

Subject	Governance, Regulatory and Policy Update	Status	For Publication
Report to	Local Pension Board	Date	06 November 2025
Report of	Head of Governance and Corporate Services		
Equality Impact Assessment	Not Required	Attached	No
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1 Purpose of the Report

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

2 Recommendations

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

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

Effective and Transparent Governance

- 3.2 To uphold effective governance showing prudence and propriety at all times.
- 3.3 The contents of this report are part of the arrangements in place to ensure good governance.

4 Implications for the Corporate Risk Register

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

5 Background and Options

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

Board Membership and Succession Planning

5.2 The following table shows the current membership of the Board.

Name	Date of joining	Nominated by/ Representing	Term of Office (to)
Scheme Member Representatives			
David Webster (Vice Chair)	01/10/2019	Selected from active, deferred and pensioner members	September 2025 (2 nd Term)
Andrew Gregory	25/07/2019		July 2028 (3 rd Term)
Sheldon McClure	08/08/2024	Unite	August 2027 (1 st Term)
Shelagh Carter	07/11/2024	GMB	November 2027 (1 st Term)
Rhona Bywater	08/10/2025	Unison	October 2028 (1st Term)
Employer Representatives			
Riaz Nurennabi (Chair)	03/11/2022	Sheffield Hallam University	November 2025 (1 st Term)
David Nevett	05/06/2025	Local Authorities	May 2027 (1 st Term)
Linda Beresford	06/06/2024		May 2026 (1 st Term)
Nicola Gregory	18/01/2018	Academies	December 2026 (3 rd Term)
Kim Bond	04/09/2025		September 2028 (1 st Term)
Independent Adviser			
Neil Mason	July 2024	-	-

5.3 The two vacancies on the Board are now filled. Kim Bond joins the Board as an employer representative and brings experience in pensions and payroll. Kim's appointment also ensures that academy employers will continue to be represented on the Board post December 2026. Rhona Bywater joins the board to take the scheme member representative seat held by UNISON. Rhona brings a wealth of knowledge and experience in governance.

5.4 The Chair and Vice Chair will attend the annual Employer AGM in November to promote the Board and its work. Work will continue to raise awareness through planned articles in our Employer and Scheme Member Newsletters. These will include 'showcase' pieces on the Chair and Vice Chair, employer representatives, and a Union representative. The aim is that this will continue to increase interest from our scheme employers and members to aid succession planning for the future.

Member Training and Development

5.5 New members are being supported through the induction process and with a target of completing their core training requirements within their first three months. All Board members are politely reminded to complete any new content in the Current Issues module of the LGPS Online Learning Academy (LOLA) in a timely manner to ensure we reach 100% compliance as soon as possible.

5.6 Individual member learning and development (L&D) plans have been completed for the Board and Authority members. The one-to-one sessions found a small number of members have individual needs, whereas the majority raised the need for future training in areas that are scheduled as part of the L&D plan for 2025/26. There was a common trend for members requesting wider knowledge and understanding of Border to Coast and the Authority / Fund's role within the partnership. Officers are in progress with exploring options to support this through training and/or documentation. The

individual L&D plans will also help to inform the development of the Member L&D Strategy 2026/27.

- 5.7 There was a high attendance rate of both Authority and Board members at the Border to Coast Annual Conference held in September, which is very positive. Members are encouraged to attend this conference annually as an opportunity to network, raise awareness and collaborate with peers whilst increasing their knowledge and understanding.

Pensions Dashboard – Compliance for AVC arrangements

- 5.8 Clarification from the Pensions Regulator (TPR) regarding compliance responsibilities in relation to Additional Voluntary Contribution (AVC) arrangements under LGPS regulations has been published. LGPS administering authorities, in their role as scheme managers, are responsible for ensuring that all data submitted to the dashboard's ecosystem, covering both main scheme and AVCs, is accurate and legally compliant. Although AVC arrangements are established under LGPS Regulations and form part of LGPS benefits, AVC providers are regulated by the Financial Conduct Authority (FCA), rather than TPR.

LGPS England and Wales Scheme Advisory Board (SAB)

- 5.9 Letter to Local Government Minister – SAB has published a letter sent to Local Government Minister Alison McGovern MP on 13th October requesting her to advise whether there is a view from the UK Government on the issues concerning calls to divest from investments that are seen to support the recent conflict in the Occupied Palestinian Territories and the letter sent to most administering authorities from the Palestine Solidarity Campaign. The letter requests the minister to advise on the Government's view in order to provide much needed clarity for the 86 funds across England and Wales.
- 5.10 Advice on Conflicts of Interest – SAB published some high level legal advice commissioned from Burges Salmon to help administering authorities consider practical ways of working consistent with the 'Fit for the Future' proposals while managing conflicts of interest, taking into consideration the different pooling governance models, with the intention that this will help to inform the development of wider pooling governance guidance that might be issued.
- 5.11 Survey – Understanding Diversity of Representation in the LGPS – A report has been published on the findings from SAB's survey on diversity of representation. SAB received responses from 38 funds. This included our own response for SYPA. The survey found that 49% of responding funds have a formal Equality, Diversity and Inclusion policy, whilst only 19% of funds collect gender data on Pension Committee and Board members, 11% publishing this. Even fewer collect data on age and ethnicity (8% and 6% respectively) and only 3% publish this. However, many funds responding expressed a willingness to publish demographic data if required.
- 5.12 The SAB may consider incorporating demographic reporting into statutory guidance to encourage consistent good practice and providing templates or best practice examples.
- 5.13 Board members will hopefully be reassured then that the Authority has its own Diversity, Equality and Inclusion policy and is already demonstrating best practice in collecting data on demographic characteristics of Authority and LPB members and publishing this each year in our annual report. However, we are not complacent and the encouragement of greater diversity in our representation remains a focus.

6 **Implications**

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

Financial	There are no direct financial implications arising from this report.
Human Resources	None
ICT	None
Legal	None
Procurement	None

Jo Stone

Head of Governance and Corporate Services & Monitoring Officer

Background Papers	
Document	Place of Inspection
Local Pension Board Members' Registers of Interests	Committee details - South Yorkshire Local Pension Board - South Yorkshire Pensions Authority (Registers of interests available on the page showing each member's details).
Scheme Advisory Board updates:	Link to: Letter to LG Minister Link to: Legal Advice Conflicts of Interest Link to: Understanding Diversity of Representation in LGPS Report