

Training Plan 2024 /25

Below we have set out a training plan covering internal training including hot topics and key areas for the Fund in 2024/25 as well as external events available to Committee and Board members.

All Committee and Board members are expected to complete the Online Training Platform modules in LOLA as part of the Fund’s Training Plan. Members are expected to attend the internal training sessions. If they cannot join the event on the day, either remotely or in person, they will be sent a recording of the session that they can view at a time most convenient to them. They will need to confirm that they have viewed it so that it can be recorded on the training log.

The Pension Committee is asked to approve the 2024/25 Training Plan for the Fund.

Internal Training - Hot topics/awareness

Title of session	Training content	Suggested date	Audience	Additional comments
Conflict of Interest Training	Cover the requirements of the recently approved Fund wide Conflict of Interest Policy	19 March 2024 – ahead of Pension Committee meeting (all Board members to be invited)	Committee, Board, Senior Officers	This session needs to take place to ensure everyone is aware of their responsibilities relating to Conflict of Interest
Equality, Diversity and Inclusion	Cover requirements of new TPR guidance in this area (March 2023) and expected aspects of new TPR Code	11 April 2024 – ahead of Pension Board meeting (all Committee members to be invited)	Committee, Board, Senior Officers	This session is needed to assist everyone in understanding their responsibilities under the guidance and to enable plans to be agreed to address these requirements.
New TPR General Code (expected January 2024)	Consider the requirements of the new Code and what actions are needed to assess and demonstrate compliance	May 2024 –stand-alone session exact date to be confirmed	Committee, Board, Senior Officers	Aon offered a free webinar (January 2024) to give an overview of new Code. We suggest the Board in particular have a more in-depth consideration of the requirements (and sit alongside the LOLA updates in this area).

Title of session	Training content	Suggested date	Audience	Additional comments
All outstanding LOLA Online Training modules	Hold a ½ day in person session for all those who haven't completed LOLA sessions to do so	<i>TBC</i> – Suggest after April 2024	Committee and Board	Would need own laptop / device to run through their account to ensure credit awarded but suggested training is lead.
LGPS Pooling and Private Debt	Looking at changes emerging from the recent consultation due to take effect in 2025	11 June 2024 – ahead of Pension Committee meeting (all Board members to be invited)	Committee, Board, Senior Officers	This will be delivered by the will be delivered by the London CIV.
Cost Management Process Update	Update on this Cost Management process	25 July 2024 – ahead of Pension Board meeting (all Committee members to be invited)	Committee, Board, Senior Officers	To understand the requirements of Regulation 116 of the LGPS Regulations 2013 and SAB Cost Management Process to keep the costs of providing benefits within the target cost.
Task Force on Climatedrelated Financial Disclosures / Carbon Foot printing	Expecting LGPS requirements to come into force in 2024	17 September 2024 – ahead of Pension Committee meeting (all Board members to be invited)	Committee, Board, Senior Officers	To assist with reviewing the Responsible Investment Policy and setting a carbon net zero target.
Pensions Dashboards	Share requirements of Dashboards and work required ahead of implementation in 2025	17 October 2024 – ahead of Pension Board meeting (all Committee members to be invited)	Committee, Board, Senior Officers	To ensure requirements for Pensions Dashboards are shared with the Board and Committee.
Business Planning	Ensuring clear understanding of TPR Code and Good Governance requirements	10 December 2024 – ahead of Pension Committee meeting (all Board members to be invited)	Committee, Board, Senior Officers	To satisfy the requirements of the TPR Code and SAB Good Governance Review in ensuring the Committee and Senior Officer make sure adequate resourcing is available to deliver the Fund Business Plan.
Scams/Fraud	Ensuring clear understanding of requirements in this area	16 January 2025 – ahead of Pension Board meeting (all Committee members to be invited)	Committee, Board, Senior Officers	To give members an insight into existing and new requirements, particularly as detailed in the TPR General Code.

Valuation Training	Training ahead of the 2025 Triennial Valuation	18 March 2025 – ahead of Pension Committee meeting (all Board members to be invited)	Committee, Board, Senior Officers	To set out the requirements of the triennial valuation as at 31 March 2025.
---------------------------	--	--	-----------------------------------	---

Please note that other training items may be provided in addition to the above as required particularly relating to Investment and Funding matters.

External events

Title of event	Overview of expected content	Expected Date	Audience	Additional comments
PLSA Local Authority Conference (Gloucestershire)	See Local Authority Conference PLSA	11-13 June 2024	Committee, Board and Senior Officers	
CIPFA Board event	Details not yet available	Normally May	Board members	Networking and engagement event on hot topics for Board members
LGC Investment Autumn (Leeds)	Details not yet available	Normally September	Committee, Board and Senior Officers	
LGA Fundamentals training (London and virtual)	Details not yet available – 3-day induction session	Normally October and November	Committee, Board and Senior Officers	Recommended for new joiners or those needing refresher training depending on knowledge and skills analysis results.
LGA Annual Governance Conference (Bournemouth and Virtual)		30-31 January 2025	Committee, Board and Senior Officers	
LGC Investment Seminar (Carden Park)		Mid-March March 2025 – dates to be confirmed	Committee, Board and Senior Officers	

Please note that other external events will take place and be added as they become available.