

Subject	Independent Governance Review Action Plan	Status	For Publication
Report to	Local Pension Board	Date	06 November 2025
Report of	Acting Assistant Director – Resources		
Equality Impact Assessment	Not Required	Attached	No
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1 Purpose of the Report

- 1.1 To update Board members on progress being made on the Governance Review action plan arising from the independent governance review undertaken by Aon in 2024.
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2 Recommendations

- 2.1 Board Members are recommended to:
- a. Note the updates and progress against the Governance Review action plan.**
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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 We have previously reported to the Board on the independent governance review (IGR) that was carried out by Aon between February and June 2024. The action plan developed in response to the findings was approved by the Authority in December 2024. This report provides an update on the progress made on each of the actions since then.
- 5.2 The action plan is attached at Appendix A. This is set out over 12 areas for action, with each of these broken down into sub-tasks. The table includes a progress update for each of these as of October 2025 as well as indicating their status as either Complete, In Progress, or Not Yet Started.
- 5.3 The table shows that significant progress has been made, with the majority of actions and tasks now either fully completed or in progress.
- 5.4 There are a few tasks remaining as not yet started – most of which are minor aspects of actions that are well progressed in other respects and are simply awaiting further guidance for example.
- 5.5 One area that has not progressed to the planned timescale is Action 7 regarding a project to review and create new templates for reports and policy documents supported by training in report writing. This has been deferred due to the communications team being short-staffed and other work taking priority. However, the team is now fully staffed since September and work on this project will commence in October, with a revised target timescale for completion set to June 2026.
- 5.6 The Board are asked to review the action plan, note the progress made and request any further information of officers as required. A further update on the actions that remain outstanding will be provided to a future meeting of the Board.

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. The costs of the Governance Review were included in the budget.
Human Resources	None
ICT	None
Legal	No direct implications
Procurement	None

Will Goddard

Acting Assistant Director – Resources

Background Papers	
Document	Place of Inspection
Previous report to the Authority with the Action Plan for approval – Item 18 on December 2024 Agenda	Agenda 12th December 2024 - South Yorkshire Pensions Authority