Finance & Performance – Will Goddard	✓	✓	✓	✓
External Audit (KPMG)	✓	✓	✓	✓
Internal Audit (Barnsley MBC)	✓	✓	✓	✓

Notes:

1. Apologies
2. Acting Chair.

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Appendix B: Committee Activity

Function/Issue	11th July 2024	19th Sept 2024	5th Dec 2024	6th March 2025
Risk Management				
Annual Review of the Risk Management Framework			Approved	
Governance and Internal Control				
Annual Review of the Governance Compliance Statement				Approved
Progress on Annual Governance Statement Action Plan 2024/25				Noted
Progress on Agreed Management Actions	Noted	Noted	Noted	Noted
Committee Effectiveness Review 2024/25				Agreed
Data Protection Policy Statement		Recommended to the Authority		
Whistleblowing Policy			Recommended to the Authority	
Antifraud, Bribery and Corruption Policy			Recommended to the Authority	
Accounting Policies Year Ending 2025				Noted
Internal Audit				
Quarterly Progress Report	Noted	Noted	Noted	Noted

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Appendix B: Committee Activity (continued)

Function/Issue	11th July 2024	19th Sept 2024	5th Dec 2024	6th March 2025
Annual Report 2023/24	Noted			
Internal Audit Charter		Approved		
Internal Audit Effectiveness Report		Noted		
Audit Plan Consultation paper 2025/26			Noted	
Internal Audit Plan 2025/26 (draft)				Approved
External Audit				
Pension Fund Audit Plan – Audit of Year Ending 31 March 2024	Noted			
Progress Update – Audit of Year Ending 31 March 2024	Noted			
Value for Money Risk Assessment 2023/24		Noted		
Draft Year End Report 2023/24 Audit – Authority		Noted		
Draft Year End Report 2023/24 Audit – Fund		Noted		
Annual Auditor's Report 2023/24			Noted	
Final Year End Report – 2023/24 Audit – Authority			Noted	
Final Year End Report – 2023/24 Audit – Fund			Noted	
Audit Plan 2024/25 - Authority				Noted
Audit Plan 2024/25 - Fund				Noted

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Appendix B: Committee Activity (continued)

Function/Issue	11th July 2024	19th Sept 2024	5th Dec 2024	6th March 2025
Statement of Accounts & Annual Report				
Draft Statement of Accounts 2023/24	Noted			
Audited Statement of Accounts 2023/24		Approved		
Letter of Representation		Approved		
Annual Report of the Authority 2023/24		Approved		
Committee Working Arrangements				
Audit & Governance Committee Annual Report 2024/25				Approved

(The term “Noted” is used to include resolutions to note and to receive reports).

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Appendix C: Results of Internal Audit Reviews 2024/25

Review Topic	Assurance Level *	High Priority Findings	Medium Priority Findings	Low Priority Findings
Service Wide - Data Protection / UK GDPR Data Breaches & DPIAs	Reasonable	0	0	2
Finance - Core Financial System Other Benefits	Substantial	0	0	0
Finance - Core Financial System Treasury Management	Substantial	0	0	0
Finance - Core Financial System Fund Contributions	Substantial	0	0	0
Finance - Core Financial System Staff Payroll	Substantial	0	0	0
Pensions Administration System Access Controls	Reasonable	0	1	2
Corporate Services Corporate Strategy / HR Strategy	Substantial	0	0	1
Investments Investment Strategy and Decision Making	Substantial	0	0	0
Pensions Administration Customer Services Data Protection Compliance	Reasonable	0	0	3

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

Appendix C: Results of Internal Audit Reviews 2024/25 (continued)

Review Topic	Assurance Level *	High Priority Findings	Medium Priority Findings	Low Priority Findings
Finance - Core Financial System Valuation of Assets	Substantial	0	0	0
Service Wide - Pentana Risk System Post Implementation Review	Substantial	0	0	1
Finance - Core Financial System Main Accounting	Substantial	0	0	0
Finance - Core Financial System Pensions Payroll	Substantial	0	0	0
Investment Strategy Climate Change and Net Zero Carbon	Substantial	0	0	1
Finance – Core Financial System Purchase Management (Purchase to Pay)	Substantial	0	0	2
Totals	15 Opinions	0	1	12

5.0 Governance & Training

Audit & Governance Committee - Annual Report
2024/25

*Key to Assurance Levels:

	Level	Control Adequacy	Control Application
Positive Opinions	Substantial Assurance	A robust framework of controls exists that are likely to ensure that objectives will be achieved.	Controls are applied continuously or with only minor lapses.
	Reasonable Assurance	A sufficient framework of key controls exists that are likely to result in objectives being achieved, but the control framework could be stronger.	Controls are applied but with some lapses.
Negative Opinions	Limited Assurance	Risk exists of objectives not being achieved due to the absence of key controls in the system.	A significant breakdown in the application of key controls.
	No Assurance	A significant risk exists of objectives not being achieved due to the absence of controls in the system.	A fundamental breakdown in the application of all or most controls.

6.0



Our Organisation

6.0 Our Organisation

SYPA as an Organisation

Unlike other administering authorities in the Local Government Pension Scheme, SYPA is a free-standing organisation with the responsibilities that this brings.

The management structure set out on **page xx** of this report shows how the work is organised into three departments, each headed by an Assistant Director – comprising the two delivery arms of Investment Strategy and Pensions, both of which are supported by the corporate arm of Resources.

The table on the following page sets out the teams and services delivered within each of these departments along with staffing numbers and vacancies within each at the end of the year.

This shows that there was a relatively high vacancy rate as at 31 March, but the details in the right hand column provide further explanation and context; including that some of the vacancies were being held as part of managing the resourcing context and timing of recruitment activity.

A number of these roles have subsequently been recruited to or advertised during the first half of 2025/26 and others are being reviewed as part of planning for future recruitment. One vacant role was no longer required and has been removed from the establishment.



6.0 Our Organisation

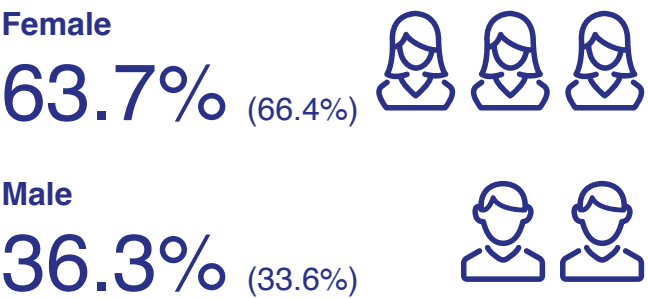
Workforce as at 31 March 2025	Established FTE	Vacant FTE	Vacancy Rate as Percentage	Vacancies
Senior Management Team	4.0	0.0	0.0%	
Investment Strategy	3.0	0.0	0.0%	
Benefits Team	42.1	2.9		1 Service Manager vacancy - filled from 1 April 2025. 1.4 Practitioner vacancies to be filled in 2025/26. Cumulative vacant hours from part time roles of 0.5 FTE in total.
Customer Services	14.0	1.2		1 Customer Services Officer held vacant due to secondment; now due to be filled in 2025/26. Vacant hours [0.2].
Employer Services	13.4	1.0		Business Support Officer held vacant pending review of role prior to recruitment in 2025/26
Technical Support & Training	7.7	1.0		Temporary role no longer required; deleted from establishment in April 2025.
Pensions	77.2	6.1	7.9%	
ICT (including Systems and Operations Management)	19.3	4.5		2 Vacancies in Systems team - under review prior to recruitment. ICT Team: 1 Apprentice vacancy not yet due to be recruited, 1 revised ICT Technician role to be recruited in 2025/26 and 0.5 vacant hours due to a secondment.
Finance & Performance	16.2	2.0		1 vacancy is the new Senior Finance Business Partner role recruited and to commence in post June 2025. 1 vacant Finance Apprentice to be recruited in summer 2025/26.
Governance & Corporate Services	8.0	0.0		
Human Resources	2.8	1.0		New role of HR Adviser not due to be recruited until 2025/26.
Resources	46.3	7.5	16.2%	
Overall Total	130.5	13.6	10.4%	

6.0 Our Organisation

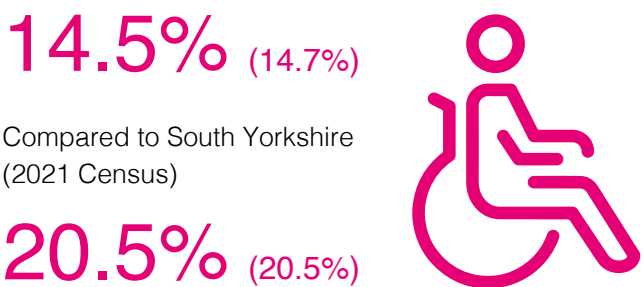
The infographics below present the position for a number of measures of our employee make up and health as an organisation.

Note: 2024 figures in brackets

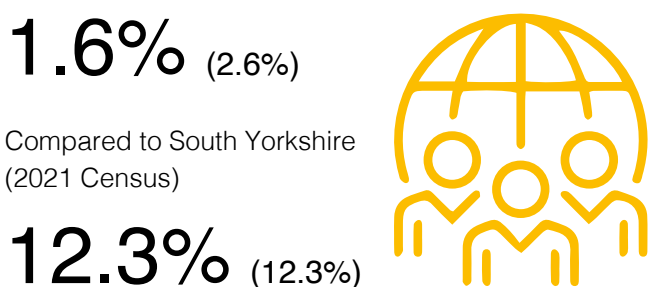
Proportion of Staff



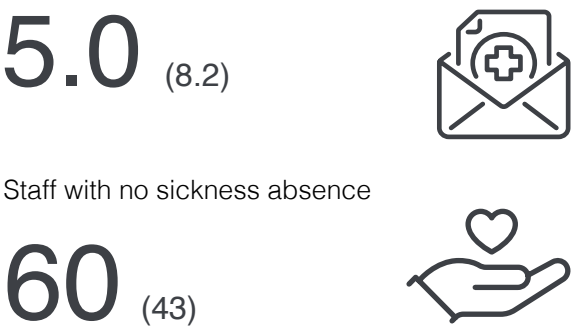
Proportion of Staff with a disability



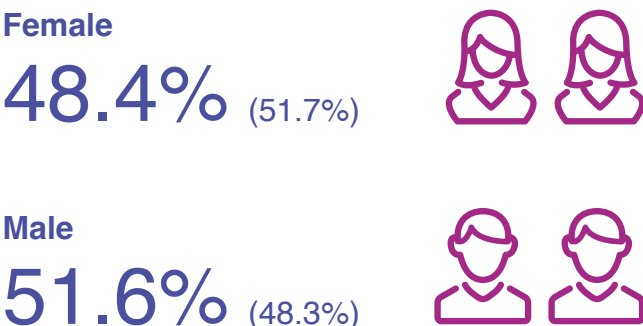
Proportion of non-white Staff



Days lost through sickness per FTE member of Staff



Proportion of top 25% of earners by gender



Average length of service



Average age



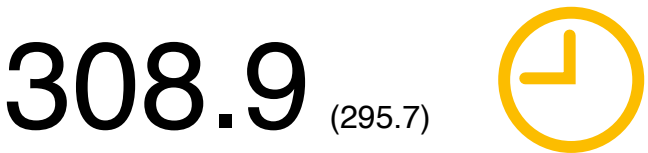
6.0 Our Organisation

Note: 2024 figures in brackets

Number of notifiable accidents



Trade Union facility time (in hours)



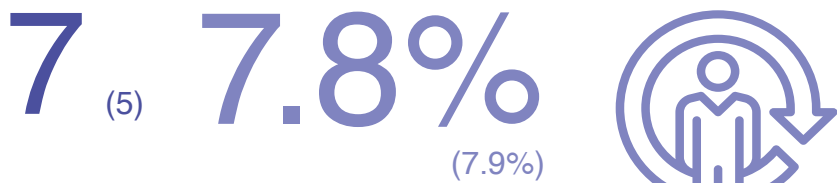
The level of staff sickness absence has reduced significantly compared to last year from 8.2 days per FTE to 5 days per FTE, and the number of employees with no sickness absence at all has increased to 60 individuals. Sickness absence is actively monitored throughout the year and the HR team provide managers with support in applying the organisation’s Managing Attendance policy which balances

Training & apprenticeships



providing support with addressing the underlying reasons for any persistent absence. Referrals to use occupational health services are made as appropriate for individuals and access to private counselling is provided where requested – which is effective in supporting individuals who are facing difficult circumstances to remain in work. The Health, Safety and Wellbeing Committee also continues to

Staff turnover



promote a wide range of initiatives to help support employee wellbeing.

Staff turnover for the year has remained consistent with the low rate from last year, reducing very slightly to 7.8%, providing some indication that improvements around employee engagement and impact of pay and benefits review outcomes that came through last

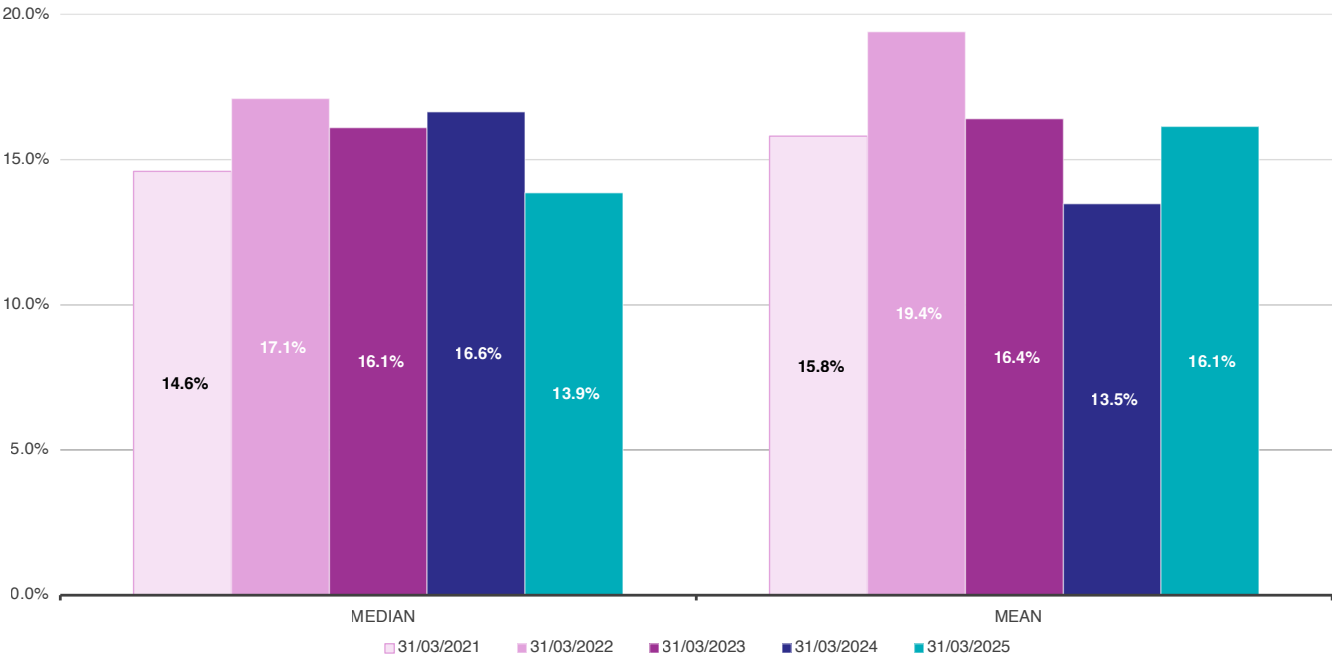
6.0 Our Organisation

year are continuing to hold true. During 2025/26, the next biennial employee survey and staff away day will be held, which will provide some updated data and evidence around these issues.

The Authority’s recognised trades union is UNISON and there continues to be a very effective and constructive working relationship in place. The facility time provided for the year has increased slightly compared to the previous year and reflects the fact that there are now two representatives in place rather than one, as well as the time provided for the representatives to attend conference and training events organised by UNISON in addition to the time spent on their union duties in the workplace.

The figures also show the effect of greater focus on professional training, with the number of employees completing professional and apprenticeship qualifications during the year increasing significantly from 2 to 9. This has been helped by the introduction of new Level 2 apprenticeship qualifications designed specifically for the LGPS (by the Local Government Association in collaboration with Barnett Waddingham), which the Authority has helped to pilot. Further Level 3 apprenticeships are being added in 2025/26 and this should see a further increase in the numbers of our employees completing professional and apprenticeship qualifications next year.

South Yorkshire Pensions Authority Gender Pay Gap



Gender Pay Gap

Reporting on the Gender Pay Gap is compulsory for organisations employing more than 250 people. SYPA had 124 employees at 31 March and therefore does not meet this threshold, but it publishes the data

as an example to the companies in which it invests.

We have analysed the gender pay gap across the organisation which gives the results shown in the chart above. A positive figure means that men are paid more than women.

6.0 Our Organisation

Our small workforce size makes it difficult to draw conclusions from the movement year on year, as the percentages move quite widely in response to small changes in the actual numbers. Nevertheless, we aim to reduce this pay gap, and there has been a reduction compared to last year in the median gender pay gap from 16.6% to 13.9%, although the mean gap has increased to 16.1%.

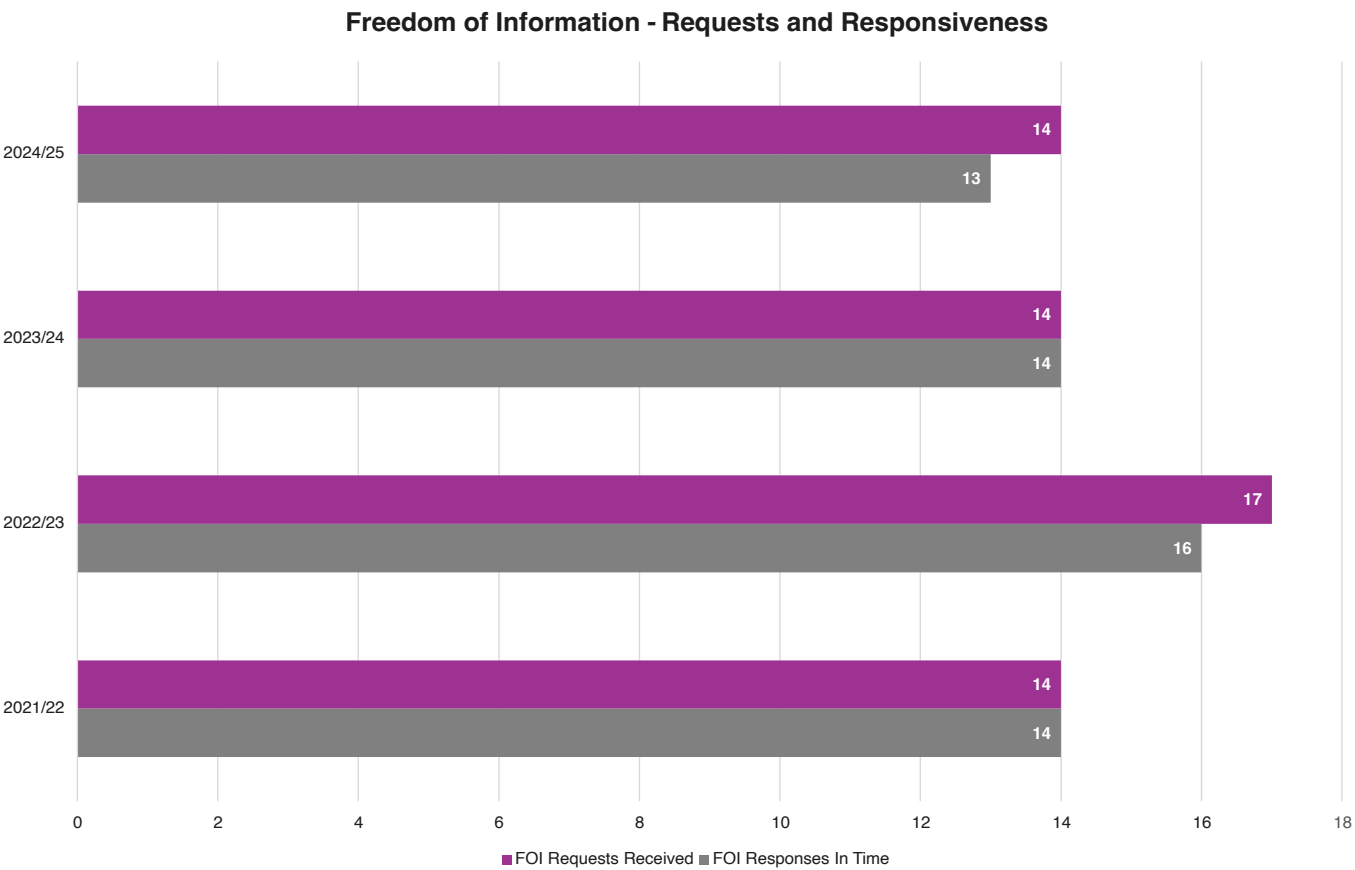
As outlined in further detail below in relation to organisational development, during the year, progress has been made on reviewing the various career graded roles across the organisation and creating a corporate policy and guidance around this to enhance the process, improve consistency and to ensure there is a very clear and visible path for employees as to how to progress their career at SYPA in whichever department and functional area they choose to work. Plans are in place for 2025/26 to run the 'RiSE' group coaching programme for a second cohort of female employees, to provide practical tools and support in building confidence and visibility, following the success of this initiative in 2023/24.

6.0 Our Organisation

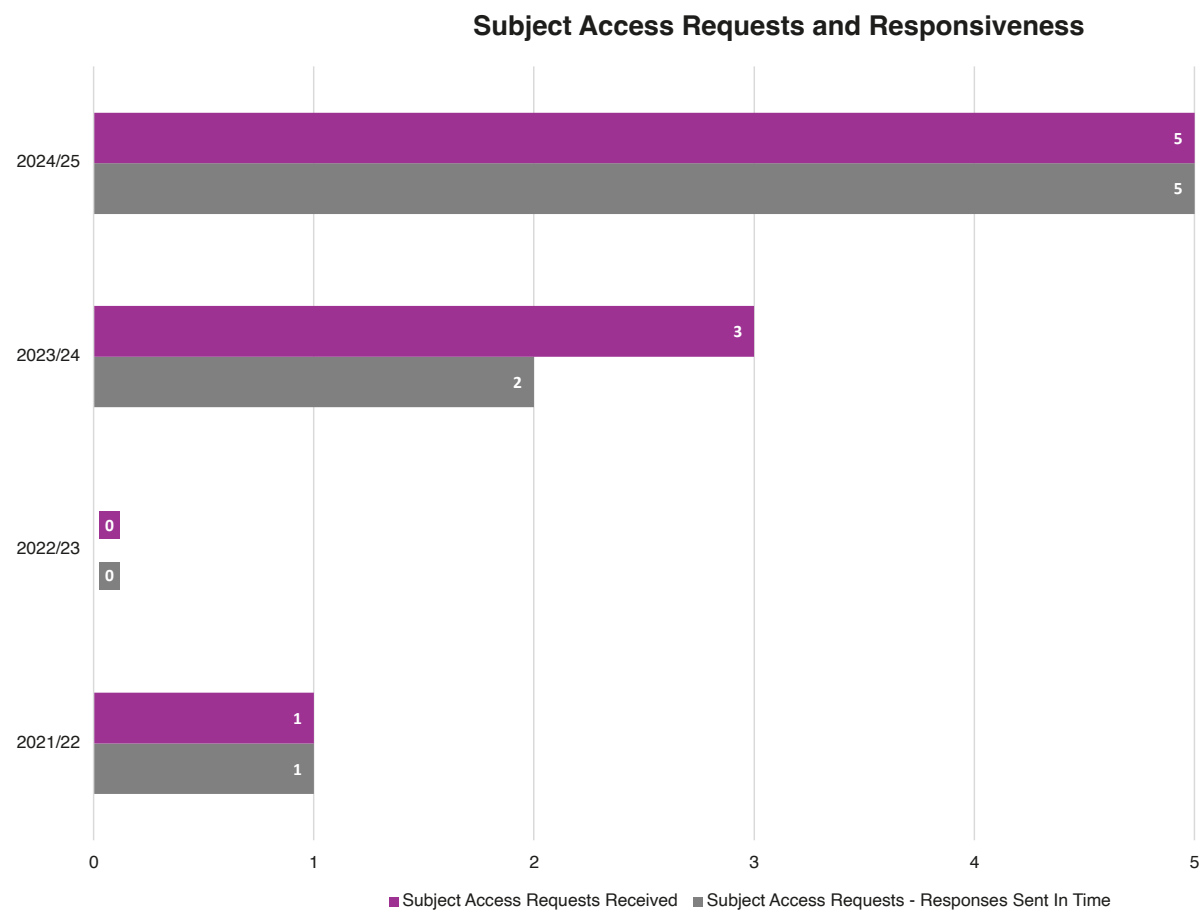
Freedom of Information Requests

We are committed to openness and transparency, and to this end we aim to publish as much information as possible on our website so that it is readily available to the public. [Our Freedom of Information Publication Scheme](#) is designed to assist website users in finding the information they need. We also receive and need to respond to requests for information under the Freedom of Information Act and to Subject Access Requests made under the GDPR rules.

The figures opposite and on the following page show the numbers received and the proportion responded to within the timelines required. One FOI request was responded to outside of the time limit, this was a result of the request being submitted to a generic team address and taking some time to be forwarded on to the correct team for processing.



6.0 Our Organisation



6.0 Our Organisation

Organisational Development

Each year, the Authority continues to ensure progress is made on our development of the organisation and supporting our people to ensure we can achieve our objectives. This section of our annual report summarises some of the highlights from the last year.

A new Employer Supported Volunteering scheme was introduced from April 2024 – offering up to a maximum of 3 days per year per full time employee to undertake volunteer work in the South Yorkshire community. In the first year, this scheme saw 17 days



Members of our customer services team volunteering at the Barnsley Hospice Warehouse.

dedicated to supporting charities including Barnsley Foodbank, Barnsley Hospice and Action for Autism – by individual employees and by teams within the Authority spending a day volunteering together as a team building opportunity at the same time as contributing to a worthy cause.

Building on our Learning and Development offer for employees, we introduced a corporate training programme for 2024/25 that was co-ordinated centrally in order to provide a range of courses and development programmes over the course of the year to meet needs identified from the annual appraisal process.

The programme that was delivered over the course of the year included the following – some of which were targeted for specific teams or grades as relevant:

- A bespoke management development programme delivered as a series of modules over 7 months was targeted at two groups – new managers (or managers new to SYPA) and those in senior practitioner roles who are aspiring to a management position. This was successful with a lot of positive feedback and will be run again in 2025/26 to new cohorts in these groups.
- The Leadership team completed a development programme over the course of 2 full-day sessions and a follow-up meeting as part of team building

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A new Volunteering scheme was introduced in 2024 – offering up to 3 days per year per full time employee to undertake volunteer work in the community. In the first year, **SYPA individuals and teams supported Barnsley Foodbank, Barnsley Hospice and Action for Autism.**

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6.0 Our Organisation

and focussing on areas around leading for motivation, mindful working, psychological safety and culture. The outcomes from this programme include a 'culture management' action plan and the agreement of and commitment to a set of leadership values of Courage, Care and Creativity.

- A tailored and highly interactive training course on Recruitment & Selection, including addressing unconscious bias, was delivered to a first cohort of recruiting managers and officers towards the end of the year, with a second due to take place in 2025/26. Facilitated by colleagues from Barnsley MBC's organisational development team, this course received excellent feedback with delegates finding the practice interviews and shortlisting exercises particularly useful.
- A training workshop on Risk Management tailored to the Authority was delivered for a second cohort of managers and officers this year – underpinning the commitment of the organisation to managing risk effectively and helping to foster a strong risk management culture that has been observed and reported on positively by the internal audit team.
- E-learning course content on Diversity, Equality and Inclusion was completed by all employees during the year and this was supplemented with

'Respectful Workplace' e-learning and video content addressing the prevention of sexual harassment in the workplace in line with new legislative requirements.

- An event on learning how to network with a focus on building confidence and raising your profile at work was provided during the year in order to address an identified training need around developing self-confidence for career development.
- As the first point of contact for scheme members, our customer services team undertook a 1-day training course on Dementia Awareness.
- The training programme for the year also covered technological skills with a foundation course in using MS Excel delivered by external trainers and a combination of e-learning and team sessions covering how to make the best use of SharePoint Online. There also continued to be regular training throughout the year for all employees on Cybersecurity.

The Authority's support for employee wellbeing continued to drive a range of initiatives in this area during 2024/25 – organised and co-ordinated by the Health, Safety and Wellbeing Committee made

up of employee representatives from teams across the organisation in addition to the Operations Management Officer as our H&S Lead, the HR Business Partner, Trade Union representative and chaired by the Assistant Director – Resources. Highlights from this year include:

- Holding our regular, annual health screening day to coincide with 'Know Your Numbers' week in September – offering 20-minute health and lifestyle appointments focused on height, weight & BMI, blood pressure, total cholesterol and a range of other indicators to support people in managing their health and lifestyles.
- We continued our programme of monthly 'Morning Mix' events on a variety of themes including Get Active, Summer Wellbeing, celebrating Pride month, Stress Awareness and Healthy Habits among others. This programme also supports fundraising initiatives at different times of the year, with our generous employees raising over £610 in total for the Macmillan Coffee Morning 2024 and for Barnsley Hospice from our annual Christmas Jumper day and festive activities. In addition, a special raffle and fundraising event held for 'Wear Red' day in February raised an incredible £1,150 for the Children's Heart Surgery Fund.

6.0 Our Organisation

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In a special raffle and fundraising event held for ‘Wear Red’ day in February, **SYPA employees raised an incredible £1,150 for the Children’s Heart Surgery Fund.**

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The SYPA team sporting their Christmas Jumpers as part of our 2024 festive fundraising activities.

7.0

Financial Performance

7.0 Financial Performance

The Pension Fund

The table below sets out the 2024/25 outturn for the Pension Fund relative to the previous year and to the forecast for the year contained in the Medium-Term

Financial Strategy, together with the forecast for the following three years. (Cash inflows are shown as negative numbers, cash outflows as positive numbers).

Financial Performance	2023/24 Actual £m	2024/25 Forecast £m	2024/25 Outturn £m	2025/26 Forecast £m	2026/27 Forecast £m	2027/28 Forecast £m
Contributions receivable and transfers in from other pension funds	(422)	(283)	(307)	(277)	(286)	(296)
Benefits payable and payments to or on account of leavers	416	449	458	355	370	383
Net (additions) / withdrawals from dealings with members	(6)	166	151	78	84	87
Management expenses	85	99	102	101	104	106
Net returns on investments	(861)	(387)	(381)	(674)	(703)	(732)
Net (increase) in the Fund during the year	(782)	(122)	(128)	(495)	(515)	(539)
Net Assets of the Fund at 1 April	(10,202)	(10,984)	(10,984)	(11,112)	(11,601)	(12,118)
Net Assets of the Fund at 31 March	(10,984)	(11,106)	(11,112)	(11,601)	(12,118)	(12,657)
Management Expenses as Percentage of Average Net Assets	0.80%	0.90%	0.92%	0.89%	0.88%	0.86%

7.0 Financial Performance

Full details of the 2024/25 outturn with breakdown and explanations are available in the Fund Statement of Accounts set out in section 11 of this report. Key points to note are as follows.

Contributions Receivable

This figure comprises employee and employer contributions as well as transfers in from other pension funds for active members. Employee contributions are made by active members of the fund and range from 5.5% to 12.5% of pensionable pay for the financial year ending 31 March 2025. Employer contributions are set based on triennial actuarial funding valuations. The latest triennial valuation was undertaken as at 31 March 2022, and this determined the employer contribution rates payable from 1 April 2023 to 31 March 2026. Details of employer contribution rates are set out in the Rates and Adjustments Certificate available on our website [here](#).

The table above shows the total amount of contributions receivable in the previous year 2023/24 was higher than both the current year's contributions of £307m and the forecast contributions receivable from 2025/26. The main reason for the difference in 2023/24 relates to the impact of employer prepayments of contributions made in that year.

In April 2023, Barnsley MBC made a prepayment of

£2.3m and Sheffield City Council made a prepayment of £134.3m in relation to their employer contributions due for the three year period from April 2023 to March 2026. By making the payment early, the cash amounts payable to 2026 are reduced by a discount that is calculated by the Fund's actuary based on an estimate of the pensionable pay for each of these employers over the period. Further details are shown in the Rates and Adjustments Certificate linked above.

Employer prepayments are accounted for in full in the period received, hence this amount was included in full in 2023/24, reducing the contributions receivable in future periods.

A full list of employee and employer contributions received for the year per individual employer body is set out in Appendix A.

Benefits Payable

This figure comprises retirement pensions paid to pensioners and their dependants, retirement lump sums paid to active and deferred members on retirement, and death and ill health benefits.

Pensions are increased from April each year to reflect the cost of living increase – based on the Consumer Price Index (CPI) inflation rate as at the preceding September. The CPI rate in September 2023 was

6.7%, leading to pensions paid being increased by this percentage from April 2024, and this is the main driver of the increase in total benefits paid in 2024/25 compared to the previous year.

Management Expenses

The majority of the expenses shown are investment management expenses – accounted for on a gross basis, therefore including management fees and transaction costs that are deducted at source, in line with CIPFA guidance on cost transparency. The management expenses comprise both management and transaction fees as well as performance-related fees. The modest increase in management expenses in 2024/25 was driven by the increase in performance fees reflecting investment performance in the year.

The total shown here also includes the operational costs of the organisation as administering authority which are charged in full to the Fund and are set out in further detail below.

Return on Investment and Net Assets of the Fund

Over the year, the Fund delivered a return of 2.6% against an expected return of 4.2% from the benchmark (7.8% in 2023/24 against an expected return of 8.1%), increasing the net assets of the Fund by almost £130m to £11,112m at 31 March 2025.

7.0 Financial Performance

Over the course of the financial year, the Fund's investments in UK equities was a key driver of positive returns, although negative returns from our index-linked portfolio partly offset this. Other asset classes, such as multi-asset credit and private markets, generally returned single-digit positive returns. Full details of the Fund's investment strategy and performance are set out in section 8 of this report.

The projected forecasts for the net assets of the Fund in 2026, 2027 and 2028 are based on an increase in line with the actuary's assumption used in the last Funding Strategy Statement (FSS) of 4.45%. This will be updated in the next Medium Term Financial Strategy to reflect the actuary's assumption in the new FSS due to be approved by March 2026.

Fund Cashflows

One of the most important implications to highlight from the table above, is that it shows a net withdrawal from the Fund in each year from dealings with members – i.e., the contributions being received are lower than the benefits being paid out. This results in an increased requirement for the harvesting of investment income. This trend will be an ongoing challenge for the Fund now that we have matured, and it is not anticipated that this scenario will reverse. The issue will be a key factor considered in the

forthcoming investment strategy review in relation to the Fund's requirements for income generation.

Counter Fraud Controls

The Authority is responsible for the stewardship of the pensions savings of more than 181,000 individuals and therefore seeks to operate with the highest standards of probity. The Authority has a formal anti-fraud policy statement and robust financial controls in place that are subject to regular internal and external audit review. Additionally, we participate in the National Fraud Initiative (NFI) which is an exercise administered by the Government's Public Sector Fraud Authority every two years and matches electronic data within and between over 1,100 public and private sector bodies to prevent and detect fraud.

There were no reported fraud cases for 2024/25.

Overpayments of Benefit

The Fund pays approximately 62,000 pensions every month and the total pension and retirement lump sum benefits paid for 2024/25 amounted to over £458m.

With such a large volume of payments each year, some of these result in overpayments to scheme members. The vast majority of these overpayments are due to pensions paid between the date of death of a pensioner and the Fund receiving notification of

the death. The Fund makes every effort to minimise the risk and extent of overpayments. Controls in place include the use of a mortality screening service and Tell Us Once through the Department of Work and Pensions to ensure early identification of deaths, undertaking a Life Certificate process for pensioners living overseas, and participation in the National Fraud Initiative as outlined above.

Where overpayments have been made, the Fund will seek to recover the overpaid amount firstly through deduction from a benefit in payment such as a death grant or a beneficiary pension. Where this is not possible, an invoice will be raised to recover any overpayment in excess of £200.

At 31 March 2025, an amount of £0.117m remained outstanding (31 March 2024 £0.151m) in respect of 69 invoiced overpayment debts (31 March 2024 74). For 2024/25 this equates to 0.03% of the total benefits paid for the year (2023/24 0.04%). Recovery of overpayment debt is actively pursued, including the use of debt enforcement agents and legal action where appropriate, and will only be written off once all avenues have been exhausted. During 2024/25, a total amount of £0.025m was written off (2023/24 £0.024m) relating to 25 invoiced overpayment balances (2023/24 14).

7.0 Financial Performance

The Authority – Operational Budget

South Yorkshire Pensions Authority Operational Budget	2023/24 Outturn £000	2024/25 Revised Budget £000	2024/25 Outturn £000	2024/25 Outturn Variance £000	2024/25 Outturn Variance %
Pensions Administration	3,231,130	3,710,910	3,661,230	(49,680)	(1.30%)
Investment Strategy	569,210	656,400	642,330	(14,070)	(2.10%)
Resources	1,236,520	1,370,770	1,322,510	(48,260)	(3.50%)
ICT	1,124,100	1,495,590	1,314,010	(181,580)	(12.10%)
Central Costs	764,770	799,820	707,020	(92,800)	(11.60%)
Democratic Representation	182,870	127,060	132,560	5,500	4.30%
Subtotal Net Cost of Services	7,108,600	8,160,550	7,779,660	(380,890)	(4.70%)
Capital Expenditure and Financing:					
Financing / Interest Charges	0	37,090	37,090	0	0.00%
Minimum Revenue Provision Charge	0	3,270	3,270	0	0.00%
Capital Expenditure Charged to Revenue	69,900	98,500	97,410	(1,090)	(1.10%)
Subtotal Before Transfers to Reserves	7,178,500	8,299,410	7,917,430	(381,980)	(4.60%)
Appropriations to Reserves	(274,235)	(28,000)	216,290	244,290	(872.50%)
Total	6,904,265	8,271,410	8,133,720	(137,690)	(1.70%)

7.0 Financial Performance

The Authority's day-to-day running costs are managed through the operational budget. The total operating expenditure of the Authority is charged to the Fund and included in the Fund's management expenses.

The operational budget for 2024/25 was approved in February 2024 at a total of £8,271k. The overall outturn for the year was an under-spend of (£138k).

Full details of the Authority's 2024/25 outturn with breakdown and explanations are provided in the Authority's Statement of Accounts available from the website here. Additionally, detailed budget monitoring forecasts are reported quarterly and published on the website at Corporate Performance Reports.

The budget for 2024/25 represented a significant increase on the previous year. The total increase was £1,416k. This included a total amount of £858k for additional investment in resourcing in the pensions administration department approved by the Staffing Committee in October 2023 following a detailed capacity planning exercise that produced an evidence-based assessment of the numbers of pensions officers required to deliver the services required. A smaller amount was also included within this total for the cost impact of finance service restructure and senior management succession planning arrangements.

The remaining budget increase of £558k for 2024/25 reflected the impact of inflationary increases, for both pay costs and contracted services, and this equated to a percentage increase of 6% on the cost per member.

Employee Pay Costs

The budget for the year was set prior to any pay award being confirmed. The assumption used for budgeting purposes was an increase of 4%. The pay award was subsequently agreed nationally on 24 October 2024 at the following amounts:

- a) an increase of £1,290 on salaries for all pay points up to 43, and
- b) an increase of 2.50% on salaries for pay points above 43.

The total cost arising from this was approximately £207k, equivalent to 3.40% of the budget for employee pay and on-costs. Therefore, there was a small under-spend for the year arising from this. Separately, a vacancy allowance of -2.5% of the pay budget was included to allow for staff turnover and the time that would be needed to recruit to the newly established posts included in the budget.

In total, the overall net under-spend on pay costs was

(£212k) for the year, making this the primary cause of the overall under-spend against the budget.

Running Costs

There is a net total under-spend on the budget of (£138k) relating to the impact of a change in accounting treatment of the lease rentals for the Oakwell House office building. Full explanation concerning the change in accounting requirements is provided in the Authority's statement of accounts available on the website.

The lease agreement included significant rental incentives in the first five years of the lease (2021 to 2026). The previous accounting treatment required the total of rental payments due for the whole life of the lease to be allocated in equal amounts in each year, which resulted in a total of £138k being charged to the budget as an adjustment.

In applying the new accounting standard (IFRS 16 Leases), this adjustment has had to be reversed, resulting in a credit of (£138k) in 2024/25 – and this is the net under-spend for the year after transfers to reserves, to be repaid effectively to the Pension Fund by reducing the total amount being charged for the year for the Authority's operations.

7.0 Financial Performance

The total amount charged to the Fund's management expenses for the Authority's operational expenditure for the year is summarised opposite.

Unlike other local authorities, the Authority does not currently have Section 33 status under the VAT Act 1994 that would enable it to reclaim VAT incurred. This is due to its unique nature as a local authority with the sole purpose of administering the Pension Fund. Instead, a special exemption method agreed with HMRC is used for reclaiming a proportion of the Authority's VAT expense only. The remaining proportion that is not recoverable is charged to the management expenses of the Fund as outlined above.

Authority Expenditure Charged to the Fund's Management Expenses	Expenditure against the budget £000	Irrecoverable VAT Expense £000	Total Charged to the Fund £000
Administration Expenses	5,598	221	5,819
Investment Management Expenses	649	324	973
Oversight and Governance Expenses	1,887	89	1,976
Total Charge to the Fund	8,134	634	8,768

8.0



Investments & Funding

8.0 Investments & Funding

Investment Review

Economic and Market Context

This has felt like a potentially transitional year, in terms of both major economic and political changes going on around in the world. Conflicts in Ukraine and in the Middle East have provided an ominous backdrop, with no signs of a resolution at the time of writing.

The Trump administration took office on 20 January 2025, having won the US election with a campaign fuelled by “MAGA” and America First. The general assumption at the time was that his election would have a favourable impact on the economy and, consequently, on share prices and the dollar. Other major economies around the world however, cautiously waited to understand whether Trump’s touted trade tariffs from his election campaign would actually be implemented, or was the famously deal-focussed President simply seeking to bring other countries to the negotiating table?

As we are now very aware, the tariffs were certainly implemented. The President began fairly modestly early in 2025 with various additional costs being applied to China and - perhaps more surprisingly - Mexico and Canada. By the time we reached 2 April 2025 (also known as “Liberation Day”), however, “reciprocal tariffs” had been applied to 60 countries.

The tariffs ranged from 10% (applied to the likes of the UK and Singapore) to 49% (Cambodia). The main headline, though, was the ever-escalating tit-for-tat trade war with China, the world’s largest exporter.

Following an unpalatable market reaction, the tariffs were paused for 90 days (with the exception of those applying to China) on 9 April 2025. Looking forwards, we began to see the negotiation of deals to lessen the impact of tariffs – but it could also be the case that the impact of Trump’s policy could continue to impact markets for some time. Even the spectre of future tariff threats creates uncertainty for businesses and can delay capital expenditure – quite simply, how can companies plan for the future when costs and policy can be dramatically changed at short notice, sometimes seemingly on a whim? In an increasingly volatile world, perhaps the only certainty we have is greater uncertainty.

Despite those headline stories, which continued to simmer past our financial year end, the majority of equity markets actually delivered positive returns over the past 12 months to 31 March as a whole (albeit the imposition of tariffs led to a sudden dip in valuations in early April). US equities, particularly those in the technology sector, had been enjoying a very strong period up until the end of 2024. Within the technology sector, the much vaunted “Magnificent

Seven” companies (Alphabet, Amazon, Apple, Meta, Microsoft, Nvidia and Tesla) had continued being the star attractions. Cracks began to show in January, however, when an apparent breakthrough by the Chinese AI company, DeepSeek, wiped almost \$600bn from Nvidia’s market value overnight. The explanation was that Deepseek’s innovative approach – and apparent breakthrough - could reduce demand for Nvidia’s most powerful AI chips. This was shortly followed by a slew of tariff announcements from The White House, which led to material equity market falls in the run up to year end. Over the full 12-month period, though, US equities rose by 5.4% over the year, thanks to those large gains in 2024, which was slightly ahead of global equities in general (4.7%).

The UK surprisingly turned out to be one of the leading equity markets of the past 12 months, with its more defensive nature and relatively stable government attracting investment towards the end of this period. Overall, the FTSE All-Share Index returned 10.8% over the year. Although European ex UK Equities saw a more modest 12-month return of 3.8%, the region also benefitted towards the financial year end, as investors moved money from the US in search of safer havens.

Sentiment towards Chinese equities improved dramatically early in 2024, which was largely driven

8.0 Investments & Funding

by technology companies following the release of DeepSeek's apparently game-changing and cost-effective AI model. Investor optimism was further supported by the Chinese government's increased focus on stimulating domestic consumption. Double-digit performance in the first quarter of 2025 helped to drive Chinese equity markets to a 36% return over the full 12-month period. Of course, China subsequently became the number one target of President Trump's tariff programme, which materially increased market volatility after 31 March.

Emerging market equities (excluding China) experienced negative performance over the first three months of 2025, which left these markets with a broadly flat return across the full year. The significance of DeepSeek had negative repercussions for the Taiwanese market, which has a concentration of AI chip manufacturers. Elsewhere, India experienced an economic downturn in the first quarter of 2025, with persistent inflation outpacing wage growth, slowing consumption and reducing corporate earnings. Certain elements of the fixed income market were some of the best performing asset classes of the past 12 months, with high yield credit and leveraged loans (both being strategies which involve lending to companies with lower credit ratings in a risk-controlled manner) having particularly

good years. UK credit markets, on the other hand, provided a fairly flat return over the year. Despite market volatility, investment grade credit spreads across the globe (effectively the extra yield available for lending money to highly regarded companies, rather than to a government) were still relatively tight by historical standards as at the year end, meaning there was little extra yield available for lending to companies with stronger credit ratings.

The general air of uncertainty permeated into government bond markets towards the year end, with questions marks remaining over the implementation of tariffs and their potential impacts on inflation, borrowing costs and the wider economy. Long-dated government bond yields increased around the world, meaning higher long-term borrowing costs for central governments. This was brought into particular focus in the US, with Moody's noting that Federal interest repayments are likely to absorb a huge 30% of revenue by 2035, up from about 18% in 2024 and 9% in 2021.

Both the UK and, in particular, Europe continued to cut bank base rates over the periods towards year end, whereas the US Federal Reserve continued to keep interest rates on hold, as it closely monitors the impact of the tariffs on the likes of inflation.

8.0 Investments & Funding

Investment Strategy and Performance

Performance

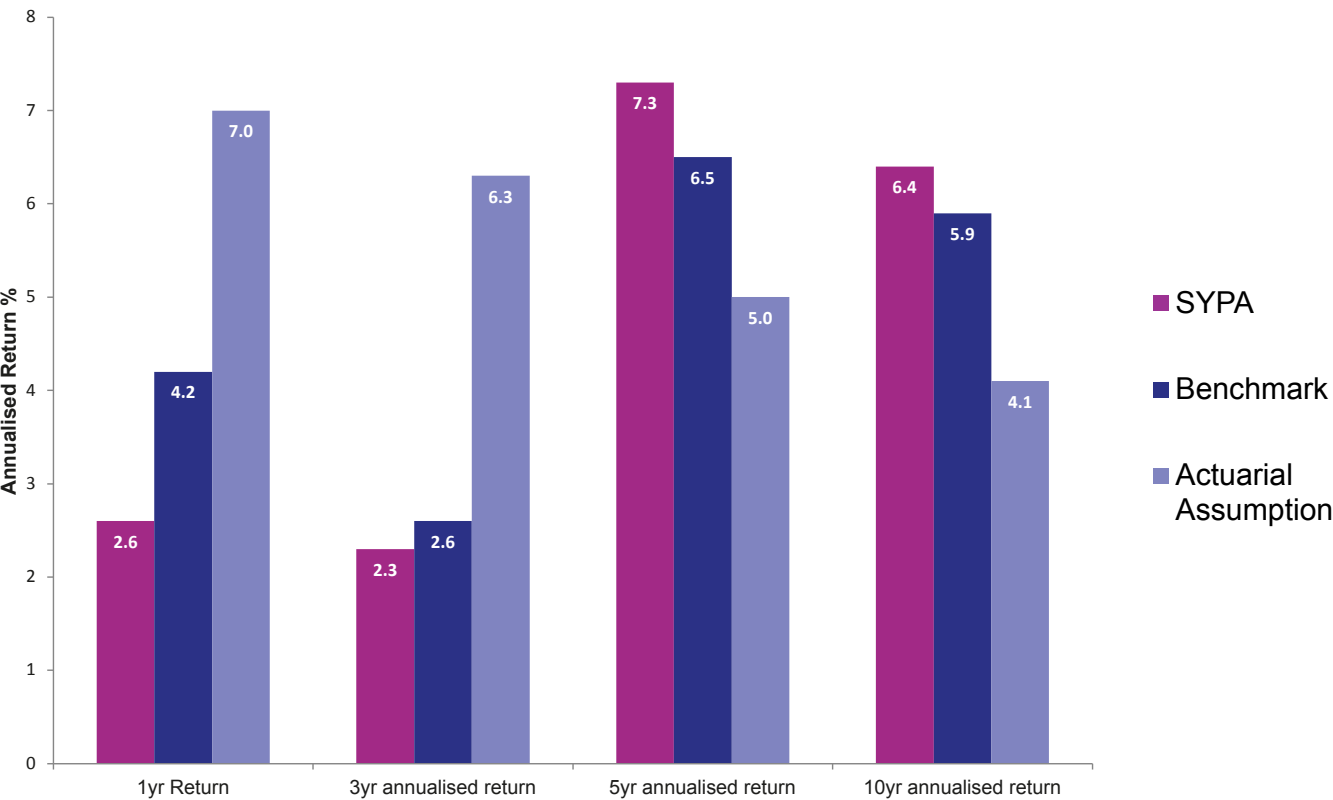
The Investment Strategy of the Fund is carried out in accordance with the Investment Strategy Statement which was last updated in March 2023 with a core objective being to achieve the best financial return, commensurate with the appropriate levels of risk, to ensure the Fund can meet both its immediate and long-term liabilities. This is done within the context of a responsible and sustainable Investment Strategy which gives due regard to environmental, social and governance issues.

The Fund delivered a return of 2.6% over the year to 31 March 2025, underperforming SYPA's strategic benchmark return of 4.2% and lagging the actuarial benchmark target of 7.0% (the rate at which the Fund's liabilities are assumed to grow year on year).

The Fund always invests with the longer-term aim of having sufficient assets to meet its liabilities, and the chart below shows how it has performed against benchmark over longer time periods. The Fund has lagged both the strategic benchmark return and actuarial benchmark target over the past 3 years. Over the longer term, however, the Fund's

performance against its strategic benchmark and the actuarial benchmark target has been positive over 5- and 10-year periods to 31 March 2025.

Fund Performance to 31 March 2025



8.0 Investments & Funding

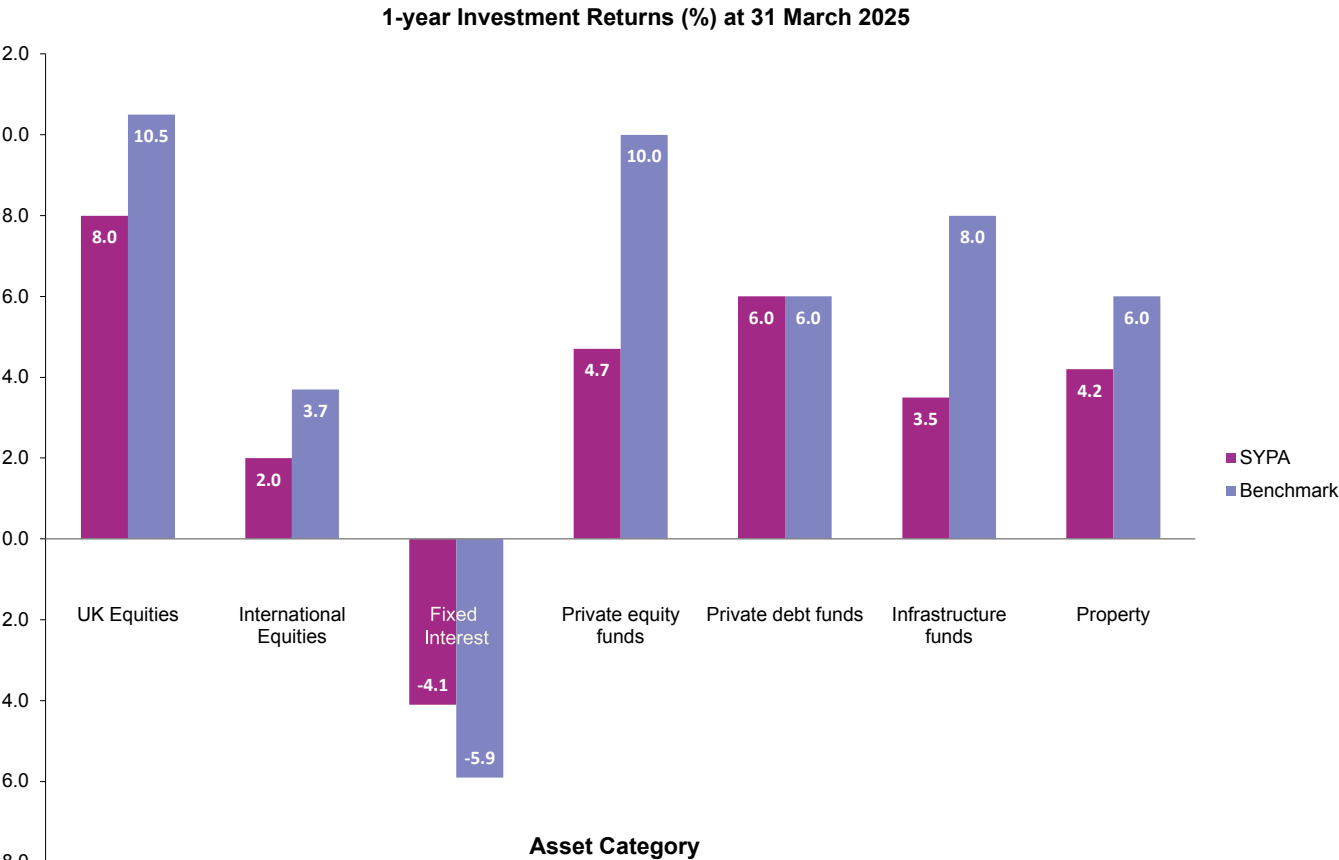
At the end of March 2025, the Fund’s net investment assets were valued at £11,060m, this represents an increase of £92m since 31st March 2024.

The following graphs compare the return achieved by the Fund in each of the main investment categories during the year and over 3- and 5-year periods to 31 March 2025: Over the past year, the Fund’s equity portfolios produced positive absolute returns, albeit both the UK and overseas equity portfolios underperformed their respective benchmarks. The overall fixed interest portfolio performed negatively, largely due to a return of -15.1% from index-linked bonds. Within fixed income, both corporate bonds and multi asset credit provided positive returns. Private debt performed in line with its benchmark but the other illiquid asset classes (private markets and property) all saw returns below their respective benchmarks.

Over longer time periods (3 and 5 years up to 31 March 2025) the performance against benchmark indices has been much more positive.

The funding level at the last actuarial valuation date as of March 2022 was 119%, and on 31st March 2025 is estimated to be c.159%.

The Fund remains overweight to Growth assets,

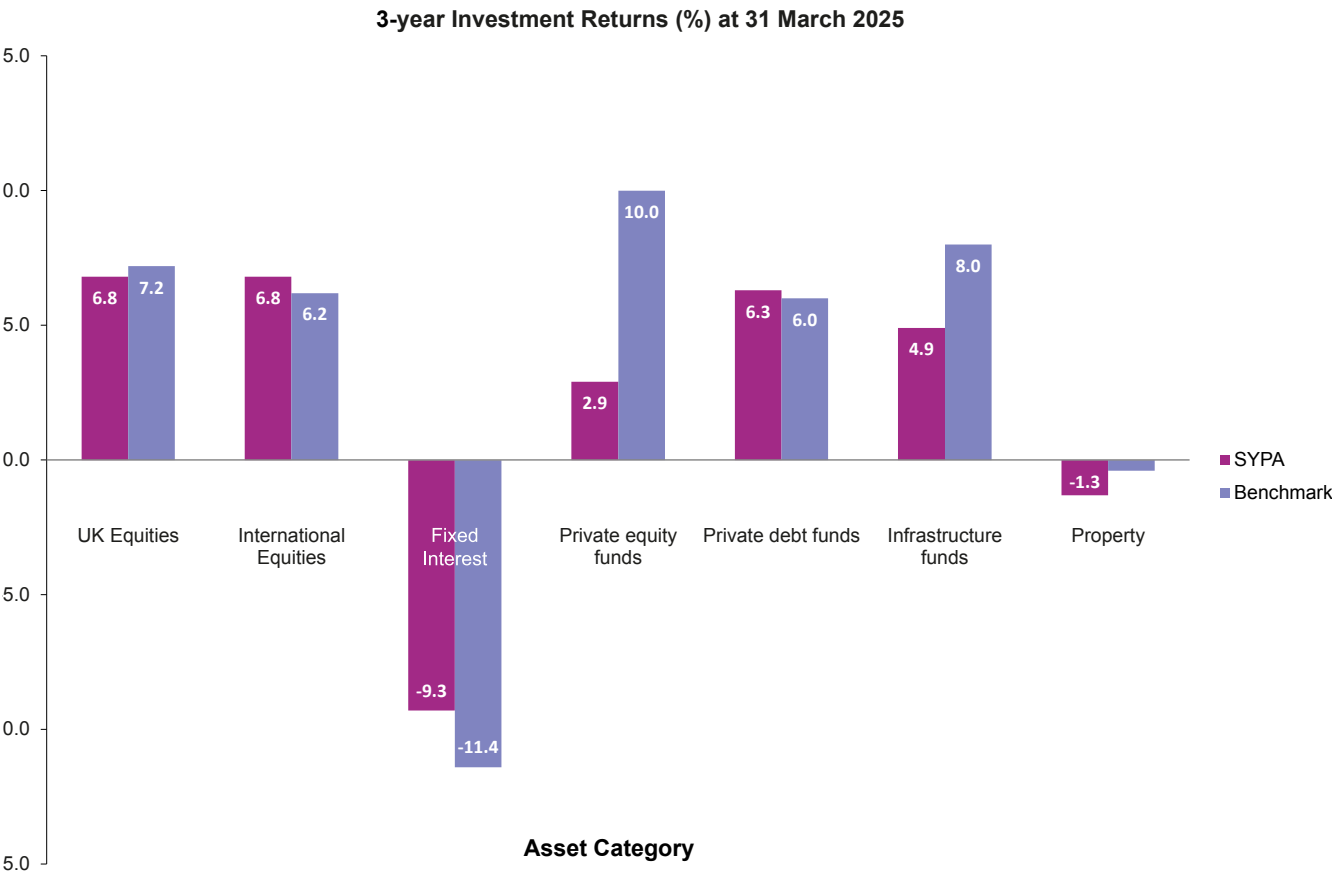


8.0 Investments & Funding

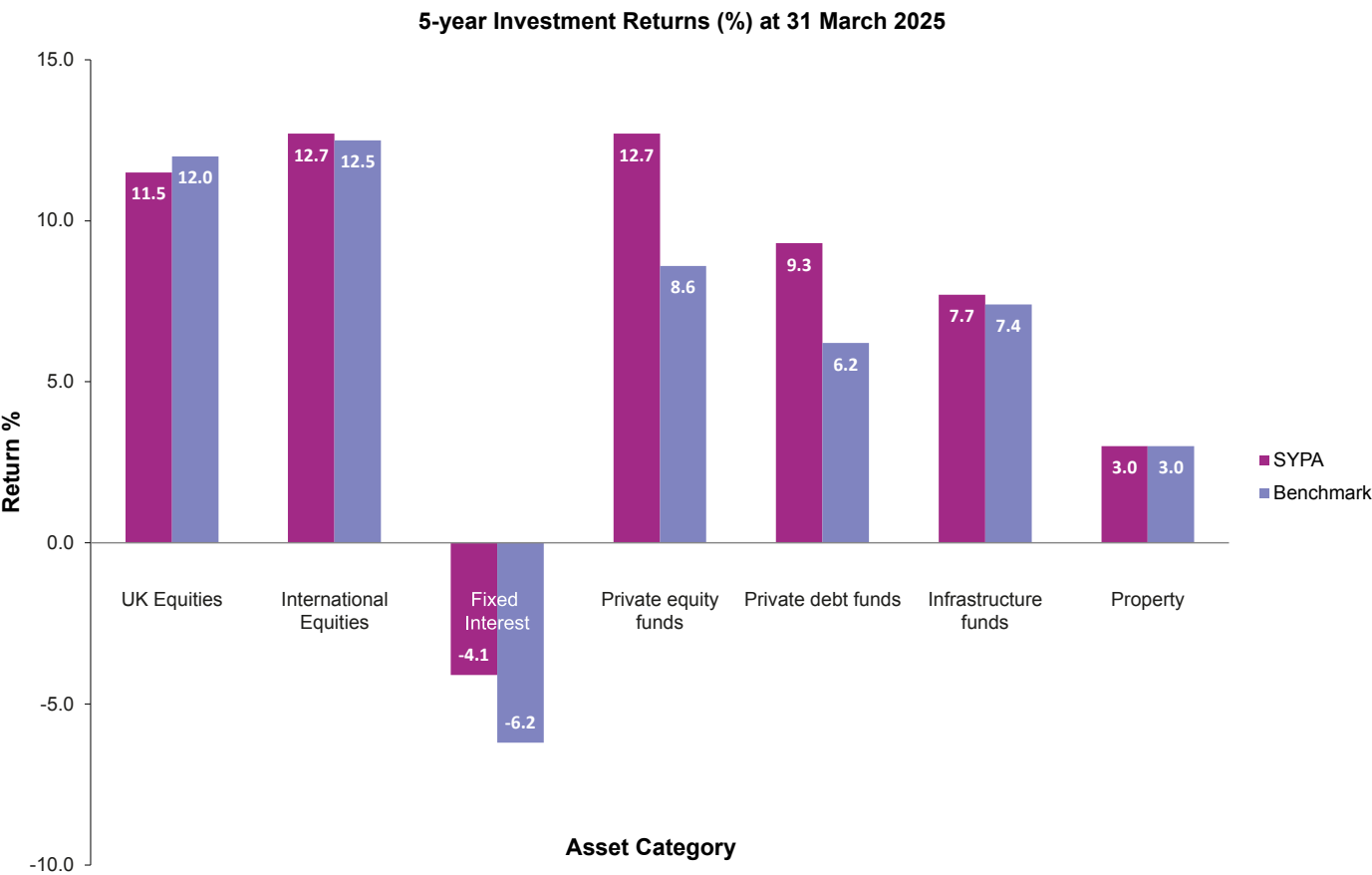
relative to its long-term strategic target, hence we have continued to reduce its exposure to listed equities. These cashflows have been redirected towards fixed income and private market asset classes, in order to bring the Fund closer to its strategic weightings in income and protection assets.

Implementing the Investment Strategy Statement

The Investment Strategy for the Fund is derived from Asset Liability Modelling (ALM) that uses data from the triennial Valuations. It examines the Fund’s financial position, the profile of its membership, the nature of the liabilities and analyses the projected returns from differing investment strategies. The current investment strategy is based on ALM work undertaken in 2022-23, using the liability data from the 2022 Valuation. SYPA’s Net Zero target was considered as part of the exercise. Ultimately, the aim is to improve risk-adjusted returns over the long term, whilst ensuring the Fund’s objectives are met.



8.0 Investments & Funding



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The table opposite shows a summary of the asset distribution for the year ended 31 March 2025, compared with the previous year. The allocation for the previous year has been added for comparison purposes. The table also shows the Fund's longer-term Strategic Asset Allocation (SAA) which SYPA agreed in March 2023. The previous SAA has also been included to give some context of the Fund's direction of travel.

The target SAA shows a decrease in allocation to liquid growth markets (equities) and Multi-Asset Credit. Strategic increases are being made to assets such as Climate Opportunities, Renewable Energy and Natural Capital. These asset classes are illiquid in nature, although income generating, and therefore it will take time to achieve the target weightings.

The change in distribution is due to a combination of investment transactions and the performance achieved within each asset class. This includes a reduction in the overall equity exposure to fund an increase to asset classes such as Climate Opportunities, Renewable Energy and Natural Capital. This has brought these allocations closer to their strategic targets, although they all remain underweight relative to the target SAA.

Asset Class	Asset Allocation					
	March 2025 Allocation		March 2024 Allocation		Current SAA	Target SAA
	£m	%	£m	%	%	%
Index-Linked Gilts	707.8	6.4	703.5	6.4	7.0	7.0
Sterling Investment Grade Credit	563.2	5.1	552.5	5.0	5.0	5.0
Multi-Asset Credit	399.4	3.6	390.2	3.6	4.0	2.5
UK Equities	1,015.7	9.2	1,055.5	9.6	9.5	7.5
Overseas Equities	3,740.4	33.8	3,986.1	36.3	35.0	30.5
Listed Alternatives	164.7	1.5	153.0	1.4	0.0	0.0
Climate Opportunities	156.8	1.4	91.4	0.9	1.0	5.0
Private Equity	1,179.6	10.7	1,146.8	10.5	7.0	7.0
Private Debt	632.3	5.7	628.1	5.7	7.5	7.5
Infrastructure	1,027.4	9.3	909.0	8.3	9.0	9.0
Renewable Energy	232.8	2.1	189.9	1.7	3.0	5.0
Natural Capital	204.9	1.9	149.1	1.4	1.5	3.5
Property	897.0	8.1	756.7	6.9	9.0	9.0
Cash	138.1	1.2	252.0	2.3	1.5	1.5
Total	11,060.1	100.0	10,963.8	100.0	100.0	100.0

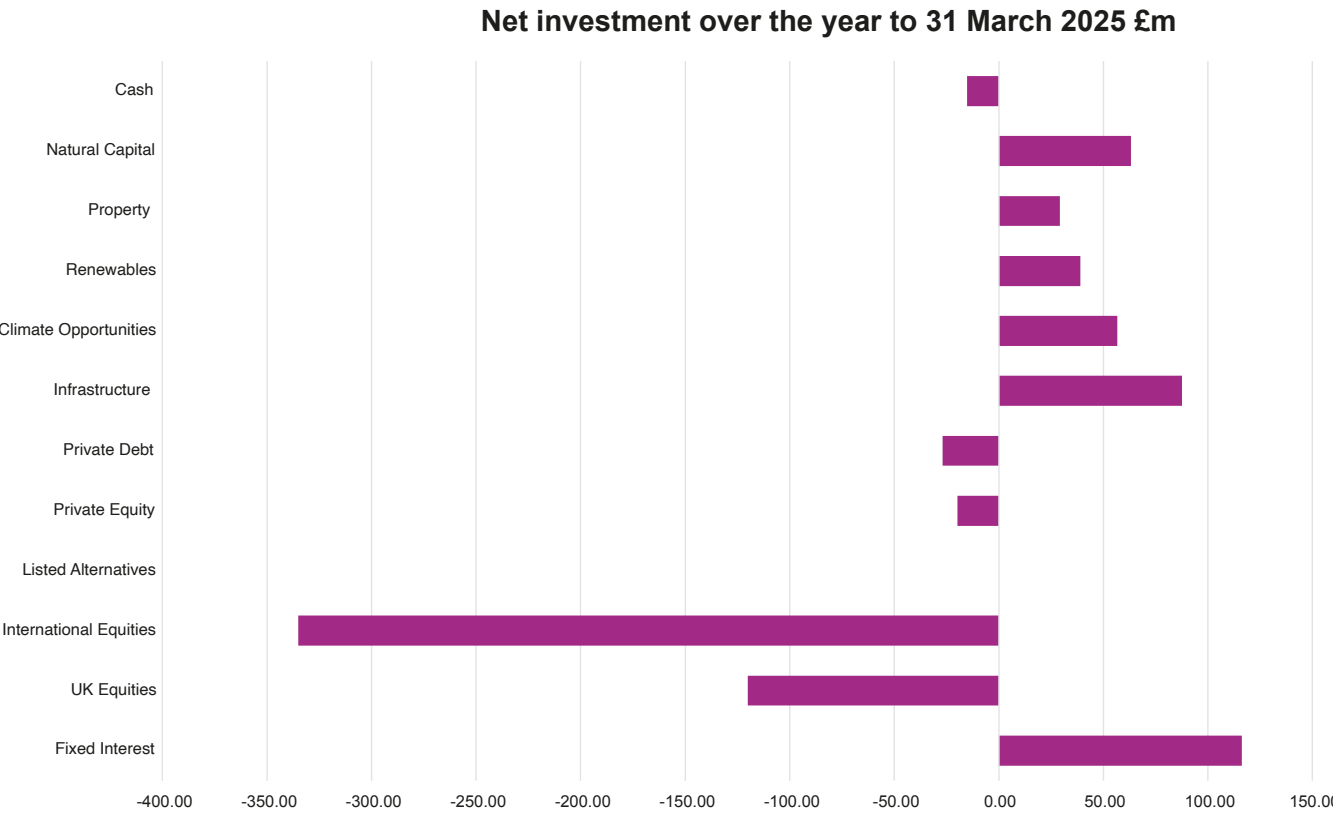
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Place Based Impact Investing

As part of our property and alternatives programme, SYPA has a place-based impact strategy, in which up to 5% of the Fund’s assets has been earmarked. Place-based impacts investments have the twin aims of generating a commercial return whilst also delivering positive economic impact.

Some of these investments are made directly in the South Yorkshire region – but the Fund also has investments in nationally focused pooled funds with an emphasis on impact investing. On 31 March 2025, impact investments in these portfolios amounted to £433m, representing 3.8% of Fund investments. Within this, the value of investment directly invested in South Yorkshire was £115m. These investments are considered to be part of the Fund’s wider private markets exposure, rather than a distinct portfolio. As such, they must meet the return requirements of the relevant asset class. Details of the impacts achieved through this part of the portfolio can be found in the section starting on **page 144. [check on completion]**

SYPA has pledged £20m of equity investment and £20m of debt funding to two specialist investment managers to support the growth of small and medium sized organisations within the South Yorkshire region. This programme is still in its very early stages, and



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we would expect to see a portion of the committed assets invested over the coming year. SYPA is also in the process of appointing a manager to help develop affordable housing within South Yorkshire.

Investment Pooling

SYPA is one of eleven partner funds within the Border to Coast Pensions Partnership, which is an FCA regulated investment company. Over time Border to Coast is expected to manage or oversee all of the Fund's assets on a day-to-day-basis. SYPA will retain responsibility for setting the Investment Strategy and asset allocation and will monitor the performance of Border to Coast.

As of 31 March 2025, SYPA had investments in the following Border to Coast funds:

Holding	£m
Border to Coast - Overseas Developed Markets Equity	2,973.8
Border to Coast - UK Listed Equity	1,015.7
Border to Coast – Emerging Markets Equity	766.0
Border to Coast – Sterling Index-Linked Bonds	707.8
Border to Coast – Multi Asset Credit	399.4
Border to Coast – Sterling Investment Grade Credit	563.2
Border to Coast – Listed Alternatives (Private Markets)	164.7
Border to Coast – Private Equity (Private Markets)	457.1
Border to Coast – Private Debt (Private Markets)	255.6
Border to Coast – Infrastructure (Private Markets)	620.8
Border to Coast – Renewables (Private Markets)	35.7
Border to Coast – Climate Opportunities (Private Markets)	154.2
Border to Coast – Property	465.9
Total	8,579.9

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The Fund’s legacy holdings in private market currently sit outside the Pool - but most new investments of this nature over the past 12 months were made by Border to Coast.

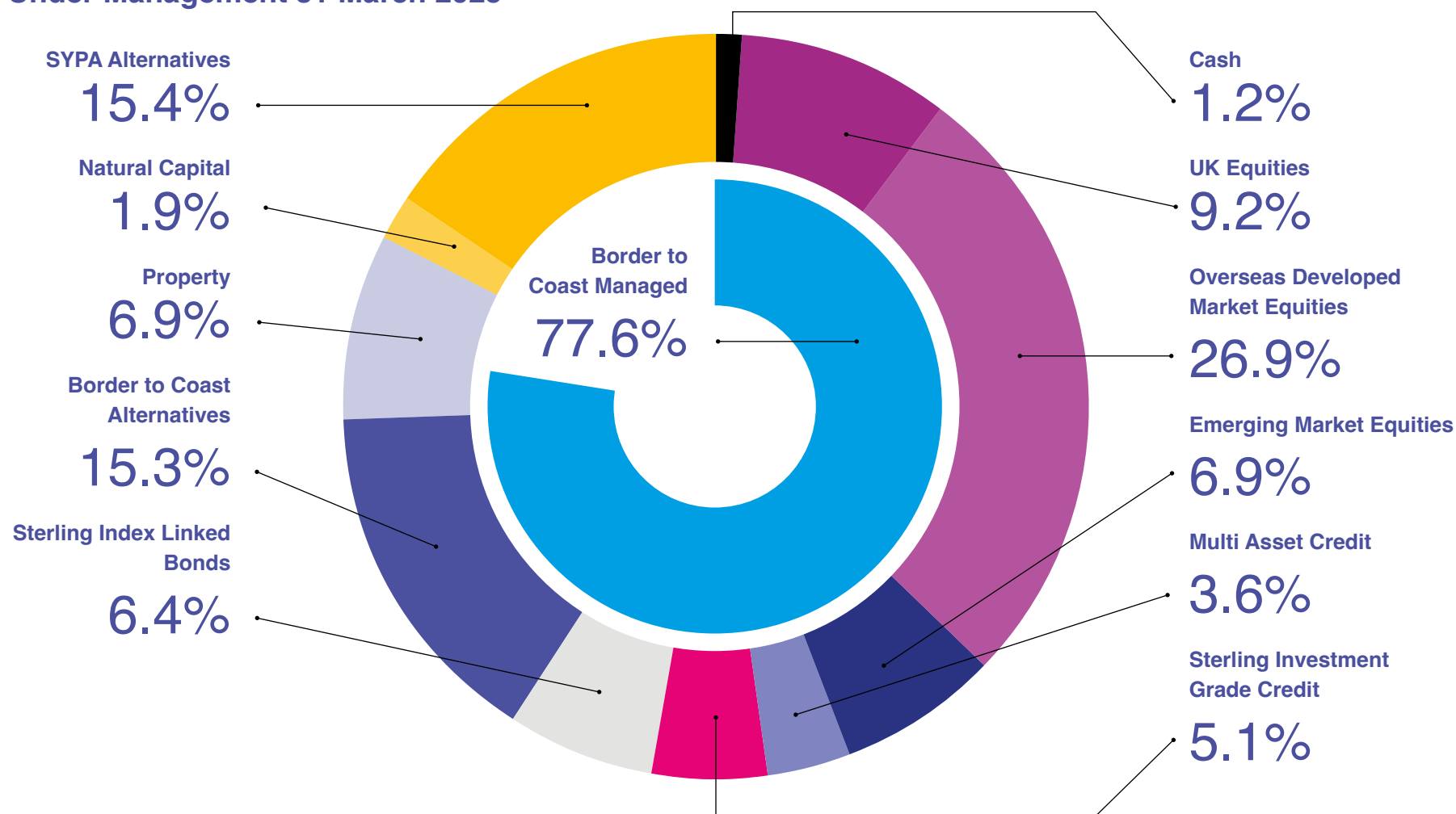
SYPA made commitments to the following private market capabilities run by Border to Coast at the beginning of the 2024/25 financial year:

As per the standard approach, these investments begin to draw down from the initial commitment date, a process which will take multiple years to complete. Overall, SYPA has a total of £2.9bn of private market commitments which are still to be drawn down by Border to Coast and other legacy managers.

Private Markets Asset Class	SYPA Commitment
Private Equity	£100m
Private Debt	£200m
Infrastructure	£180m
Infrastructure – Renewables Sidecar	£100m
UK Opportunities	£100m
Climate Opportunities – Renewables Sidecar	£115m
Climate Opportunities – Natural Capital Sidecar	£60m
Total	£1,205m

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Assets Under Management 31 March 2025



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As at 31 March 2025, Border to Coast managed 77.6% of the Fund's assets.

The table below, which is set out in the format required in the statutory guidance on the production of LGPS Annual Reports, shows in more detail which assets are either directly managed by Border to Coast, those over which the Pool exercises management oversight, and those which are not pooled. SYPA agreed a transition plan in March 2024 setting out how the remaining assets will transfer into the pool in the coming years ([available here](#)). However, following the Local Government Pension Scheme (England and Wales): Fit for the future consultation, the expectation is that all "not pooled" assets should move to be either pooled or under pool management by 31 March 2026.

The £0.6m of non-pooled equities in the table are legacy holdings which could not be taken into Border to Coast's pooled funds. We continue to look for opportunities to sell down these positions where possible.

The assets that have yet to migrate to Border to Coast are our legacy private markets assets and certain properties which Border to Coast have not yet been able to take into their own funds. In addition to its global real estate funds, Border to Coast launched a

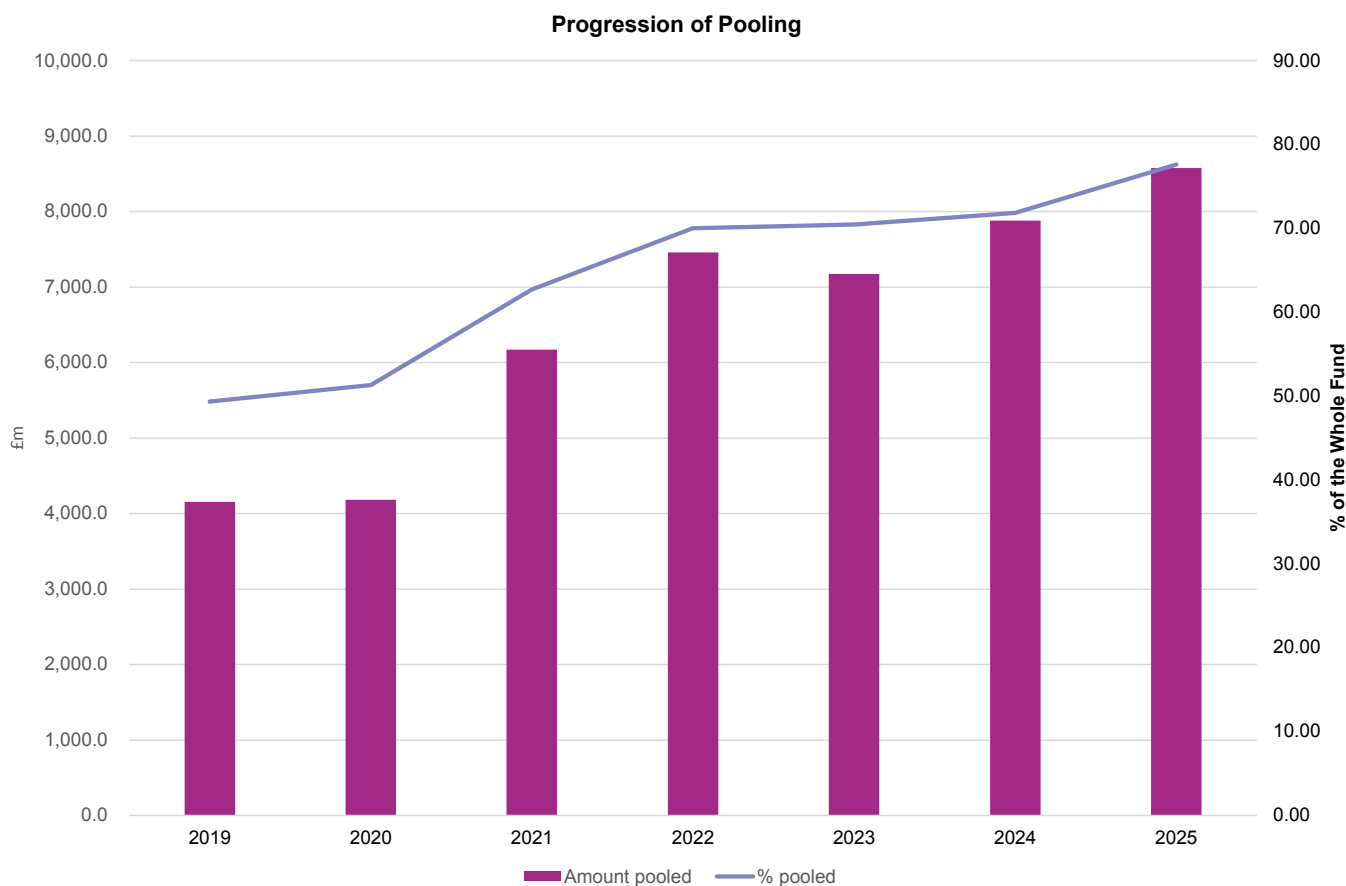
Asset Values at 31 March 2025	Pooled £m	Under Pool Management £m	Not Pooled £m	Total £m
Equities	4,755.5	0.0	0.6	4,756.1
Fixed income (listed)	1,670.4	0.0	0.0	1,670.4
Private markets	1,688.1	0.0	1,705.5	3,393.6
Property	465.9	52.4	378.7	897.0
Cash / net current assets	0.0	0.0	138.1	138.1
Other – Natural Capital	0.0	0.0	204.9	204.9
Total Assets	8,579.9	52.4	2,427.8	11,060.1
Of which, investments in the UK are as follows:				
UK Listed Equities	1,008.4	0.0	0.0	1,008.4
UK Government Bonds	658.1	0.0	0.0	658.1
UK Infrastructure	105.2	0.0	112.9	218.1
UK Private Equity	49.8	0.0	171.1	220.9

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UK Real Estate fund in October 2024 and SYPA has already transitioned its English property assets into this fund. The one English property asset yet to fully transfer as at the effective date of this report is the Springfield Place asset. This was actually transferred over to the Border to Coast UK Real Estate Fund on 31 March 2025 but, due to settlement timing, its value is not represented in the valuation at this date. SYPA's Welsh and Scottish assets are currently unable to transition into the Border to Coast UK Real Estate Fund due to tax-related reasons, although these properties are now considered to be under pool management.

Given the outcome of the "Local Government Pension Scheme (England and Wales): Fit for the Future" consultation, the expectation is that the remainder of SYPA's private market assets will move to be under pool management by 31 March 2026. This includes the likes of the private equity, private debt and infrastructure holdings, natural capital allocations, managed property loans and the place-based impact portfolio.

It is worth noting that, since the introduction of pooling, SYPA has made most of its strategic annual commitments to private markets through Border to Coast. The only commitments made directly by SYPA have been in its place-based portfolio or in



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renewables and natural capital allocations, which form part of SYPA's investment strategy and which Border to Coast were unable to fulfil at the time of investment.

The progression in the transfer of assets to Border to Coast is illustrated by the chart on the previous page.

LGPS Pooling Savings

The following chart shows the costs of pooling for SYPA from inception and the savings incurred by the Fund during the year. It should also be borne in mind that because of its previous approach to managing its investments internally, SYPA has historically had a relatively low-cost base providing significantly less scope for savings than in funds wholly reliant on external managers.

Investment Management Costs and Cost Transparency

SYPA pays fees to a number of different organisations for the services they provide in managing the Fund's assets. These fees can be broken down into three categories:

1. Fees paid to fund managers for managing assets in line with agreed mandates. These fees are usually related to the value of assets managed and will therefore increase as asset values increase.

Costs of Pooling	Cumulative to 31 March 2024 £m	2024/25 Costs / (Savings) £m
Pooling set up costs/governance	4.0	0.4
BCPP Public Markets (additional Costs)	18.1	3.9
BCPP Private Market Savings	(16.2)	(12.3)
BCPP UK Real Estate	-	0.1
BCPP Global Real Estate	-	0.1
Transition Costs	2.8	-
Other Savings	(3.4)	(0.7)
Net Costs (savings shown as negative)	(2.3)	(8.5)
Cumulative Costs	2.2	(6.4)

2. Fees paid to fund managers to recognise the performance achieved by the investments which they are managing on SYPA's behalf. These are usually paid when performance exceeds an agreed "hurdle" rate. These can vary significantly from year to year.
3. Transaction costs which include things like brokers fees which are incurred when investments are bought or sold.

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SYPA is a strong supporter of the LGPS Scheme Advisory Board's Code of Transparency in relation to investment management costs and secures data from fund managers using the Code's agreed templates for inclusion in the Fund's accounts. The table below provides a breakdown of investment management costs incurred by the Fund.

2023/24		2024/25			
Total £m	Investment Management Costs	Management Fees £m	Performance Fees £m	Transaction Costs £m	Total £m
39.943	Assets Managed by SYPA	27.166	12.794	0.935	40.895
37.534	Assets Managed by Border to Coast	38.717	8.730	5.638	53.085
0.996	Commercial Property	0.641	0.000	0.000	0.641
0.030	Agricultural Property	0.000	0.000	0.000	0.000
78.503	Subtotal	66.524	21.524	6.573	94.621
0.057	Custody Fees				0.057
78.560	Total	66.524	21.524	6.573	94.678

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Asset Class Performance

The following sections describe the performance of the various mandates within each asset class

Fixed Income

Fixed income assets are those which pay out a set level of cash flows to investors, typically in the form of fixed interest. Governments and corporate bonds are the most common type of fixed income products. The Fund's exposure to fixed income consists of three different portfolios all managed by Border to Coast, an Index-Linked portfolio, a Sterling Investment Grade Credit portfolio, and a Multi-Asset Credit portfolio.

Index-Linked Gilts

The Fund has a significant exposure to index-linked gilts. This is actively managed, albeit only to target modest outperformance of 0.2% p.a. above the benchmark index. The index-linked holdings are under Border to Coast management and within this portfolio some corporate index-linked bonds are also held as a means of adding value. This portfolio plays a valuable role in relation to providing inflation linked income. However, the portfolio was impacted by fluctuating yields, reflecting shifts in economic outlook and persistent inflation, and gave a negative absolute return of -15.1% over the period. this,

however, represented outperformance of 0.2% against the benchmark index. The driver of outperformance was primarily narrowing credit spreads on corporate holdings, plus an overweight position in ultra-long gilts.

Corporate Bonds

The Sterling Investment Grade Credit (SIGC) portfolio and the Multi-Asset Credit (MAC) portfolio are both fixed income mandates which are held for the stable cash flows they are expected to provide, along with the credit spread above gilts available (i.e. the additional yield for lending money to a company, rather than to a government). Both the SIGC and MAC portfolios have been constructed by Border to Coast management and involve assets being allocated to a range of underlying asset managers.

The SIGC portfolio has been allocated equally across three external fixed income managers - Royal London, M&G and Insight. The Border to Coast Multi Asset Credit (MAC) fund is invested in a mix of higher risk fixed income assets such as emerging market bonds, high yield bonds and securitised debt. The MAC portfolio is spread across five underlying fixed income managers and one internal mandate which is run in-house at Border to Coast.

Corporate bonds were generally more resilient than government bonds over the past 12 months, as

companies with strong balance sheets attracted investors. Both portfolios outperformed government bonds over this time - but the returns were materially higher for the higher risk assets found within the MAC fund. Over this period, the SIGC fund returned 2.73%, which was 0.4% ahead of benchmark, and the MAC fund returned 7.3% which was below its benchmark return of 8.74%.

Listed Equities

Listed equities are expected to be the highest returning liquid asset class over the long term and represent the Fund's largest exposure to any asset class. The Fund's equity investments are all through the Border to Coast UK Equity fund, the Border to Coast Global Developed Overseas fund and the Border to Coast Emerging Market fund. The portfolios maintain an overall bias to high quality companies with more stable earnings and strong balance sheets.

UK Equities

The Border to Coast UK Listed Equity fund is managed internally by Border to Coast, with a moderate objective to outperform the total return of the FTSE All Share Index by at least 1% per annum over rolling 5-year periods. The portfolio achieved an 8.0% return during 2023/24 which represented a 2.4% underperformance of the FTSE

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All Share Index over the past 12 months. A number of factors contributed to this, with stock selection in the Industrials sector being the most prominent. Since inception the portfolio has achieved an outperformance of the FTSE All Share Index by 0.2% per annum – but this is below the fund’s 1% per annum outperformance target.

Global Equities

The Border to Coast Overseas Developed Markets Equity Fund is managed internally by Border to Coast, seeking to outperform a composite benchmark of equity indices by 1% per annum over rolling 5-year periods. The Border to Coast Emerging Markets Equity Fund is a hybrid fund with two external Chinese managers sitting alongside an internally managed portfolio for Emerging Markets ex-China. The Emerging Markets Fund’s objective is to outperform the FTSE Emerging Market Index by 1.5% per annum over rolling 5-year periods.

The performance of global equities overall was positive over the past 12 months, with emerging markets outperforming developed markets. The developed market portfolio returned 1.1%, which was 0.8% below its benchmark index over 2023/24. Since inception, however, the fund is 1.3% per annum ahead of its benchmark.

The emerging market portfolio returned 5.8% over the past 12 months but this represented underperformance of its benchmark by 3.9%. The emerging market portfolio is still showing disappointing performance longer-term, having underperformed its benchmark by an 1.8 % per annum.

SYPA’s ten largest publicly quoted equity holdings by market value held via Border to Coast Equity ACS on 31 March 2025 were as follows:

1.	MFC Vanguard Mid-cap ETF	£91.9
2.	Microsoft	£89.7
3.	AstraZeneca	£81.8
4.	Shell	£79.5
5.	Apple Inc	£78.4
6.	Nvidia	£77.4
7.	Unilever	£62.0
8.	Amazon	£59.9
9.	HSBC	£56.0
10.	Alphabet Inc	£53.1

Alternative Portfolios

Listed Alternatives

We hold units in the Border to Coast Listed Alternatives fund which has given us the ability to increase our exposure to alternative assets whilst we’re in the period of our committed private markets allocations being drawn down. At the year end this holding was valued at £164.7m.

The portfolio has a diversified structure which includes listed assets in infrastructure, specialist real estate, private equity and alternative credit. The portfolio returned 7.7%% over the year, whereas its global equity comparator index (the MSCI ACWI Index) returned 4.9%. Since inception, however, the fund has returned 4.3% per annum, whereas the MSCI ACWI Index has returned 8.7% per annum over the same period. A key element of the strong one-year performance was the portfolio manager’s decision to increase UK exposure in the final quarter of 2024, which then benefitted from a relatively buoyant UK market during the first three months of 2025.

The Fund has five alternative portfolios which are intended to access different parts of companies’ capital structure. SYPA has holdings in each asset class with Border to Coast, which will continue to gradually build over time, in addition to legacy

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portfolios which were largely committed to prior to the advent of pooling. The following sections detail these areas.

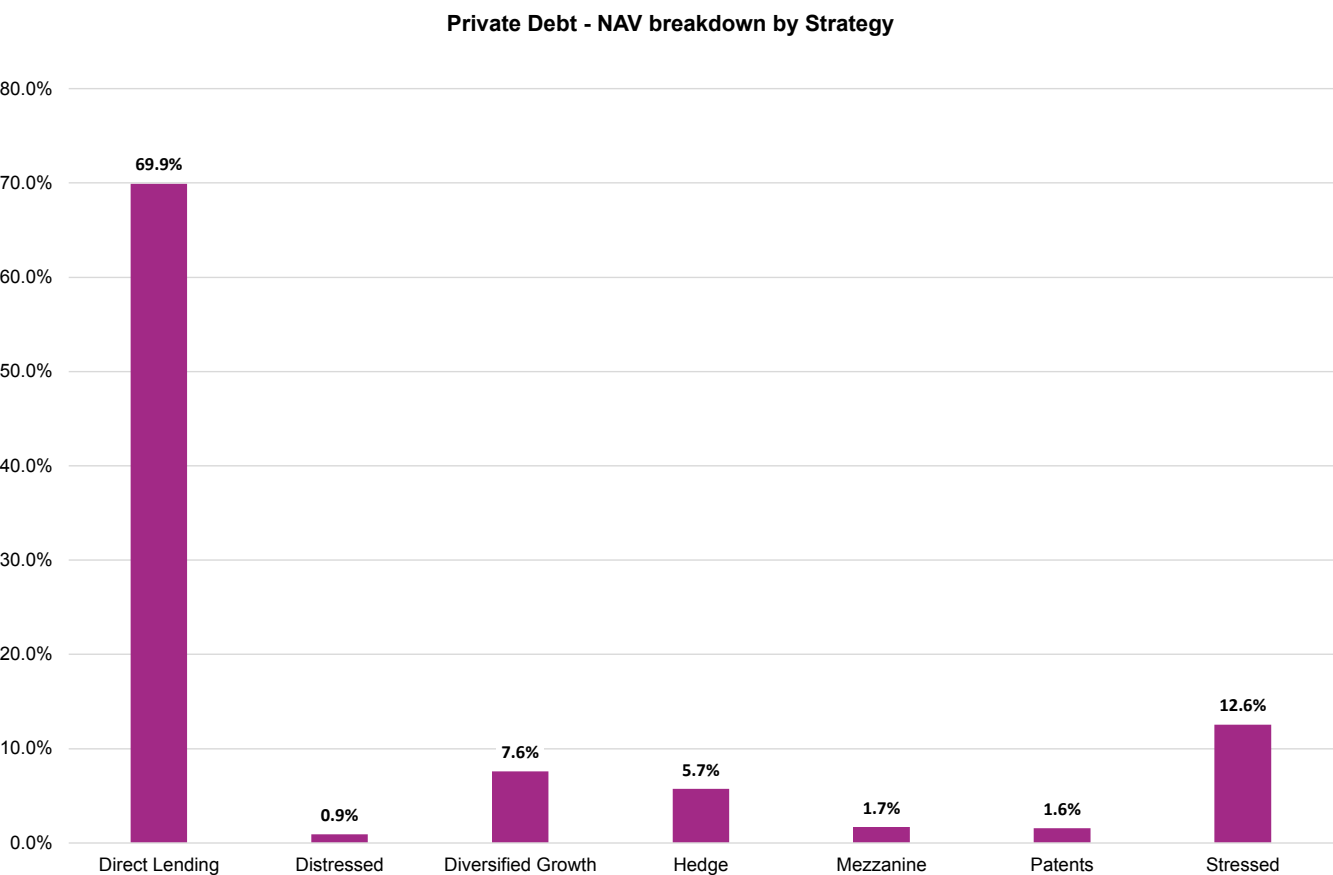
Private Debt

Private debt is a sub-set of the broader leveraged credit markets, characterised by mostly private equity-generated activity in companies that are typically too small, or with financing needs too specialised, to be financed by the larger public markets.

Private debt encompasses a broad range of strategies which provide financing across all elements of the capital structure. The credit exposure is generally illiquid, and these funds are typically held to maturity. The income generated from these funds is a useful source of cash to meet liability payments. Both the legacy private debt assets and the portfolios being built by Border to Coast are diversified by strategy and geographic location. The current value of SYPA’s total private debt assets was £632m at 31 March 2025 – and the breakdown of the portfolio is shown in the graphs below.

A further £200m was committed by SYPA to Border to Coast’s private debt portfolio at the beginning of the 2024/25 financial year, with the expectation that this amount will be drawn down over the coming years. SYPA’s total allocation to private debt is currently

below the strategic target of 7.5% of total Fund assets - but we are making annual commitments to this sector through Border to Coast at a rate we

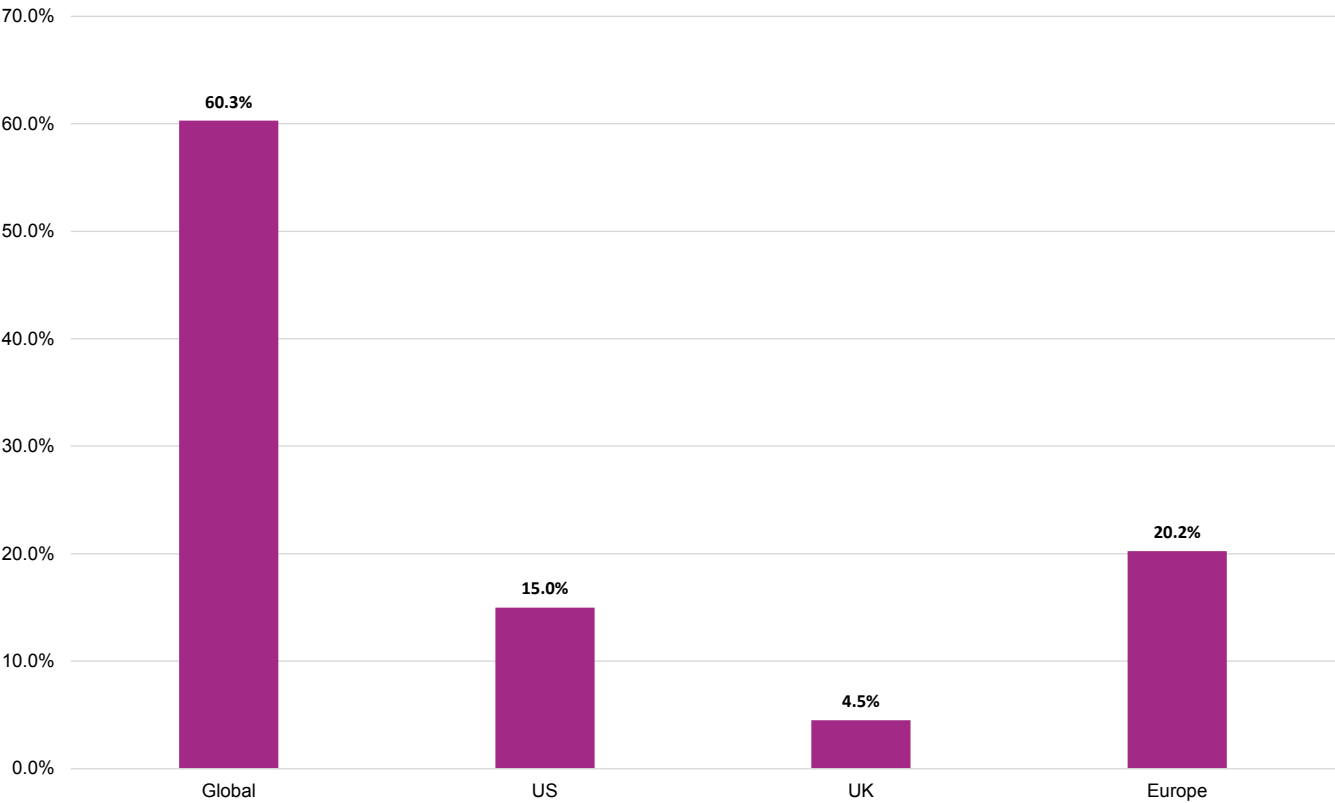


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believe is appropriate for increasing the allocation to the right level.

The overall private debt portfolio returned 6.0% over the year to 31 March 2025, which was in-line with the target long-term return for this asset class. Over longer time periods, which are more appropriate for asset classes of this nature, the portfolio has consistently produced returns ahead of target (for example, 9.5% per annum over the past 5 years, relative to the 6% annual target return).

Private Debt - NAV breakdown by Geography



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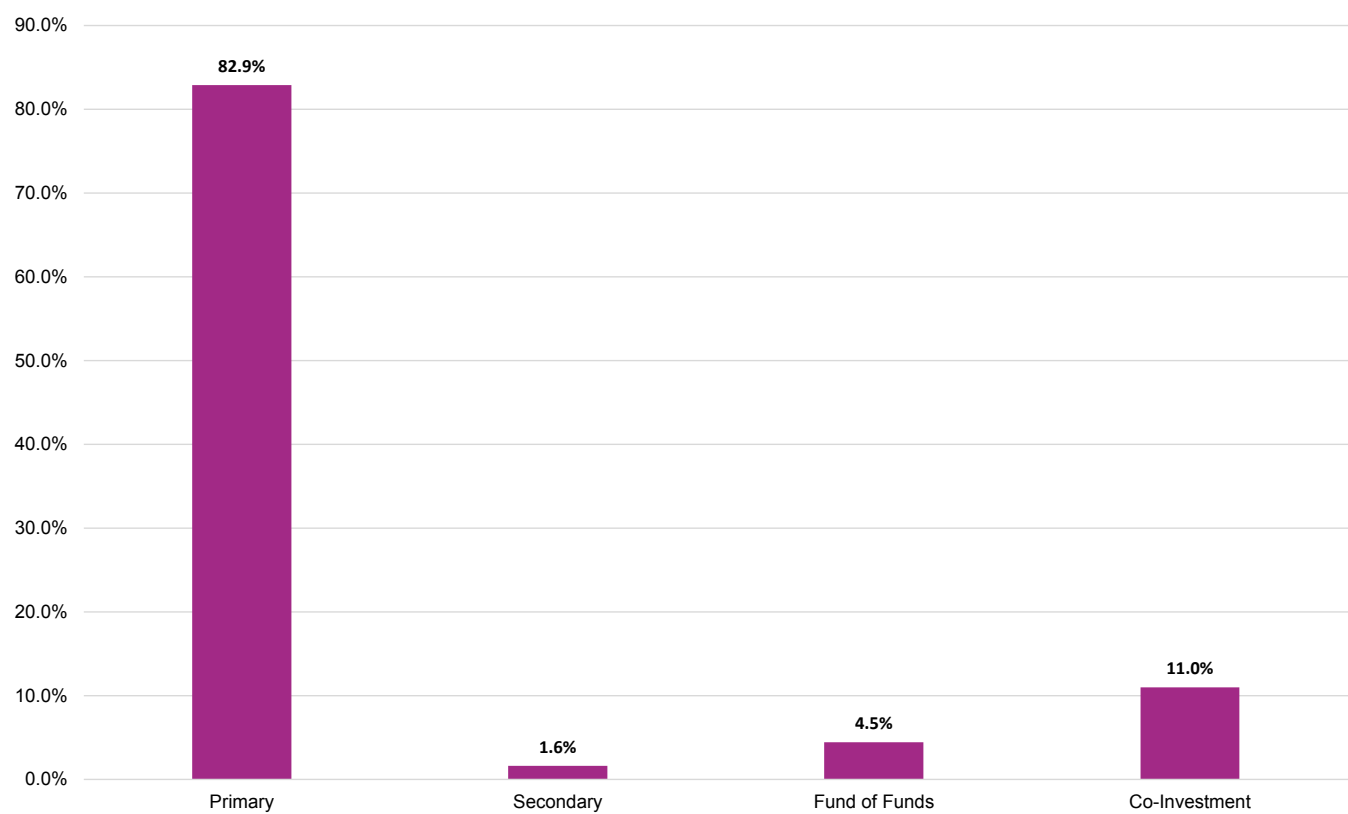
Private Equity

Private equity is the ownership of companies that are not listed on a public stock exchange. SYPA's investment in private companies is through a variety of closed-ended limited partnerships managed by specialist management teams. Private equity investments provide returns linked to quoted equities but with the expectation of better long-term returns because of the higher risk profile and illiquid nature of the investments. A typical life of a fund is between seven and ten years with the drawdown of commitments being typically up to five years.

Both SYPA's legacy private equity assets and the portfolios being built by Border to Coast are diversified by investment type, strategy and geographic location - and the breakdown can be seen in the graphs below. The total value of SYPA assets currently invested in private equity is £1,179.6m.

The private equity market continued to face challenges over the year ending 31 March 2025. Although deal activity increased again in 2024 (aided by easing interest rates and falling credit spreads) the tariff announcements created uncertainty and market volatility. Such conditions can hamper the initial public offering route, as potential buyers

Private Equity - NAV Breakdown by Investment Type

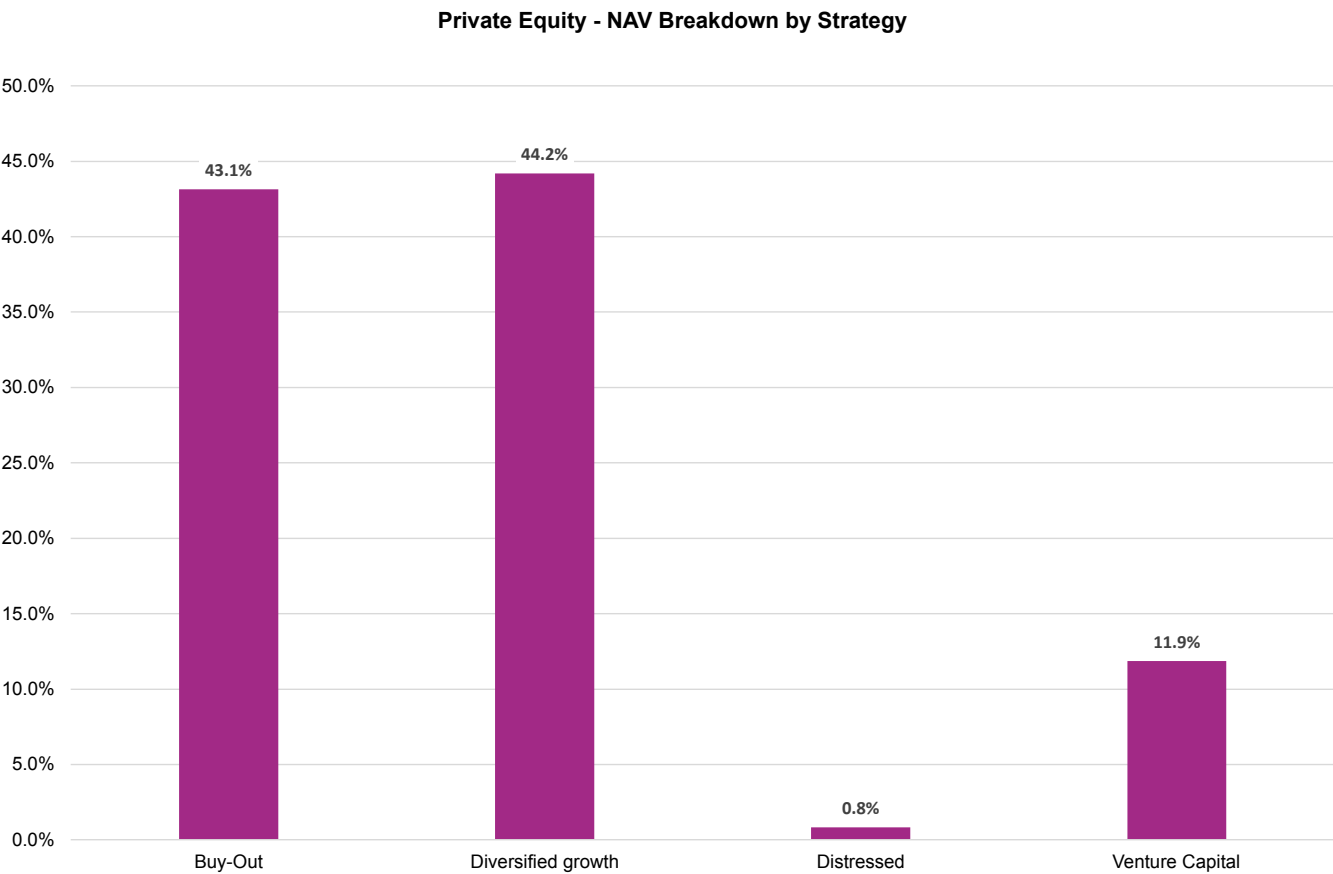


8.0 Investments & Funding

exercise caution, and asset managers often extend their time horizons as they seek to meet their target exit values.

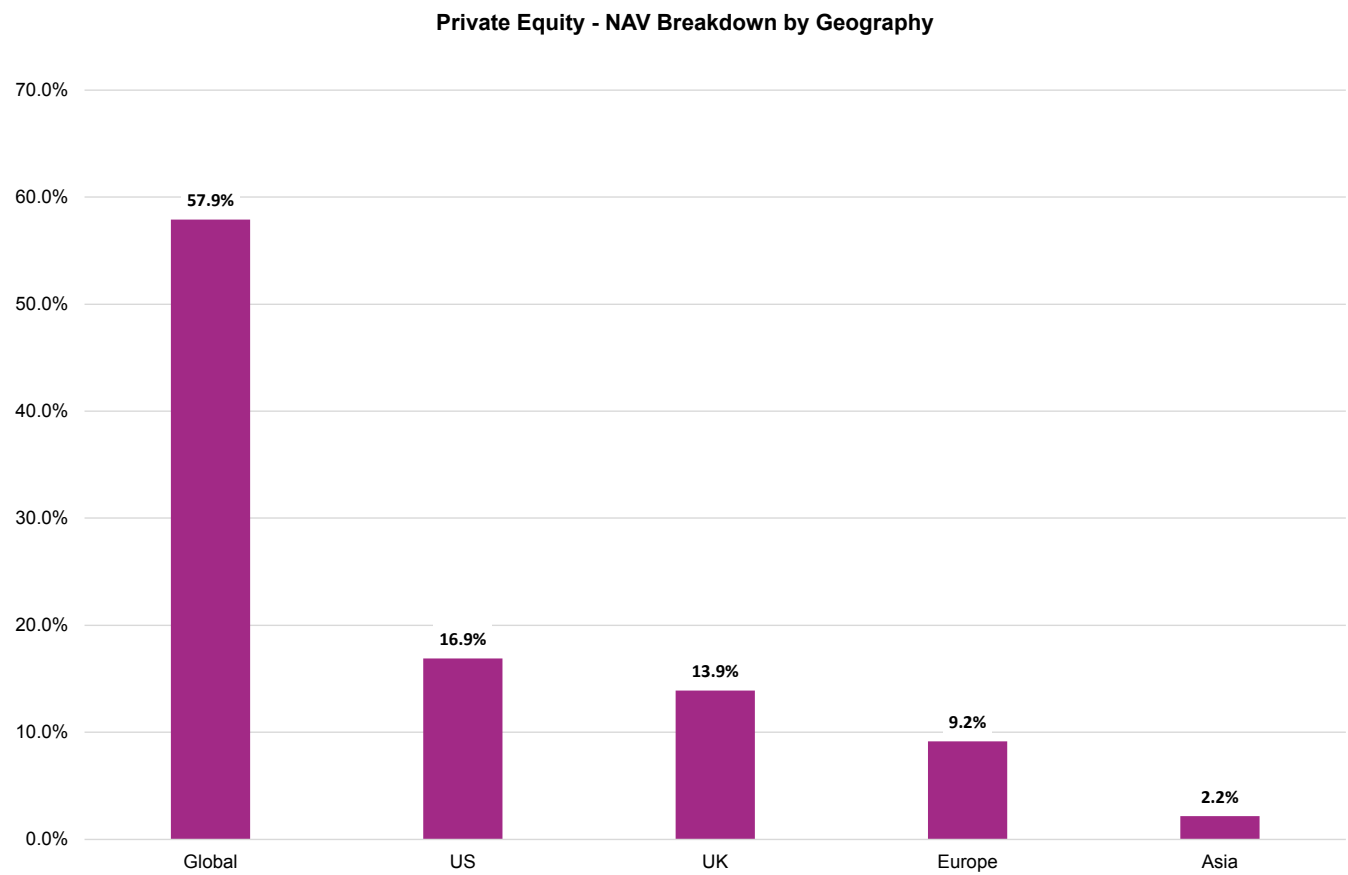
The one-year performance of the total portfolio showed a gain of 4.7% which is below the annual absolute return target of 10% for this asset class. Within this, the performance of Border to Coast's portfolio has been relatively strong (11.1% per annum) relative to the legacy portfolio (1.8% per annum). However, due to the nature of private equity investments, the performance really needs to be viewed over longer time periods. The Fund's private equity portfolio has generated a 12.7% annualised return over the past five years, for example, during which it comfortably outperformed its target return.

The vast majority of new investment into private equity is now through Border to Coast. A commitment of £100m was made by SYPA at the beginning of the 2024/25 financial year. This rate of commitment is lower than over previous years but is in accordance with the Fund's strategic asset allocation. We are now above the target strategic weighting for this asset class and wish to gradually reduce exposure. Investment is being made in such a way to ensure that we still have vintage and strategy diversification.



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The aim is to create a diversified portfolio investing in global and regional investments to produce strong financial returns without taking undue levels of risk and which incorporate environmental, social and governance (ESG) issues as part of their process. Our investments are made by limited partnerships managed by various managers.



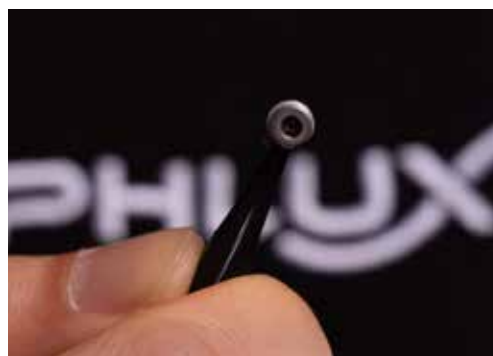
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To give an illustration of the types of underlying allocations made within private equity, SYPA has an investment in Northern Gritstone. This is a venture capital firm with a significant focus on early-stage science and intellectual property-rich businesses originating from its partner universities in the North of England.

One investment made by Northern Gritstone is in a company called Phlux, a Sheffield-based company which was a spin-out from the University of Sheffield.

Phlux has developed a patented, highly sensitive semiconductor material with best-in-class performance for sensing and communication systems. This technology has large potential end markets - and the company has secured its first design win, with a sales pipeline worth \$22m.

Northern Gritstone view Phlux as a high-potential investment which could deliver a double-digit investment return upon exit.



“

SYPA has an investment in Northern Gritstone. One investment made by Northern Gritstone is in a company called Phlux who are viewed as a high-potential investment **which could deliver a double-digit investment return upon exit.**

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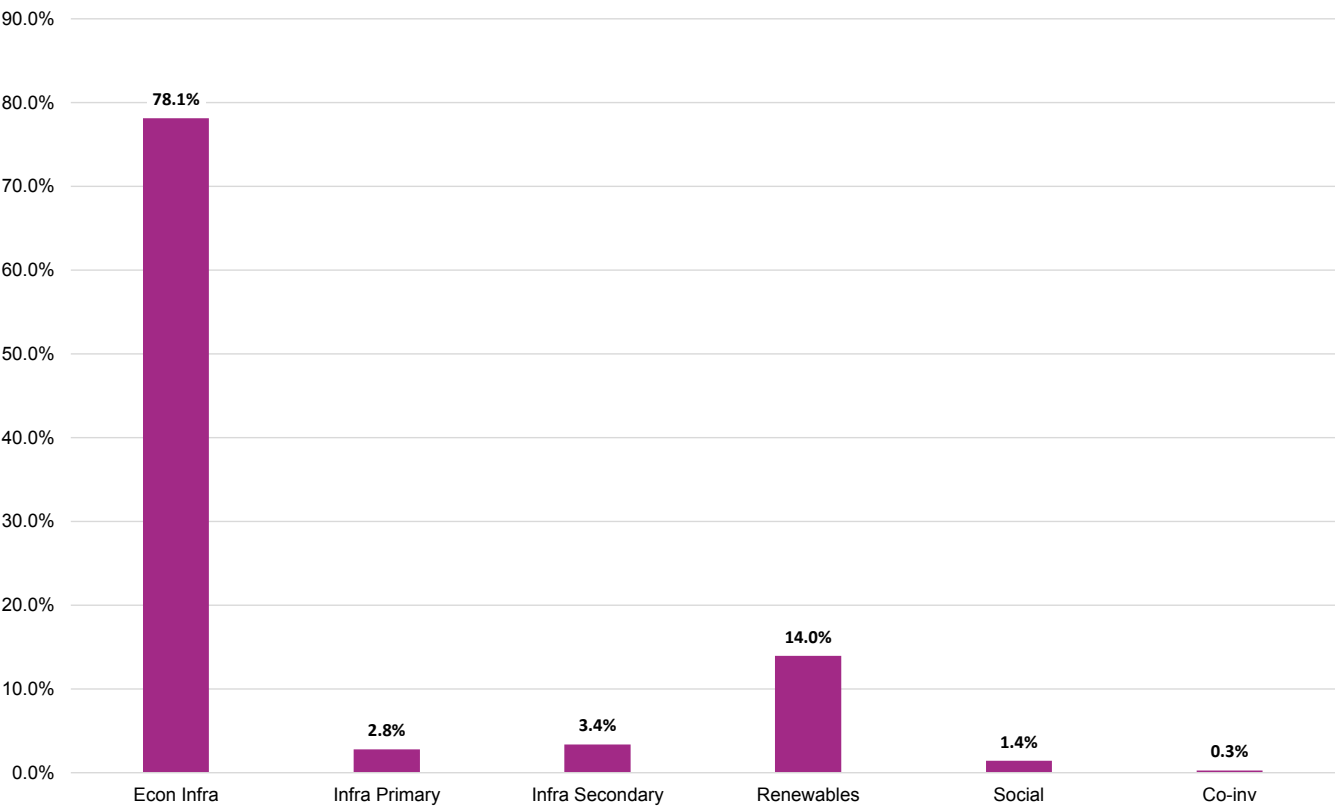
8.0 Investments & Funding

Infrastructure & Renewables

Infrastructure investments include assets in energy generation (gas, electricity and renewable), transport, communication, and healthcare/hospitals. They typically offer long-term returns which have a close match to the objectives of the Fund - preservation of value over the long term, inflation linkage, a cash flow focus and diversification. These assets are illiquid by nature, meaning that capital is locked up for a period, but this is generally compensated for by expected higher returns. A key focus of infrastructure investing is assets with inflation-linked, long duration income streams which are less sensitive to the economic cycle.

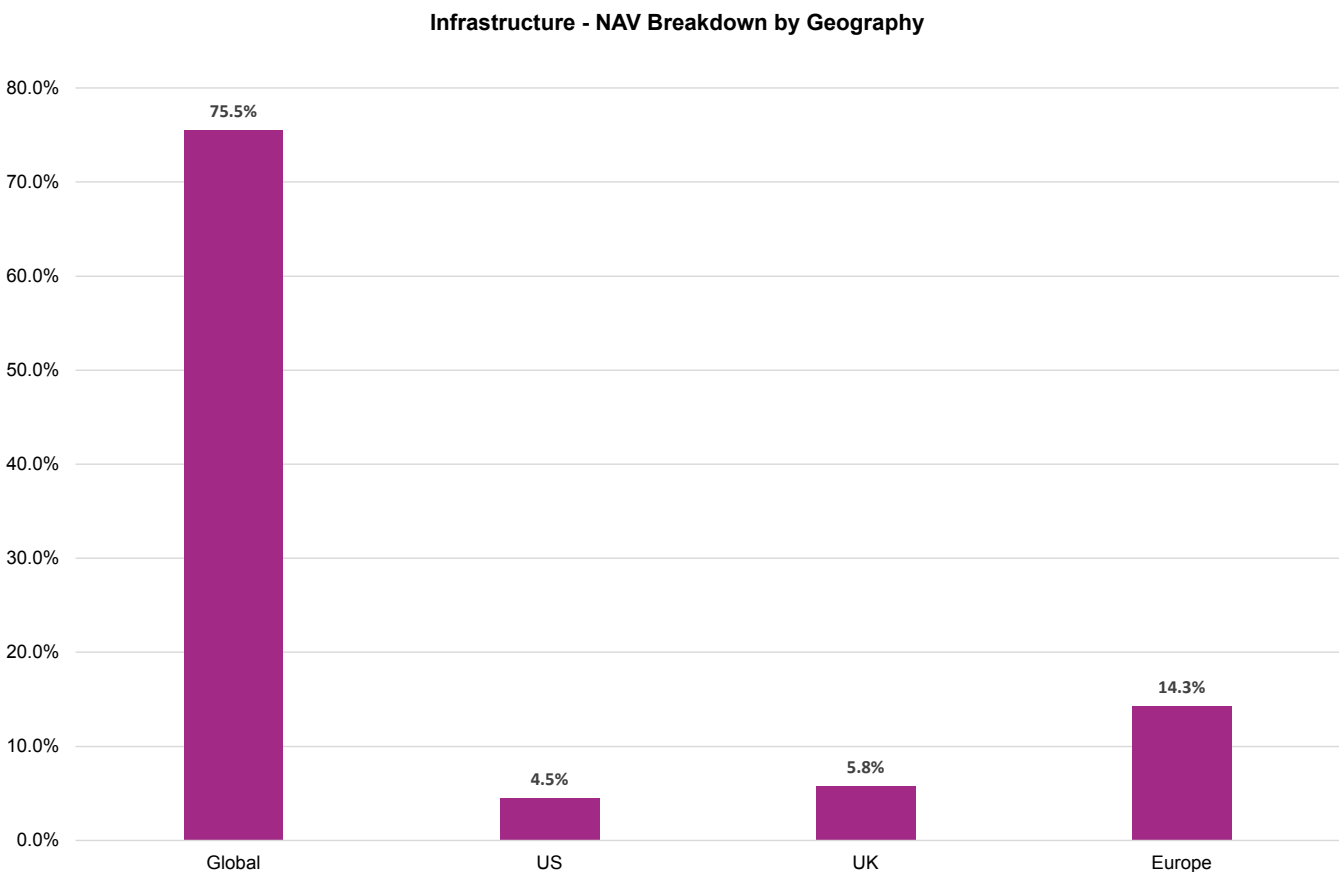
SYPA effectively has two separate categories of infrastructure investment - general Infrastructure and a more recently established portfolio of renewable energy assets. The allocation to general infrastructure has been made via global and regional investment funds. The allocation to general infrastructure is broadly in line with the strategic allocation of 9% of Fund assets - but we remain underweight to renewable energy funds relative to our 5% strategic allocation. We will continue to build-up and maintain our allocations in this space by making appropriate annual commitments through Border to Coast.

Infrastructure - NAV Breakdown by Strategy



8.0 Investments & Funding

At the beginning of the 2024/25 financial year, we made a £180m infrastructure commitment to the Border to Coast, which will be drawn down over the coming years. The current value of our total infrastructure investments is £1,027.4m. Our exposure is well diversified, as set out in the graphs below. Both portfolios are benchmarked against an absolute return target of 8% per annum. Over the twelve months to 31 March 2025, the general infrastructure portfolio returned 3.5%. Again, returns should be judged over the longer term, and the infrastructure portfolio has returned 7.7% per annum over the past 5 years which is broadly in line with expectations. Generally, although operational infrastructure assets can be less exposed to the economic cycle, tariffs could potentially increase costs and lead to the likes of project delays and scaled-down developments.



8.0 Investments & Funding

An example of a fund which SYPA has holdings in through Border to Coast is EQT Infrastructure V. Border to Coast has committed a total of £108m to this fund on behalf of its partner funds (including SYPA).

Amongst its investments, EQT provides exposure to a company called InstaVolt – a leading UK EV charging company. InstaVolt develops, installs, and operates electric vehicle charging stations across the UK and controls a network of over 2,000 charging points. It plans to roll out 10,000 by 2032. Building the infrastructure to enable the transition to EVs has meant InstaVolt has saved more than 633 million miles of emissions to date, supporting UK net zero ambition and cleaner air, all while supporting jobs and development in the UK.

Climate Opportunities

This is a Border to Coast fund, in which SYPA have committed a total of £595m to-date. The fund supports SYPA's commitment to decarbonise and will help us to meet our net zero target. The investments target strategies across all the alternative asset classes which support the energy transition and move to a low carbon economy and has a target return of 8% pa. Although the fund is now fully committed, only £154m has been drawn down to-date, albeit it is still too early to quote reliable return data for this long-dated, illiquid mandate.

Property

SYPA is currently targeting a strategic allocation of 9.0% to property, albeit the actual allocation as at 31 March 2025 was slightly below this (standing at 8.1%). Property is an important source of income for the Fund.

SYPA's overall property allocation as at 31 March 2025 was split across the following elements:

- A holding of £448.6m in Border to Coast's UK Real Estate Fund, which was launched in October 2024. The majority of SYPA's directly-held UK properties were transferred into this fund upon launch, in return for units in the fund.
- Two legacy directly-held properties (one Welsh and one Scottish) with a value of £52.4m which have not yet been able to transfer to Border to Coast due to tax reasons.
- One legacy, directly-held property which was transferred to the Border to Coast UK Real Estate Fund on 31 March 2025 but had not yet settled in the fund as at the effective date of this annual report. This has a value of £23.3m, which is not included within our total asset figures.
- A holding of £17.5m in Border to Coast's Global Core Real Estate Fund, which was launched during the previous financial year. We have



8.0 Investments & Funding

committed a total of £95m to this but the drawdown of proceeds is still ongoing.

- £9.9m in two legacy overseas trusts. These are both going through a liquidation process, but this may take several years to complete.
- 12 indirectly-held specialist property holdings valued at £256.9m.

Within the specialist holdings we have set up a portfolio of regional development debt with CBRE as an advisor to invest in local (South Yorkshire) development projects. The portfolio has the aim of generating a commercial return whilst delivering a positive local impact. Five loans were in place as at the financial year-end and there are further loans in various stages of the due diligence process. As at 31 March 2025, £111.9m had been drawn down to fund the five ongoing developments.

An example of an investment in this space is our funding of Panattoni Park in Doncaster, a 760,300 square foot industrial/logistics unit, which is expected to require up to £46m in total. This is a joint venture between Barings and the international real estate developer, Panattoni. This site sits on a prime logistics location, less than a mile from the M1 and within easy reach of coastal ports and the cities of Doncaster, Sheffield, Leeds, Derby and Nottingham.

SYPA has held a direct portfolio of agricultural property for over 40 years. This portfolio was held as a store of value and as a diversifying asset but did not fit into the LGPS pooling environment. During the previous financial year, we completed a joint venture project with Royal London where these assets became the seed assets for a new Natural Capital fund and allowed us to realise part of our investment. This fund will still allow the delivery on the environmental potential of the portfolio and improve the capital stock whilst also continuing to contribute to the UK food security. Our holding was valued at £128.9m at financial year end.

This past year, we have expanded our natural capital holdings by allocating to two forestry mandates, with specialist managers Campbell Global and Gresham House, which constituted holdings valued at £76.0m as at 31 March 2025.

Annual performance of the total property portfolio to 31 March 2025 was 4.2%, underperforming the weighted benchmark of 6.0%.

Cash

Cash is only held pending investment and on 31 March 2025 the sterling cash figure was at £138.1m. £39m of this was held within sterling liquidity funds and £60m held with five F1 rated banks.

8.0 Investments & Funding

The Authority is fully committed both to investing responsibly and to the good stewardship of its investments across all asset classes.

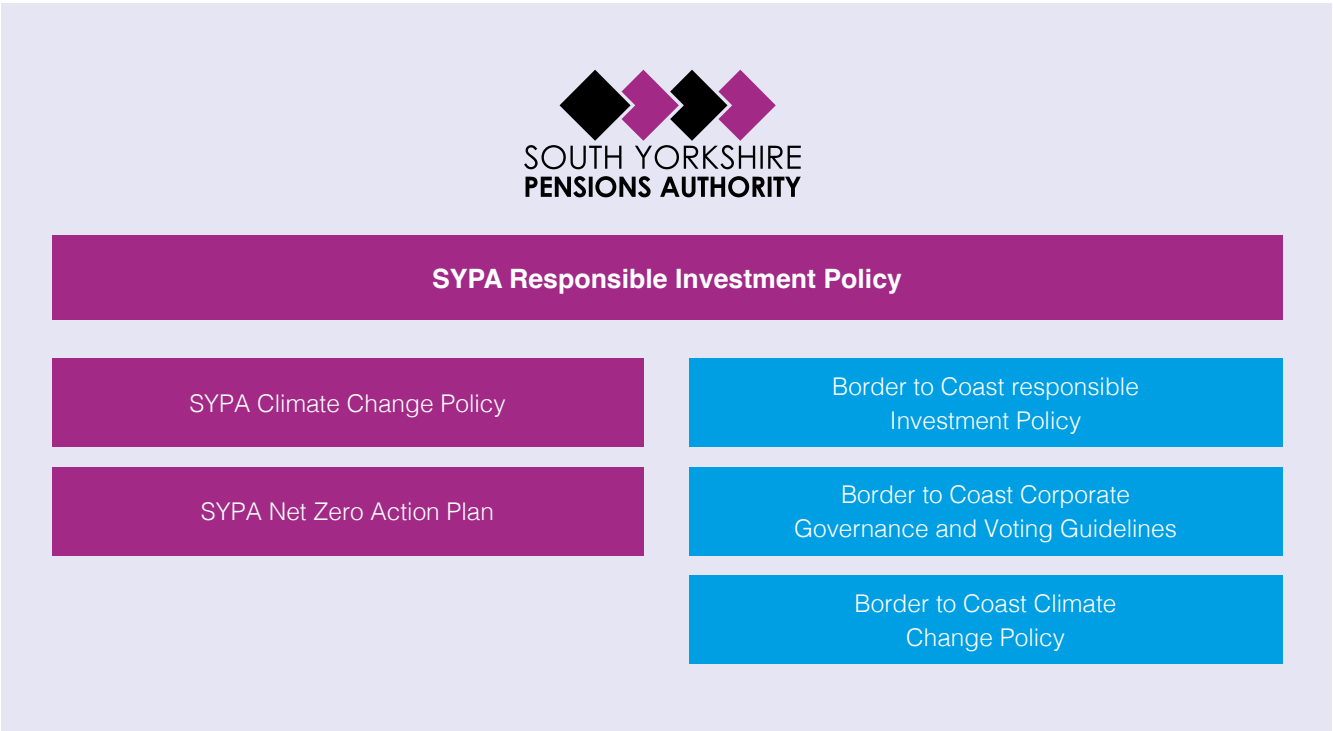
Responsible Investment

It seeks to act, at all times, in the best long-term interests of all stakeholders and protect and enhance the value of the companies in which it invests on their behalf. We have defined what we believe responsible investment to mean in the following terms:

South Yorkshire Pensions Authority believes that investing in well governed and sustainable assets is key to delivering the long-term investment returns required by the Pension Fund. The Authority’s goal is for carbon emissions from the totality of its investment portfolio to be zero by 2030 (the “Net Zero Goal”) and has developed a net zero action plan to chart its route to this goal. This action plan includes the incorporation of this Net Zero Goal in the Authority’s investment beliefs and investment strategy and contemplates frequent review of the performance of its investments within the context of this goal, as well as monitoring of the delivery of the commitment and the transition towards it.

We work within the Border to Coast Pensions Partnership to achieve our objectives and the policy

framework within which we do this is illustrated in the diagram below (the purple boxes are owned by SYPA and the blue ones by the Partnership).



8.0 Investments & Funding

The Authority's policies are reviewed each year in March, with the intention of influencing the development of the Partnership policies, which are reviewed annually over the summer with approval in the autumn leading up to peak voting season. The latest policy documents can be found [here](#).

On the back of the annual policy review the Authority has influenced the development and evolution of the Border to Coast Partnership's voting guidelines, in particular the strengthening of the position in relation to holding companies and specifically their Board Chair, to account for their actions to address climate risk.

The Authority believes in being transparent about its stewardship and ESG activities. It produces quarterly reports on the activities undertaken on its behalf by Border to Coast and their engagement partner Robeco and on collaborative activity undertaken by the Local Authority Pension Fund Forum which are available [here](#) through our website. These reports also include, where available, details of the ESG ratings and characteristics of specific portfolios.

Voting

Active ownership involves using shareholder rights to improve the long-term value of a company and includes both voting and engagement strategies. The Authority regards voting rights as an asset and looks to those managing money on its behalf to use them carefully.

Because we now own shares through pooled funds operated by the Border to Coast Pensions Partnership, we no longer exercise our voting rights directly. However, Border to Coast exercises voting rights and engages with investee companies in line with a Responsible Investment Policy and Voting Guidelines jointly agreed by all the partner funds.

The full guidelines can be found [here](#) on the Border to Coast website.

The infographics opposite represent a summary of voting activity over the last year.

Total number of meetings voted at in 2024/25



641

Votes cast across 4 invested funds



8,376

Votes against the position taken by management



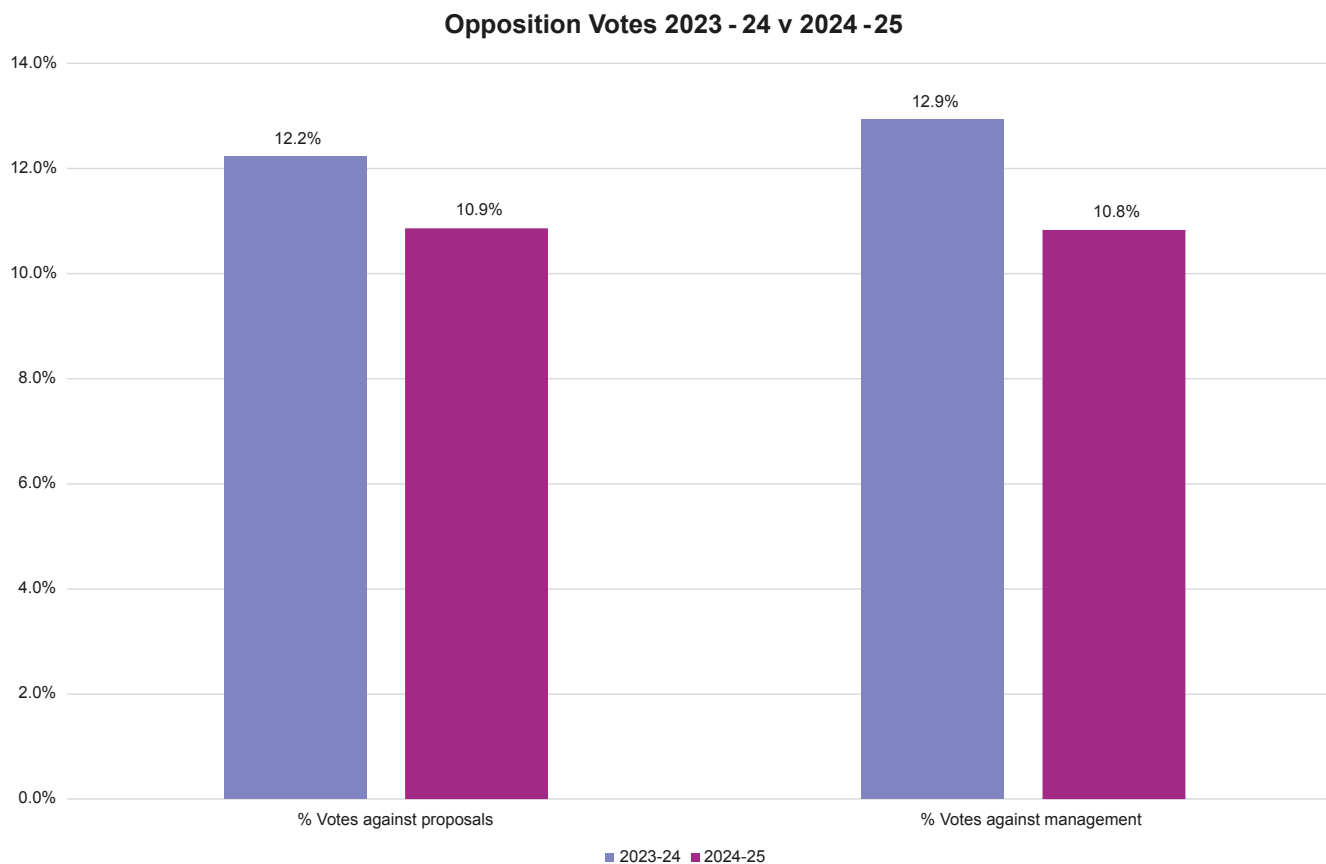
11%

8.0 Investments & Funding

The total number of votes cast in 2024/25 is marginally down on last year as a result of a reduction in the number of stocks held in the underlying listed equity funds, due to portfolios becoming more concentrated.

The chart below illustrates that the proportion of cases where we have opposed resolutions is in line with the previous year. However, the proportion of votes against management has marginally reduced since last year as shown opposite.

The proportion of votes against management remained over 10% following the tightening of the voting guidelines in 2022/23, particularly in relation to voting against the Chairs of companies and remuneration committees where the company has failed to achieve sufficient board diversity or to adequately address climate risk. As well as votes against the Chairs of companies, there were significant votes against management cast in support of shareholder resolutions aimed at ensuring companies have robust plans for the transition away from carbon supported by science-based targets. During 2024-25 both the proportion of votes against proposals and votes against management fell modestly. This small reduction in votes against management reflects positive initial movement by some companies in relation to climate and wider ESG issues.

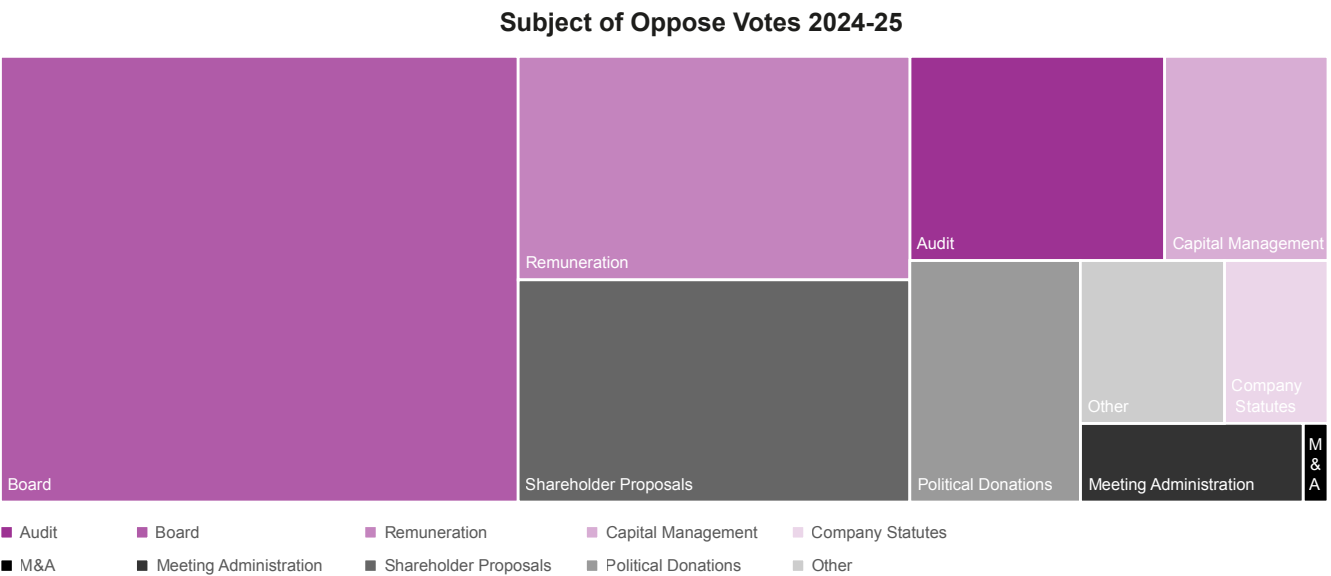


8.0 Investments & Funding

Notable votes against management include Shell's request for shareholder's approval for its report on progress and the updated 2024 Transition Strategy. Changes to the company's most recent strategy include the removal of a 2035 target to cut Scope 1, 2 and 3 net carbon intensity by 45% and weakening its 2030 net carbon intensity target. A shareholder proposal co-filed by various institutional investors attracted significant attention, as it requested the company to increase its efforts and align its medium-term Scope 3 emissions reduction targets with the Paris Climate Agreement.

After analysing Shell's transition plan, Border to Coast concluded that the company needed further action to align with the Paris agreement. Therefore, Border to Coast decided to vote against management by supporting the 'Say on Climate' (SOC) shareholder proposal which allowed shareholders to vote on the company's climate transition plan. Shell's 2024 energy transition strategy received 78.0% support from shareholders, while the climate shareholder proposal received 18.6%.

At the Shell AGM, Border to Coast voted against the re-election of the Chair due to inadequate targets and decarbonisation strategy.



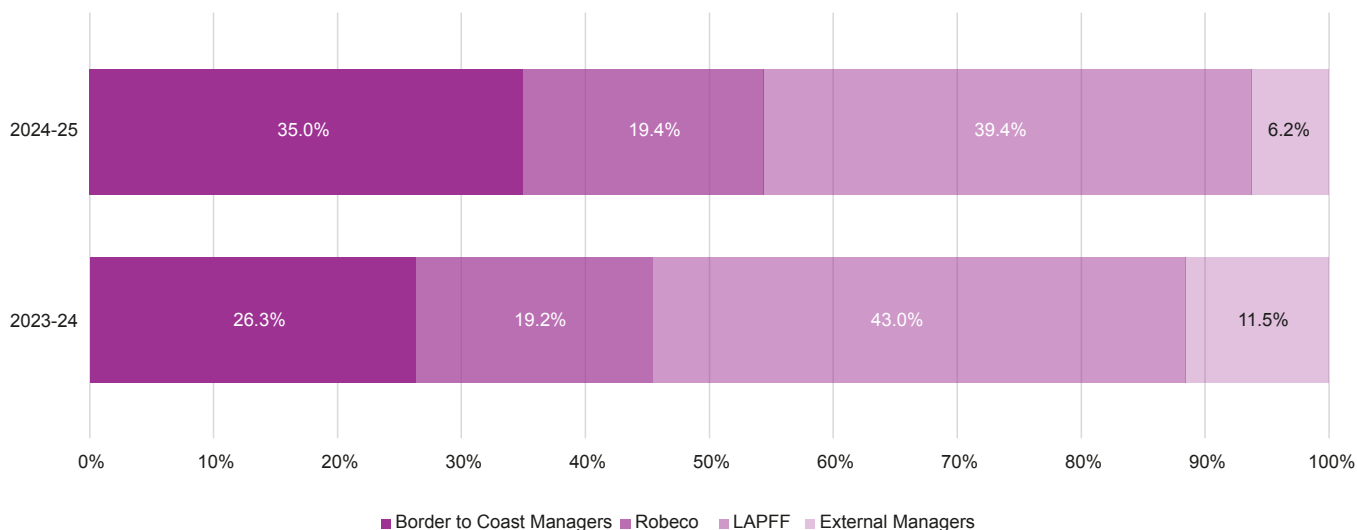
8.0 Investments & Funding

Engagement

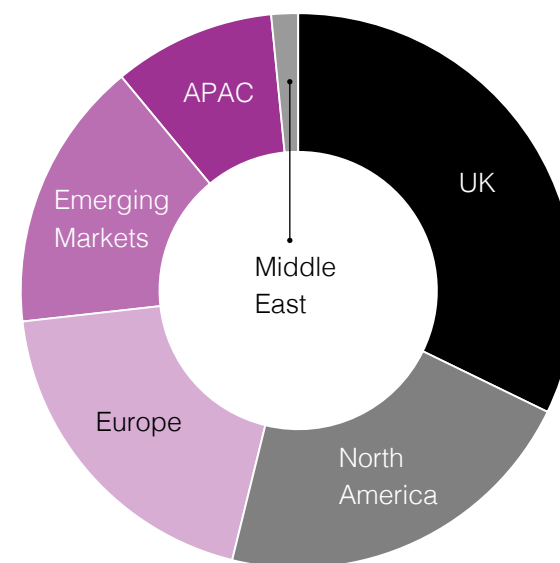
Engagement is the process by which investors use their influence to encourage companies to improve their behaviour and management of ESG issues which may improve the companies' long term financial performance. Following the pooling of our assets the Authority now engages with companies in relation to these issues in four ways:

- Direct engagement with companies by Fund Managers at Border to Coast Pensions Partnership;
- Direct engagement with companies by external managers who are responsible for mandates within the Border to Coast funds;
- Engagement with companies by Robeco, Border to Coast's voting and engagement partner; and
- Engagement through the work of the Local Authority Pension Fund Forum (LAPFF) which is a collaborative group of UK local authority pension funds which seeks to use the collective scale of shareholdings in companies to influence behaviour.

Engagement Routes



Market Focus of Engagement 2024-25



- 1,586 individual engagements with companies over the year
- Over 30% of engagements were with UK listed companies
- Over 50% of engagements undertaken in 2024/25 related to Environmental and Social Issues

8.0 Investments & Funding

Engagements undertaken in 2024/25

With companies over the year



1,567

On environmental & social issues



Over 50%

With UK listed companies



Over 30%

Engagement Priorities

The Border to Coast Partnership continued with the four engagement themes set to run for three years (from January 2022). The diagram below sets these out together with the aims of the engagements and

also indicates how these themes link to the SDG priorities and characteristics of good assets set out in the Authority's beliefs statement.

Nature of Risk	Systematic Issues	Environmental	Social	Governance
Issue to Address	Climate Transition	Waste and Water Management	Social Inclusion through Labour Management	Diversity of thought
SYPA Priority / Characteristics	Climate Action SDG 13 / Affordable and Clean Energy SDG7	Clean Water and Sanitation SDG 6	Respect for Human Rights / Transparency in Governance	Transparency in Governance/ Respect for Human Rights
Aim	Aims to engage both high emitters and banks identified as key to financing the transition to a low-carbon economy to commit to credible plans to meet net-zero targets.	Aims to engage portfolio companies with high exposure to water intensive operations producing high levels of packaging waste to develop policies and initiatives to address the issue(s).	Aims to engage companies with high exposure to labour intensive operations and lower scoring companies in relation to human capital development and supply chain labour management risk.	Aims to engage companies on plans to improve diversity within their workforce, including the establishment of workforce diversity programmes with a focus on equal opportunities

8.0 Investments & Funding

Engagement Topic Examples

Over the year there have been a number of engagements, covering the topics above, that have been undertaken by Border to Coast through

Robeco and LAPFF. Three such engagements are summarised below with full details available in the quarterly reports for Border to Coast and LAPFF.



Shell and BP

- Following the second reduction in transition plan ambition by BP, without a shareholder vote, Border to Coast requested a vote at the 2025 AGM. BP refused and Border to Coast advised the company this would cause a vote against the re-election of the Chair and other directors.
- As part of Border to Coast's voting escalation, they pre-declared these votes ahead of the BP AGM where 24% of shareholders voted against the re-election of the Chair.

- After attending a small meeting Border to Coast responded positively to Shell's reduced absolute emissions target for oil production but were disappointed that there was no similar target for gas.
- Border to Coast publicly pre-declared their vote against Shell's Chair and support for a shareholder proposal calling for a Paris aligned, medium term target covering Scope 3 emissions.

Water Utility Companies

- In 2023, Border to Coast joined a collaborative engagement initiative which focused on assessing and defining best practice with respect to: sewage pollution, water leakage, climate mitigation and biodiversity impact within the UK water utility sector.
- Border to Coast is leading engagement with Yorkshire Water and Northumbrian Water and reassessed progress following collaborative engagement in 2023.
- A meeting has been held to share the assessments and highlight areas for improvement.
- Engagement with both Northumbrian and Yorkshire Water will continue.

8.0 Investments & Funding



Banks

- Border to Coast partnered with Royal London Asset Management to engage Barclays, Lloyds, NatWest and HSBC to pioneer the integration of a just transition into the banking sector's net zero strategies.
- A meeting was held to discuss Border to Coast's 'Investor expectations on Just Transition for Banks'.
- Border to Coast will also Chair the IIGCC's Just Transition Working Group to explore integration in an emerging markets context.

Collaborations

Engagement activity is more likely to be successful if it is supported by the collective weight of a larger number of investors. Therefore, the Authority and Border to Coast support a number of specific investor groups aimed at delivering change in company practices in specific areas.

Border to Coast

Border to Coast is a founding member of the Just Transition Investor Initiative and are responsible for the following three strands:



1. Piloting engagement with an emerging market utility.
2. Joining other institutional investors in the Financing a Just Transition Alliance (FJTA), co-ordinated by the London School of Economics Grantham Institute.
3. Joining RLAM (Royal London Asset Management) to engage UK banks.

Local Authority Pension Fund Forum (LAPFF)

Much of LAPFF's work is reported in the Authority's Responsible Investment quarterly updates. The Authority continues to participate in the Forum's business meetings to help shape LAPFF's work programme and the way in which it undertakes its activities.

The Forum has continued to emphasise work on 'Say on Climate', human rights and the impact of the mining industry on indigenous communities.



8.0 Investments & Funding

Impact

We take the impact of our investments on both people and planet very seriously, as we reported in 2022 on a “whole portfolio” assessment undertaken by Minerva. Details of this are available [here](#). Over this year we have continued to concentrate on gaining a greater understanding of the impact of those investments we make with the intention of achieving an impact over and above meeting our return targets and in particular where those impacts are focused. This work has supported our development of a place-based impact approach within the South Yorkshire region as part of the review of our current investment strategy, specifically in the appointment of a general needs housing manager to deliver affordable, build to rent housing and the set-up of a new mandate to invest in Small and Medium Enterprises. We intend to be able to publish further details of the appointed Investment Manager in the Annual Report next year.

We have again worked with the Good Economy and various Fund Managers this year to understand the positive impact that a range of UK investments have had. This is summarised in the following pages.

8.0 Investments & Funding

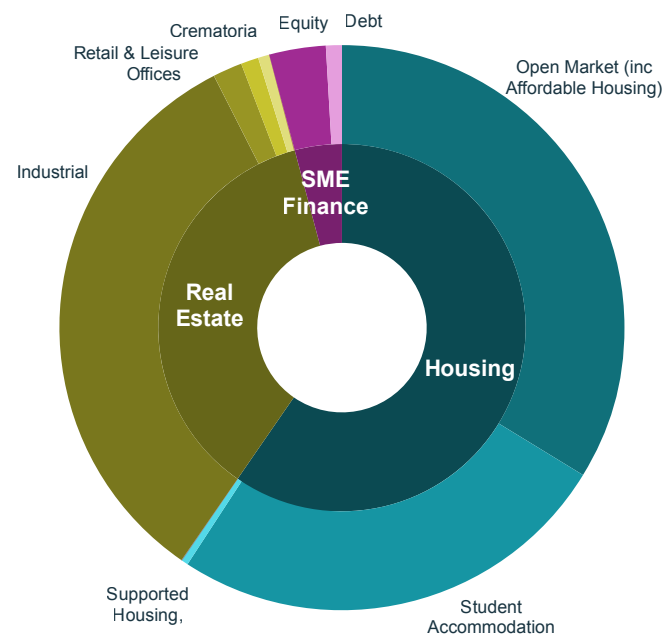
Place-Based Impact of Our Investments 2024/25

South Yorkshire Pensions Authority (SYPA) is committed to making investments that contribute to inclusive and sustainable development in the UK, with a focus on South Yorkshire and the region.

- £606.4 million has been committed to investments intended on generating a positive impact alongside providing a financial return (5.5% of SYPA value)
- Of this, £334 million is currently invested in 725 business, housing and real estate assets (£299 million FY23/24).
- £60 million has been invested across 48 assets in the past year.
- £108.6 million is invested in South Yorkshire across 26 assets, £12.7 million invested in the past year.

How we invest

(% of value invested)



8.0 Investments & Funding

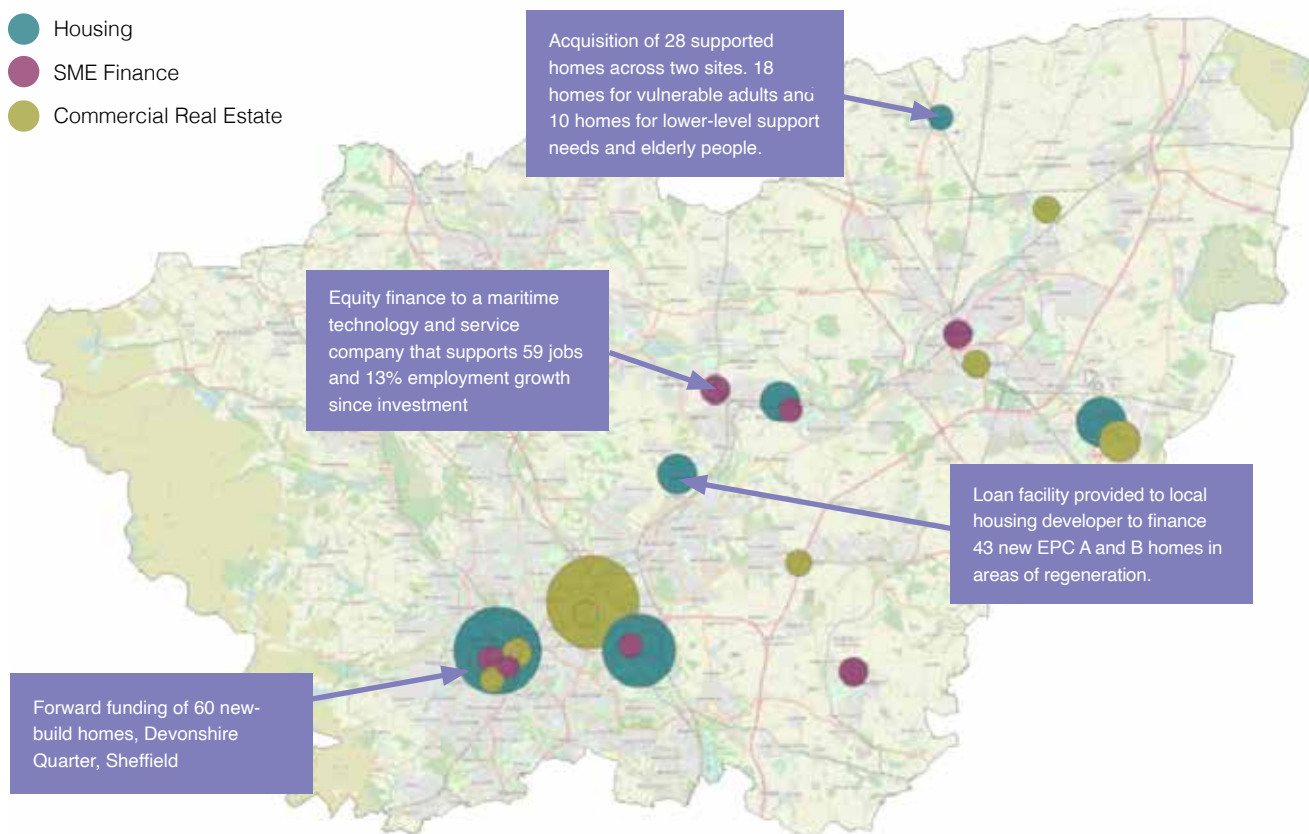
Place-Based Impact of Our Investments

2024/25

Where we invest (% of value invested)

Asset Type

- Housing
- SME Finance
- Commercial Real Estate



Contributing to South Yorkshire's sustainable economic growth through Investing in Real Estate and Businesses

- 2 directly funded redevelopment projects intended to remediate and regenerate land and support local advanced manufacturing businesses
- 367,000 sq. ft. high quality employment space being developed.
- Creating employment space for an estimated 805 jobs.
- Attracting an additional £41 million private sector co-investment.
- 6 real estate assets acquired since 2013 via two investment funds.
- 6 assets have been refurbished or had environmental improvements made since investment.
- 10 investee businesses supporting at least 346 jobs in advanced technologies manufacturing and professional services.
- 115 further jobs created.
- 67% of businesses reporting jobs growth since investment.

8.0 Investments & Funding

Place-Based Impact of Our Investments

2024/25

Contributing to the delivery of high quality and affordable housing stock in South Yorkshire

- 1 direct housing development.
- Development of high-quality purpose-built accommodation for 494 students.
- £24 million additional private co-investment across both schemes.
- 5 housing developments financed through a partnership between SYPA and specialist investment manager.
- 403 homes to be delivered for up to 1,128 people.
- All developments provide low-cost ownership opportunities for first- and second-time buyers, two schemes provide affordable housing.
- 2 supported living acquisitions for vulnerable adults (see case study).
- Providing homes for 28 residents that have learning and or physical disabilities.
- All supported housing units at 100% occupancy.

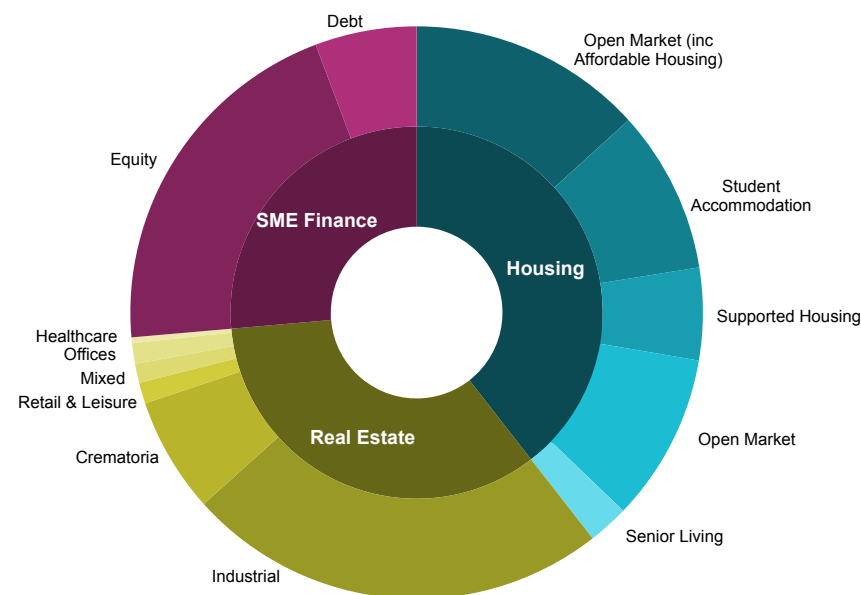
The National Picture

Since 2010, SYPA has been making investments with the intent of delivering positive benefits across the UK. These investments support inclusive and sustainable development across the country, alongside generating a financial return.

- 35 funds across 16 fund managers (SYPA share ranges from 3.5% - 100%), 5 new funds in the past year.
- 23 SME finance funds, one of which has regional focus.
- 5 housing funds, including one for specialist supported housing and another tackling homelessness.
- 7 national real estate funds.

How we invest

(% of value invested)



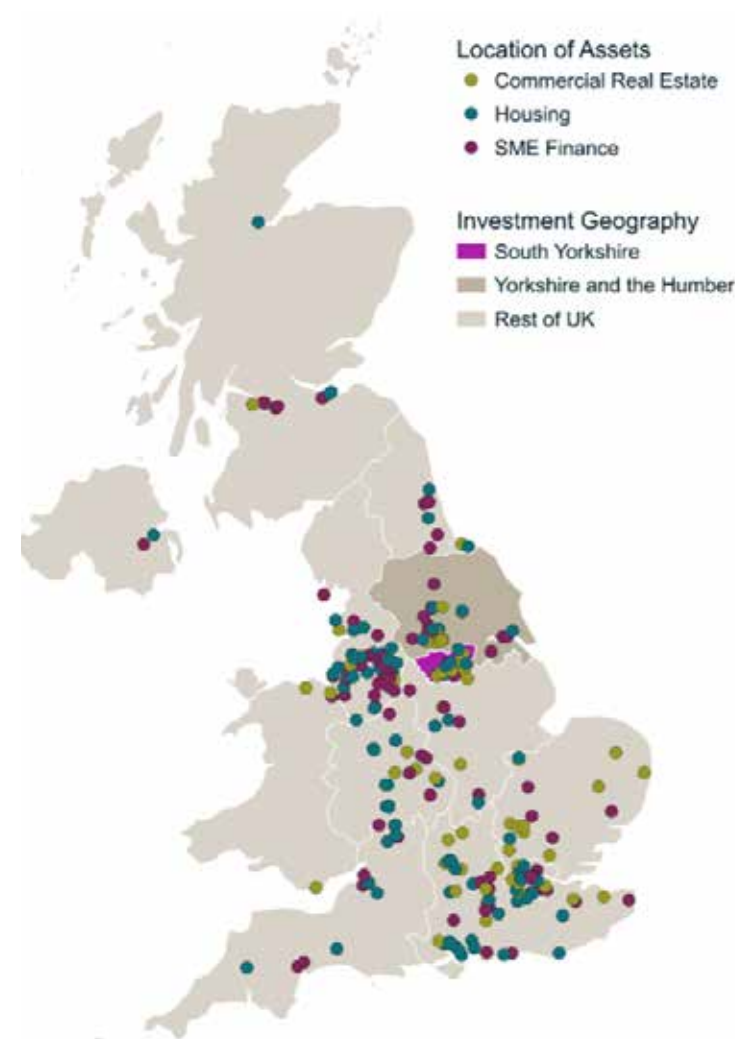
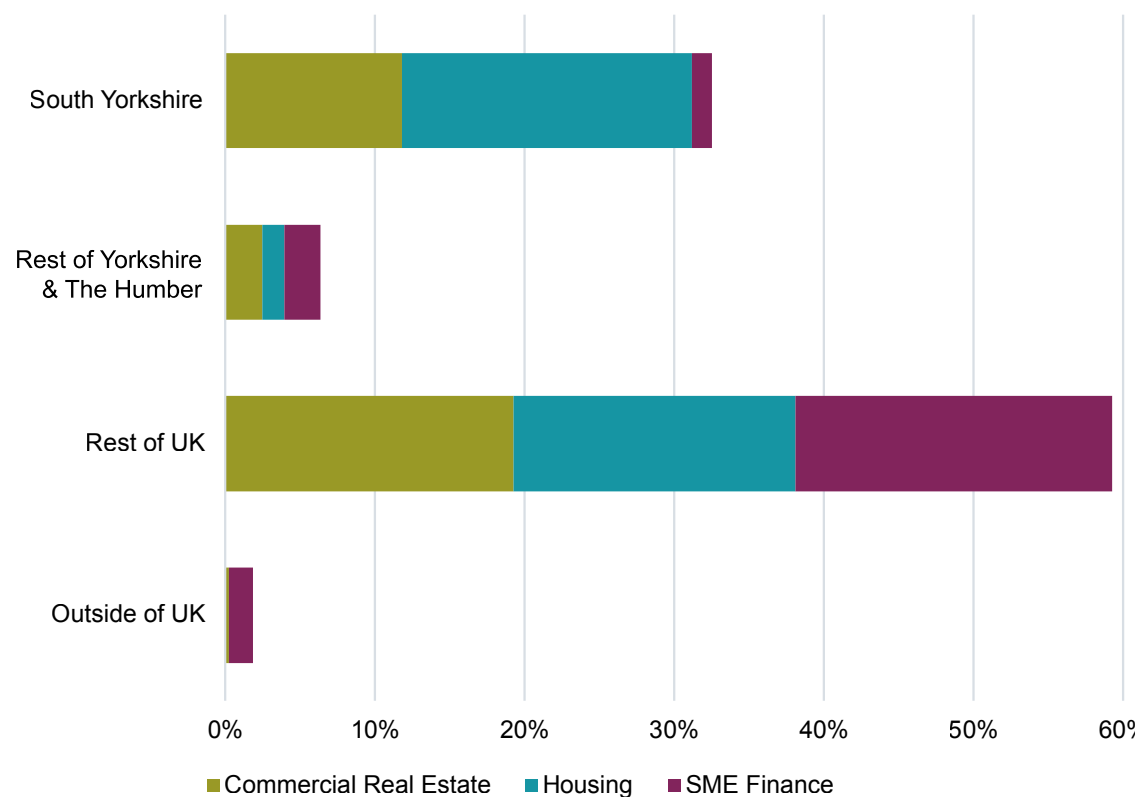
8.0 Investments & Funding

Place-Based Impact of Our Investments

2024/25

Where we invest (% of value invested)

£129.8 million (39%) of SYPA's impact portfolio is invested in Yorkshire and The Humber, compared to £122.9 million (41% of the impact portfolio) last year.



8.0 Investments & Funding

Place-Based Impact of Our Investments

2024/25

Supporting businesses growth

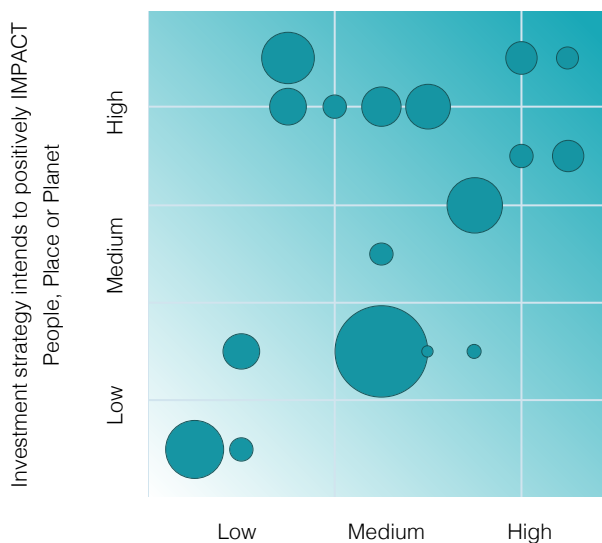
- 224 SME businesses supported through equity or debt finance since 2010. 136 businesses are currently invested in 22 new businesses have received finance in the past year.
- Over 16,351 people employed in businesses currently invested in, 11% are in businesses receiving investment in the past year.
- 68% of the 65 businesses with data experienced job growth since investment, creating at least 3,795 jobs.
- 11 businesses are Living Wage Foundation businesses or pay all employees the Real Living Wage.

Helping to address the nation's housing needs

- 4,065 open market homes for rent or ownership for at least 8,371 people.
- 90% of homes in 17 newly developed housing projects, 53% of projects include affordable or low-cost ownership homes.
- 81 assets providing supported or assisted housing for 1,175 people.

- 55% of people with specialist needs, 45% of people in affordable homes for people who are or at risk of being homeless.
- 5 senior living assets providing homes for 299 older people and 4 assets providing purpose-built accommodation for 1,567 students.

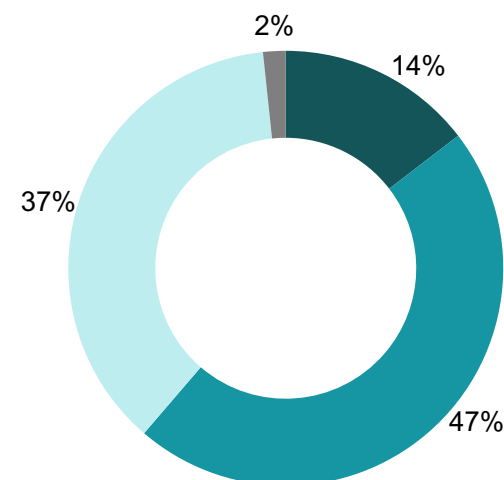
How our investments align with the Traits of Place Based Impact Investing



Investment strategy considers the needs of PLACE and engages with local stakeholders

Our type of Impact

(% of value invested)



Impact Classes

- Contribute to Solutions
- Benefit Stakeholders
- Avoid Harm
- No Data (May Cause Harm)

8.0 Investments & Funding

Place-Based Impact of Our Investments
2024/25

Case Study: UK Supported Housing

Henley Fund Management: Secure Income
Property Unit trust II (SIPUT II)

Total Committed Fund:	£85 million
Of which	95% invested/drawn
SYPA commitment:	£10 million
Target IRR (net)	6-7%

Launched in 2023, the Secure Unit Property Trust II is a UK-focused property fund managed by Henley Fund Management. SIPUT II invests in high-quality Supported Living properties that provide long-term homes for vulnerable adults, with a primary focus on working age adults with learning disabilities, physical disabilities, or mental health conditions who require additional support to live independently.

The fund’s goal is to deliver secure, inflation-linked income while generating measurable social impact through increased housing supply, improved outcomes for residents, and long-term cost savings to the public sector.

A key feature of the fund is its focus on expanding the supply of Supported Living properties in the UK, helping to address the UK’s significant shortfall in social housing - with more than 1 million households currently on waitlists for social houses. The fund invests in a mix of both newly built accommodation and existing properties that are purpose-built or adapted for supported living.

As of March 2025, South Yorkshire had invested £20 million in SIPUT II, granting it a 12% ownership stake. The Fund has since deployed 95% of £85 million raised, of which 10% is invested in homes in the South Yorkshire region.



The buildings in South Yorkshire, are purpose-built mix of Supported Housing flats and affordable rent low level support bungalows replacing a decommissioned care home, which required extensive works. The decision was made to address the need for more supported housing in the region. The new buildings



were designed to offer Supported Housing for 18 people with carer accommodation along with 10 bungalows which are affordable for people who require less support in their day to day lives.

8.0 Investments & Funding

Investment in South Yorkshire – Supported Living homes



Doncaster I

- £2.8m invested, of which SYPA contributed 11.3%
- 18 homes for vulnerable adults

The properties provide secure homes with care and support on site to help the residents live as independently as possible.

Ajay moved from a residential care home where they felt restricted and struggled with shared living and felt their previous care plan didn't reflect their wishes. Since moving, Ajay now receives a few hours of 1:1

support each day, with a background team available if needed. Ajay now has greater independence and control and is thriving in their new home

“

My home now is my sanctuary and safe space. The accommodation helps me do things I want to do, I am supporting local charity events and raising funds for service activities.

Resident, Ajay, 20s, Learning Disability and Autism

”

Doncaster II

- £856k invested of which SYPA contributed 11.3%
- 10 homes for adults with support needs

The bungalows provide homes for people with lower-level support needs and elderly people, which are designed to be affordable for independent living and for the residents to have a community.

Place-Based Impact of Our Investments

2024/25



Shay (40s, learning disability and physical health) moved into from a privately rented 2nd floor apartment that wasn't suitable for their health needs. Shay is enjoying the move away from a busy town centre into a quieter community and having a garden. Shay knew the area before moving and has visited family and friends, alongside making friends in the neighbourhood.

“

Shay is extremely well settled in their home and has built on friendships in the community and improved their independence. They have really made their garden their own and it looks beautiful for all to see!

The Housing Team, Doncaster II

”

8.0 Investments & Funding

Place-Based Impact of Our Investments
2024/25

Case Study: UK Private Equity investment in SMEs Private Equity: Foresight Group III

Total Committed Fund:	£109 million
Of which	79% invested/drawn
SYPA commitment:	£15 million
Target IRR (net)	15%

Launched in 2021, Foresight Regional Investment III LP is a private equity fund that invests in SMEs across targeted UK regions in the North West. Its goal is to deliver strong economic returns while creating long-term community benefits, such as sustainable, quality jobs, by applying a professional approach to private equity investment often in underserved areas.

As of March 2025, SYPA had invested £15 million into Foresight Regional Investment III LP, granting it a 13.5% ownership stake. The Fund has since deployed 79% of £109 million raised, of which 10% is invested in SMEs in the South Yorkshire region.

Foresight Group is sector agnostic and supports strong management teams with solid business plans. All investments are aligned to one of four outcomes themes, which are informed by the UN Sustainable Development Goals; employment at scale, health, research and innovation and sustainable and inclusive local infrastructure and environment.

ESG criteria form an integral part of Foresight Group’s investment process. All new investments since 2018 undergo ESG due diligence and are monitored against five principles comprising over 100 KPIs. Portfolio companies are supported to enhance their ESG performance against these principles and to deliver against bespoke outcomes themes set for them at investment through active board-level management and regular reporting and annual assessments.

The Fund targets businesses based in or with significant operations in areas such as South Yorkshire, Greater Manchester, Lancashire, Cheshire and North Wales. By providing equity, the fund enables these businesses to pursue strategies focusing on product development, job creation and expansion into new markets.

14

Assets across manufacturing technology, healthcare and business services

10%

Invested in South Yorkshire

21%

Invested in Yorkshire & the Humber

“

“Sheffield and the South Yorkshire region is a key growth area for Foresight. The region is now a hotbed of entrepreneurship and home to cutting-edge companies in the technology, precision manufacturing and engineering sectors which present excellent growth opportunities”

”

Rob Jones, Director at Foresight Group

8.0 Investments & Funding

Investment in South Yorkshire – Martek Marine



Martek Marine

- £8m invested, of which SYPA contributed 10%
- 59 jobs supported since investment
- 7 jobs created since investment

Founded and based in 2000 in Rotherham, South Yorkshire, Martek Marine is a maritime technology and services company that is a market leader in supplying products for ship safety, performance and crew welfare.

In 2024, Foresight Group backed a management buyout of Martek Marine Ltd, marking a pivotal moment in the company's journey toward independent growth. Under the leadership of CEO Karen Bedford and newly appointed Chair Nick Alexander, Martek Marine is focused on expanding its market presence to continue delivering high-quality, regulation-savvy products. Foresight's backing brings not just capital, but strategic expertise to help Martek Marine scale sustainably.

Martek Marine's is a two-time recipient of the Queen's Award for Enterprise, recognizing its contribution to international trade and innovation.

“

Martek Marine demonstrates all the qualities we look for when investing in a business. The company has a dynamic management team, sells excellent products and has a deep understanding of the complex regulatory environment in the sector. This enables Martek Marine to deliver a market-leading service to its customers.

Rob Jones, Director at Foresight Group

”

Place-Based Impact of Our Investments

2024/25

“

We are excited to return to the agility of independent ownership and secure the backing of Foresight, who share our values and vision.

Rob Jones, Director at Foresight Group

”

As well as Martek Marine, Foresight Regional Investment III LP also invests in mobility equipment retailer Eden Mobility, which operates across the North of England including in South Yorkshire. Other South Yorkshire based businesses supported by Foresight Group across its private equity and venture funds include Phlux Technology, an infrared sensor developer, MRMK, a specialist manufacturer of knives for the food industry, AMT, a 3D printing technology business, Professionals At Play, a competitive socialising operator and Mowgli, an Indian street food restaurant chain.

8.0 Investments & Funding

Governance

In accordance with LGPS Regulations administering authorities are required to state compliance with the Myners' Principles on a 'comply or explain' basis, within their Investment Strategy Statement. The six principles provide a basis for monitoring good investment governance. The Authority believes it is fully compliant and has continually reviewed both its Investment Strategy Statement and its compliance with the principles during the year.

Stewardship

The integration of ESG risks and a robust approach to stewardship is strongly supported in the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016, which govern how the Authority should manage its investments. Guidance made under the regulations states that funds should become signatories to the UK Stewardship Code. The Authority seeks to manage

its investments in line with the UK Stewardship Code 2020 which defines best practice in terms of how we look after or "steward" our investments.

In February 2025, the Authority was confirmed as a signatory to the UK Stewardship Code, highlighting SYPA's ongoing commitment to responsible investment and transparency. The Code is produced by the Financial Reporting Council (FRC) who review annual submissions by Asset Owners and Asset Managers to determine whether they meet the relevant standards.

8.0 Investments & Funding

Climate Change

The Authority recognises that Climate Change poses a systemic and possibly the greatest external risk to the value of the Authority's investment portfolio. The risks and opportunities associated with climate change may have a material impact across all asset classes. The inter-connected nature of climate change has the potential to reduce returns across all asset classes and will have a macro-economic impact that could affect the entire Fund. These potential impacts include factors impacting the value of liabilities, such as the life expectancy of scheme members, in addition to the value of investment assets. All of this creates a range of risks and opportunities that can be characterised in various ways.

As a long-term investor, the Authority believes that such information is needed by investors, lenders, and insurance underwriters in order to be able to assess climate related risks and opportunities. This led to the Task Force on Climate-related Financial Disclosures (TCFD) being established. Its remit was to develop a set of voluntary climate-related disclosures, which would assist in understanding the associated material risks of climate change. The final report with recommendation was published in June 2017; it considers that asset managers and asset

Physical Impacts

For example, increases in the number of extreme weather events

Transition Risk

For example, the risk to a business that its plan for the transition away from carbon is not aligned with the timescale of changes in regulation

Technological Changes

For example, the development of new battery storage technologies and hydrogen powered vehicles

Litigation Risk

For example, the risk to a company of losing a legal action in relation to its action or inaction in relation to carbon emissions

Regulatory and Policy Impacts

For example, the introduction of a law to prevent the sale of petrol/diesel powered vehicles

8.0 Investments & Funding

owners, including public and private-sector pension funds, should implement the recommendations. The reporting framework recommended by the Task Force is structured around four themes: Governance, Strategy, Risk Management and Metrics and was updated in late 2021.

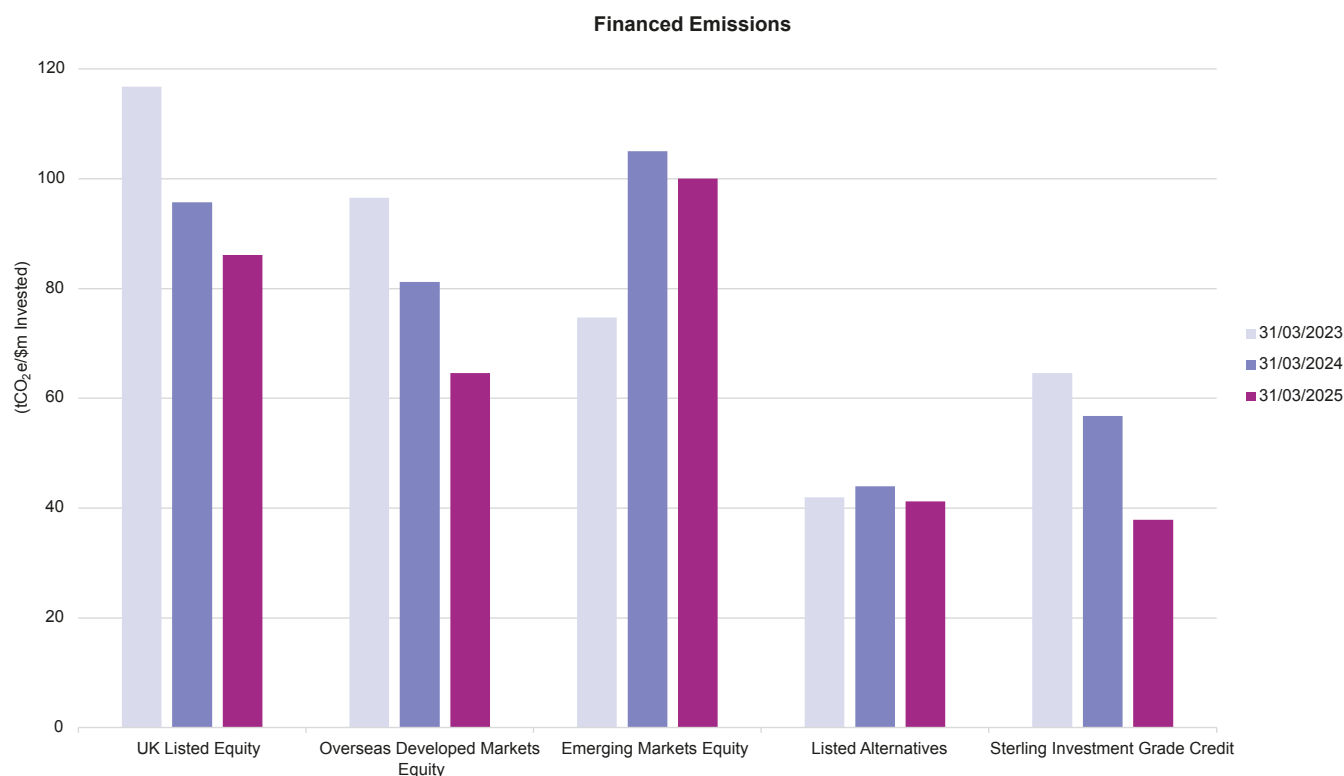
The Authority recognises that climate issues can be more relevant and readily implementable within some parts of the portfolio than others. In this section of the Annual Report, we provide an overview of the approach to climate-related governance, strategy and risk management that applies to all Border to Coast assets. Additional detail on the Authority's approach to climate-related governance, strategy, risk management and progress on Net Zero targets is available in our standalone TCFD report, published separately on our website. The Authority also reports quarterly on the progress of its Responsible Investment and climate related activities, which can be found here.

Data Quality

- The weighted average of reported Scope 1 & 2 data availability for the 5 listed asset portfolios is 84%

Emissions Measurement

- Financed emissions for all 5 listed Funds that are reported have fallen over the reporting year



Source: MSCI ESG Research LLC, 31/03/2025

- Scope 1 & 2 (weighted average) Financed emissions continued a positive, downward trajectory, falling 16.2% in 2024/25
- A portfolio level reduction of 59% in financed emissions has been achieved by 31 March 2025 compared to the 2019 or since inception fund baseline

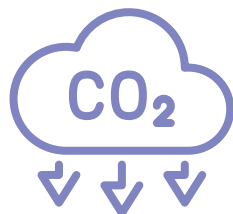
8.0 Investments & Funding

The financed emissions figure is affected by fluctuations in market value, where positive equity market performance this year has helped to reduce the overall level of financed emissions.

A portfolio reduction of

59%

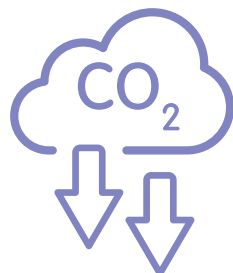
in financed emissions has been achieved by 31st March 2025 compared to the 2019 baseline



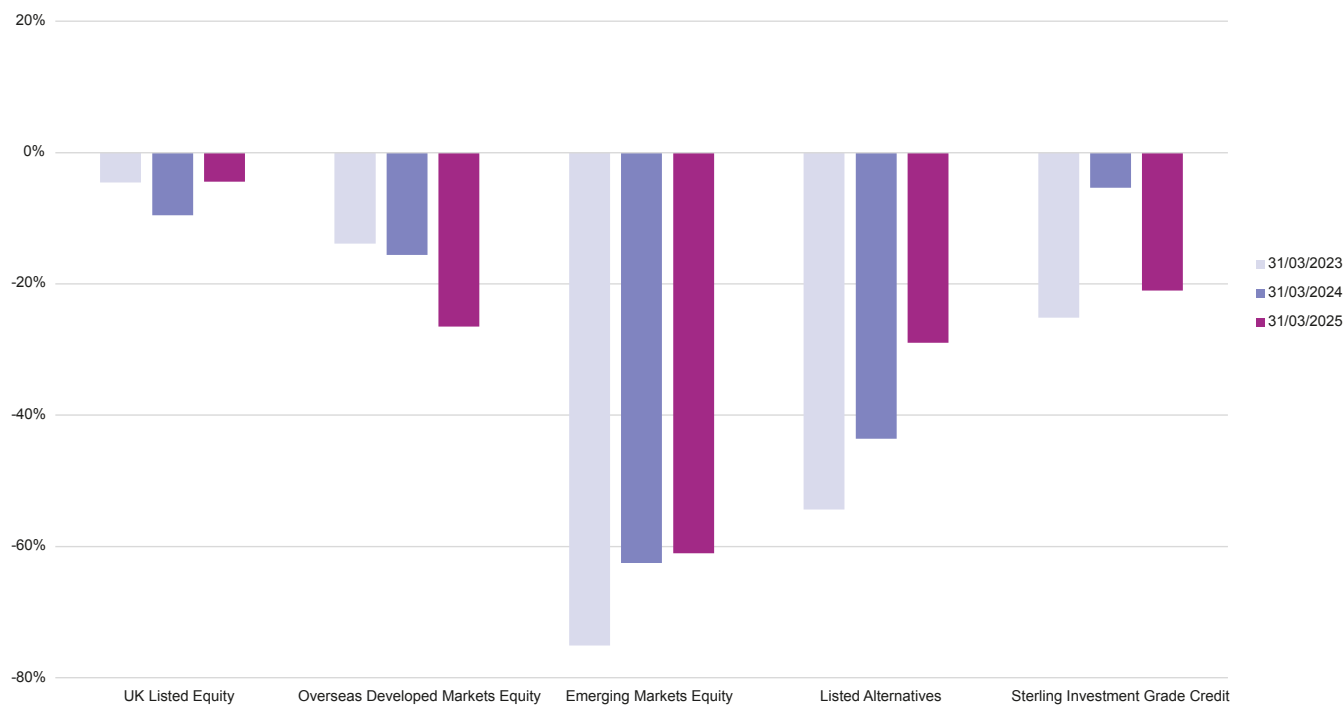
All invested funds have a

Lower

Financed emissions figure compared to respective benchmarks

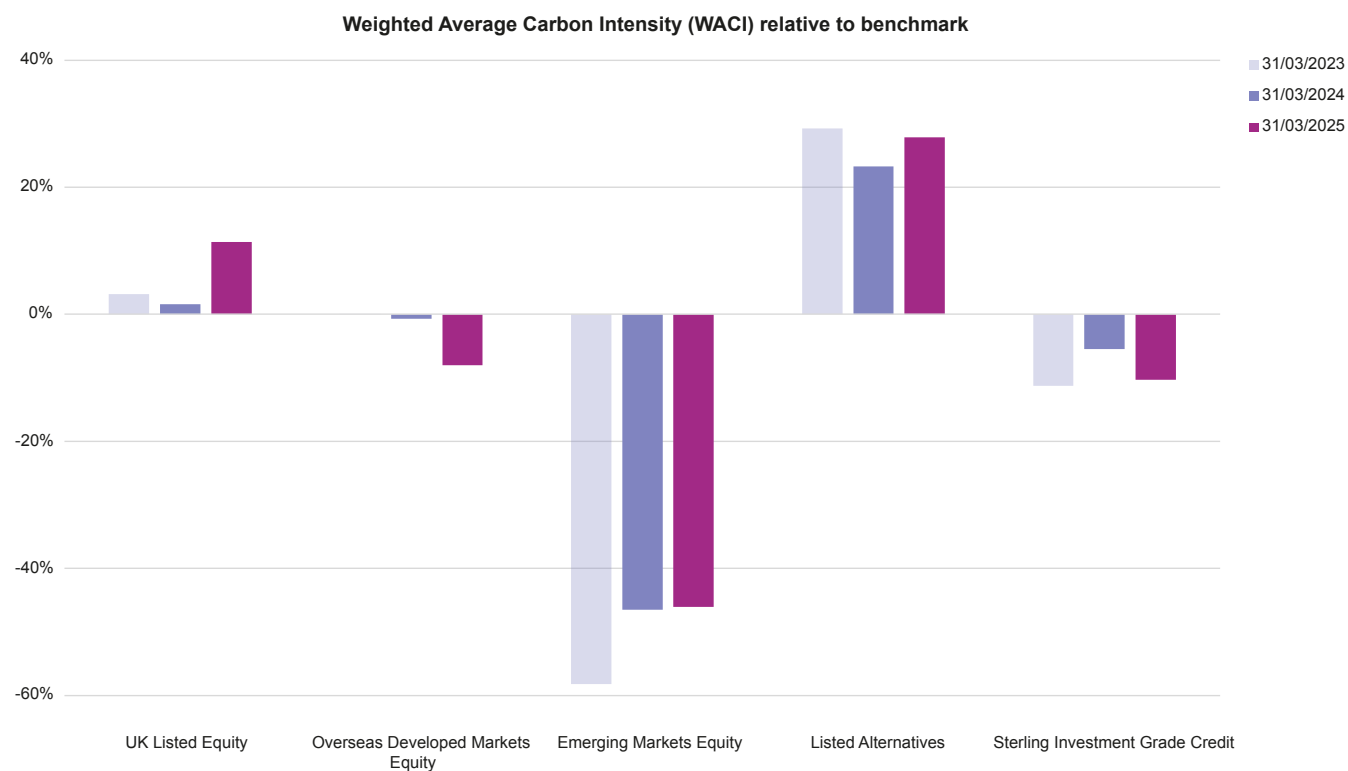


Financed Emissions relative to benchmark



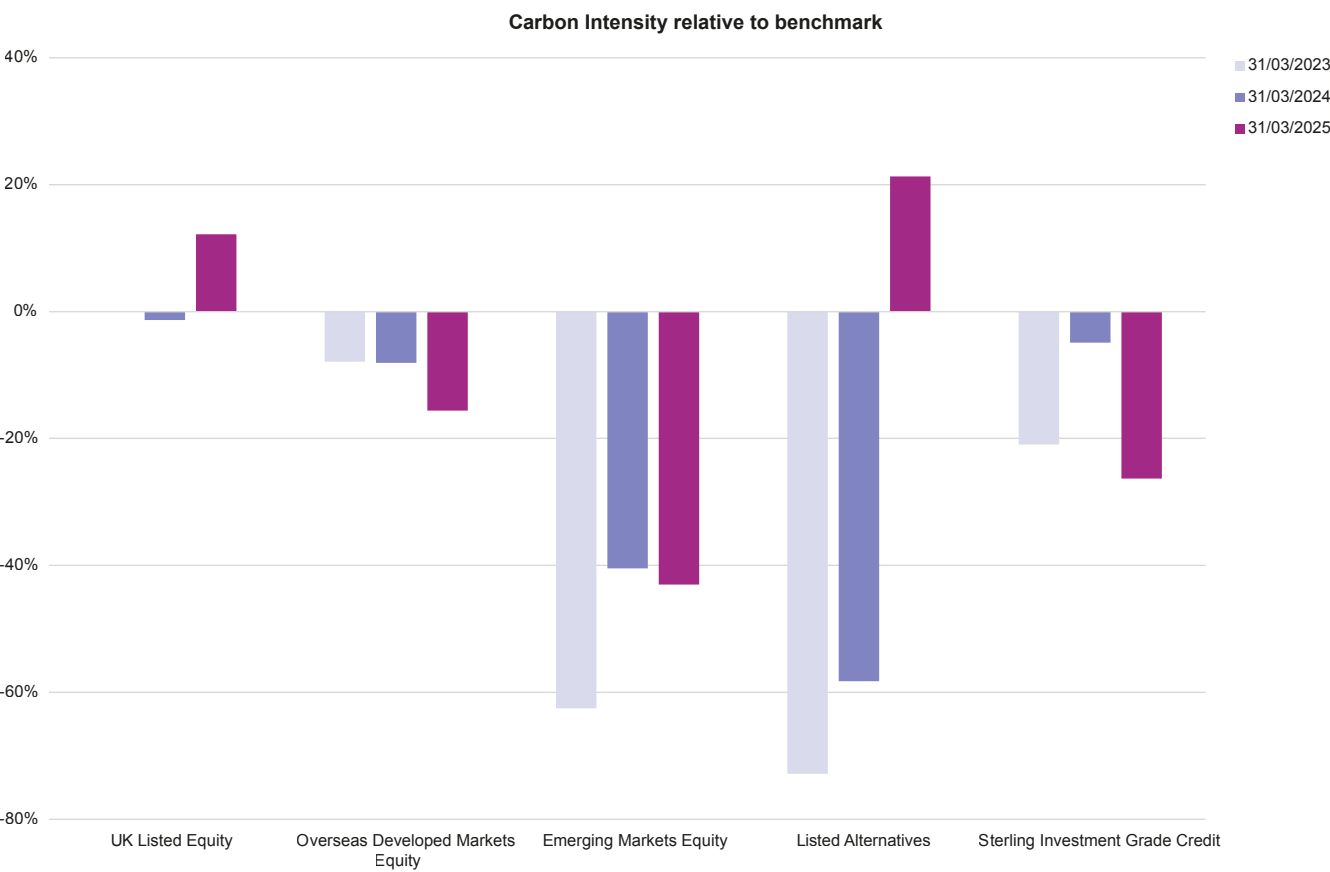
8.0 Investments & Funding

The Overseas Developed Equity Fund, Emerging Markets Equity Fund and Sterling Investment Grade Credit Fund have maintained their relative Weighted Average Carbon Intensity (“WACI”) and Carbon Intensity measures below or in line with the benchmark position.



Source: MSCI ESG Research LLC, 31/03/2025

8.0 Investments & Funding



Source: MSCI ESG Research LLC, 31/03/2025

8.0 Investments & Funding

Commercial Property

During the last quarter of 2024, part of the directly held property portfolio transitioned into a pooled investment vehicle managed by Border to Coast and made up of the direct property assets of other Partner Funds.

This transition of assets is in support of the pooling process; however, it limits the direct control that SYPA has over the specific assets to make dedicated decisions to reduce the carbon footprint. Instead, investment decisions will now be taken by Border to Coast with the continued support of Aberdeen who was the Fund Manager for the SYPA assets, when under direct ownership. Border to Coast is targeting net zero for the UK Real Estate Fund of 2050 and we will continue to push for a more ambitious target.

Due to this transition, a number of the ESG reporting standards, such as GRESB and the Green Building Certification were unable to be submitted and much of the data is no longer directly comparable as the SYPA properties are now pooled with a number of other real estate assets. Reporting in line with TCFD transition and physical risks is included in a standalone TCFD report with fuller reporting to resume within this Annual Report in 2025/26 once Border to Coast have pooled all Partner Fund assets.



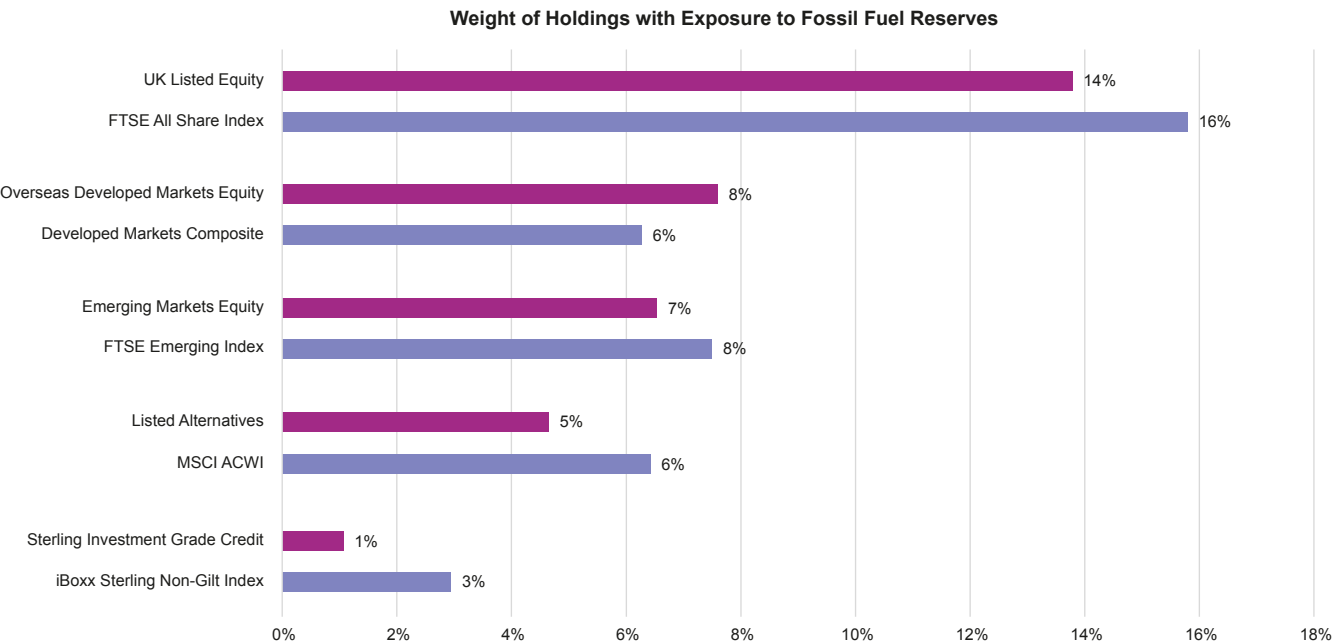
Holdings Analysis

An alternative way of considering the impact of the Authority's investments on climate change is by looking at the nature of the things in which we are invested.

We can also look at the weight of companies in the various portfolios owning fossil fuel reserves and owning clean technology solutions in comparison to the same metrics within the relevant benchmark index and this is shown in the following charts.

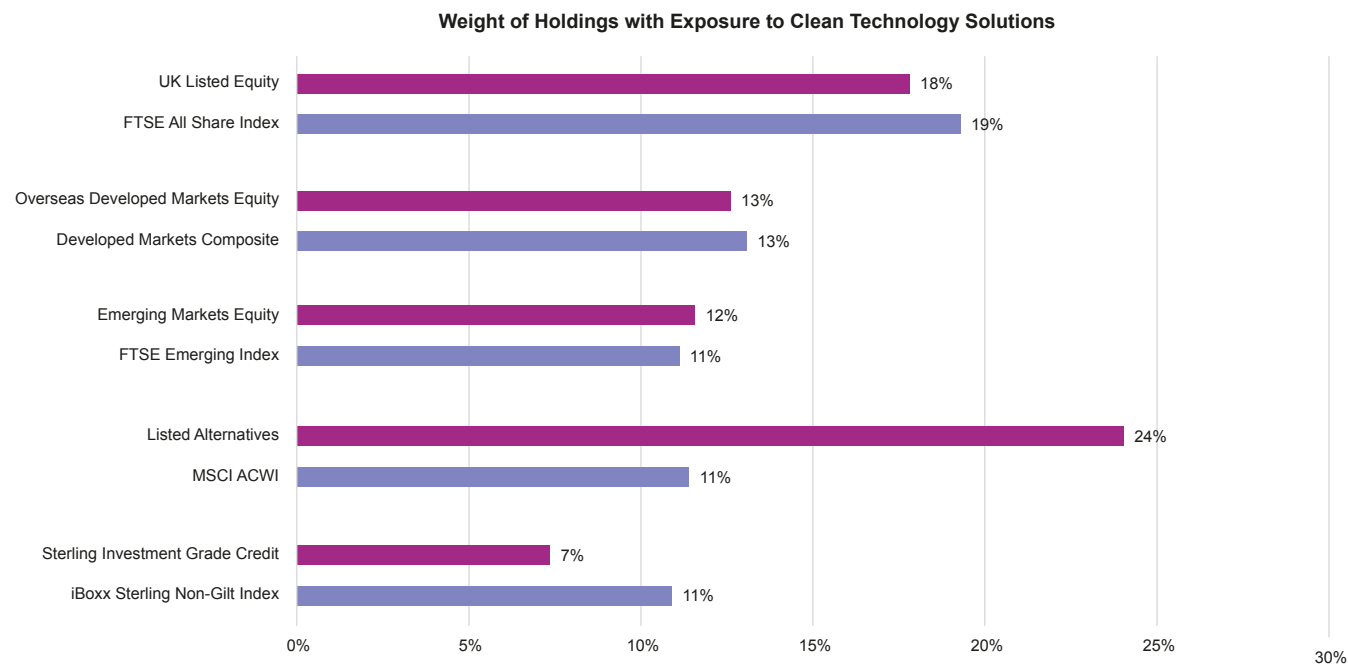
8.0 Investments & Funding

From the graph opposite, it can be seen that only the Overseas Developed Markets Equity fund is overweight fossil fuel reserves relative to its benchmark. All other funds now invest in companies with less fossil fuel reserves than their respective benchmarks.



8.0 Investments & Funding

As well as monitoring the exposure to fossil fuels, the proportion of companies contributing to a low-carbon transition is also monitored. There is currently no industry standard definition for clean technology solutions; the data presented opposite uses MSCI's methodology, which may differ from that of other data providers.



Source MSCI ESG Research LLC 31/03/2025

8.0 Investments & Funding

In the last 12 months...

we have invested over

£75m

into sustainably managed forestry



Investment in portfolios...

owning clean technology solutions and natural capital

2.7

times greater than in fossil fuel reserves



Assets invested in portfolios...

owning clean technology solutions or natural capital

7%

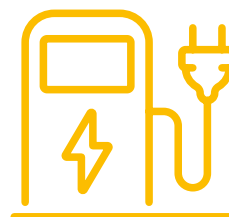


Since 2018...

we have increased our investment in renewables, climate opportunities and natural capital by

39 times

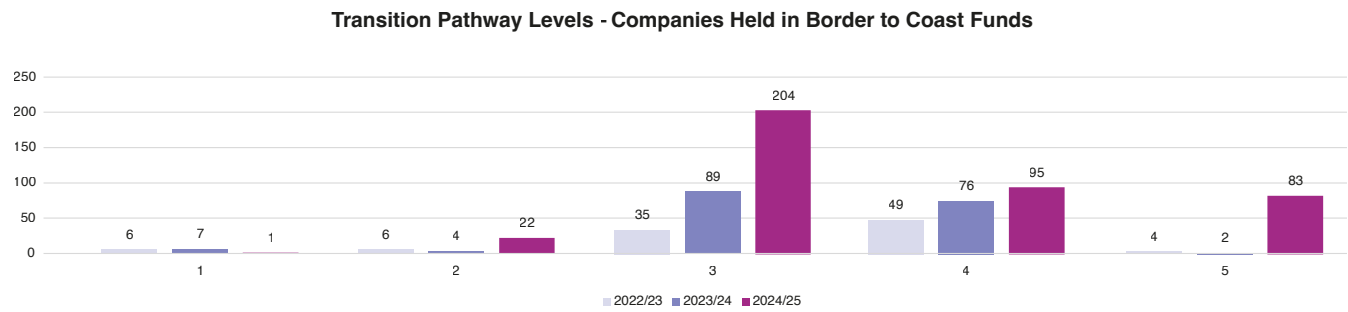
and significantly tilted our portfolio away from oil and gas stocks.



8.0 Investments & Funding

It is also possible to consider the degree of commitment by companies in which we are invested to adapting themselves to the transition to a low/no carbon economy. We can do this through external assessment of companies' positions on the transition pathway. This technique only applies to listed companies held within the portfolios managed by Border to Coast.

- 382 portfolio companies managed by BCPP were rated by Transition Pathway Initiative (TPI) and ranked at level 3/4/5 for the quality of their arrangements for managing carbon. (a year-on-year increase of 129%).



8.0 Investments & Funding

Targets

The Authority has set out its extremely ambitious goal of making its investment portfolios net zero in terms of carbon emissions by 2030.

We have now defined provisional targets for carbon emissions (also known as financed emissions) towards the achievement of this goal, with the addition of information on the portfolio's degree of alignment, with the targets set out in the Paris agreement, gathered through the Strategy Review.

The interim targets set are for the equity portfolios in aggregate and the Investment Grade Credit portfolio to deliver a reduction in financed emissions of 52% relative to 2019 levels by 2025. This is significantly greater than implied in the International Energy Agency's Net Zero Emissions 2050 pathway. From these portfolios, a reduction of 59% has been achieved by 31 March 2025 relative to the 2019 starting level.

This represents a positive step in the Authority's ambition to achieve net zero from its investment portfolios and exceeds the interim 2025 target. It should be noted that these listed portfolios that report financed emissions represent 50% of SYPA's total assets. It is not currently possible to report the equivalent financed emissions on the other half

of the investment portfolio due to a lack of data. We continue to work with Border to Coast and our investment managers to fill this reporting gap.

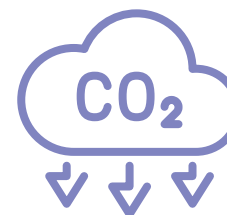
While the Authority would wish to see these portfolios achieve Net Zero by 2030 this is not something that is entirely within our gift; given our dependence on Border to Coast for the provision of investment products, and the fact that the broader partnership goal is set as 2050. Additionally, the world may simply not be evolving quickly enough for the Authority to achieve such an ambitious real-world impact. Therefore, based on current information available, it is estimated that these portfolios could achieve a 65% reduction in emissions by 2030 relative to 2019, compared with the 43% reduction implied in the Paris Agreement pathway to 2050. This total 65% reduction would require year-on-year reductions of approximately 3% p.a., which is less than the equivalent figure required by Paris aligned equity benchmarks.

Interim target reduction in financed emissions of



52%
on 2019 levels by 2025

A portfolio level reduction of



59%
has been achieved by
31 March 2025

8.0 Investments & Funding

The Paris Aligned Asset Owners Framework to which the Authority subscribes also requires the Authority to set targets for the proportion of emissions by:

- Companies which are achieving Net Zero;
- Companies which are already aligned to Net Zero;
- Companies which are in the process of aligning to Net Zero; and
- Companies which are being engaged with to encourage them to align to Net Zero.

Based on progress to date with the public market portfolios (both equity and fixed income) we would expect:

50% of financed emissions to be aligned to Net Zero by 2025, and 70% by 2030.

As at 31 March 2025 3% of financed emissions in reported funds were aligned to a net zero pathway with a further 57% either aligning or committed to aligning and 80% of financed emissions to be subject to engagement by 2025 and 90% by 2030 with 79% covered at 31 March 2025.

All of these targets will be refined as part of the review of the Investment Strategy, which will include an examination of the balance between the different asset classes held by the Fund, which can also have an impact on overall emissions. Engagement with Border to Coast is also ongoing regarding the development of new 'green' products.

8.0 Investments & Funding

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*In accordance with the licence agreement between Border to Coast and MSCI.

8.0 Investments & Funding

Implementing the Funding Strategy Statement

The Funding Strategy Statement, which is available [here](#), is a series of interlinked policies which comply with the relevant statutory guidance and cover the following areas:

- The calculation of employer contributions and the associated calculations of assets and liabilities and the basis for requiring additional contributions to be paid.
- Processes for employers to join and leave the Fund.
- Processes related to the transfer of staff between employers, either within the Fund or to another Fund.
- Processes for reviewing contributions between valuations.
- Specific policies related to schools converting to academy status.
- Policies relating to the review and monitoring of employer covenant.
- Policies related to the prepayment of contributions.

- Policies related to managing the risks arising from ill health retirement.
- Policies related to the treatment of contractors within the Fund.

The objectives of the Funding Strategy are to:

- Take a prudent, long-term view to secure the regulatory requirement for long-term solvency, with sufficient funds to pay benefits to members and their dependants.
- Use a balanced investment strategy to minimise long-term cash contributions from employers and meet the regulatory requirement for long-term cost efficiency.
- Where appropriate, ensure stable employer contribution rates.
- Reflect different employers' characteristics to set their contribution rates, using a transparent funding strategy.
- Use reasonable measures to reduce the risk of an employer defaulting on its pension obligations.

These policies are reviewed every three years alongside the valuation of the Fund, or more frequently if there is a change in the regulations.

This section of the Annual Report outlines the way in which the various policies contained in the Funding Strategy Statement have been implemented during the year.

This year saw:

- An update to the Cessation Policy was undertaken to ensure the Authority was compliant with the regulations and acting in a fair and transparent way with all employers.
- Commencement of communication with Fund employers regarding the 2025 Valuation. This included working with the larger main scheme employers in line with the stabilisation mechanism in place that manages changes in their contribution rates.

8.0 Investments & Funding

Ordinary Contributions

The Fund collected employer contributions of £192.7 million (£314.2 million in 2023/24) and employee contributions of £81.9 million (£78.0 million in 2023/24) during the year.

The Fund paid out £15.5 million of the employer contributions (£39.7 million paid out in 2023/24) related to secondary contributions either contributing towards repaying employer funding deficits or refunding employers' share of the Fund's surplus. A full breakdown of these contributions is set out in the Appendix to this Annual Report. The Fund collects contributions by direct debit and therefore there were no occasions where employers failed to pay over contributions on time.

Additional Contributions

The Fund collected additional contributions of £5.6 million (£4.5 million in 2023/24) from 28 employers (24 in 2023/24) to meet the costs of allowing 128 scheme members (134 in 2023/24) to take their pension early. These payments are required as an immediate lump sum. In addition, the Authority received £0.3 million (2023/24 £0.3 million) through the levy on the four district councils in respect of the unfunded liabilities of the former South Yorkshire County Council, the actuarial value of which

is estimated at £1.3 million (2023/24 £1.6 million). The levy represents the payments to 90 surviving employees of the former County Council (2023/24 105).

Ill Health Retirement

During the year, 51 scheme members retired on the grounds of ill health. Ill health benefits are tiered according to the likelihood of the scheme member being able to return to employment before their normal retirement age. The table below shows the numbers of ill health retirements in each tier. Larger

employers such as the local authorities, colleges and the university meet the costs of ill health retirement through their contribution rate. Given the potentially large and uneven costs of ill health retirements, all other employers contribute a small element of their contribution rate to an ill health insurance provision within the Fund. 70% of the ill health retirements in 2024/25 were covered by the ill health insurance provision. The "premiums" for this arrangement are reviewed alongside the triennial valuation to ensure that the resources within this "insurance fund" are sufficient to meet the likely future costs.

	2023/24		2024/25	
	Number of Ill Health Retirements	Number of Employers with Ill Health Retirements	Number of Ill Health Retirements	Number of Employers with Ill Health Retirements
Tier 1	46	14	45	24
Tier 2	1	1	2	2
Tier 3	6	5	4	4
Total ¹	53		51	

¹Note: Employers may have ill health retirements in more than one tier therefore employer numbers are not totalled to avoid double counting.

8.0 Investments & Funding

This arrangement lessens the risk to future contributions for smaller employers caused by the potentially significant costs of a single ill health retirement.

Employers Joining the Fund

29 new employers joined the Fund over the course of the year. These broke down between different types of employers as set out in the table below.

Of the contractors entering the Fund, all utilised the

Employer Type	New Employers 2024/25
Local Authorities and Further and Higher Education Institutions	0
Academies and Multi Academy Trusts	14
Town and Parish Councils	0
Contractors	14
Other Bodies	1
Total	29

pass-through policy which allows their contributions to be set at the same level as the employer letting the contract. All academies or multi academy trusts joining the Fund did so in line with the specific policies relating to these types of employers.

Employers Leaving the Fund

During the year 10 employers ceased to participate in the Fund. In some cases, this was because their contract came to an end, in others because their last active member ceased employment.

Employer Type	Ceasing Employers 2024/25
Local Authorities and Further and Higher Education Institutions	0
Academies and Multi Academy Trusts	0
Town and Parish Councils	0
Contractors	9
Other Bodies	1
Total	10

- As a result of cessations, the Authority paid out £49,272 in exit credits to 5 employers who had a surplus on ending their participation in the Fund (2023/24 £978,434 to 23 employers).
- There were no employers who had a deficit on ending their participation in the Fund this year, which is a reflection of the overall improved funding position. (In 2023/24, the Authority received £59,750 from 8 employers who had a deficit on cessation).

8.0 Investments & Funding

Prepayment of Contributions

In agreement with the Fund's actuary, the Authority allows employers to prepay their employer contributions at either the beginning of each year or at the beginning of the three-year valuation period, with a reconciliation at the year end to ensure the correct total has been paid. This allows employers to receive a small discount because of their funds being invested earlier.

The amounts paid are summarised in the table opposite which clearly demonstrates the front loading of contributions in 2023/24 following the implementation of the 2022 Valuation results.

Bulk Transfers Between Funds

The Fund received a net bulk transfer payment from East Riding Pension Fund of £531,456. This was a net payment due to an outstanding bulk transfer of members previously employed by Humberside Police into our Fund on 1 June 2015 and then back out of our Fund on 01 April 2020.

Reviews of Employer Contribution Rates

No reviews of employer contribution rates have either been requested or undertaken during 2024/25 (2023/24 Nil). The Authority did receive several approaches as to whether surpluses would be returned earlier, but given the proximity of the

Employer Type	2023/24		2024/25	
	Prepayments Received £	Number of Employers Prepaying	Prepayments Received £	Number of Employers Prepaying
Local Authorities and Further & Higher Education Institutions	£136,662,000	2	£0	0
Academies and Multi Academy Trusts	£0	0	£0	0
Town and Parish Councils	£0	0	£0	0
Contractors	£0	0	£0	0
Other Bodies	£0	0	£0	0
Total	£136,662,000	2	£0	0

next triennial valuation and update of the Funding Strategy Statement, there were no compelling special circumstances put forward for consideration.

9.0

Scheme Administration

9.0 Scheme Administration

The administration of the scheme covers a wide range of duties from onboarding and continual support of employers, collection of monthly pension contributions (employers and employees) together with data collection for every individual member of the scheme, all to ensure our Pension Administration database is up to date and we can process member benefits accurately and on time.

Summary of administration activities undertaken during the year

The Authority continues to invest in resources and technology to develop an efficient delivery platform and provide value for money for our stakeholders. The Pensions Administration department is made up of four dedicated service areas as outlined below.

Benefits

Focus on delivering tasks for all contributing, leaving and pensioner members. This includes work such as calculating retirement benefits, making benefit payments and calculating and paying transfers to other Funds.

Customer Services

The first port of call for all stakeholders and leads on all areas of member engagement. This includes our

member helpline, website, and face to face support and events such as pre-retirement presentations and mypension drop-in sessions. The team also produce written communications, such as leaflets, newsletters and bulletins.

Employer Services

Provide training and support to our employers and ensure all monthly data returns are processed. This includes work such as admitting new employers into the Fund and facilitating training for those staff working in the employer organisations who deal with LGPS pensions.

Technical Support & Training

Support the whole department with their technical knowledge and training expertise. We have been changing our approach to training and development

to ensure that we can provide the best possible services to our members. We aim to ensure all colleagues have the tools and resources to continuously develop their skills and knowledge, and to progress in their chosen roles. Professional training for Pensions staff has been reintroduced. This team are also responsible for data analysis, improving data quality and monitoring complaints and appeals.

These service areas are constantly evolving to service the needs of our membership and employers.

The LGPS is a defined benefit scheme with benefits defined under statutory regulations (LGPS Regulations) which are not affected by the Fund's investment performance or market conditions.

Over the last twelve months, the Pensions Administration team continued to work hard to ensure

9.0 Scheme Administration

the benefits it looks after for scheme members are paid accurately, on time and according to scheme regulations. Accurate and timely data from scheme employers, strong internal controls, innovative technology, and excellent communication standards are all fundamental to achieving this aim.

Arrangements in place for gathering assurance over the effective and efficient operation of administration operations include the following:

- Quarterly performance reporting to:
- The Authority
- Local Pension Board
- Internal audit
- External audit
- The Pension Regulator's annual scheme return

Key projects undertaken across the year have included completing GMP reconciliation and rectification and clearing supplemental pension increase payments due on lump sum payments from 2018. The revised transfers out procedure was embedded after an overhaul to ensure the Fund was fully compliant with all guidance and the only task still outstanding on this project is to sign the Authority up

to the Regulator's Scam Pledge.

Throughout 2024/2025 the Authority continued to work on clearing its backlogs with around 70% cleared by year end and rigorous monitoring now in place.

Implementation of the Administration Improvement Plan was a priority this year. The initial focus was to implement the organisation change approved in 2023/24. All newly created posts were recruited to during the year and training plans put in place, however it is too early to see the full impact of this investment just yet. Data quality was also a priority as this was required for normal day to day business but also for the McCloud Remedy and the 2025 Valuation. Due to delays by the pension administrator software provider in developing required functionality, system improvements have been hampered.

The Authority data cleanses throughout the year. Due to an annual process not being able to be run on time in autumn 2024 this resulted in a small drop in the Scheme Specific Score posted this year. See Table E later in this section. Steps have been taken to ensure this should not happen again.

All employers submit monthly data returns. Contribution payments are collected by direct debit and processes are in place to identify and chase late

submissions as well as monitoring the data quality. 95% of monthly data was provided on time during the year. Work undertaken by the team has resulted in more data being received on time. Work will continue in this area but also with a focus on data accuracy as well as timeliness.

The Authority is proud of its buy-in from the membership regarding our online portal; 52% of the membership are now registered to view their benefits online.

9.0 Scheme Administration

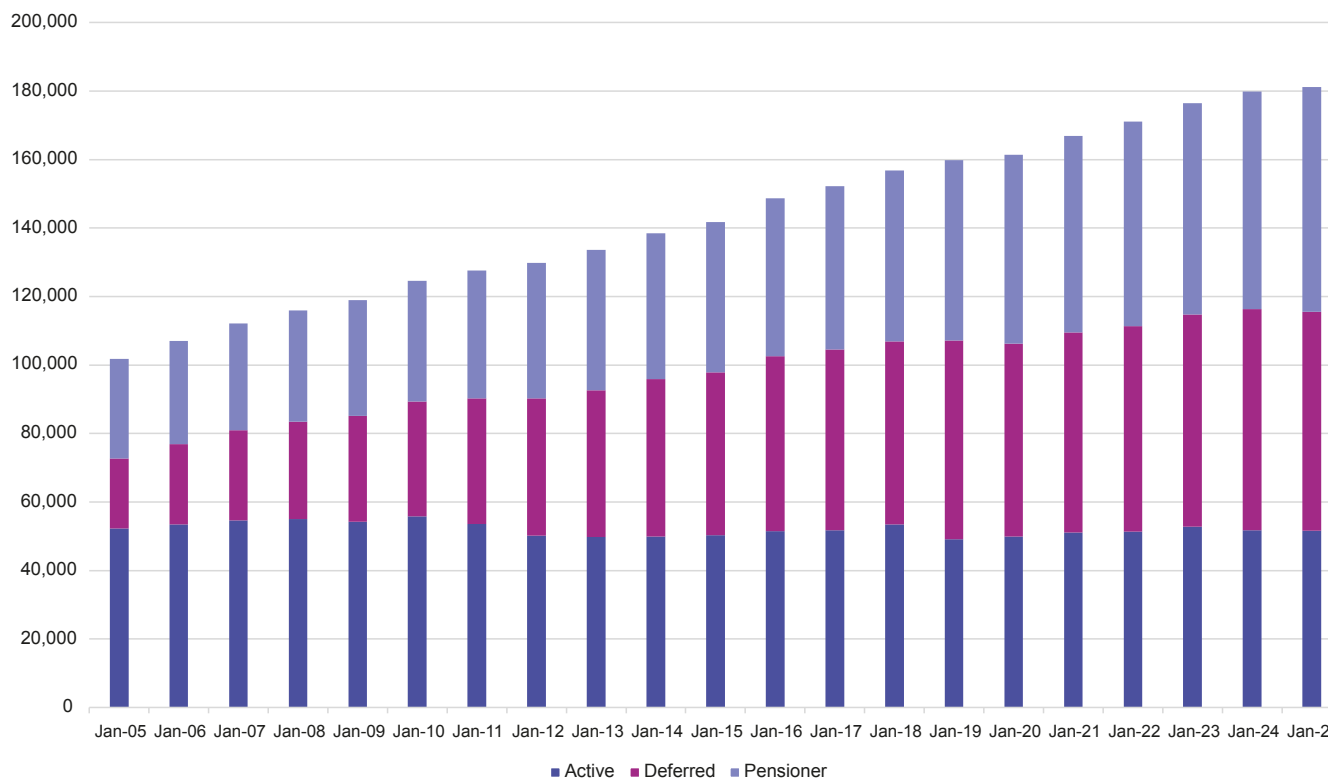
Services provided to all Fund members

The Fund prides itself on developing and delivering communications of a high standard, ensuring it is well placed to deal with change and challenge. We seek to place our customers at the heart of everything we do, ensuring the Fund drives continuous improvement and develops working practices, systems and processes which are informed and prioritised according to the needs of those customers.

The Fund continues with regular communication which includes:

- Regularly updating website content and design.
- Delivering bulk email campaigns to members.
- Producing engaging, educational content on our Social Media channels.
- Producing annual newsletters, bespoke to our membership categories.
- Delivering pension roadshow events across South Yorkshire, ensuring they are accessible to all.
- Providing both members and employers with a range of face-to-face and digital support, webinars, presentations, workshops and events.

South Yorkshire Pension Fund - Membership Trend Since 2005



9.0 Scheme Administration

- Seeking feedback from members to improve future services through member engagement forums.

The Customer Services team is the first port of call for most stakeholders, including the member helpline, with around 37,500 calls during 2024/25, and 45,713 emails. An increase on numbers in both areas over the previous year.

The Fund's dedicated Employer Services team are committed to supporting our employers by providing information to members on a wide range of pension matters at the members' workplace, offering a variety of ways to engage with and support our members. These include individual consultations, member self-service sessions and a suite of webinars aligned to a member's customer journey from introduction to the LGPS to retirement. Member engagement forums remained popular and provided the Authority with valuable insight and feedback from each category of membership. Initiatives such as Pensions Awareness Week and Talk Money Week were utilised to increase scheme members' knowledge of the value of their pension to them, using both specific events and social media campaigns.

Services provided to all employers

The monthly data provided by employers is essential to effectively administer the Local Government Pension Scheme for members. Working effectively with employers is therefore crucial. Employers have a range of statutory responsibilities, the most important of which is the requirement to pay over contributions intact and on time supported by accurate data in the format required by the Authority. The pensions administration team undertakes monthly and year-end data quality checks. Mortality screening and address verification is also undertaken to continue to improve the data held, to ensure member benefits are accurate. Employers must provide their monthly data submission on time so that their contributions payable can be collected by direct debit by the 19th of the month at the latest. The employers are provided with an annual timetable of the preferred collection dates.

Scheme employers now receive a monthly newsletter, rather than quarterly, covering hot topics, updates on administration issues and important reminders. Employers are reminded regularly that the team will support in-person presentations at their workplace, followed by member one-to-ones should there be a local need. Notable successes during the reporting year have been;

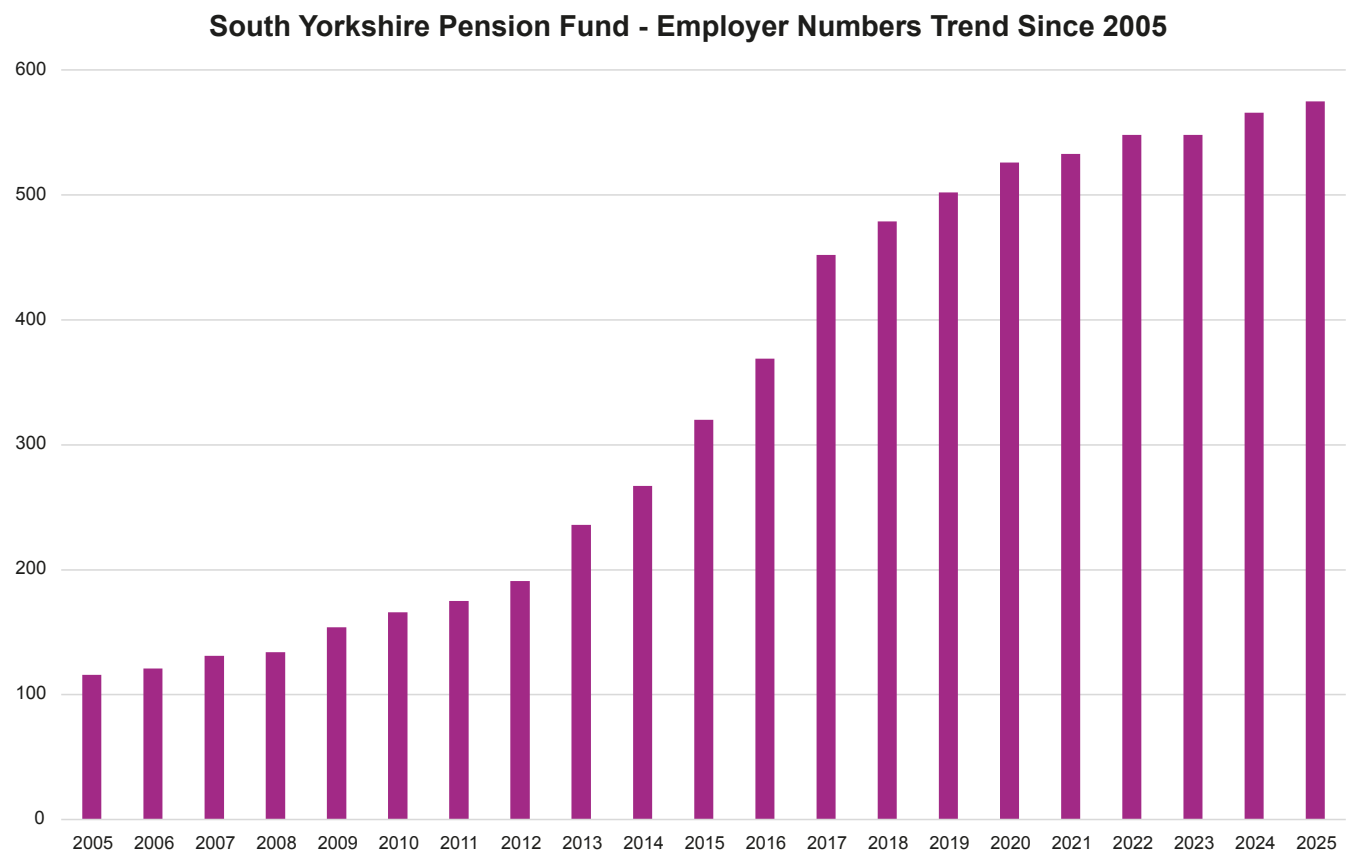
- Collaboration with employers has improved on time data collection from 92% in 2023/24 to 95% this year.
- Engagement staff running 28 training sessions that were attended by 105 employers covering 15 topics.
- Employers Forum was well attended, and the team received positive feedback. The Director attended to discuss the upcoming 2025 triennial Valuation.
- The second 'FD Summit' was held in February with Chief Financial Officers of our largest employers in the Fund. A focus was the initial Fund results for the 2025 Triennial Valuation.
- Building relationships with employers and having regular meetings with four of the larger employers to ensure data quality is maintained/improved.

These events provide the Fund with a valuable opportunity to demonstrate new developments as well as enhancing service delivery based on the feedback received from participants. Employer Services continue to deliver and develop employer coaching sessions to support new employers, those with staff changes or a need for refresher training. These sessions have been delivered via webinars and videos, with the aim of increasing understanding

9.0 Scheme Administration

of employer responsibilities and how the Authority and the employers work together to deliver benefits to members.

The Authority has an Employer Peer Focus Group which has provided valuable feedback during the year and assisted in the development and roll-out of further initiatives and service improvements.



9.0 Scheme Administration

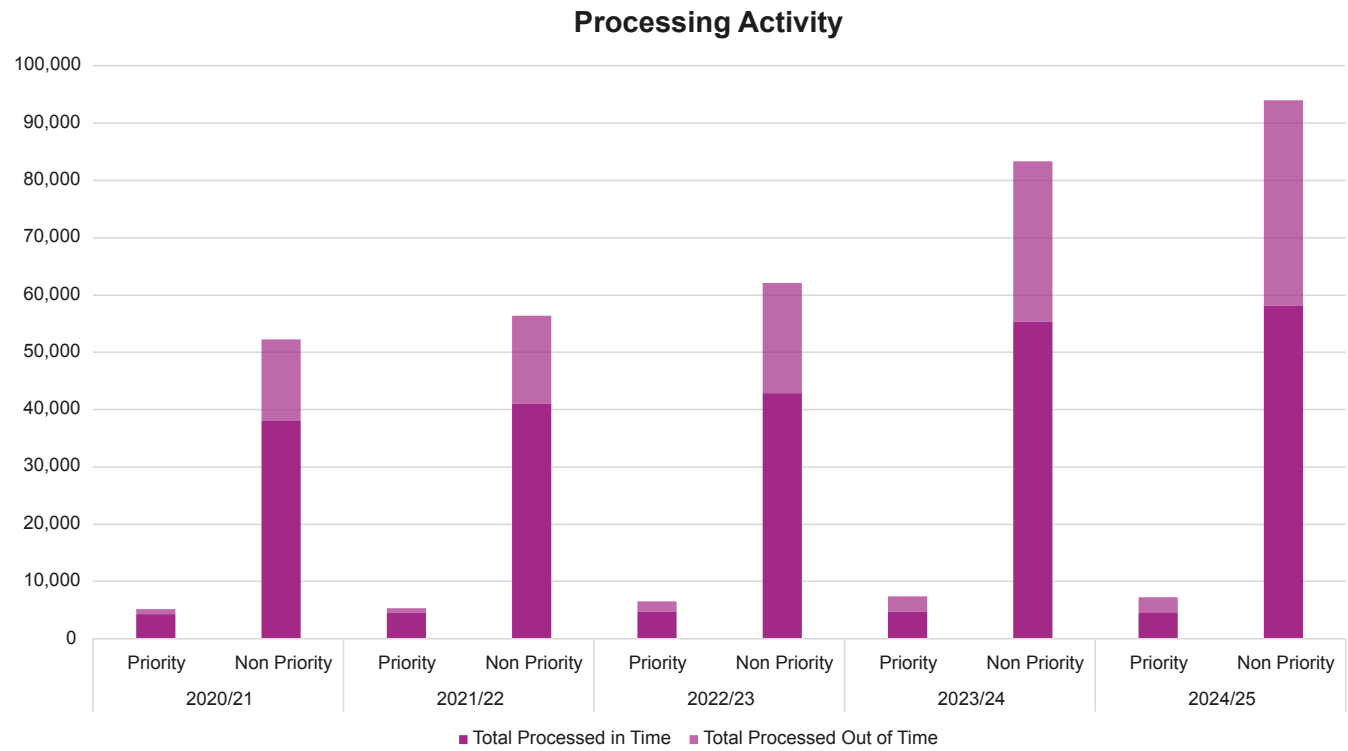
Administration key performance indicators

Over the last year, the Authority has continued to develop the performance management framework. We use the data and information collected to assess our performance, look for areas of improvement, and benchmark our work against others. Overall, it helps us to make better decisions.

A Key Performance Indicator (KPI) is a measurable target that indicates how individuals or businesses are performing in terms of meeting their goals. There are many performance indicators used across all aspects of our work. The information shown in this report is based on the Scheme Advisory Board's guidance and requirements for LGPS Funds to include within the annual report.

Measuring casework - Volumes

We record every piece of work that we process using a task flow process. These processes allow us to count the work we complete. The chart below shows the volume of casework processed within time in the year.



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Table A

Code	Casework KPI	Total number of cases open start of year	Total number of new cases created in year	Total number of cases completed in year	Total % of cases completed in year	Total number of cases completed in previous year	Total % of cases completed in previous year
A1	Deaths recorded of active, deferred, pensioner and dependent members	475	4,153	4,121	89%	4,054	90%
A2	New dependent member benefits	0	768	768	100%	757	100%
A3	Deferred member retirements	173	1,971	1,959	91%	1,896	92%
A4	Active member retirements	176	2,243	2,241	93%	2,074	92%
A5	Deferred benefits	8,481	7,522	9,220	58%	7,855	48%
A6	Transfers in (including interfund in, club transfers)						
	Quote	1,041	2,113	2,286	72%	2,181	68%
	Payment	241	1,020	981	78%	565	70%
A7	Transfers out (including interfund, club transfers)						
	Quote	316	1,778	1,823	87%	1,916	86%
	Payment	73	711	718	92%	792	92%
A8	Refunds						
	Quote	811	4,065	4,080	84%	4,149	84%
	Payment	76	1,037	1,051	94%	1,096	94%

9.0 Scheme Administration

Code	Casework KPI	Total number of cases open start of year	Total number of new cases created in year	Total number of cases completed in year	Total % of cases completed in year	Total number of cases completed in previous year	Total % of cases completed in previous year
A9	Divorce quotations issued	57	417	457	96%	430	88%
A10	Actual divorce cases	17	29	32	70%	25	60%
A11	Member estimates requested either by scheme member or employer	483	4,234	4,315	91%	4,211	90%
A12	New joiner notifications	342	9,903	10,167	99%	11,395	98%
A13	Aggregation cases						
	Quote	2,094	5,283	4,689	64%	4,129	66%
	Actual	6,027	4,729	4,198	39%	1,624	21%
	Data upload	209	3,553	3,683	98%	1,170	85%
A14	Optants out received after 3 months membership*						
	Deferment optants			206		172	
	Refund optants			154		135	

*Not possible on the Authority's system to track the start to completion date of these cases, therefore data shown is number of completions based on using the case completed process filtered by opt-out reason.

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Measuring casework - Performance

The task flow processes we use also enable us to measure the time it takes us to process casework.

We use different targets than those suggested by the Scheme Advisory Board but have been able to demonstrate our performance against those suggested as best as we can.

Table B

Code	Casework KPI	Suggested Target Number of Days	Total number of cases completed in year	Percentage completed within fund target in year	Total number of cases completed in previous year	Percentage completed within fund target previous year
B1	Communication issued with acknowledgement of death of active, deferred, pensioner and dependent member	5	2,079	91%	2,022	88%
B2	Communication issued confirming the amount of dependents pension	10	837	61%	794	68%
B3	Communication issued to deferred member with pension and lump sum options (quotation)	15	22,379	96%	21,145	95%
B4	Communication issued to active member with pension and lump sum options (quotation)	15	21,788	97%	20,415	97%
B5	Communication issued to deferred member with confirmation of pension and lump sum options (actual)	15	1,811	98%	1,708	95%
B6	Communication issued to active member with confirmation of pension and lump sum options (actual)	15	2,159	75%	1,971	82%
B7	Payment of lump sum (both active and deferred members)	15	3,970	86%	3,679	88%

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Code	Casework KPI	Suggested Target Number of Days	Total number of cases completed in year	Percentage completed within fund target in year	Total number of cases completed in previous year	Percentage completed within fund target previous year
B8	Communication issued with deferred benefit options	30	7,762	36%	6,315	47%
B9	Communication issued to scheme member with completion of transfer in	15	1,235	49%	1,076	52%
B10	Communication issued to scheme member with completion of transfer out	15	529	78%	512	85%
B11	Payment of refund	10	1,005	85%	1,011	94%
B12	Divorce quotation	45	370	99%	348	100%
B13	Communication issued following actual divorce proceedings i.e. application of a Pension Sharing Order	15	17	59%	10	40%
B14	Communication issued to new starters	40	10,144	99%	11,242	99%
B15	Member estimates requested by scheme member and employer	15	2,234	83%	1,924	97%

9.0 Scheme Administration

Across 2024/25 there were still challenges in achieving the targets for processing work and in understanding how to better use the data available for managing performance. However, positive progress has been made. Nearly 70% of the casework backlog had been cleared by 31 March 2025. Statistics clearly show a record high for the volume of work completed in the year at 101,203 cases. This is an increase of just over 11.5% on the number of cases completed in 2023/24 (90,745). This provides evidence that the new ways of working and resourcing the operation are having a positive impact.

Communications and engagement

We also measure aspects of our work linked to ensuring good communication and providing opportunities for members to engage with their pension. The table below provides details of some of these metrics in line with the Scheme Advisory Board's guidance.

Table C

Ref	Engagement with Online portals	Percentage as at 31 March 2024	Percentage as at 31 March 2025	Trend
C1	% of active members registered	63%	65%	↑ 2%
C2	% of deferred members registered	52%	56%	↑ 4%
C3	% of pensioner and survivor members	42%	47%	↑ 5%
C4	% total of all scheme members registered for self service	52%	55%	↑ 3%
C5	Number of registered users by age	93,200	100,236	↑ 8%
C6	% of all registered users that have logged onto the service in the last 12 months	49%	50%	↑ 1%
C7	Total number of telephone calls received in year	32,490	37,456	↑ 15.3%
C8	Total number of emails	37,001	45,713	↑ 23.5%
C9	Number of scheme member events held in year (total of in person and online)	95	59	↓ -37.9%
C10	Number of employer engagement events held in year (in person and online)	41	121	↑ 195.1%

9.0 Scheme Administration

Table C (continued)

Ref	Engagement with Online portals	Percentage as at 31 March 2024	Percentage as at 31 March 2025	Trend
C11	Number of active members who received a one to one (in person and online) Excluding offsite at employer	345	532	↑ 54.2%
C12	Number of times a communication (e.g., Newsletter) issued to:			
	a) Active Members	1	1	-
	b) Deferred Members	1	1	-
	c) Pensioners	2	2	-

Table C5 – Number of registered users by age

Age Band	Total Members Registered 31 March 2024	Total Members Registered 31 March 2025	Trend
16-29	4,421	4,086	↓ -8.2%
30-44	20,532	20,514	↓ -0.1%
45-54	20,238	20,356	↑ 0.6%
55-64	30,031	31,543	↑ 4.8%
65+	17,978	23,763	↑ 24.3%
Total	93,200	100,236	↑ 7.0%

Table D – Resources

Ref		As at 31 March 2024	As at 31 March 2025
D1	Total number of all administration staff (FTE)	62.1	71.8
D2	Average service length of all administration staff	12 Years, 3 Months	11 years, 6 months
D3	Staff vacancy rate as %	4.5%	7.9%
D4	Ratio of all administration staff to total number of scheme members (all staff including management)	1:2,900	1:2,520
D5	Ratio of all administration staff (excluding management) to total number of scheme members	1:3,050	1:2,710

9.0 Scheme Administration

Monthly data collection

A key factor influencing the level of service the Authority can provide to scheme members is the timeliness and accuracy of data submitted by employers to enable completion of statutory duties. In 2018 monthly data collection from employers was introduced and in 2020 introduced the collection of contributions by direct debit derived directly from the data files submitted by employers and their data providers. Employers have continued to engage with the Authority across this year and 100% of employers now provide monthly data submissions and all pay their contributions by direct debit. 95% of submissions were submitted on time this year. See Table E.

The Authority monitors the responsiveness of employers to the queries which inevitably arise about both monthly data submissions and on other occasions such as scheme members retiring and data on the most significant numbers of outstanding queries are provided to the Local Pension Board each quarter. Over the course of the year significant progress has been made by the larger employers, helped by a more structured and intensive process of engagement with them. Tracking data has helped the team identify which employers were having difficulties in either responding to queries or in submitting accurate monthly data and then targeting support.

Table E – Data Quality

Ref	Data Quality Measure	Percentage 2023/24	Percentage 2024/25	Trend
Annual Benefit Statements				
E1	Percentage of Annual Benefit Statements issued as of 31 August	100.0%	100.0%	0.0%
Data category				
E3	Common data score	97.0%	97.0%	0.0%
E4	Scheme specific data score	96.0%	95.0%	↓ -1.0%
E5	Percentage of active, deferred and pensioner members recorded as 'gone away' with no home address held or address known to be out of date	2.2%	1.9%	↓ -0.3%
E6	Percentage of active, deferred and pensioner members with an email address held on file	63.0%	59.0%	↓ -4.0%
Employer performance				
E7	Percentage of employers set up to make monthly data submissions	100.0%	100.0%	0.0%
E8	Percentage of employers who submitted monthly data on time during the reporting year	92.1%	95.0%	↑ 2.9%

NB: The measures provided by Scheme Advisory Board do not include any referenced as E2.

9.0 Scheme Administration

The table below summarises the performance of the “top 10” employers (those with the highest volume of queries) in terms of resolving queries over the course of the year:

Table F – Summary of Employer Queries Raised, Completed and Outstanding

Shown by Quarter for 10 Employers with highest total query volumes to up to 31 March 2025

Employer	Q1 2024/25				Q2 2024/25				Q3 2024/25				Q4 2024/25			
	Opening	Raised	Completed	Closing	Opening	Raised	Completed	Closing	Opening	Raised	Completed	Closing	Opening	Raised	Completed	Closing
Capita	108	21	23	106	106	50	36	120	120	73	33	160	160	74	139	95
Sheffield City Council	184	123	245	62	62	197	194	65	65	232	183	114	114	248	301	61
EPM	88	13	33	68	68	13	20	64	64	11	17	55	55	23	22	56
City of Doncaster Council	50	83	101	32	32	117	92	57	57	159	145	71	71	146	188	29
Rotherham MBC	84	79	133	30	30	114	88	56	56	209	205	60	60	156	186	30
Abbeyfield Primary Academy	31		3	28	28	2	4	26	26	5	2	29	29	4	10	23
Conisborough Ivanhoe Primary	38	2	6	34	34	4	8	30	30	4	7	27	27	6	9	24
The Chief Constable	43	37	40	40	40	37	20	57	57	37	64	30	30	44	55	19
High Storrs School	21	5	2	24	24	4	7	21	21	7	7	21	21	2	5	18
Tinsley Meadows Primary	40	3	13	30	30	4	7	27	27	4	8	23	23	7	13	17

9.0 Scheme Administration

Number of Active Employers in the Fund and Movement in the Year

Total number at 1 April 2024	566
Admissions during the year	29
Terminations during the year	-10
6 Academies consolidated to become 1 MAT	-5
Previous year terminations	-9
Total Number at 31 March 2025	571

Actions taken to deliver the Consultation, Communications and Engagement Strategy

The Authority's mission is: "To deliver a sustainable and cost-effective pension scheme for members and employers in South Yorkshire delivering high levels of customer service and strong investment returns which facilitate stable contributions."

Over the year, the Authority has continued to consult with all stakeholders, employers, and members. Regular focus groups have been run with employers, and they have been consulted on a number of areas including, but not limited to, changes to the Employer Hub, Annual Benefit Statements and the Valuation. Scheme member satisfaction surveys as well as

employer satisfaction surveys were undertaken. Results can be found below. Each quarter the results of the feedback are monitored, and improvement actions put in place where appropriate.

The Authority's communication principles have been adhered to, and all communications are offered in a range of methods to help ensure that no one in our scheme is disadvantaged. We offer large print, audio, and braille formats.

Across the year we have delivered pension forecasts, bespoke newsletters to all categories of membership, employer newsletters, Board news updates, run presentations for employees and employers to name but a few, all in line with the strategy. Teams at the Authority use many different methods to deliver messages. Digital is the Authorities preferred method, but all are catered for, and it is recognised that digital does not suit everyone.

Value for money

To ensure the effectiveness of the administration services, the Authority is monitored through internal and external audits. The Authority returned to CEM in 2022/23 to benchmark administration performance against an appropriate peer group. That group has

increased in 2023/24 to 16 other administration providers. The analysis of the results received in 2024/25 provided the Authority with the opportunity to understand how its costs and performance / quality of service rate compared to others and helped identify areas for improvement. CEM benchmark the overall cost effectiveness of pension schemes in both the private and public sector by looking at several measures designed to assess customer service as well as administration costs. The total administration costs per member, based on the 2023/24 data, was £33.26 per member. This is higher than the previous year, mainly because our headcount increased by 8% but was still £1.73 below the peer group average of £34.99 per member.

Whilst we must not be complacent about our costs, what is more important is the quality and level of service that we deliver with the resources available, and whether that represents efficient and effective use of our resources and meets the needs of our scheme members and employers. CEM's summary places the Authority as a 'high member service', 'low cost' provider regarding cost effectiveness. This is an improvement on the previous year when we were placed as a 'basic service' 'low cost'.

9.0 Scheme Administration

This data was used in setting our corporate objectives in 2024/25, to look to increase the service score without necessarily increasing costs. The Authority continues to invest in resources and technology to continue to develop an efficient delivery platform and provide value for money for our stakeholders. The Authority participates in the CEM survey annually and uses the report to identify areas for improvement to feed into the administration improvement plan.

These are some of the key highlights from the benchmarking exercise. This was carried out in 2024/25 but was based on the data for the 2023/24 financial year.



1 FTE staff member per 2,499 scheme members
vs an average of 1:2476



Average remuneration
2.3%
more than average



72%
72% of deferred members retiring received their pension within a month

Quality - areas for improvement

Quality - positives

Administration



SYPA cost per member
£26.77



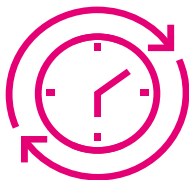
Average cost per member
£30.12



Member Service Score
64/100
vs average of 61



Face to face meetings with members
most peers no longer offer this



Call wait times
330s vs average of 163s



50%
of active retirements paid within a month vs 66%

9.0 Scheme Administration

Complaints and dispute resolution

There are times when scheme members, employers and the Administering Authority may find themselves in disagreement about a pension issue. The first approach in these situations is for those involved to talk to each other to reach a resolution. However, should this not prove possible, the Fund has an established Internal Disputes Resolution Procedure (IDRP).

The IDRP is a two-stage process. When the Fund or an employer makes a decision about a beneficiary's benefit under the LGPS rules, if for any reason a member, pensioner, deferred pensioner or potential beneficiary is not satisfied about a decision made they can apply to the employer or the Fund to have their complaint reviewed under a stage 1 of the IDRP. If the beneficiary is dissatisfied with the stage 1 decision, they may invoke stage 2 of the IDRP within 6 months of the stage 1 decision. If after the stage 2 decision the beneficiary is still dissatisfied, they can contact The Pensions Ombudsman (TPO) for help when dealing with a complaint.

The member or beneficiary has three years in which to apply to The Pensions Ombudsman who can investigate any type of complaint about a member's or beneficiary's pension. The member or beneficiary must have been through stages 1 and 2 of the

IDRP before they contact the Ombudsman. Fortunately, such instances are few and far between shown by the number of cases across the reporting year, remembering the fund has just over 181,000 members.

Complaints

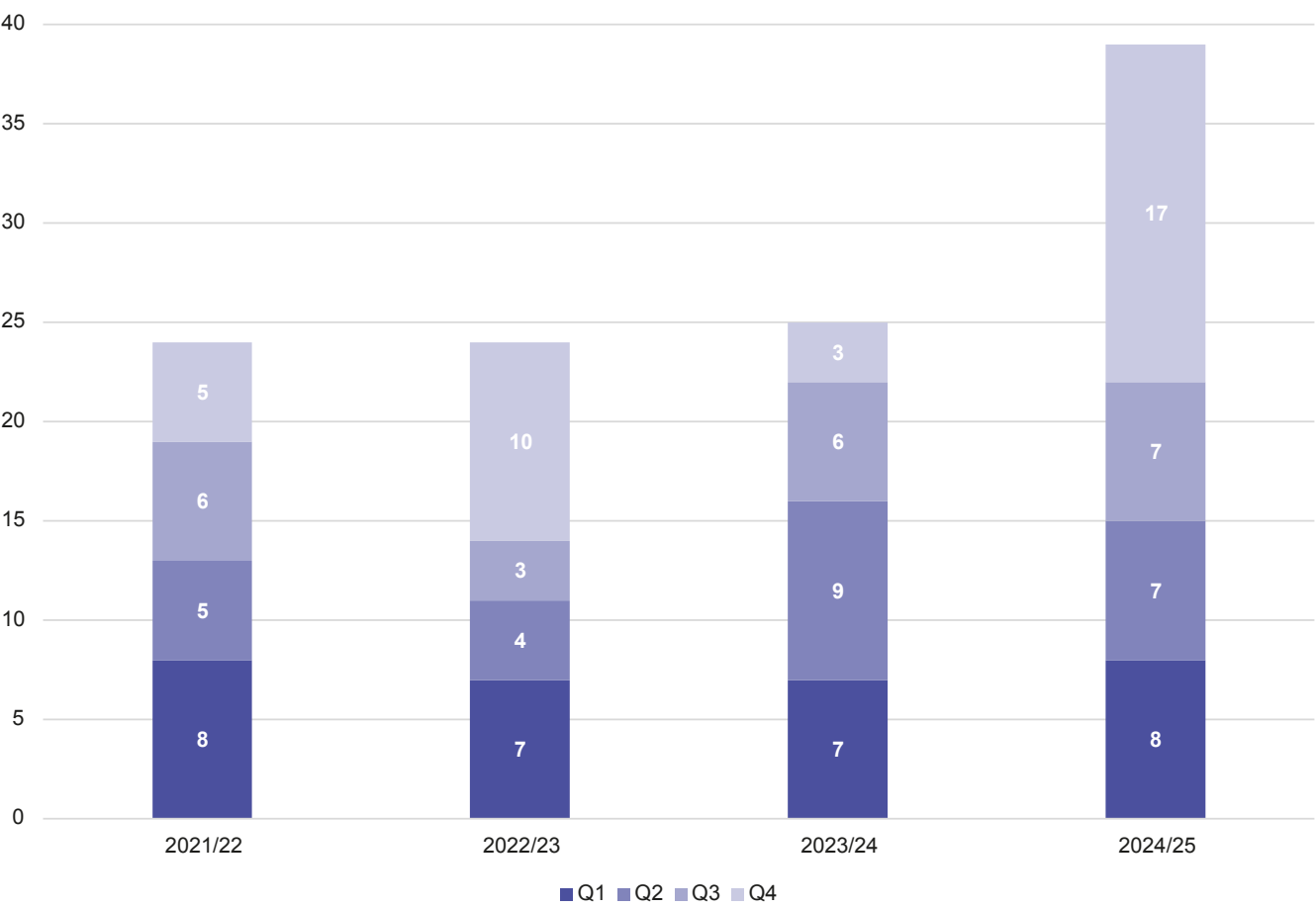
In terms of complaints the following chart shows the trends over the last four years. 39 complaints were received across this reporting year, which is an increase on the previous years. This is due to the newly appointed Complaints Resolution Officer improving internal recording, monitoring and reporting processes. The issues around timeliness clearly relate to the overall performance on casework processing and the backlogs the Fund is currently working to clear highlighted earlier in this report.

The national work undertaken on improving the service of the AVC providers looks to have benefited our members, with no complaints around AVC's. The issues around information quality cover a range of things but all point to the need to improve the clarity of the information provided to scheme members at various stages of their membership of the scheme. The Complaints Resolution Officer's role is to ensure that there are lessons learnt from each complaint. Improving processes and re-visiting training where required.



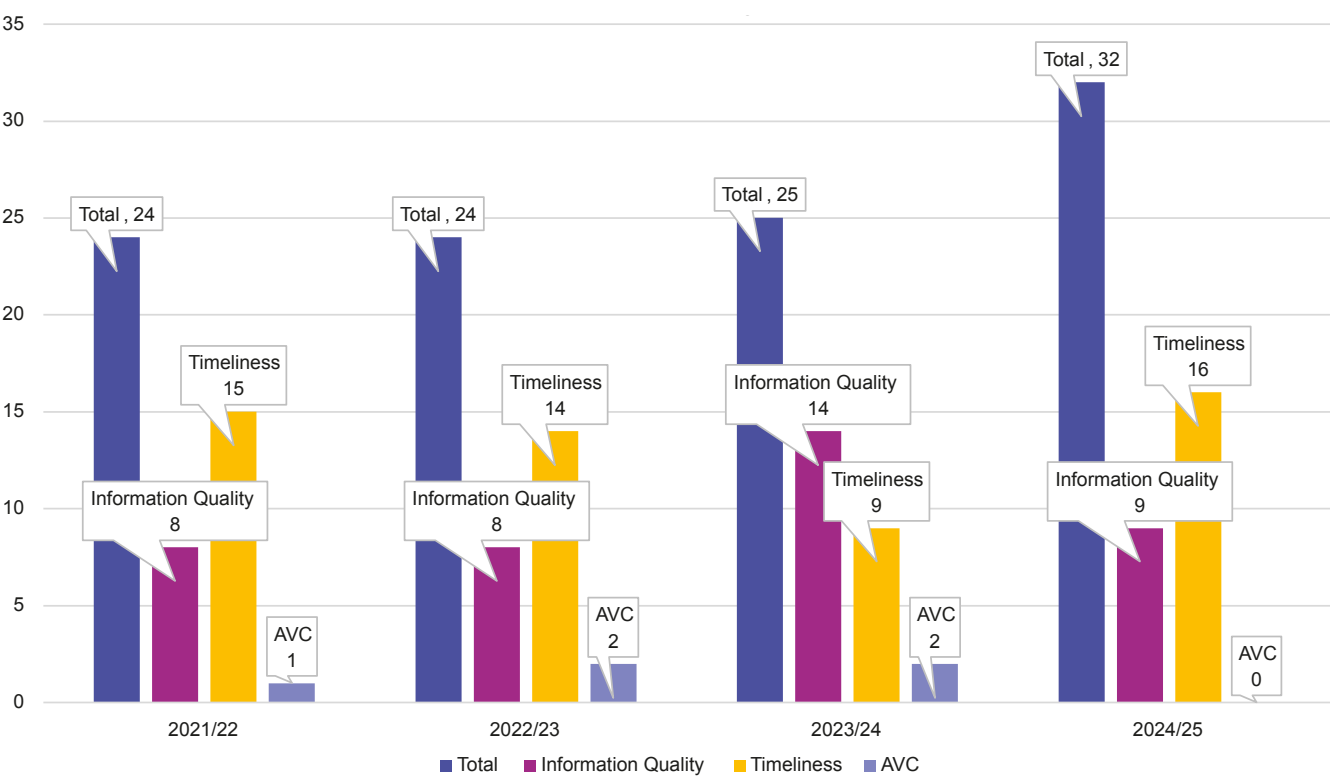
9.0 Scheme Administration

Trends in Complaints Received



9.0 Scheme Administration

Complaints by Cause



9.0 Scheme Administration

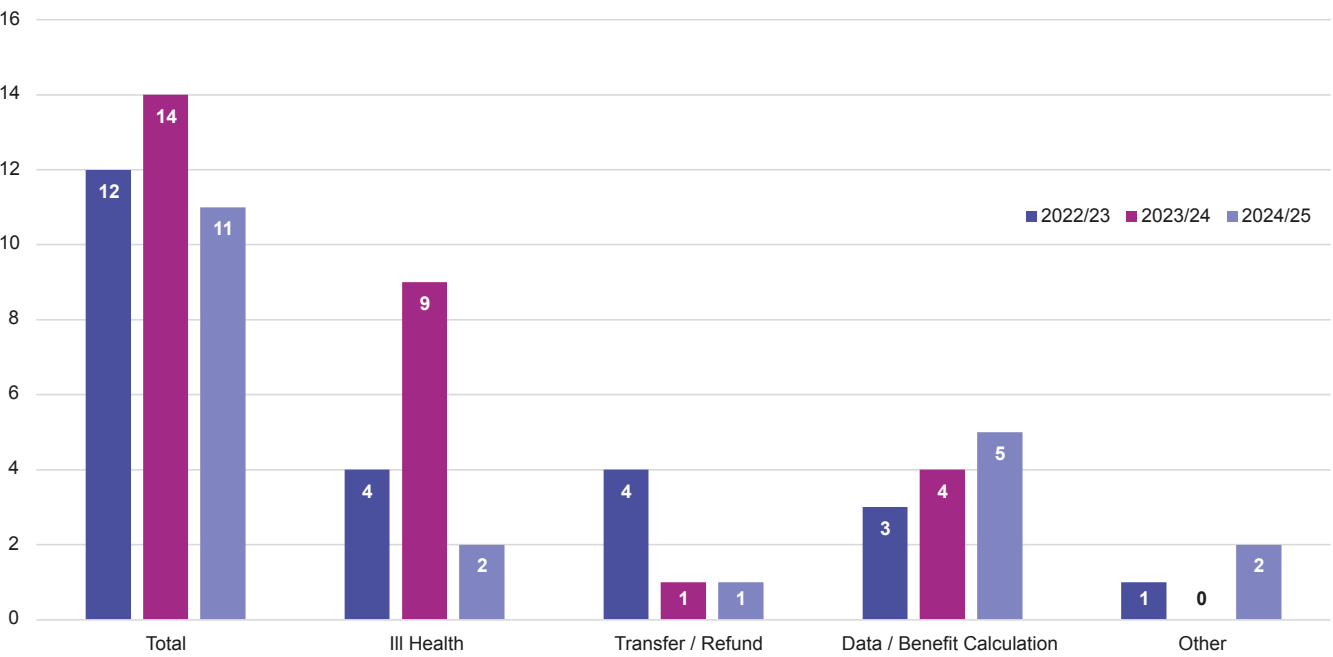
A key indicator of customer satisfaction is the volume and causes of appeals and complaints. The Authority analyses these and reports on them each quarter to the Local Pension Board. The chart below sets out the underlying cause of stage 2 appeals over the last three years. In 2024/25 there were 29 stage 2 appeals.

The information gathered shows, as would be expected, that the largest proportion of appeals are concerned with ill health retirement, where scheme members often feel that the decision about the non-award of an ill health pension or the tier, they have been awarded does not reflect the degree of ill health they suffer. The other issues include calculation of benefits and transfers where the scheme rules and legal requirements related to scam prevention are very clear although not always very well understood by the membership. The complexity of the scheme does sometimes mean that the final pension payable to a scheme member can differ from an earlier quotation and this can result in appeal cases. The Authority is not aware of any of these cases being taken to the Ombudsman but there are historical cases still open with them.

Member satisfaction surveys

Engaging with customers helps the Authority to understand customer feedback, review and monitor

Stage 2 Appeals by Cause



service effectiveness, analyse performance, and develop and deliver a service that is focused on the requirements of those customers. The Authority encourages feedback via a range of different channels, such as surveys issued following member events and telephone calls and general satisfaction surveys placed on the website. The Authority

regularly monitors scheme member satisfaction through surveys focused on members who have experienced both the retirement process and the process of joining the Fund as well as members who have contacted us through different routes such as email and telephone. Satisfaction levels have dropped this last year as shown in the table below.

9.0 Scheme Administration

Dissatisfaction with logging on to mypension is a common theme. In 2025/26 two-factor authentication will be introduced for signing in, which should improve the member experience.

One area in particular that is important to know how the service is being received is the dedicated Customer Centre, this team deal with member queries at the first point of contact. Therefore, throughout the year they have continued to issue focused surveys to members who had reason to contact the Authority by telephone and email.

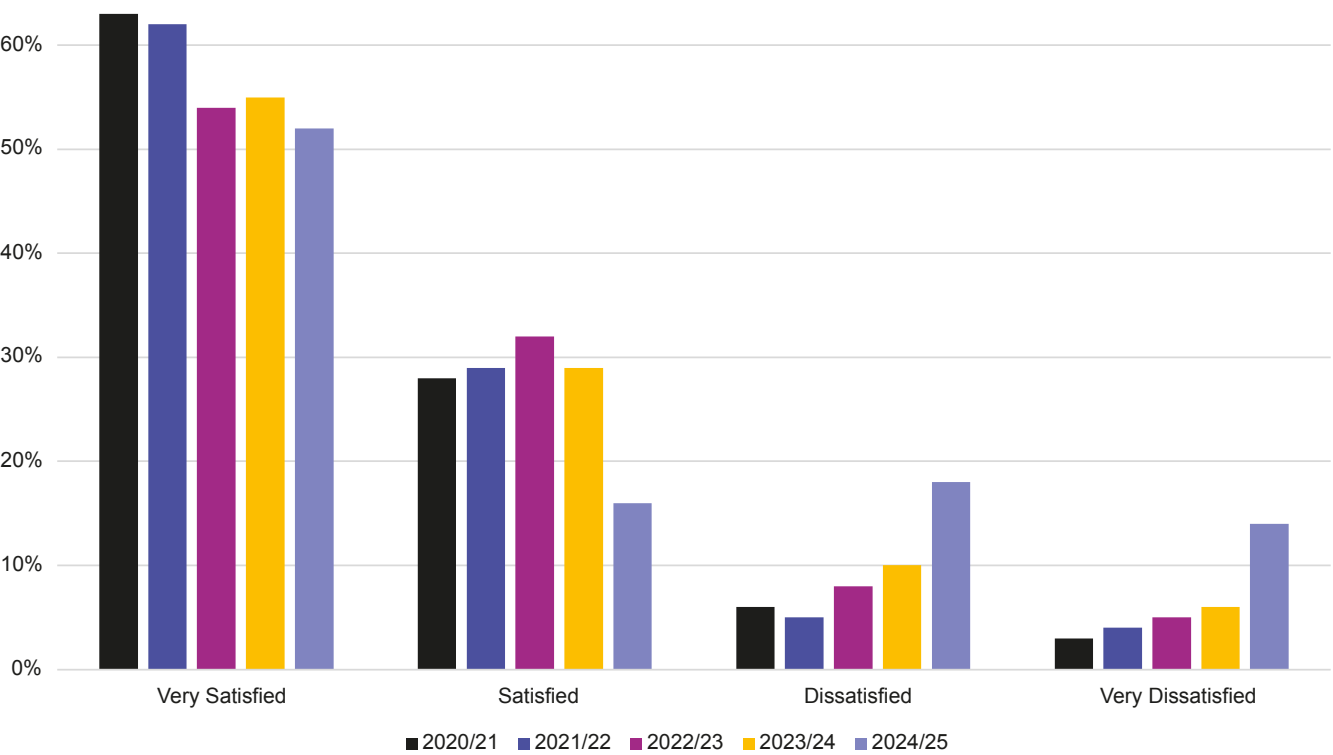
In total, over 63,300 surveys were issued in 2024/25 which represents around 35% of our overall scheme membership.

The surveys were a combination of the following:

- Retired members survey
- Customer Centre telephony survey
- Customer Centre email survey
- New joiner survey

From these surveys, a total of 2,123 responses (3%) were received which provides valuable insight into what the Authority is getting right and also those it isn't, this then provides areas to work on. Each of the

Member satisfaction



surveys ends with a specific question about overall satisfaction with the Authority. The results are shown in the table above.

9.0 Scheme Administration

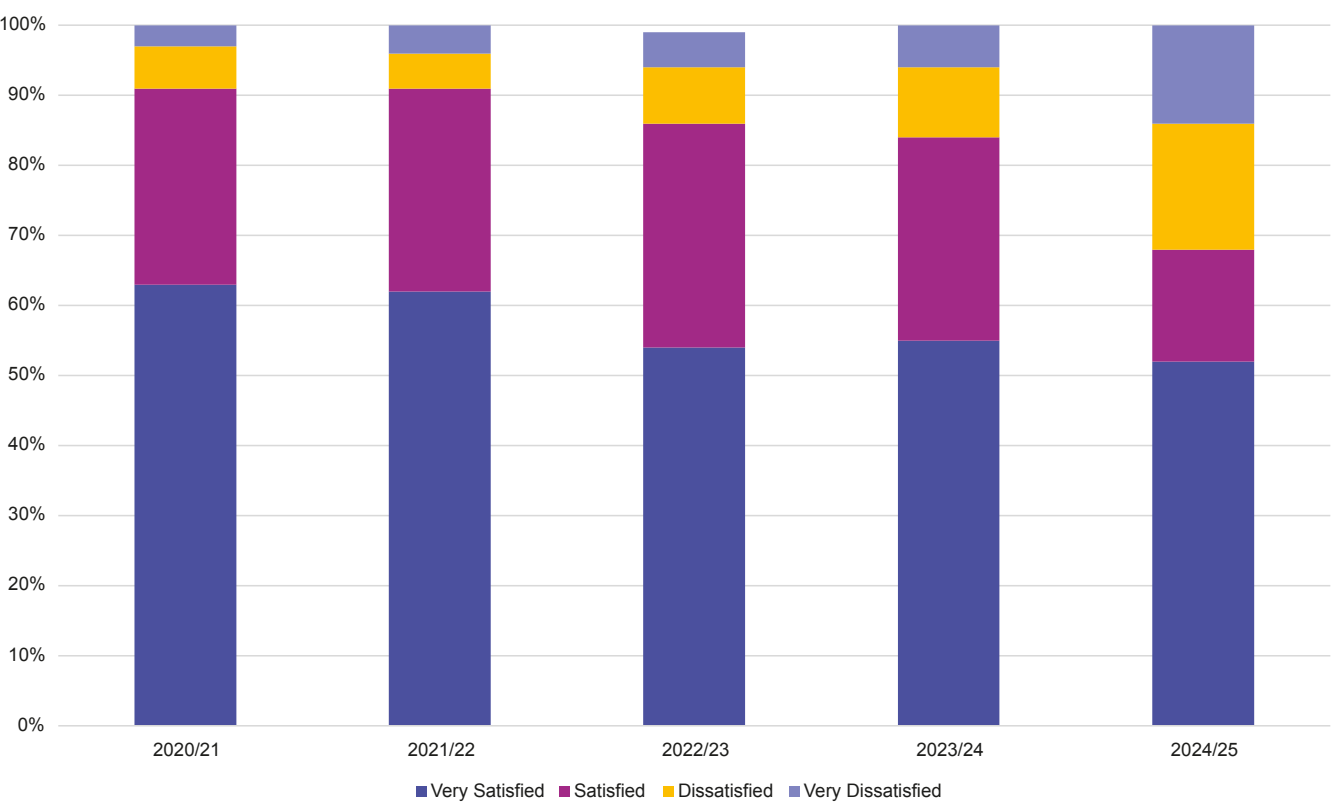
Although satisfaction levels are high, they have dropped to 68%. The Authority is not complacent and as mentioned above is tackling the areas of dissatisfaction. This includes issuing a website survey at the end of the year to obtain feedback to drive improvements. The following are areas where changes have been made because of member feedback:

- Integrated the LGA lump sum calculator into the online retirement process, providing users with a seamless experience when planning their retirement finances.
- Regarding pension payments, updated all materials to show clearly these are processed on the last banking day of each month not a Friday, as some members had thought.
- All members who rate the service poor and leave their contact details, are contacted and offered help to resolve any issues.

It is also important to view these results in the context that the number of surveys received represents just over 1% of our total membership.

The Authority has kept its accreditation to Customer Service Excellence, achieving the highest rating “compliance plus” in a number of areas. Retaining this accreditation since 2004 is testament to the

Trend in Customer Satisfaction

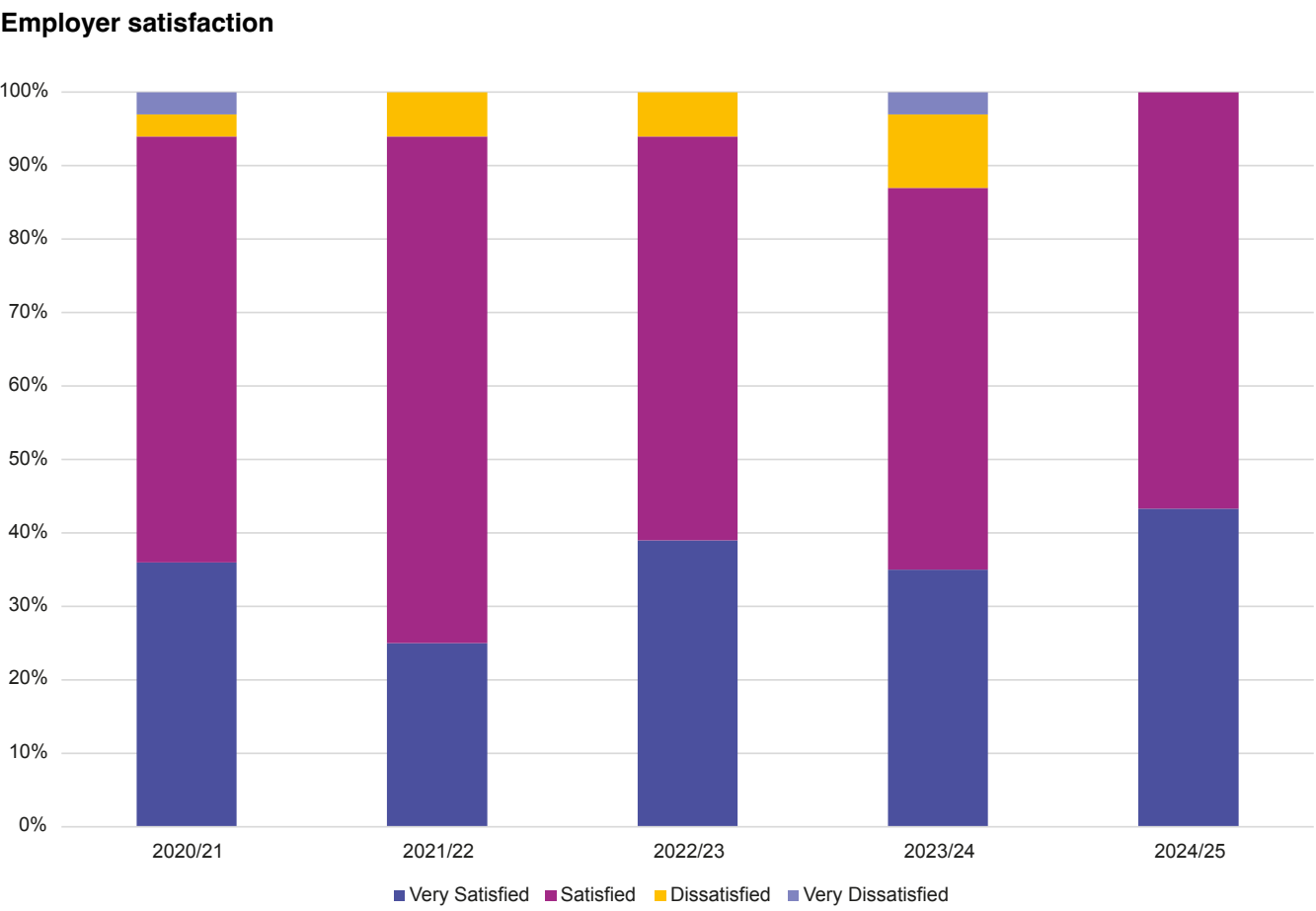


9.0 Scheme Administration

continued focus upon delivering best practice and innovation to customers.

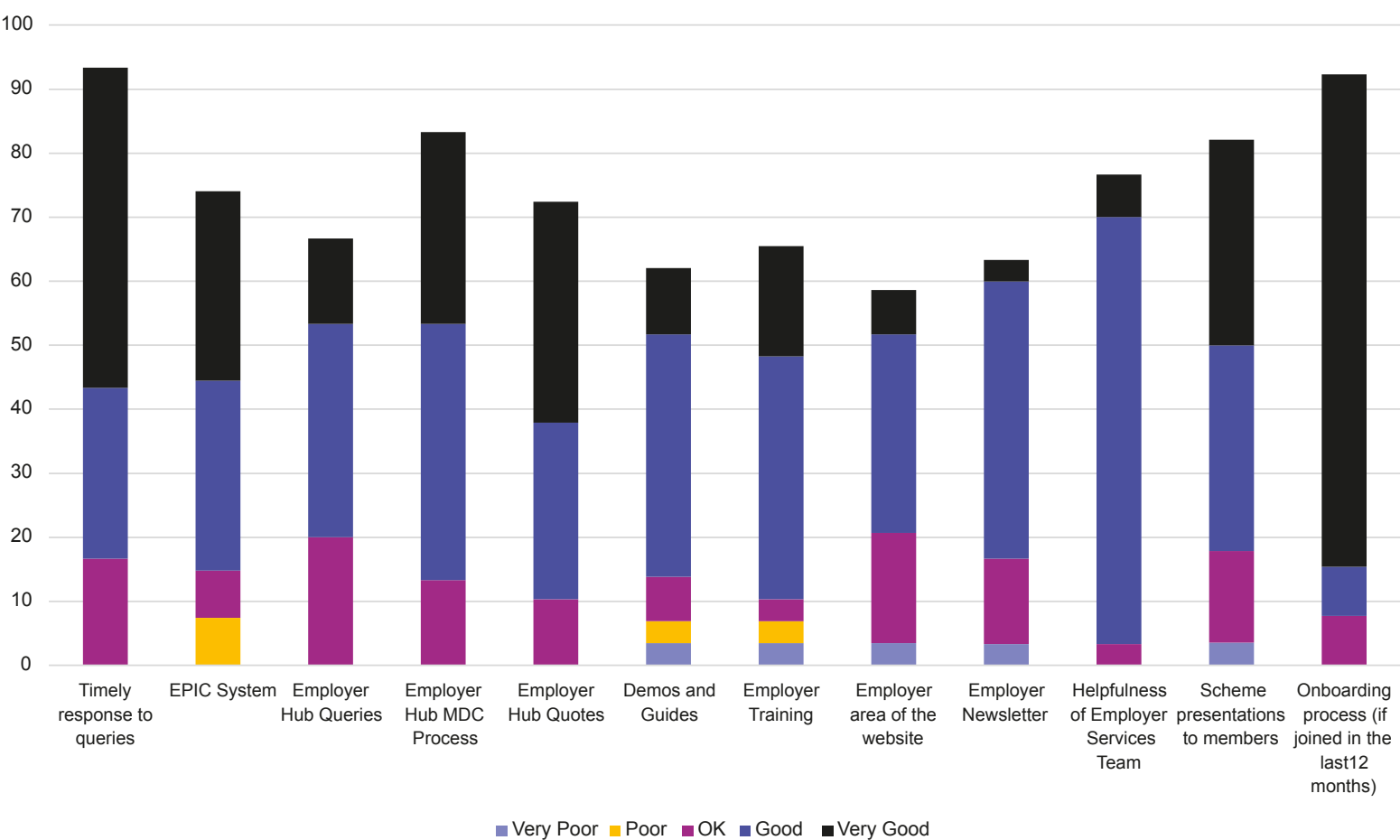
Employer satisfaction surveys

The response rate for employer surveys is much lower but is sufficient to be useful. The largest areas for comment amongst employers over recent years was the employer area of the website and the Employer Web Portal. The web portal has now been closed and we have introduced EmployerHub a more up to date platform. The website information is slowly being improved. It was pleasing to see that during the year there were no dissatisfied responses. This is testament to the effort the team has put in to improve this service.



9.0 Scheme Administration

Analysis of Employer Satisfaction – Underlying Data



10.0



Actuarial Statement

10.0 Actuarial Statement

This statement has been prepared in accordance with Regulation 57(1) (d) of the Local Government Pension Scheme Regulations 2013. It has been prepared at the request of the Administering Authority of the Fund for the purpose of complying with the aforementioned regulation.

Description of Funding Policy

The funding policy is set out in the Administering Authority's Funding Strategy Statement (FSS), dated March 2023. In summary, the key funding principles are as follows:

- To achieve a 100% solvency level over a reasonable period and that sufficient funds are available to meet all members'/dependants' benefits as they fall due for payment;
- To ensure that employer contribution rates are reasonably stable where appropriate;
- To minimise the long-term cash contributions which employers need to pay to the Fund, by recognising the link between assets and liabilities and adopting an investment strategy which balances risk and return (this will also minimise the costs to be borne by Council Tax payers);

- To reflect the different characteristics of different employers in determining contribution rates. This involves the Fund having a clear and transparent funding strategy to demonstrate how each employer can best meet its own liabilities over future years; and
- To use reasonable measures to reduce the risk to other employers and ultimately to the Council Tax payer from an employer defaulting on its pension obligations.

The FSS sets out how the Administering Authority seeks to balance the conflicting aims of securing the solvency of the Fund and keeping employer contributions stable. For employers whose covenant was considered by the Administering Authority to be sufficiently strong, contributions have been stabilised to have a sufficiently high likelihood of achieving the funding target over 16 years. Asset-liability modelling has been carried out which demonstrate that if these

contribution rates are paid and future contribution changes are constrained as set out in the FSS, there is at least a 70% likelihood that the Fund will achieve the funding target over 16 years.

Funding Position as at the last formal funding valuation

The most recent actuarial valuation carried out under Regulation 62 of the Local Government Pension Scheme Regulations 2013 was as at 31 March 2022. This valuation revealed that the Fund's assets, which at 31 March 2022 were valued at £10,674 million, were sufficient to meet 119% of the liabilities (i.e. the present value of promised retirement benefits) accrued up to that date. The resulting surplus at the 2022 valuation was £1,685 million.

Each employer had contribution requirements set at the valuation, with the aim of achieving their funding

10.0 Actuarial Statement

target within a time horizon and likelihood measure as per the FSS. Individual employers' contributions for the period 1 April 2023 to 31 March 2026 were set in accordance with the Fund's funding policy as set out in its FSS.

Principal Actuarial Assumptions and Method used to value the liabilities

Full details of the methods and assumptions used are described in the 2022 valuation report and FSS.

Method

The liabilities were assessed using an accrued benefits method which takes into account pensionable membership up to the valuation date; and makes an allowance for expected future salary growth to retirement or expected earlier date of leaving pensionable membership.

Assumptions

A market-related approach was taken to valuing the liabilities, for consistency with the valuation of the Fund assets at their market value.

The key financial assumptions adopted for the 2022 valuation were as follows:

Financial assumptions	31 March 2022
Discount rate	4.45%
Salary increase assumption	3.3%
Benefit increase assumption (CPI)	2.7%

The key demographic assumption was the allowance made for longevity. The life expectancy assumptions are based on the Fund's VitaCurves with improvements in line with the CMI 2021 model, with a 0% weighting of 2021 (and 2020) data, standard smoothing (Sk7), initial adjustment of 0.25% and a long term rate of 1.50% p.a. Based on these assumptions, the average future life expectancies at age 65 are as follows:

	Males	Females
Current Pensioners	21.0 years	24.0 years
Future Pensioners*	22.0 years	25.5 years

*Aged 45 at the 2019 Valuation.

Copies of the 2022 valuation report and Funding Strategy Statement are available on request from the Administering Authority to the Fund and on the Fund's website.

Experience over the period since 31 March 2022

Markets were disrupted by the ongoing war in Ukraine and inflationary pressures in 2022 and 2023, impacting on investment returns achieved by the Fund's assets. Asset performance improved in 2024 and early 2025; however the recent increase in US tariffs on imports has caused significant market volatility. The peak of this market volatility was experienced immediately after 31 March 2025, however, generally lower than expected asset returns were experienced in the month immediately prior to this.

High levels of inflation in the UK (compared to recent experience) have resulted in higher than expected LGPS benefit increases of 10.1% in April 2023 and 6.7% in April 2024. However, inflation has reduced towards historical levels and the Bank of England's target (2% pa), with LGPS benefits increasing by 1.7% in April 2025.

10.0 Actuarial Statement

There has been a significant shift in the wider economic environment since 2022, resulting in generally higher expected future investment returns and a reduction in the value placed on the Fund's liabilities. Overall, the funding position is likely to be stronger than at the previous formal valuation at 31 March 2022.

The next actuarial valuation will be carried out as at 31 March 2025, and will be finalised by 31 March 2026. The FSS will also be reviewed at that time, and a revised version will come into effect from 1 April 2026.



Jamie Baxter FFA C.Act

14 May 2025

For and on behalf of Hymans Robertson LLP

Hymans Robertson LLP is a limited liability partnership registered in England and Wales with registered number OC310282. Authorised and regulated by the Financial Conduct Authority and licensed by the Institute and Faculty of Actuaries for a range of investment business activities.

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12.0

Glossary

Glossary of Terms

A

Accruals (Accrual Accounting)

Accrual accounting is when income and expenses are recorded when they are earned or incurred, not when money is received or paid. When income is due to the Authority but has not been received, an accrual is made for the debtor. When the Authority owes money but the payment has not been made, an accrual is made for the creditor.

Active member

An employee who is currently paying pension contributions.

Actuarial / Actuary

The science and profession of using mathematical techniques to model and quantify the financial effects of uncertain future events. For the Authority this is relevant in the context of accounting for the Pension Fund, where future transactions of the Fund will occur so far into the future that their value cannot yet be known with certainty.

Actuarial valuation

SYPA's actuary carries out an actuarial valuation every three years and recommends the level of contributions for each of the Fund's participating employers for the following three years. The valuation will measure the size of the Fund against its future liabilities and set contribution rates according to the Fund's deficit or surplus.

Additional voluntary contributions (AVCs)

These are extra payments to increase future pension additional life cover. All local government pension funds have an in-house AVC scheme that members can invest money in through an AVC provider, often an insurance company or building society.

Administering authority

The LGPS is run by administering authorities, for example county councils, in accordance with regulations approved by parliament. Each administers their own Fund, into which all contributions are paid. Every three years, independent actuaries carry out a valuation of each fund and set the rate at which the participating employers must contribute to fully fund the payment of scheme benefits for that Fund's membership. In the case of South Yorkshire, SYPA is the administering authority.

Admitted Body

Admitted bodies are organisations that participate in the Fund under an admission agreement between the Fund and the relevant organisation. Admitted bodies include voluntary, charitable and similar bodies or private contractors undertaking a local authority function following outsourcing to the private sector.

Amortisation

The way in which an asset or liability is accounted for over more than one period (other than property, plant and equipment, for which depreciation applies).

Asset allocation

This is putting an investment strategy in place that tries to balance risk against reward by adjusting the percentage of each asset in an investment portfolio according to an investor's risk tolerance, goals and investment time frame.

Glossary of Terms

B – C

Biennial

Something that happens every two years

Basis Points (bps)

Basis points, otherwise known as bps or “bips” are a unit of measure used in finance to describe the percentage change in the value of financial instruments or the rate change in an index or other benchmark. One basis point is equivalent to 0.01% (1/100th of a percent) or 0.0001 in decimal form.

Building Research Establishment Environmental Assessment Methodology (BREEAM)

BREEAM is the world’s leading sustainability assessment method for master planning projects, infrastructure and buildings. It recognises and reflects the value in higher performing assets across the built environment lifecycle, from new construction to in-use and refurbishment. It is used to measure the sustainability of properties owned by the Authority.

Carbon Dioxide Equivalent Emissions Per Million Dollars of Revenue (CO2e/\$m revenue)

Carbon dioxide equivalent emissions per million dollars of revenue (CO2e/\$M): This metric shows the Fund’s investment portfolio’s exposure to carbon-intensive companies, expressed in tons CO2e / \$M revenue.

Career average revalued earnings (CARE) pension scheme

From 1 April 2014, for every year they pay into the LGPS, scheme members get a pension of 1/49th of their pay, which is added to their pension account and

revalued every year in line with a government treasury order currently linked to the Consumer Price Index.

Chartered Institute of Public Finance and Accountancy (CIPFA)

CIPFA is a UK accountancy body, specialising in the finances of the public sector. CIPFA is responsible for determining the accounting rules and procedures that apply to local authorities and other public bodies.

Climate Change

Climate change refers to long-term changes in the Earth’s average temperature and weather conditions, largely due to human activities like the widespread use of fossil fuels - coal, oil and gas - in homes, factories and transport, and deforestation.

Code of Practice on Local Authority Accounting in the United Kingdom (the Code)

This document is produced by CIPFA. It defines proper accounting practices for local authorities in the United Kingdom, and is generally abbreviated to ‘the Code’ in the text. The Code is based on International Financial Reporting Standards.

Consumer Price Index (CPI)

This is a method of measuring the changes in the cost of living, similar to the Retail Price Index. From April 2011 the amount pensions are increased annually is based on movement in the Consumer Price Index during the 12 months to the previous September.

Glossary of Terms

C – D

Contingent Assets

Contingent assets are potential assets that result from past events. Their existence will be confirmed only by the occurrence or non-occurrence of uncertain future events, which are not entirely within the control of the Authority.

Contingent Liabilities

These are material liabilities where the contingent loss cannot be accurately estimated or is not considered sufficiently certain to include in the accounts. They are therefore brought to the attention of readers of the accounts as a note to the balance sheet.

Commutation

This is giving up part or all of the pension payable from retirement in exchange for an immediate lump sum.

Convertible shares

These are shares that include an option for holders to convert into a predetermined number of ordinary shares, usually after a set date.

Creditors

Amounts owed by the Authority for work done, goods received, or services rendered, but for which payment has not been made at the end of the year.

Custodian

This is a financial institution that holds customers' securities for safekeeping to minimise the risk of theft or loss. Most custodians also offer account administration,

transaction settlements, collection of dividends and interest payments, tax support and foreign exchange.

Data governance

This refers to the overall management of the availability, usability, integrity, and security of data used in an enterprise. A sound data

governance programme includes a governing body, a defined set of procedures, and a plan to execute those procedures.

Death grant

This is a lump sum paid by the pension fund to the dependants or nominated beneficiaries of a member who dies.

Debtors

Sums of money owed to the Authority but not received at the end of the year.

Deferred pensioner

A former member of the LGPS who has left the scheme, but still has benefits in the scheme and will collect a pension from the LGPS on retirement.

Deficit payments

Pension schemes have a legal requirement to reduce any deficit - the difference between a scheme's assets and its liabilities - over time, by making additional payments.

Glossary of Terms

D – F

Denomination

This is the face value of a banknote, coin, or postage stamp, as well as bonds and other fixed-income investments. Denomination can be the base currency in a transaction, or the currency a financial asset is quoted in.

Discretion

This is the power given by the LGPS to enable a council or administering authority to choose how they will apply the scheme in respect of certain of its provisions. Under the LGPS they are obliged to consider certain of these discretionary provisions and to pass resolutions to form a policy of how they will apply the provision. For the remaining discretionary provisions, they are advised to do so. They have a responsibility to act with 'prudence and propriety' in formulating their policies and must keep them under review.

Direct property

Direct investment in property is buying all or part of a physical property. Property owners can receive rent directly from tenants and realise gains or losses from the sale of the property.

Earmarked Reserve

A sum set aside for a specific purpose.

Eligible councillor

This is a councillor or an elected mayor (other than the Mayor of London) who is eligible for membership of the LGPS in accordance with the scheme of allowances published by an English county council, district council or London borough council

or by a Welsh county council or county borough council. Eligibility for this scheme was removed during the coalition government and councillors are now deferred members of the scheme.

Employer covenant

This is an employer's legal obligation and financial ability to support their defined benefit pension scheme now and in the future. Assessing the strength of the covenant helps decide the appropriate level of risk when setting investment strategy.

Finance Lease

A lease that transfers substantially all of the risks and rewards of ownership of property, plant and equipment to the lessee. The payments usually cover the full cost of the asset together with a return for the cost of finance.

Financial instruments

A financial instrument is defined as any contract that gives rise to a financial asset of one entity and a financial liability of another. The term covers both financial liabilities and financial assets and includes the borrowing, lending, soft loans, financial guarantees and bank deposits of the Authority.

Fixed income securities

A fixed-income security is an investment that provides a return in the form of fixed periodic payments and the eventual return of principal at maturity. Unlike a variable-income security, where payments change based on some underlying measure such as short-term interest rates, the payments of a fixed-income security are known in advance.

Glossary of Terms

F – I

Fund of funds (FoF)

This is a fund that holds a portfolio of other investment funds.

General partners

These are owners of a partnership with unlimited liability. General partners are often managing partners who are active in the daily operations of a business.

Global Real Estate Sustainability Benchmark (GRESB)

The Global Real Estate Sustainability Benchmark is a source of reliable and comparable data on the Environmental, Social and Governance (ESG) performance of real estate investments.

Government Bond Yields

The yield on a government bond is the interest rate that the government borrows at. Government bonds, because they are safe, therefore tend to have a lower yield because investors are not demanding a high rate of interest for lending to the government.

Guaranteed minimum pension (GMP)

The LGPS guarantees to pay a pension that is at least as high as a member would have earned had they not been contracted out of the State Earning Related Pension Scheme (SERPS) at any time between 6 April 1978 and 5 April 1997. This is called the guaranteed minimum pension (GMP).

IAS 26

IAS 26 Accounting and Reporting by Retirement Benefit Plans outlines the requirements for the preparation of financial statements of retirement benefit plans.

Illiquid

Illiquid is a term commonly used to describe assets or investments that cannot be quickly and easily converted into cash at the current fair market price. An individual, a company, or other entity may also be described as illiquid if they are cash poor and primarily hold only illiquid assets.

Impact Investing

Investments made into companies, organisations, and funds with the intention to generate a measurable, beneficial social or environmental impact alongside a financial return. Impact investments provide capital to address social and/or environmental issues.

Index-linked bonds

These are bonds in which payment of income on the principal is related to a specific price index - often the Consumer Price Index. This feature provides protection to investors by shielding them from changes in the underlying index. The bond's cash flows are adjusted to ensure that the holder of the bond receives a known real rate of return.

Glossary of Terms

I – M

International Accounting Standards (IAS)

These standards were issued by the International Accounting Standards Committee (IASC). These standards have now largely been replaced by International Financial Reporting Standards.

International Financial Reporting Standards (IFRS)

These are accounting standards issued by the International Accounting Standards Board.

Investment Properties

Land and buildings that are held for capital gain and rental income and not for the provision of services.

Liabilities

These are amounts which the pension scheme will have to pay now or at some time in the future. The most common liability is paying members' pensions.

Litigation Risk

Litigation risk is the possibility that legal action will be taken because of an individual's or corporation's actions, inaction, products, services, or other events.

Local Government Pension Scheme membership

As well as the staff of local councils, the Local Government Pension Scheme membership covers police and fire civilian staff, a registration officer, a coroner, employees of a valuation tribunal, employees of a passenger transport authority, employees of the Environment Agency, non-teaching employees of an academy,

or a Further or Higher Education Corporation.

Local Pension Board

Local Pension Boards assist administering authorities to make sure each scheme complies with governance and administration requirements. Boards may have additional duties, if scheme or other regulations specify them. They must have an equal number of employer representatives and member representatives, plus other types of members, like independent experts. All Local Pension Board members have a duty to act in line with scheme regulations and other governing documents.

Macro-Economic Impact

Macroeconomic impact refers to the broad effects that influential financial, natural, or geopolitical events have on a regional or national economy. These factors tend to affect large sections of populations, rather than just a few select individuals. Examples of macroeconomic factors include economic outputs, unemployment rates, and inflation. In essence, they shape the overall functioning of an economy, impacting decisions made by households, firms, and governments regarding spending, saving, hiring, and investment. The conditions raised by these factors set the stage for economic growth and development.

Material / Materiality

A financial item is considered material if leaving it out, not disclosing it, or misstating it in the financial statements would likely distort the overall view provided by those statements.

Glossary of Terms

M – P

Mezzanine Debt

Mezzanine debt bridges the gap between debt and equity financing and is one of the highest-risk forms of debt. It is senior to pure equity but subordinate to pure debt. However, this means that it also offers some of the highest returns when compared to other debt types, as it often receives rates between 12% and 20% per year.

Myners' principles

This is a set of principles based on Paul Myners' 2001 report, Institutional Investment in the United Kingdom.

The Myners' principles for defined benefit schemes cover:

- Effective decision-making
- Clear objectives
- Risk and liabilities
- Performance assessment
- Responsible ownership
- Transparency and reporting

Operating Leases

Leases other than a finance lease. Under operating leases the risks and rewards of ownership remain substantially with the lessor.

Ordinary shares

An ordinary share represents equity ownership in a company and entitles the owner to vote at general meetings of that company and receive dividends on those shares if dividend is payable.

Personal pension

A personal pension plan is usually purchased from a financial services company, such as an insurance company, bank, investment company or building society. Members usually pay into the plan every month and employers can also contribute to the plan.

Policy statement

This is a statement that councils and administering authorities must produce, setting out the policies they have resolved to follow in exercising certain discretions under the LGPS.

Pooled funds

These are aggregated funds from multiple individual investors. Investors in pooled fund investments benefit from economies of scale for lower trading costs, diversification and professional money management.

Principles for Responsible Investment (PRI or UNPRI)

The six Principles for Responsible Investment originally developed by the UN are a voluntary and aspirational set of investment principles that offer a menu of possible actions for incorporating ESG issues into investment practice.

Glossary of Terms

P – S

Private Equity

Private equity is equity capital that is not quoted on a public exchange. Private equity consists of investors and funds that make investments directly into private companies or conduct buyouts of public companies that result in a delisting of public equity. Capital for private equity is raised from retail and institutional investors, and can be used to fund new technologies, expand working capital within an owned company, make acquisitions, or to strengthen a balance sheet.

Provisions

When amounts are charged to revenue and set aside for liabilities which are known to exist, but where the timing is uncertain or the amount cannot be reliably estimated, the amount set aside is called a provision.

Related Parties

Individuals or bodies who have the potential to influence or control the Authority or to be influenced or controlled by the Authority.

Related party transactions

These are any transactions that have taken place with related parties of the Authority during the year and are disclosed in the notes to the accounts. Disclosure of these transactions allows readers to assess the extent to which the Authority might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Authority.

Remuneration

Any money or other financial compensation paid for work or a service.

Responsible Investment

A strategy and practice to incorporate environmental, social and governance (ESG) factors in investment decisions and active ownership.

Retail Prices Index

This is another method of measuring the changes in the cost of living. It reflects the movement of prices covering goods and services over time. Until April 2011, the amount by which pensions were increased annually was based on movement in the Retail Price Index during the 12 months to the previous September. From April 2011 the government changed the amount by which pensions increase from Retail Price Index to Consumer Price Index.

Scheduled body

Scheduled bodies are local authorities and similar bodies whose staff are automatically entitled to be members of the Fund.

Stakeholder pension

This is a low-cost private pension; they became available from 6 April 2001. They are meant for people who currently do not have a good range of pension options available to save for their retirement. Contributors use their own money to build up a pension fund.

State pension age

This is the earliest age people can receive the state basic pension.

Glossary of Terms

S – U

Statutory compliance

This means following the laws on a given issue.

Stock lending

This is loaning a stock, derivative, or other security to an investor or firm. It requires the borrower to put up collateral (cash, security or a letter of credit). When stock is loaned, the title and the ownership is transferred to the borrower, and title is returned at the end of the loan period.

Task Force on Climate-related Financial Disclosures (TCFD)

A Task Force on Climate-related Financial Disclosures (TCFD) was set up in 2015 by the Financial Stability Board (FSB) to develop voluntary, consistent climate-related financial risk disclosures for use by companies, banks, and investors in providing information to stakeholders.

Transfer value

A transfer value is a cash sum representing the value of a member's pension rights.

Transferred service

Any pension members who have transferred into the LGPS from a previous pension arrangement that now counts towards their LGPS membership.

Treasury management

This is the management of an Authority's cash flows, borrowing and investments, and the associated risks.

Triennial

Something that happens every three years.

Unitranche Debt

Unitranche debt is a hybrid loan structure that combines both senior debt and subordinated debt into a single loan. This unique financing approach enables banks to compete more effectively against private debt funds.

Glossary of Terms

V

Voting policy

This is how South Yorkshire Pensions Authority through Border to Coast applies its shareholder voting rights. We will vote as follows.

For - when the proposal meets best practice guidelines and is in the shareholders' long-term interests.

Abstain – when the proposal raises issues which do not meet best practice guidelines but either the concern is not regarded as sufficiently material to warrant opposition, or an oppose vote could have a detrimental impact on corporate structures or the issue is being raised formally with the company for the first time.

Oppose - when the proposal does not meet best practice guidelines and is not in the shareholders' interests over the long term.

The voting policy will be applied to all reportable companies held by the Fund.

In supporting any resolution of any type, we will only vote on a resolution if:

- The resolution deals with one substantive issue and is not bundled with other items.
- The resolution is fully explained and justified by the proposers, and
- There is full disclosure of information relevant to the consideration of a resolution and such information is presented in a fair and balanced way.

13.0

Appendices

Appendix A

Contributions Received 01/04/2024 to 31/03/2025

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Administering Authority	00250	South Yorkshire Pensions Authority	£295,499	£689,719	£985,218
Scheduled Body	00300	Barnsley MBC	£7,894,726	£19,811,159	£27,705,885
Scheduled Body	00400	City of Doncaster Council (CDC)	£9,389,349	£23,984,986	£33,374,335
Scheduled Body	00500	Rotherham MBC	£9,268,638	£25,197,112	£34,465,750
Scheduled Body	00600	Sheffield City Council	£19,969,353	£6,461,632	£26,430,985
		Subtotal	£46,817,564	£76,144,608	£122,962,173
Other Scheduled Bodies	00001	Goldthorpe Primary Academy	£22,763	£92,428	£115,191
Other Scheduled Bodies	00002	Peak Edge MAT HQ	£7,657	£18,728	£26,385
Other Scheduled Bodies	00003	Thurcroft Infant School	£23,832	£89,225	£113,057
Other Scheduled Bodies	00005	Outwood Primary Academy Woodlands	£31,390	£134,710	£166,100
Other Scheduled Bodies	00006	Brook House Junior School	£20,061	£88,130	£108,191
Other Scheduled Bodies	00008	Anston Hillcrest Primary School	£20,253	£73,816	£94,070
Other Scheduled Bodies	00016	Milefield Primary School	£21,335	£76,865	£98,200
Other Scheduled Bodies	00019	New Pastures Primary School	£26,611	£85,610	£112,222
Other Scheduled Bodies	00020	Woodthorpe Primary School	£44,203	£200,101	£244,304
Other Scheduled Bodies	00022	Carcroft Primary School	£27,341	£101,364	£128,704
Other Scheduled Bodies	00024	Ferham Primary School	£19,922	£71,405	£91,328
Other Scheduled Bodies	00026	Castle Hills Primary Academy	£31,091	£125,694	£156,785
Other Scheduled Bodies	00027	Malin Bridge Primary School	£54,330	£203,237	£257,567

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00029	Meadow View Primary School	£19,805	£71,077	£90,882
Other Scheduled Bodies	00034	St Clare CMAT	£34,880	£103,528	£138,408
Other Scheduled Bodies	00037	Ravenfield Parish Council	£1,167	£3,353	£4,519
Other Scheduled Bodies	00038	St Francis CMAT	£20,138	£59,559	£79,697
Other Scheduled Bodies	00039	Elements Academy	£68,449	£262,834	£331,283
Other Scheduled Bodies	00041	St Albans Catholic Primary and Nursery School	£24,613	£88,476	£113,089
Other Scheduled Bodies	00042	Discovery Academy	£38,535	£127,533	£166,068
Other Scheduled Bodies	00043	Stocksbridge Nursery and Infant School	£23,039	£78,654	£101,693
Other Scheduled Bodies	00044	St Peter's Catholic Primary School	£14,913	£65,391	£80,305
Other Scheduled Bodies	00045	Our Lady of Mount Carmel Catholic Primary	£13,543	£57,588	£71,131
Other Scheduled Bodies	00046	University Technical College (Central Team)	£22,744	£64,171	£86,914
Other Scheduled Bodies	00047	University Technical College (Sheffield Olympic Legacy Park)	£16,374	£50,422	£66,797
Other Scheduled Bodies	00054	Foljambe Primary School	£14,552	£60,156	£74,708
Other Scheduled Bodies	00057	Kenwood Academy	£71,169	£229,966	£301,136
Other Scheduled Bodies	00060	Thurcroft Parish Council	£2,470	£7,141	£9,611
Other Scheduled Bodies	00061	Highfield Farm Primary School	£7,852	£28,468	£36,320
Other Scheduled Bodies	00063	Bankwood Primary School	£36,569	£152,306	£188,875
Other Scheduled Bodies	00064	Birdwell Primary School	£11,115	£39,022	£50,137
Other Scheduled Bodies	00065	Travis St Lawrence Church of England Primary School	£26,501	£75,625	£102,125
Other Scheduled Bodies	00066	Swallownest Primary School	£15,521	£46,585	£62,105
Other Scheduled Bodies	00074	Town Field Primary School	£36,265	£165,390	£201,656
Other Scheduled Bodies	00075	Scawsby Junior Academy	£23,300	£104,354	£127,654

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00089	Barnburgh Primary Academy	£17,859	£72,444	£90,303
Other Scheduled Bodies	00090	Cascade CMAT	£28,497	£91,610	£120,108
Other Scheduled Bodies	00098	The Willows School	£76,090	£252,509	£328,598
Other Scheduled Bodies	00103	Anns Grove Primary School	£28,576	£76,553	£105,129
Other Scheduled Bodies	00104	Hoylandswaine Primary	£8,011	£27,910	£35,921
Other Scheduled Bodies	00105	Brighter Futures Learning Partnership CMAT	£29,965	£98,470	£128,435
Other Scheduled Bodies	00108	Stocksbridge Junior School	£18,657	£66,556	£85,213
Other Scheduled Bodies	00111	Gleadless Primary School	£37,912	£176,616	£214,528
Other Scheduled Bodies	00114	Ladywood Primary School	£21,622	£58,660	£80,282
Other Scheduled Bodies	00121	Wilthorpe Primary	£34,277	£91,591	£125,868
Other Scheduled Bodies	00122	Barugh Green Primary	£12,211	£31,110	£43,321
Other Scheduled Bodies	00123	Adwick Primary School	£27,828	£92,522	£120,350
Other Scheduled Bodies	00126	Newman School	£76,664	£185,748	£262,412
Other Scheduled Bodies	00127	Grenoside Primary School	£13,045	£43,005	£56,050
Other Scheduled Bodies	00129	Exceed Learning Partnership CMAT	£40,702	£145,395	£186,096
Other Scheduled Bodies	00130	Lotus Academy	£24,980	£78,886	£103,867
Other Scheduled Bodies	00134	Tornedale Infant Academy	£8,690	£34,758	£43,448
Other Scheduled Bodies	00138	Willow Park School	£10,312	£21,096	£31,408
Other Scheduled Bodies	00139	The Mallard Academy	£5,255	£21,975	£27,230
Other Scheduled Bodies	00146	Anston Park Junior School	£2,246	£10,455	£12,701
Other Scheduled Bodies	00147	Dobcroft Nursery Infant School	£4,002	£13,378	£17,380
Other Scheduled Bodies	00148	Abbey Lane Primary School	£2,568	£8,510	£11,077

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00149	Bramley Sunnyside Junior School	£4,271	£15,121	£19,393
Other Scheduled Bodies	00201	Danum Drainage Commissioners	£8,866	£41,340	£50,206
Other Scheduled Bodies	00220	Barnsley College	£591,224	£1,939,993	£2,531,216
Other Scheduled Bodies	00221	DN Colleges Group	£447,510	£1,248,321	£1,695,831
Other Scheduled Bodies	00222	The Sheffield College	£1,001,224	£2,638,804	£3,640,028
Other Scheduled Bodies	00224	Sheffield Hallam University	£4,221,315	£13,437,092	£17,658,407
Other Scheduled Bodies	00229	The Hayfield School	£69,047	£170,568	£239,615
Other Scheduled Bodies	00232	R N N Group	£614,059	£1,995,308	£2,609,367
Other Scheduled Bodies	00233	Thomas Rotherham College	£98,308	£350,461	£448,769
Other Scheduled Bodies	00240	Longley Park Sixth Form	£67,510	£292,369	£359,879
Other Scheduled Bodies	00246	University Technology College (Sheffield)	£45,907	£146,530	£192,437
Other Scheduled Bodies	00254	Brodsworth Parish Council	£716	£3,034	£3,750
Other Scheduled Bodies	00255	Consilium Academies Trust	£91,527	£253,228	£344,755
Other Scheduled Bodies	00295	The Chief Constable	£5,185,577	£15,347,207	£20,532,785
Other Scheduled Bodies	00296	South Yorkshire Fire Authority	£644,571	£1,712,096	£2,356,667
Other Scheduled Bodies	00297	The Police and Crime Commissioner	£13,503	£24,817	£38,319
Other Scheduled Bodies	00305	Penistone Town Council	£1,958	£8,970	£10,928
Other Scheduled Bodies	00321	Barneslai Homes	£1,179,815	£1,813,799	£2,993,614
Other Scheduled Bodies	00327	Barnsley Academy	£55,769	£186,476	£242,245
Other Scheduled Bodies	00329	Silkstone Parish Council	£1,139	£4,535	£5,673
Other Scheduled Bodies	00340	St Marys Academy Trust	£35,040	£158,635	£193,675
Other Scheduled Bodies	00341	Oakhill Primary Academy	£28,119	£102,426	£130,546

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00342	The Hill Primary Academy	£46,024	£187,926	£233,951
Other Scheduled Bodies	00343	Highgate Primary Academy	£29,518	£120,478	£149,996
Other Scheduled Bodies	00344	Carrfield Primary Academy	£26,185	£109,793	£135,978
Other Scheduled Bodies	00345	Gooseacre Primary Academy	£29,730	£122,705	£152,434
Other Scheduled Bodies	00347	All Saints Academy	£16,729	£83,486	£100,215
Other Scheduled Bodies	00348	Upperwood Academy	£24,541	£87,626	£112,167
Other Scheduled Bodies	00349	Carlton Primary Academy	£28,903	£116,672	£145,575
Other Scheduled Bodies	00350	Parkside Primary Academy	£29,925	£123,241	£153,166
Other Scheduled Bodies	00351	Summerfields Primary Academy	£25,565	£83,595	£109,160
Other Scheduled Bodies	00352	Shafton Primary Academy	£12,693	£72,624	£85,317
Other Scheduled Bodies	00353	St Helens Primary Academy	£11,320	£64,347	£75,667
Other Scheduled Bodies	00354	The Forest Academy	£29,979	£114,576	£144,556
Other Scheduled Bodies	00355	Meadstead Primary Academy	£22,209	£127,077	£149,286
Other Scheduled Bodies	00356	Heather Garth Primary School	£25,234	£124,222	£149,457
Other Scheduled Bodies	00357	Queens Road Academy	£14,897	£71,236	£86,133
Other Scheduled Bodies	00358	Outwood Primary Academy Littleworth Grange	£26,115	£112,235	£138,350
Other Scheduled Bodies	00359	Outwood Primary Academy Darfield	£15,079	£65,647	£80,726
Other Scheduled Bodies	00360	Hoyland Common Primary School	£88,719	£261,292	£350,011
Other Scheduled Bodies	00361	West Meadows Primary School	£12,669	£62,315	£74,984
Other Scheduled Bodies	00362	Dodworth St John's C of E Academy	£10,139	£49,093	£59,232
Other Scheduled Bodies	00363	Darton Primary School	£13,671	£66,569	£80,241
Other Scheduled Bodies	00365	The Mill Academy	£20,815	£100,997	£121,812

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00366	Springwell Learning Community	£91,821	£331,420	£423,241
Other Scheduled Bodies	00367	Springwell Alternative Academy	£2,543	£8,645	£11,188
Other Scheduled Bodies	00368	Kirk Balk Academy	£73,265	£247,246	£320,512
Other Scheduled Bodies	00369	Outwood Academy Shafton	£91,326	£375,381	£466,708
Other Scheduled Bodies	00371	Sandhill Primary School	£22,197	£115,207	£137,405
Other Scheduled Bodies	00372	Greenacre School	£220,161	£817,238	£1,037,399
Other Scheduled Bodies	00373	Laithes Primary School	£40,829	£158,615	£199,444
Other Scheduled Bodies	00374	Elsecar Holy Trinity CE Primary Academy	£11,984	£58,607	£70,591
Other Scheduled Bodies	00375	High View Primary Learning Centre	£55,620	£262,691	£318,311
Other Scheduled Bodies	00376	Wombwell Park Street Primary School	£31,253	£129,331	£160,584
Other Scheduled Bodies	00377	Hoyland Springwood Primary School	£35,117	£158,695	£193,812
Other Scheduled Bodies	00380	Outwood Academy Carlton	£103,002	£425,113	£528,115
Other Scheduled Bodies	00381	Royston St John Baptist C of E Primary School	£13,904	£67,449	£81,353
Other Scheduled Bodies	00382	Ward Green Primary School	£35,567	£127,012	£162,579
Other Scheduled Bodies	00383	Wellgate Primary School	£29,469	£142,505	£171,974
Other Scheduled Bodies	00384	Kexborough Primary School	£16,189	£74,321	£90,510
Other Scheduled Bodies	00385	Oakwell Rise Primary Academy	£24,169	£89,067	£113,236
Other Scheduled Bodies	00386	Netherwood Academy	£68,740	£274,218	£342,958
Other Scheduled Bodies	00387	Bank End Primary Academy	£12,763	£43,066	£55,829
Other Scheduled Bodies	00388	Hunningley Primary Academy	£31,492	£101,413	£132,904
Other Scheduled Bodies	00404	Askern Town Council	£4,274	£14,572	£18,845
Other Scheduled Bodies	00405	Barnby Dun with Kirk Sandall Parish Council	£1,949	£6,728	£8,678

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00406	Edlington Town Council	£0	£35,348	£35,348
Other Scheduled Bodies	00407	Hatfield Town Council	£7,746	£33,386	£41,132
Other Scheduled Bodies	00408	Rossington Parish Council	£1,496	£6,004	£7,500
Other Scheduled Bodies	00409	Stainforth Town Council	£1,510	£11,376	£12,886
Other Scheduled Bodies	00410	Thorne Moorends Town Council	£15,765	£51,687	£67,451
Other Scheduled Bodies	00411	Sprotbrough & Cusworth Parish Council	£4,201	£12,248	£16,448
Other Scheduled Bodies	00423	Armthorpe Parish Council	£8,841	£28,282	£37,124
Other Scheduled Bodies	00427	Trinity Academy	£95,686	£285,239	£380,925
Other Scheduled Bodies	00428	St Leger Homes of Doncaster	£1,737,396	£2,721,155	£4,458,551
Other Scheduled Bodies	00430	De Warrenne Academy	£87,387	£304,980	£392,367
Other Scheduled Bodies	00431	Outwood Academy Adwick	£95,983	£395,751	£491,734
Other Scheduled Bodies	00433	Rossington All Saints Academy	£62,831	£246,480	£309,310
Other Scheduled Bodies	00434	Ash Hill Academy	£67,803	£265,157	£332,960
Other Scheduled Bodies	00435	Auckley Junior & Infant Academy	£21,614	£91,352	£112,966
Other Scheduled Bodies	00436	Don Valley Academy	£70,621	£276,304	£346,925
Other Scheduled Bodies	00437	Grange Lane Infant Academy	£26,354	£105,982	£132,336
Other Scheduled Bodies	00438	Pheasant Bank Academy	£23,212	£99,125	£122,337
Other Scheduled Bodies	00439	Campsmount Academy	£103,621	£384,713	£488,334
Other Scheduled Bodies	00440	Outwood Academy Danum	£81,682	£334,357	£416,039
Other Scheduled Bodies	00441	Rowena Academy	£17,024	£68,989	£86,013
Other Scheduled Bodies	00442	Ridgewood School	£82,068	£308,973	£391,041
Other Scheduled Bodies	00443	Conisbrough Ivanhoe Primary Academy	£29,944	£119,684	£149,628

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00444	Highfields Primary Academy	£10,959	£46,290	£57,248
Other Scheduled Bodies	00445	Hall Cross Academy	£102,061	£401,973	£504,033
Other Scheduled Bodies	00446	Hungerhill School	£73,711	£270,587	£344,298
Other Scheduled Bodies	00447	Hatfield Woodhouse Primary School	£13,681	£55,710	£69,390
Other Scheduled Bodies	00448	Crookesbroom Primary Academy	£13,416	£55,696	£69,112
Other Scheduled Bodies	00449	Willow Primary School	£24,254	£102,235	£126,489
Other Scheduled Bodies	00450	Armthorpe Academy	£50,890	£166,043	£216,933
Other Scheduled Bodies	00451	Barnby Dun Primary Academy	£14,260	£56,798	£71,058
Other Scheduled Bodies	00452	Castle Academy	£16,278	£69,865	£86,143
Other Scheduled Bodies	00453	St Oswalds Church of England Academy	£12,936	£49,117	£62,053
Other Scheduled Bodies	00454	Armthorpe Shaw Wood Academy	£43,206	£178,799	£222,005
Other Scheduled Bodies	00455	Kirk Sandall Infant School	£15,438	£61,563	£77,000
Other Scheduled Bodies	00456	Dunsville Primary School	£15,212	£59,007	£74,219
Other Scheduled Bodies	00457	Sir Thomas Wharton Academy	£52,986	£178,322	£231,308
Other Scheduled Bodies	00462	Astrea Academy Woodfields	£78,613	£311,972	£390,585
Other Scheduled Bodies	00463	St Josephs Catholic School (Rossington)	£21,060	£90,790	£111,850
Other Scheduled Bodies	00464	Richmond Hill Primary Academy	£41,550	£173,548	£215,097
Other Scheduled Bodies	00465	McAuley Catholic High School	£82,450	£358,241	£440,691
Other Scheduled Bodies	00466	Montagu Academy	£25,185	£101,153	£126,338
Other Scheduled Bodies	00467	Holy Family Catholic Primary	£23,450	£106,244	£129,694
Other Scheduled Bodies	00474	St Wilfrids Academy	£26,873	£103,689	£130,562
Other Scheduled Bodies	00475	The Laurel Academy	£55,091	£216,714	£271,806

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00476	Kirk Sandall Junior School	£19,815	£76,492	£96,307
Other Scheduled Bodies	00480	XP School	£79,438	£276,542	£355,979
Other Scheduled Bodies	00481	Carr Lodge Academy	£37,856	£159,522	£197,378
Other Scheduled Bodies	00487	Waverley Primary Academy	£18,944	£77,484	£96,428
Other Scheduled Bodies	00488	Morley Place Academy	£18,202	£74,584	£92,786
Other Scheduled Bodies	00490	Edenthorpe Hall Academy	£19,462	£82,059	£101,522
Other Scheduled Bodies	00491	Hexthorpe Primary Academy	£42,221	£178,639	£220,860
Other Scheduled Bodies	00492	Denaby Main Primary Academy	£18,859	£78,100	£96,958
Other Scheduled Bodies	00493	Woodfield Primary School	£28,414	£125,483	£153,897
Other Scheduled Bodies	00494	Mexborough St John the Baptist Primary School	£26,916	£98,080	£124,995
Other Scheduled Bodies	00496	Balby Primary Academy	£38,912	£177,737	£216,650
Other Scheduled Bodies	00497	Kingfisher Primary Academy	£33,001	£139,192	£172,193
Other Scheduled Bodies	00498	Edlington Victoria Academy	£22,812	£95,542	£118,353
Other Scheduled Bodies	00509	Anston Parish Council	£6,723	£22,781	£29,504
Other Scheduled Bodies	00510	Thrybergh Parish Council	£2,456	£10,429	£12,885
Other Scheduled Bodies	00512	Aston-cum-Aughton Parish Council	£10,977	£40,146	£51,123
Other Scheduled Bodies	00515	Wickersley Parish Council	£6,768	£25,678	£32,445
Other Scheduled Bodies	00529	Maltby Academy	£74,959	£54,821	£129,781
Other Scheduled Bodies	00530	Brinsworth Academy	£127,051	£420,996	£548,047
Other Scheduled Bodies	00531	Wales High School (Academy Trust)	£144,130	£444,810	£588,940
Other Scheduled Bodies	00534	Aston Academy	£163,296	£617,011	£780,307
Other Scheduled Bodies	00538	Thurcroft Junior Academy	£21,719	£90,506	£112,225

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00539	St Bernards Catholic High School	£50,121	£204,140	£254,261
Other Scheduled Bodies	00540	Thrybergh Academy	£44,940	£174,968	£219,908
Other Scheduled Bodies	00542	East Dene Primary School	£31,344	£147,377	£178,721
Other Scheduled Bodies	00543	Coleridge Primary School	£26,073	£95,564	£121,637
Other Scheduled Bodies	00544	St Bedes Catholic Primary School	£32,507	£142,285	£174,792
Other Scheduled Bodies	00545	St Gerards Catholic Primary - Thrybergh	£15,175	£68,829	£84,004
Other Scheduled Bodies	00546	St Marys Catholic Primary School (Herringthorpe)	£19,375	£81,676	£101,051
Other Scheduled Bodies	00547	Wingfield Academy	£69,863	£242,001	£311,864
Other Scheduled Bodies	00549	St Marys Catholic Primary School (Maltby)	£13,440	£57,836	£71,276
Other Scheduled Bodies	00550	Canklow Woods Primary School	£28,297	£134,603	£162,900
Other Scheduled Bodies	00551	Whiston Junior & Infant School	£12,481	£61,279	£73,759
Other Scheduled Bodies	00552	Whiston Worrygoose Junior & Infant School	£53,364	£225,629	£278,993
Other Scheduled Bodies	00554	Oakwood High School	£76,034	£255,925	£331,959
Other Scheduled Bodies	00555	Rawmarsh Sandhill Primary School	£18,332	£76,474	£94,806
Other Scheduled Bodies	00556	Brookfield Junior Academy	£18,482	£81,977	£100,459
Other Scheduled Bodies	00557	St Josephs Catholic Primary (Dinnington)	£12,637	£53,841	£66,478
Other Scheduled Bodies	00558	Maltby Redwood Academy	£19,322	£78,879	£98,201
Other Scheduled Bodies	00559	Wickersley School and Sports College	£120,928	£494,124	£615,052
Other Scheduled Bodies	00561	Rawmarsh Ashwood Primary School	£14,789	£61,698	£76,487
Other Scheduled Bodies	00562	Sitwell Junior School	£22,409	£78,062	£100,471
Other Scheduled Bodies	00563	Thrybergh Primary School	£14,734	£61,716	£76,450
Other Scheduled Bodies	00565	Rawmarsh Community School	£84,287	£350,203	£434,489

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00566	St Albans Church of England Primary School	£19,090	£90,582	£109,672
Other Scheduled Bodies	00567	Bramley Grange Primary School	£14,329	£69,621	£83,949
Other Scheduled Bodies	00568	Monkwood Primary School	£27,889	£116,938	£144,826
Other Scheduled Bodies	00569	Anston Greenlands Primary School	£16,574	£60,247	£76,821
Other Scheduled Bodies	00570	Aston All Saints Church of England Primary School	£11,603	£58,359	£69,961
Other Scheduled Bodies	00571	Dinnington High School	£68,051	£270,670	£338,721
Other Scheduled Bodies	00572	Trinity Croft Church of England Primary School	£19,022	£82,546	£101,568
Other Scheduled Bodies	00573	Listerdale Junior Academy	£26,490	£113,198	£139,688
Other Scheduled Bodies	00574	Wickersley Northfield Primary School	£26,886	£132,182	£159,068
Other Scheduled Bodies	00575	Thrybergh Fullerton Church of England Primary Academy	£18,830	£79,556	£98,385
Other Scheduled Bodies	00576	Flanderwell Primary School	£30,134	£126,805	£156,939
Other Scheduled Bodies	00577	Maltby Manor Academy	£26,095	£117,240	£143,335
Other Scheduled Bodies	00578	Maltby Lilly Hall Academy	£28,612	£123,985	£152,597
Other Scheduled Bodies	00579	Ravenfield Primary Academy	£16,379	£78,640	£95,019
Other Scheduled Bodies	00580	Winterhill School	£61,151	£202,210	£263,361
Other Scheduled Bodies	00582	Herringthorpe Junior School	£32,265	£132,867	£165,133
Other Scheduled Bodies	00583	Springwood Junior Academy	£16,642	£75,874	£92,516
Other Scheduled Bodies	00584	Greasbrough Primary School	£25,052	£106,342	£131,394
Other Scheduled Bodies	00586	Eastwood Village Primary School	£20,887	£60,202	£81,088
Other Scheduled Bodies	00587	Dinnington Community Primary School	£19,918	£94,374	£114,293
Other Scheduled Bodies	00588	Abbey School	£71,827	£243,154	£314,981
Other Scheduled Bodies	00589	Hilltop School	£102,294	£349,894	£452,188

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00590	High Greave Infant School	£9,671	£48,275	£57,946
Other Scheduled Bodies	00591	High Greave Junior School	£12,005	£60,114	£72,119
Other Scheduled Bodies	00593	Kelford School	£84,930	£296,863	£381,793
Other Scheduled Bodies	00594	Brinsworth Whitehill Primary School	£26,521	£111,828	£138,349
Other Scheduled Bodies	00595	Aston Hall Junior & Infant School	£17,371	£73,148	£90,519
Other Scheduled Bodies	00596	Swinton Queen Primary School	£27,991	£136,768	£164,759
Other Scheduled Bodies	00597	Aston Lodge Primary School	£16,556	£69,857	£86,413
Other Scheduled Bodies	00598	Swinton Academy	£68,287	£286,657	£354,944
Other Scheduled Bodies	00604	Notre Dame High School	£95,722	£321,314	£417,036
Other Scheduled Bodies	00605	St John Fisher Primary	£19,513	£70,417	£89,930
Other Scheduled Bodies	00606	All Saints Catholic High School	£77,853	£280,508	£358,361
Other Scheduled Bodies	00607	St Anns Catholic Primary School	£11,003	£40,367	£51,370
Other Scheduled Bodies	00608	St Josephs Primary School	£18,040	£59,491	£77,531
Other Scheduled Bodies	00609	Clifford All Saints C of E Primary School	£15,336	£55,635	£70,971
Other Scheduled Bodies	00611	St Therasas RC School	£23,289	£60,410	£83,698
Other Scheduled Bodies	00612	St Patricks Catholic Voluntary Academy	£36,193	£112,622	£148,815
Other Scheduled Bodies	00613	Totley All Saints Church of England Primary School	£12,484	£50,446	£62,930
Other Scheduled Bodies	00614	Broomhill Infant School	£12,736	£42,865	£55,601
Other Scheduled Bodies	00622	E-ACT Parkwood Academy	£82,102	£202,769	£284,871
Other Scheduled Bodies	00639	Tapton School	£127,819	£449,786	£577,605
Other Scheduled Bodies	00650	Yewlands Academy	£62,070	£261,264	£323,335
Other Scheduled Bodies	00651	Hartley Brook Primary Academy	£63,558	£259,575	£323,133

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00652	Hatfield Primary Academy	£33,167	£134,795	£167,963
Other Scheduled Bodies	00654	Meadowhead School Academy Trust	£120,804	£421,502	£542,306
Other Scheduled Bodies	00656	Chaucer School	£88,647	£337,198	£425,845
Other Scheduled Bodies	00657	St Thomas of Canterbury School	£24,729	£91,814	£116,543
Other Scheduled Bodies	00658	King Ecgbert School	£88,257	£346,259	£434,516
Other Scheduled Bodies	00659	St Maries School	£16,871	£59,245	£76,116
Other Scheduled Bodies	00660	Bradfield Parish Council	£6,487	£14,156	£20,643
Other Scheduled Bodies	00661	Ecclesfield Parish Council	£6,328	£22,225	£28,554
Other Scheduled Bodies	00662	Stocksbridge Town Council	£1,978	£8,043	£10,021
Other Scheduled Bodies	00691	Sheffield Springs Academy	£82,408	£262,915	£345,323
Other Scheduled Bodies	00692	Sheffield Park Academy	£106,728	£328,266	£434,993
Other Scheduled Bodies	00700	St Wilfrids Catholic Primary School	£24,898	£90,871	£115,769
Other Scheduled Bodies	00701	Fir Vale School Academy Trust	£60,209	£189,917	£250,126
Other Scheduled Bodies	00704	Bradfield School	£70,544	£266,848	£337,391
Other Scheduled Bodies	00705	Southey Green Primary School & Nurseries	£99,757	£375,748	£475,506
Other Scheduled Bodies	00706	Silverdale School and Sixth Form	£79,540	£278,925	£358,465
Other Scheduled Bodies	00707	Greengate Lane Academy	£17,936	£76,017	£93,953
Other Scheduled Bodies	00708	Meynell Primary School	£47,144	£187,759	£234,903
Other Scheduled Bodies	00710	Mansel Primary School	£44,256	£191,269	£235,525
Other Scheduled Bodies	00711	Monteney Primary School	£80,414	£315,109	£395,523
Other Scheduled Bodies	00712	Fox Hill Primary School	£33,499	£146,037	£179,536
Other Scheduled Bodies	00714	Hinde House 2-16 Academy	£169,286	£674,760	£844,046

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00715	Lound Infant School	£11,984	£53,318	£65,302
Other Scheduled Bodies	00716	Lound Junior School	£15,769	£69,018	£84,788
Other Scheduled Bodies	00717	Firth Park Academy	£92,405	£509,045	£601,450
Other Scheduled Bodies	00718	Porter Croft C of E Primary Academy	£22,010	£106,693	£128,702
Other Scheduled Bodies	00719	E-ACT Pathways Academy	£41,129	£103,575	£144,704
Other Scheduled Bodies	00720	Hillsborough Nursery and Primary School	£31,855	£127,445	£159,300
Other Scheduled Bodies	00721	St Marys Primary School (High Green)	£13,072	£47,504	£60,576
Other Scheduled Bodies	00722	Sacred Heart School	£16,731	£61,503	£78,234
Other Scheduled Bodies	00723	Outwood Academy City	£69,258	£279,246	£348,504
Other Scheduled Bodies	00724	Totley Primary School	£25,106	£105,885	£130,991
Other Scheduled Bodies	00725	St Catherines Catholic Primary School	£50,526	£180,344	£230,870
Other Scheduled Bodies	00726	Concord Junior School	£15,052	£67,253	£82,304
Other Scheduled Bodies	00727	Ecclesfield School	£88,686	£389,222	£477,907
Other Scheduled Bodies	00728	Wincobank Nursery & Infant School	£18,623	£85,625	£104,248
Other Scheduled Bodies	00729	Newfield School	£73,640	£323,784	£397,424
Other Scheduled Bodies	00736	Emmaus Catholic & C of E Primary School	£28,047	£102,380	£130,428
Other Scheduled Bodies	00737	Forge Valley School	£133,399	£509,036	£642,435
Other Scheduled Bodies	00738	St Marys Church of England Academy (Walkley)	£19,287	£88,208	£107,495
Other Scheduled Bodies	00739	Lowedges Junior Academy	£29,234	£122,039	£151,273
Other Scheduled Bodies	00740	Oasis Academy (Firvale)	£28,463	£84,698	£113,162
Other Scheduled Bodies	00741	Oasis Academy (Watermead)	£36,976	£112,758	£149,734
Other Scheduled Bodies	00742	Chapelton Academy	£10,533	£47,396	£57,929

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00743	Handsworth Grange Community Sports College	£80,017	£348,585	£428,603
Other Scheduled Bodies	00744	Emmanuel Junior Academy	£14,528	£72,946	£87,474
Other Scheduled Bodies	00745	High Hazels Junior Academy	£31,899	£103,327	£135,227
Other Scheduled Bodies	00746	Woodlands Primary School	£46,202	£221,388	£267,591
Other Scheduled Bodies	00749	High Hazels Nursery Infants Academy	£23,227	£79,003	£102,230
Other Scheduled Bodies	00750	Nether Edge Primary School	£32,931	£142,246	£175,177
Other Scheduled Bodies	00751	Wisewood Primary School	£20,684	£81,578	£102,262
Other Scheduled Bodies	00752	Hallam Primary School	£52,320	£207,978	£260,297
Other Scheduled Bodies	00753	Oasis Academy (Don Valley)	£57,062	£166,676	£223,738
Other Scheduled Bodies	00755	Beck Primary School	£69,108	£246,224	£315,332
Other Scheduled Bodies	00756	St Thomas More Catholic Primary Academy	£16,898	£80,593	£97,490
Other Scheduled Bodies	00757	Hucklow Primary School	£48,938	£172,445	£221,383
Other Scheduled Bodies	00758	Tinsley Meadows Primary Academy	£71,231	£300,471	£371,702
Other Scheduled Bodies	00761	Lower Meadow Primary Academy	£29,021	£119,867	£148,888
Other Scheduled Bodies	00762	Astrea Academy Trust	£304,566	£1,002,661	£1,307,227
Other Scheduled Bodies	00763	Byron Wood Primary Academy	£40,169	£166,472	£206,641
Other Scheduled Bodies	00766	Abbeyfield Primary Academy	£40,709	£182,014	£222,723
Other Scheduled Bodies	00771	Manor Lodge Community Primary and Nursery School	£36,574	£169,689	£206,263
Other Scheduled Bodies	00772	Acres Hill Community Primary and Nursery School	£26,677	£125,408	£152,086
Other Scheduled Bodies	00773	Phillimore Community Primary and Nursery School	£37,277	£174,076	£211,353
Other Scheduled Bodies	00774	Wybourn Community Primary and Nursery School	£59,829	£278,804	£338,633
Other Scheduled Bodies	00775	The Birley Academy	£80,755	£433,836	£514,590

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00776	Birley Primary Academy	£40,183	£223,215	£263,398
Other Scheduled Bodies	00777	Rainbow Forge Primary Academy	£34,636	£193,581	£228,218
Other Scheduled Bodies	00778	Charnock Hall Primary Academy	£20,419	£112,463	£132,882
Other Scheduled Bodies	00779	Birley Spa Primary Academy	£24,863	£138,459	£163,322
Other Scheduled Bodies	00800	Catcliffe Primary School	£30,280	£138,360	£168,640
Other Scheduled Bodies	00808	Aughton Junior Academy	£11,067	£46,908	£57,974
Other Scheduled Bodies	00809	Swinton Fitzwilliam Primary School	£23,460	£112,909	£136,369
Other Scheduled Bodies	00818	Wath C of E Primary School	£32,770	£120,908	£153,678
Other Scheduled Bodies	00819	Hill Top Academy	£46,644	£187,113	£233,757
Other Scheduled Bodies	00820	Wath Central Primary School	£24,502	£89,049	£113,550
Other Scheduled Bodies	00821	Southfield Primary School	£28,695	£116,552	£145,247
Other Scheduled Bodies	00822	Bentley High Street Primary School	£35,693	£153,570	£189,263
Other Scheduled Bodies	00823	Rosedale Primary School	£10,089	£44,410	£54,498
Other Scheduled Bodies	00824	Brampton The Ellis C of E Aided Primary School	£38,324	£139,977	£178,301
Other Scheduled Bodies	00825	Armthorpe Tranmoor Primary School	£31,305	£143,430	£174,736
Other Scheduled Bodies	00826	Pennine View School	£51,927	£172,597	£224,524
Other Scheduled Bodies	00828	Our Lady of Sorrows Catholic Academy	£17,758	£76,461	£94,219
Other Scheduled Bodies	00829	Bessacarr Primary School	£29,470	£136,493	£165,963
Other Scheduled Bodies	00830	Highwoods Academy	£18,064	£81,647	£99,711
Other Scheduled Bodies	00831	Rossington St Michaels Church of England Primary School	£21,791	£93,993	£115,784
Other Scheduled Bodies	00832	Wath Victoria Primary School	£38,192	£137,423	£175,614
Other Scheduled Bodies	00833	Brampton Cortonwood Infant School	£15,112	£54,704	£69,816

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00835	Anston Brook Primary School	£9,616	£45,148	£54,764
Other Scheduled Bodies	00836	Woodsetts Primary School	£14,878	£71,983	£86,861
Other Scheduled Bodies	00844	Green Top Primary School	£28,910	£107,202	£136,111
Other Scheduled Bodies	00845	Hatchell Wood Primary Academy	£28,948	£139,401	£168,349
Other Scheduled Bodies	00846	Treeton Church of England Primary School	£21,268	£108,465	£129,734
Other Scheduled Bodies	00856	Intake Primary Academy	£22,372	£94,310	£116,682
Other Scheduled Bodies	00857	Atlas Academy	£37,454	£153,680	£191,134
Other Scheduled Bodies	00858	Roughwood Primary School	£28,415	£119,681	£148,097
Other Scheduled Bodies	00859	Kilnhurst St Thomas Church of England Primary Academy	£19,467	£91,187	£110,654
Other Scheduled Bodies	00860	Stocksbridge High School	£53,740	£241,437	£295,177
Other Scheduled Bodies	00861	Clifton Community School	£65,910	£268,396	£334,306
Other Scheduled Bodies	00863	Diocese of Sheffield Academies Trust	£33,233	£89,804	£123,037
Other Scheduled Bodies	00866	Windmill Hill Primary School	£24,670	£106,290	£130,960
Other Scheduled Bodies	00867	Anston Park Infants School	£11,612	£56,023	£67,635
Other Scheduled Bodies	00868	Norfolk Community Primary and Nursery School	£50,901	£234,746	£285,647
Other Scheduled Bodies	00869	Milton School	£52,273	£164,947	£217,219
Other Scheduled Bodies	00870	Greenhill Primary School	£43,730	£186,898	£230,628
Other Scheduled Bodies	00871	High Storrs School	£83,530	£373,295	£456,825
Other Scheduled Bodies	00873	Hooton Pagnell All Saints C of E Primary School	£9,009	£33,436	£42,445
Other Scheduled Bodies	00878	Holy Trinity Catholic & Church of England School	£91,690	£326,289	£417,978
Other Scheduled Bodies	00879	Brinsworth Manor Junior School	£19,027	£91,238	£110,265
Other Scheduled Bodies	00880	Kilnhurst Primary School	£11,508	£54,510	£66,018

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00882	Rockingham Junior & Infant School	£27,106	£117,260	£144,366
Other Scheduled Bodies	00883	Canon Popham Church of England Primary Academy	£14,846	£98,789	£113,636
Other Scheduled Bodies	00885	James Montgomery Trust	£43,432	£125,241	£168,673
Other Scheduled Bodies	00888	Wentworth CofE Junior & Infants School	£6,275	£29,684	£35,959
Other Scheduled Bodies	00889	Darton Academy	£68,290	£272,913	£341,203
Other Scheduled Bodies	00890	Laughton Junior and Infant School	£17,417	£63,626	£81,043
Other Scheduled Bodies	00891	Kiveton Park Infant School	£16,843	£62,750	£79,593
Other Scheduled Bodies	00892	Westfield School	£82,172	£292,373	£374,545
Other Scheduled Bodies	00893	Sandringham Primary School	£31,722	£130,510	£162,232
Other Scheduled Bodies	00894	Owston Park Primary Academy	£37,321	£170,838	£208,159
Other Scheduled Bodies	00895	Wickersley Partnership Trust	£175,570	£698,424	£873,994
Other Scheduled Bodies	00898	Askern Moss Road Infant Academy	£8,236	£35,996	£44,231
Other Scheduled Bodies	00899	Astrea Academy Dearne	£102,585	£402,786	£505,370
Other Scheduled Bodies	00900	Mercia School	£45,347	£143,550	£188,897
Other Scheduled Bodies	00901	Astrea Academy Sheffield	£91,575	£368,736	£460,310
Other Scheduled Bodies	00902	Askern Littlemoor Infant Academy	£19,115	£77,110	£96,225
Other Scheduled Bodies	00903	Maltby Learning Trust MAT HQ	£69,108	£193,213	£262,322
Other Scheduled Bodies	00904	Wath Academy	£108,375	£301,422	£409,798
Other Scheduled Bodies	00905	South Yorkshire Mayoral Combined Authority	£1,077,939	£1,968,904	£3,046,843
Other Scheduled Bodies	00907	Marshland Primary Academy	£11,656	£38,011	£49,667
Other Scheduled Bodies	00908	Brooke Primary Academy	£28,572	£92,808	£121,379
Other Scheduled Bodies	00909	Oughtibridge Primary School	£30,693	£105,348	£136,041

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00910	Chorus Education Trust - MAT HQ	£68,264	£198,524	£266,788
Other Scheduled Bodies	00911	Bradfield Dungworth Primary	£10,876	£36,481	£47,357
Other Scheduled Bodies	00912	Nook Lane Junior School	£17,077	£56,852	£73,930
Other Scheduled Bodies	00913	Loxley Primary School	£13,400	£45,888	£59,289
Other Scheduled Bodies	00914	Stannington Infant School	£15,083	£51,276	£66,359
Other Scheduled Bodies	00915	Wharnccliffe Side Primary School	£25,354	£83,181	£108,535
Other Scheduled Bodies	00917	Dalton Parish Council	£14,141	£12,916	£27,057
Other Scheduled Bodies	00918	Spa Academy Askern	£31,871	£124,099	£155,969
Other Scheduled Bodies	00919	Minerva Learning Trust - MAT HQ	£87,053	£334,450	£421,503
Other Scheduled Bodies	00920	Mercia Learning Trust MAT HQ	£51,072	£135,478	£186,550
Other Scheduled Bodies	00921	Horizon Community College	£147,624	£503,144	£650,768
Other Scheduled Bodies	00922	Pye Bank Church of England Primary School	£44,633	£158,441	£203,074
Other Scheduled Bodies	00940	Lakeside Primary Academy	£29,331	£129,781	£159,112
Other Scheduled Bodies	00941	Laughton All Saints Church of England Primary School	£8,724	£35,143	£43,867
Other Scheduled Bodies	00942	West Road Primary Academy	£31,967	£125,416	£157,383
Other Scheduled Bodies	00943	Woodseats Primary School	£40,043	£166,214	£206,257
Other Scheduled Bodies	00944	Heatherwood School	£49,532	£171,460	£220,993
Other Scheduled Bodies	00945	Norton Junior School	£9,996	£38,091	£48,087
Other Scheduled Bodies	00946	Norton Infant School	£12,326	£46,058	£58,385
Other Scheduled Bodies	00954	Crags Community School	£37,907	£119,956	£157,864
Other Scheduled Bodies	00955	Brinsworth Howarth Primary School	£13,546	£50,043	£63,589
Other Scheduled Bodies	00956	Churchfield Primary School	£36,530	£118,277	£154,807

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00957	Coppice School	£77,718	£265,462	£343,180
Other Scheduled Bodies	00958	Kiveton Park Meadows Junior School	£14,316	£51,564	£65,880
Other Scheduled Bodies	00959	Worsbrough Common Primary School	£40,501	£142,850	£183,351
Other Scheduled Bodies	00975	Mapplewell Primary School	£18,849	£67,700	£86,548
Other Scheduled Bodies	00976	Sheep Dip Lane Academy	£20,933	£86,121	£107,055
Other Scheduled Bodies	00977	Owler Brook Primary School	£48,265	£167,923	£216,187
Other Scheduled Bodies	00978	Whiteways Primary School	£42,586	£152,790	£195,376
Other Scheduled Bodies	00979	North Ridge Community School	£71,736	£246,878	£318,614
Other Scheduled Bodies	00980	Hawthorn Primary School	£20,695	£92,559	£113,254
Other Scheduled Bodies	00981	Becton School	£39,236	£128,064	£167,300
Other Scheduled Bodies	00983	Harthill Primary School	£12,217	£45,458	£57,675
Other Scheduled Bodies	00985	Wellspring Trust MAT HQ	£254,688	£752,547	£1,007,235
Other Scheduled Bodies	00986	Plover Primary School	£26,520	£100,493	£127,013
Other Scheduled Bodies	00987	Athersley South Primary	£25,906	£96,093	£121,999
Other Scheduled Bodies	00989	Woodhouse West Primary and Nursery School	£33,514	£154,700	£188,213
Other Scheduled Bodies	00990	Waverley Junior Academy	£47,209	£208,347	£255,556
Other Scheduled Bodies	00991	Thorpe Hesley Primary School	£52,240	£185,750	£237,990
Other Scheduled Bodies	00992	Redscope Primary School	£47,564	£173,062	£220,625
Other Scheduled Bodies	00993	Bader Academy	£49,926	£164,826	£214,752
Other Scheduled Bodies	00994	Doncaster UTC	£42,380	£152,105	£194,485
Other Scheduled Bodies	00995	Sheffield South East Trust (MAT HQ)	£16,169	£60,614	£76,783
Other Scheduled Bodies	00996	St Anns Primary School	£37,191	£132,009	£169,200

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Other Scheduled Bodies	00998	Nexus Multi Academy Trust	£170,228	£449,755	£619,983
Other Scheduled Bodies	00999	Waverley Community Council	£2,501	£9,013	£11,513
		Subtotal Other Scheduled Bodies	£33,156,146	£107,145,873	£140,302,018

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00009	Happy Kids Childcare (RMBC Thrybergh)	£1,660	£5,725	£7,385
Admitted Bodies	00010	Sheffield Museums Trust	£24,522	£84,284	£108,806
Admitted Bodies	00012	Mellors (Montagu Academy)	£1,541	£5,687	£7,228
Admitted Bodies	00014	Hutchison Catering Ltd (AET MAT)	£7,133	£29,597	£36,730
Admitted Bodies	00015	Aspens Services Ltd (Brinsworth)	£3,201	£10,677	£13,878
Admitted Bodies	00017	Enviroserve (Blackburn Primary)	£304	£1,104	£1,408
Admitted Bodies	00018	NowThen (Prince Edward School Cleaning)	£1,331	£8,324	£9,655
Admitted Bodies	00021	Mellors (Hall Cross Academy)	£3,196	£0	£3,196
Admitted Bodies	00025	ABM Catering (The Hayfield School)	£0	£10,165	£10,165
Admitted Bodies	00028	Independent Cleaning Services Ltd (Montagu Academy)	£648	£5,131	£5,779
Admitted Bodies	00030	RCCN (Hall Cross Academy)	£5,384	£17,242	£22,626
Admitted Bodies	00031	ABM Catering (Maltby Learning Trust)	£17,545	£74,782	£92,327
Admitted Bodies	00032	Churchill Contract Services (St Helens)	£555	£2,472	£3,027
Admitted Bodies	00035	Relish School Foods (Nexus)	£3,955	£0	£3,955
Admitted Bodies	00040	RCCN Limited (Armthorpe Academy)	£544	£2,846	£3,390

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00048	Mellors (West Road Primary)	£246	£1,454	£1,700
Admitted Bodies	00049	Mellors (Barnby Dunn Primary)	£1,804	£10,267	£12,071
Admitted Bodies	00050	Mellors (Dunsville Primary)	£1,934	£9,549	£11,484
Admitted Bodies	00051	Mellors (Hungerhill)	£5,578	£33,164	£38,743
Admitted Bodies	00052	Mellors (Kirk Sandall Infant)	£833	£4,060	£4,893
Admitted Bodies	00053	Mellors (Kirk Sandall Junior)	£1,487	£7,676	£9,163
Admitted Bodies	00055	ABM Catering (Inspire Trust)	£2,964	£15,758	£18,721
Admitted Bodies	00056	Mellors (Goldthorpe Primary Academy)	£3,153	£16,531	£19,684
Admitted Bodies	00059	Mellors (Morley Place)	£555	£2,501	£3,055
Admitted Bodies	00067	Taylor Shaw (Aston Lodge Primary)	£1,816	£8,199	£10,015
Admitted Bodies	00069	Taylor Shaw (Monkwood Primary)	£2,003	£10,252	£12,256
Admitted Bodies	00070	Taylor Shaw (Sandhill Primary)	£786	£3,773	£4,559
Admitted Bodies	00071	Taylor Shaw (Foljambe Primary)	£494	£2,514	£3,008
Admitted Bodies	00073	Taylor Shaw (Thrybergh Primary)	£639	£3,671	£4,310
Admitted Bodies	00076	Solutions 4 Cleaning (Nether Edge Primary)	£2,472	£9,170	£11,642
Admitted Bodies	00077	Solutions 4 Cleaning (Woodlands Primary)	£2,905	£10,828	£13,733
Admitted Bodies	00079	RCCN Limited (Atlas Academy)	£1,180	£4,183	£5,362
Admitted Bodies	00080	RCCN Limited (Carrfield Academy)	£38	£134	£172
Admitted Bodies	00081	RCCN Limited (Castle Academy)	£506	£1,795	£2,302
Admitted Bodies	00082	RCCN Limited (Denaby Main Primary Academy)	£781	£2,733	£3,513
Admitted Bodies	00083	RCCN Limited (Edenthorpe Hall Academy)	£309	£1,097	£1,407
Admitted Bodies	00084	RCCN Limited (Hexthorpe Primary Academy)	£1,516	£5,375	£6,891

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00085	RCCN Limited (Highgate Academy)	£641	£2,273	£2,915
Admitted Bodies	00086	RCCN Limited (Intake Primary Academy)	£1,532	£5,431	£6,962
Admitted Bodies	00088	RCCN Limited (Waverley Academy)	£2,432	£8,411	£10,843
Admitted Bodies	00091	Caterlink (Outwood Primary Woodlands)	£2,778	£10,049	£12,827
Admitted Bodies	00092	RCCN Limited (Churchfield School)	£31	£111	£143
Admitted Bodies	00093	Carroll Cleaning Company (Rowena Academy)	£300	£1,125	£1,426
Admitted Bodies	00094	Carroll Cleaning Company (Pheasant Bank Academy)	£920	£3,447	£4,368
Admitted Bodies	00095	Carroll Cleaning Company (Morley Place Academy)	£523	£1,960	£2,483
Admitted Bodies	00096	Carroll Cleaning Company (Crookesbroom Primary Academy)	£379	£1,418	£1,797
Admitted Bodies	00097	Carroll Cleaning Company (Grange Lane Primary School)	£539	£2,019	£2,558
Admitted Bodies	00099	Norse Group (Bader Free School)	£770	£2,774	£3,544
Admitted Bodies	00102	Taylor Shaw (Barnsley Academy)	£5,335	£16,856	£22,191
Admitted Bodies	00107	RCCN (Kingfisher Primary Academy)	£1,942	£6,884	£8,826
Admitted Bodies	00109	Bulloughs Cleaning Services Ltd (Astrea Academy Sheffield)	£1,142	£4,739	£5,881
Admitted Bodies	00110	Bulloughs Cleaning Services Ltd (Lower Meadow)	£871	£3,802	£4,674
Admitted Bodies	00112	Aramark Ltd (RCAT Catering)	£2,599	£9,167	£11,765
Admitted Bodies	00113	Churchill Contract Service (Shafton Academy)	£805	£2,884	£3,689
Admitted Bodies	00115	Compass Contract Services (King Edward VII School)	£1,219	£4,296	£5,515
Admitted Bodies	00116	Compass Contract Services (Ecclesfield Secondary School)	£1,849	£6,697	£8,546
Admitted Bodies	00117	Compass Contract Services (King Ecgbert)	£971	£3,561	£4,532
Admitted Bodies	00118	Independent Cleaning Services Ltd (Outwood City)	£2,682	£9,846	£12,529
Admitted Bodies	00119	Independent Cleaning Services (Outwood Primary Woodlands)	£694	£2,613	£3,307

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00120	Caterlink (Outwood Academy City)	£5,401	£19,905	£25,306
Admitted Bodies	00124	Waythrough	£4,620	£13,333	£17,953
Admitted Bodies	00125	OCS Group UK Ltd (Leger Education Trust)	£6,981	£26,573	£33,554
Admitted Bodies	00128	Taylor Shaw (Travis Lawrence Primary School)	£1,419	£4,020	£5,439
Admitted Bodies	00131	Caterlink Ltd (Churchfields School)	£313	£1,178	£1,491
Admitted Bodies	00132	Mellors (Pye Bank Primary School)	£2,671	£9,222	£11,892
Admitted Bodies	00133	Mellors (Exceed Learning Partnership Trust)	£9,338	£34,169	£43,507
Admitted Bodies	00135	Taylor Shaw (Sheff School Meals Central Contract 2)	£11,318	£57,412	£68,730
Admitted Bodies	00136	Norse Group (Nexus MAT)	£5,723	£20,617	£26,340
Admitted Bodies	00137	Taylor Shaw (St Pius X Catholic High School)	£1,159	£4,299	£5,458
Admitted Bodies	00140	Cleantec Services (E-ACT)	£2,768	£10,016	£12,784
Admitted Bodies	00141	SLM Ltd (Everyone Active)	£17,188	£55,823	£73,012
Admitted Bodies	00142	Bulloughs Cleaning Services Ltd. (Leger Education Trust)	£4,613	£17,429	£22,042
Admitted Bodies	00143	SMG (UK) Limited (Utiltia Arena Sheffield)	£2,919	£7,724	£10,643
Admitted Bodies	00144	SMG (UK) Limited (Sheffield City Hall)	£2,582	£7,976	£10,559
Admitted Bodies	00145	RCCN (St Pius X Catholic High School)	£3,071	£11,392	£14,463
Admitted Bodies	00150	Mellors - Brighter Futures Learning Partnership Trust	£1,067	£5,101	£6,169
Admitted Bodies	00204	Action Housing & Support Ltd	£19,064	£63,398	£82,462
Admitted Bodies	00209	National Horseracing College	£8,753	£52,073	£60,826
Admitted Bodies	00214	South Yorkshire Housing Association	£11,099	£68,927	£80,027
Admitted Bodies	00226	Northern College	£79,042	£319,337	£398,379
Admitted Bodies	00228	Barnsley Premier Leisure	£133,276	£412,410	£545,686

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00230	Doncaster Community Transport	£6,479	£26,181	£32,660
Admitted Bodies	00231	Roth Don and South Humber Mental Health NHS Foundation Trust	£6,785	£25,877	£32,662
Admitted Bodies	00235	Sheffield Community Transport	£4,961	£25,074	£30,035
Admitted Bodies	00237	Sheffield Hallam Students Union	£6,119	£23,538	£29,657
Admitted Bodies	00239	Sheffield Health & Social Care NHS Foundation Trust	£57,693	£253,410	£311,103
Admitted Bodies	00241	Great Places Housing Association	£5,317	£26,176	£31,493
Admitted Bodies	00242	Sheffield City Trust	£123,524	£307,087	£430,611
Admitted Bodies	00244	Midshire Catering Ltd	£1,040	£0	£1,040
Admitted Bodies	00256	Amey Community Ltd (Barnsley BSF Design & Building Schools)	£6,219	£26,334	£32,553
Admitted Bodies	00257	Amey Community Ltd SPV1 (Barnsley BSF/PFI)	£6,145	£30,939	£37,084
Admitted Bodies	00258	Amey Community Ltd SPV2 (Barnsley BSF/PFI)	£414	£3,582	£3,996
Admitted Bodies	00259	Amey Community Ltd SPV3 (Barnsley BSF/PFI)	£9,628	£59,613	£69,241
Admitted Bodies	00310	Independent Training Services Ltd	£6,430	£20,350	£26,780
Admitted Bodies	00339	Barnsley Norse Ltd	£37,667	£129,508	£167,175
Admitted Bodies	00346	Trustclean Ltd (Athersley North)	£618	£0	£618
Admitted Bodies	00389	Dimensions (UK) Ltd	£16,869	£35,719	£52,588
Admitted Bodies	00390	Turning Point	£23,285	£101,053	£124,338
Admitted Bodies	00392	ISS Mediclean Ltd	£4,818	£26,194	£31,012
Admitted Bodies	00393	Equans Services Ltd (Barnsley Schools)	£1,744	£10,463	£12,207
Admitted Bodies	00412	Doncaster Deaf Trust	£78,410	£422,268	£500,678
Admitted Bodies	00429	Crispin & Borst	£4,286	£17,028	£21,314

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00432	Doncaster Culture & Leisure Trust	£10,813	£87,837	£98,649
Admitted Bodies	00478	Independent Cleaning Services Ltd (Danum Academy)	£439	£0	£439
Admitted Bodies	00479	Carroll Cleaning Company (De Warenne Academy)	£2,500	£0	£2,500
Admitted Bodies	00513	Equans Services Ltd (Rotherham Schools)	£5,339	£18,745	£24,084
Admitted Bodies	00533	Mears Limited	£139,650	£0	£139,650
Admitted Bodies	00541	Trustclean (Wath CE School)	£365	£0	£365
Admitted Bodies	00548	Places for People (RMBC)	£33,590	£142,907	£176,497
Admitted Bodies	00610	Sheffcare Ltd	£12,086	£61,924	£74,010
Admitted Bodies	00616	Capita (Outstanding Sheffield Programme)	£6,301	£0	£6,301
Admitted Bodies	00629	Taylor Shaw (Sheff School Meals Central Contract)	£9,671	£0	£9,671
Admitted Bodies	00655	Amey LG Limited (Sheffield Highways)	£480,656	£0	£480,656
Admitted Bodies	00663	Sheffield Unison	£6,332	£27,832	£34,164
Admitted Bodies	00666	Sheffield Futures	£7,648	£25,406	£33,054
Admitted Bodies	00671	Mitie FM Limited	£1,828	£9,550	£11,378
Admitted Bodies	00676	Veolia Environmental Services PLC	£58,313	£0	£58,313
Admitted Bodies	00686	Mitie Ltd	£1,430	£7,282	£8,711
Admitted Bodies	00688	Kier Managed Services	£1,630	£0	£1,630
Admitted Bodies	00698	Taylor Woodrow Construction (Sheffield Schools)	£1,948	£9,859	£11,807
Admitted Bodies	00702	Vinci Construction UK Ltd (Bradfield FM)	£689	£3,835	£4,525
Admitted Bodies	00747	Places for People (SCC)	£12,741	£63,343	£76,084
Admitted Bodies	00754	Taylor Shaw (St John Fisher Academy)	£894	£3,558	£4,452
Admitted Bodies	00759	Places for People (Wisewood Sports Centre)	£2,495	£9,542	£12,037

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00765	Aspens Services Ltd (E-ACT Pathways Academy)	£552	£3,659	£4,211
Admitted Bodies	00768	Learn Sheffield	£22,058	£64,346	£86,404
Admitted Bodies	00781	Wates Living Space Maintenance Ltd	£3,580	£0	£3,580
Admitted Bodies	00804	Dolce Ltd (Sitwell Juniors)	£0	£14,000	£14,000
Admitted Bodies	00812	Dolce Ltd (Kilnhurst Junior & Infants)	£0	£3,000	£3,000
Admitted Bodies	00813	Dolce Ltd (Swinton Fitzwilliam)	£972	£4,858	£5,830
Admitted Bodies	00814	Dolce Ltd (Whiston Junior & Infants)	£512	£0	£512
Admitted Bodies	00815	Dolce Ltd (Whiston Worrygoose)	£600	£0	£600
Admitted Bodies	00816	Dolce Ltd (Wickersley Northfield)	£588	£0	£588
Admitted Bodies	00838	Mellors (Aston Lodge Primary)	£0	£16,000	£16,000
Admitted Bodies	00848	Dolce Ltd (Kiveton Park)	£663	£2,352	£3,015
Admitted Bodies	00849	Dolce Ltd (Harthill Primary)	£727	£3,833	£4,560
Admitted Bodies	00864	Dolce Ltd (Swinton Queen Primary)	£1,681	£7,763	£9,445
Admitted Bodies	00881	Border to Coast Pensions Partnership Ltd	£18,664	£44,223	£62,887
Admitted Bodies	00896	Churchill Contract Services - Dinnington High School	£4,406	£18,627	£23,034
Admitted Bodies	00906	Dolce - Conisbrough Ivanhoe Primary Academy	£0	£3,000	£3,000
Admitted Bodies	00916	MAM (Doncaster) Ltd - Doncaster Markets	£1,983	£2,033	£4,016
Admitted Bodies	00923	Compass (Hatfield Primary)	£0	£7,000	£7,000
Admitted Bodies	00947	Mellors (Grange Lane Infants)	£0	£1,000	£1,000
Admitted Bodies	00949	Mellors (Hatfield Crookesbroom Primary)	£522	£2,040	£2,562
Admitted Bodies	00950	Mellors (Hatfield Woodhouse Primary)	£589	£2,731	£3,320
Admitted Bodies	00962	Taylor Shaw (Aston All Saints C of E Primary)	£976	£3,515	£4,491

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00964	Taylor Shaw (Flanderwell Primary school)	£1,650	£8,055	£9,706
Admitted Bodies	00966	Taylor Shaw (Laughton All Saints Primary)	£118	-£29	£89
Admitted Bodies	00967	Taylor Shaw (Rossington St Michaels C of E Primary)	£1,449	£0	£1,449
Admitted Bodies	00968	Taylor Shaw (St Oswalds Finningley Academy)	£1,525	£0	£1,525
Admitted Bodies	00972	Taylor Shaw (Wickersley St Albans C of E Primary)	£386	£0	£386
Admitted Bodies	00982	Equans Regeneration Ltd (Rotherham Council)	£97,930	£0	£97,930
Admitted Bodies	00988	Wates Ltd (Barnsley Housing Maintenance)	£49,708	£167,788	£217,496
Admitted Bodies	00997	Mellors (Catcliffe Primary and High Greave Junior)	£2,154	£6,776	£8,930
		Subtotal Admitted Bodies	£1,890,660	£4,184,006	£6,074,665

Employers Paid An Exit Credit During 2024/25

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00007	CH & CO Group (RCAT Catering)	£0	-£5,630	-£5,630
Admitted Bodies	00011	Taylor Shaw (West Road Primary)	£0	-£1,260	-£1,260
Admitted Bodies	00033	Churchill Contract Services (Brigantia Learning Trust)	£0	-£5,891	-£5,891
Admitted Bodies	00036	Mellors (Highfields Primary)	£0	-£2,049	-£2,049
Admitted Bodies	00072	Taylor Shaw (Rawmarsh Ashwood)	£0	-£1,825	-£1,825
Admitted Bodies	00247	KGB Cleaning (Doncaster College)	£0	-£1,380	-£1,380
Admitted Bodies	00334	NPS Barnsley Ltd	£0	-£1,986	-£1,986
Admitted Bodies	00364	Caterlink (Barnsley Academy)	£0	-£40,909	-£40,909

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00391	Compass (Kirk Balk Academy)	£0	-£9,067	-£9,067
Admitted Bodies	00394	Caterlink (Hunningley Primary)	£0	-£7,149	-£7,149
Admitted Bodies	00396	Sodexo (Oakhill Academy Wellspring)	£0	-£11,620	-£11,620
Admitted Bodies	00397	Sodexo (Greenacre Academy Wellspring)	£0	-£40,820	-£40,820
Admitted Bodies	00398	Sodexo (Springwell Special Academy Wellspring)	£0	-£3,581	-£3,581
Admitted Bodies	00460	Chartwells (De Warenne Academy)	£0	-£1,902	-£1,902
Admitted Bodies	00482	Aspens Services Ltd (McAuley Academy)	£0	-£21,714	-£21,714
Admitted Bodies	00483	Compass (Don Valley Academy)	£0	-£9,775	-£9,775
Admitted Bodies	00495	Compass (The Hayfield School)	£0	-£3,874	-£3,874
Admitted Bodies	00537	Mellors (Rawmarsh Comprehensive)	£0	-£9,953	-£9,953
Admitted Bodies	00653	Mellors (Sheffield Schools)	£0	-£12,248	-£12,248
Admitted Bodies	00709	Mellors (Hinde House/King Ecgbert)	£0	-£8,773	-£8,773
Admitted Bodies	00837	Mellors (Aston Hall Junior & Infants)	£0	-£2,763	-£2,763
Admitted Bodies	00839	Mellors (Brinsworth Whitehill)	£0	-£2,443	-£2,443
Admitted Bodies	00840	Mellors (Monkwood Primary)	£0	-£3,814	-£3,814
Admitted Bodies	00841	Mellors (Rawmarsh Ashwood Primary)	£0	-£1,124	-£1,124
Admitted Bodies	00842	Mellors (Sandhill Primary)	£0	-£2,815	-£2,815
Admitted Bodies	00874	Sodexo (Oakwell Rise Academy Wellspring)	£0	-£14,337	-£14,337
Admitted Bodies	00875	Sodexo (Forest Primary Academy Wellspring)	£0	-£13,156	-£13,156
Admitted Bodies	00884	Compass (St Pius X Catholic High School)	£0	-£15,303	-£15,303
Admitted Bodies	00887	Aspens Services Ltd - Netherwood Catering Contract	£0	-£8,850	-£8,850
Admitted Bodies	00924	Compass (Atlas Academy)	£0	-£5,747	-£5,747

Employer Classification	Employer No.	Employer Name	Employee Contributions Total	Employer Contributions Total	Total Contributions
Admitted Bodies	00925	Compass (Hexthorpe Primary)	£0	-£10,284	-£10,284
Admitted Bodies	00926	Compass (Highgate Primary)	£0	-£11,949	-£11,949
Admitted Bodies	00928	Compass (Intake Primary)	£0	-£5,704	-£5,704
Admitted Bodies	00929	Compass (Kingfisher Academy)	£0	-£11,383	-£11,383
Admitted Bodies	00930	Compass (The Hill Primary)	£0	-£20,779	-£20,779
Admitted Bodies	00931	Compass (Waverley Academy)	£0	-£2,889	-£2,889
Admitted Bodies	00932	Compass (Carrfield Primary)	£0	-£9,020	-£9,020
Admitted Bodies	00933	Compass (Castle Academy)	£0	-£3,488	-£3,488
Admitted Bodies	00934	Compass (Denaby Main Academy)	£0	-£7,056	-£7,056
Admitted Bodies	00935	Compass (Edenthorpe Hall Academy)	£0	-£4,250	-£4,250
Admitted Bodies	00936	Compass (Gooseacre Primary)	£0	-£6,483	-£6,483
Admitted Bodies	00951	Mellors (Pheasant Bank Academy)	£0	-£759	-£759
Admitted Bodies	00952	Mellors (Rowena Academy)	£97	-£477	-£380
Admitted Bodies	00961	Happy Kids Childcare (Rotherham)	£100	-£1,326	-£1,226
Admitted Bodies	00974	Aspens Services Ltd (Astrea Woodfields Academy)	£0	-£5,913	-£5,913
Admitted Bodies	00984	Churchill Contract Services (Outwood Academy City)	£0	-£29,284	-£29,284
Subtotal Exit Credits Paid			£198	-£402,803	-£402,605
Grand Total Contributions Received			£81,864,567	£187,071,684	£268,936,251



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2025