

Subject	Governance, Regulatory and Policy Update	Status	For Publication
Report to	Authority	Date	18 December 2025
Report of	Head of Governance and Corporate Services		
Equality Impact Assessment	Not Required	Attached	No
Contact Officer	Jo Stone, Head of Governance and Corporate Services	Phone	01226 666418
E Mail	jstone@sypa.org.uk		

1 Purpose of the Report

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

2 Recommendations

- 2.1 Authority 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.

Government Consultations

- 5.2 There are two open consultations affecting the LGPS, the Access and Protection consultation is covered in the Pensions Administration reporting on the agenda. The second consultation is a technical consultation on the draft regulations for the Pensions Scheme Bill to deliver the policy set out in Fit for the Future. We are collaborating with the Border to Coast partnership on a shared response to the consultation as well as submitting a similar response, tailored as necessary, from the Authority. The work to prepare the response is in progress and will be shared with members when available.

Pensions Dashboard – Compliance for AVC arrangements

- 5.3 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)

- 5.4 Letter to Local Government Minister – SAB 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. No response has been received yet.
- 5.5 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.
- 5.6 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 information. Even fewer collect data on age and ethnicity (8% and 6% respectively) and only 3% publish this information. However, many funds responding expressed a willingness to publish demographic data if required.
- 5.7 The SAB will consider incorporating demographic reporting into statutory guidance to encourage consistent good practice and providing templates or best practice examples.

Authority members can be reassured that the Authority has its own Diversity, Equality and Inclusion policy and is already demonstrating best practice in collecting data on demographic characteristics of our Authority and LPB members, 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.

Succession Planning, Training and Collaboration

- 5.8 The Local Pension Board (LPB) now has full representation after the employer representative vacancy and the scheme member union representative vacancy were both filled – by Kim Bond and Rhona Bywater respectively.
- 5.9 New Authority and LPB members are progressing with their member inductions and working towards compliance of the core training requirements by mid-January 2026.
- 5.10 Work will commence in the new year on the member L&D Strategy, which will be include coverage to meet the training requirements identified in the member self-assessments and individual one-to-one annual review sessions that took place earlier in the year. 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.
- 5.11 The LPB Chair and Vice Chair attended the annual Employer forum 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 scheme members to aid succession planning.
- 5.12 There was a high attendance rate of both Authority and LPB 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.

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
Authority Members' Registers of Interests	Link to: Your Members - South Yorkshire Pensions Authority
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