

JOHN RAISIN FINANCIAL SERVICES LIMITED

Haringey Pension Fund Annual Training Plan for Pensions Committee & Board Members, and Senior Fund Officers

July 2025

Introduction

This is the Annual **Training Plan** 2025-26 of the Haringey Pension Fund. This Plan applies to Pensions Committee and Board Members (PCB) and Senior Fund Officers and takes account of the requirements of the Training Policy approved by the PCB in April 2022. In accordance with the Training Policy this **Training Plan** references the eight Core Technical Areas identified in the 2021 CIPFA Knowledge and Skills Framework.

It also seeks to implement Recommendation 8 of the Pension Fund Governance Review which was received by the PCB in December 2024 which stated that “*A report to provide a process to comprehensively implement the 2022 Training Policy is prepared and presented to the PCP...no later than the first meeting of the PCB in 2025-26.* This paper has been prepared in response to that recommendation.

This Plan includes:

- An overview of the Training Policy approved in 2022.
- Annual Training Plan 2025-26 – Delivery,
- Annual Training Plan 2025-26 – Monitoring and Review
- Annual Training Policy 2025-26 Reporting and Compliance
- Preparation of the Annual Training Plan 2026-27

The 2022 Training Policy - overview

On 22 April 2022, the PCB approved the **Training Policy for Pension Committee and Board Members, and Senior Fund Officers of March 2022**. This set out the Haringey Fund policy regarding Local Government Pension Scheme (LGPS) knowledge and skills in respect of:

- Members of the Pensions Committee and Board.
- Senior Officers of the Fund.

This Policy was prepared taking particular account of the CIPFA Code of Practice on LGPS Knowledge and Skills 2021, which was also adopted by the Pensions Committee and Board on 22 April 2022. Particular account was also taken of the CIPFA Knowledge and Skills Framework for LGPS Committee Members and LGPS Officers 2021, and appropriate account of the CIPFA Local Pension Boards: A Technical Knowledge and Skills Framework 2015.

In accordance with the CIPFA requirements the Training Policy incorporates eight Core Technical Areas (CTA) where appropriate knowledge and skills should be achieved and maintained by Pension Committee Members and Officers. These are:

1. Pensions legislation and guidance
2. Pensions governance
3. Funding strategy and actuarial methods
4. Pensions administration and communications
5. Pensions financial strategy, management, accounting, reporting and audit standards
6. Investment strategy, asset allocation, pooling, performance, and risk management
7. Financial markets and products
8. Pension services procurement, contract management and relationship management.

The Training Policy includes the following statements specifically relating to new PCB Members and new Senior Officers:

- *Induction Training will be offered to anyone joining the Pensions Committee and Board, or becoming a Senior Officer of the Fund. This will be in a format determined by the Head of Pensions and Treasury. They will also be immediately provided with documentation that provides a basic understanding of the Fund and copies of or links to the Fund Strategies and Policies including the latest Annual Report & Accounts, and the latest Actuarial Valuation Report.*
- *In addition they must successfully complete (and provide evidence of this to Fund Officers) both all the modules of the Hymans Robertson LGPS Online Learning Academy and The Pensions Regulator (online) Public Service Toolkit. Both courses must be completed within 6 months of appointment.*

As at July 2025 the Training Policy of 2022 remains clearly applicable and indeed valid. Since 2022 the CIPFA Pensions Knowledge and Skills Framework has not been updated. While The Pensions Regulator Code of Practice No14 (issued in 2015) was replaced in March 2024 by The Pension Regulator General Code of Practice the Knowledge and Understanding requirements in this are essentially derived from Code of Practice No 14 which was taken into account by CIPFA in preparing their CIPFA Local Pension Boards: A Technical Knowledge and Skills

Framework 2015. Reference to the TPR (Code No14) is also made in the CIPFA Knowledge and Skills Framework for LGPS Committee Members and LGPS Officers 2021. Other developments in the LGPS since 2021-2022, for example in relation to Investment Pooling, can be covered within the Core Technical Areas identified by CIPFA. Consequently, at this time it is not considered necessary to formally revise the Haringey Training Policy for Pension Committee & Board Members, and Senior Fund Officers.

The term Senior Fund Officer was not defined in the 2022 Training Policy. However, it is proposed that Senior Fund Officers be defined as:

- The Head of Pensions (or equivalent role)
- The direct reports of The Head of Pensions
- The Section 151 Officer
- The Deputy Section 151 Officer

The CIPFA Pensions Knowledge and Skills Framework, and consequently, the 2022 Training Policy anticipate a higher level of knowledge and skills for Senior Fund Officers. Therefore, the opportunity – particularly for the Head of Pensions and his/her direct reports to study for nationally recognised qualifications should be available.

Annual Training Plan 2025-26 - Delivery

The Annual Training Plan 2025-26 is prepared with due consideration to the eight Core Technical Areas (CTA) identified in the 2021 CIPFA Knowledge and Skills Framework. Delivery during 2025-26 will be achieved through a combination of:

- The Hymans Robertson LGPS Online Learning Academy (LOLA).
- The Pensions Regulator (online) Public Service Toolkit.
- Internal Training – by Officers, the Investment Consultant, Fund Actuary, Independent Advisor, other Suppliers.
- External Training.

The Hymans Robertson LGPS Online Learning Academy

This includes 8 Core Modules each of which provides some initial coverage of each of the eight Core Technical Areas of the 2021 CIPFA Knowledge and Skills Framework. Given both the breadth of this Training and the fact that it is LGPS specific it is suggested that LOLA is undertaken prior to The Pensions Regulator (online) Public Service Toolkit.

Completion, and evidence of completion, of all 8 Core Modules of LOLA must be achieved by both PCB Members and Senior Fund Officers, within 6 months of appointment.

The Pensions Regulator (online) Public Service Toolkit

This Toolkit is applicable to all the major Public Service Pension Schemes including the LGPS. This provides, in 7 compulsory Modules coverage of issues that The Pensions Regulator considers are important to Pension Board Members. These 7 Modules cover in some detail specific issues within Areas 1, 2 and in particular 4 of the CIPFA Core Technical Areas (CTA). This Toolkit is particularly valuable for obtaining some understanding of the vital area of Pensions Administration and Communications.

Completion, and evidence of completion, of all 7 compulsory modules must be achieved by both PCB Members and Senior Fund Officers within 6 months of appointment.

Internal Training

Training in accordance with the CIPFA Core Technical Areas with, as appropriate, a focus on application to the Haringey Pension Fund will be delivered at 6.00pm prior to each meeting of the PBB. This training will be relevant and applicable to both PCB Members and Senior Fund Officers. These sessions may be delivered by Senior Fund Officers, The Investment Consultant, the Fund Actuary, The Independent Advisor, other Fund Suppliers.

For 2025-26 these sessions will be:

- 24 July 2025: Actuarial Valuation Training (CTA 3) - Fund Actuary.
- 11 September 2025: Investment Training (CTA 6,7,8) – Investment Consultant/Independent Advisor.
- 1 December 2025: Annual Report, Accounting and Auditing (CTA 5) – Independent Advisor/Fund Officers.
- 17 March 2026: Pensions Administration and Communications (CTA 4) – Fund Officers.

All PCB Members and Senior Fund Officer should attend all the above Training sessions.

In addition, Internal Training for both PCB Members and Senior Fund Officers may be provided at meetings of the Investment and Governance Working Group. Details of such Training will be provided as it is arranged during the year.

External Training

There are a number of sources of potentially relevant external training. Particularly relevant may be events provided by the Local Government Association (LGA), and the Pensions & Lifetime Savings Association (PLSA). These may potentially cover aspects of any of the 8 Core Technical Areas of the CIPFA Knowledge and Skills Framework. The London Collective Investment Vehicle (LCIV) may also provide events which are specifically relevant for London LGPS Funds with a particular emphasis on CTA 6,7,8.

Also, events provided by certain private sector conference providers may be relevant in respect of investment related issues – however it should always be remembered that the content of these may be clearly skewed towards the agenda of the conference sponsors.

The Head of Pensions will, during the year, seek to identify significant External Training opportunities and bring these as appropriate to the attention of PCB Members and Senior Fund Officers.

Where PCB Members identify free clearly relevant Training they are encouraged to attend this taking account of their existing Knowledge and Skills. Where PCB Members identify clearly relevant but chargeable Training, they should discuss possible attendance with the Head of Pensions before registering.

The CIPFA Knowledge and Skills Framework and the Haringey Pensions Training Policy both anticipate a higher level of Knowledge and Understanding by Senior Fund Officers. Arrangements will therefore be determined and made by the Head of Pensions to access such external training as may be necessary to maintain the appropriate levels of Knowledge and Understanding. In this respect areas of particular relevance may include:

- Accounting issues – Keeping up to date with the detail of the latest CIPFA/Scheme Advisory Board guidance on Pensions Accounting and the content of the Annual Report.
- Pension Administration Regulations – Understanding the latest guidance/interpretation of changes to the LGPS Regulations and their impact on procedures – for example changes that result from amendments to the LGPS Regulations arising from the LGPS Access and Fairness Consultation, 2025.
- Pension Administration Systems – Understanding updates/new releases to the system.

As stated in the Pension Fund Governance Review 2024 the opportunity for Senior Fund Officers – particularly the Head of Pensions and his/her direct reports – to study for relevant nationally recognised qualifications such as the Investment Management Certificate of the CFA UK should actively be considered. This is, however, ultimately a decision for the Section 151 Officer.

Annual Training Plan 2025-26 – Monitoring and Review

In accordance with the CIPFA Code of Practice on LGPS Knowledge and Skills 2021, the Haringey Pension Fund has nominated an individual to be responsible for ensuring that this Policy is implemented. The nominated individual is the Head of Pensions.

All PCB Members and Senior Fund Officers should report any external training, referencing the relevant CTA, to the Head of Pensions as soon as possible after completion. The Fund will record this.

To meet the requirement that all Members and Senior Fund Officers complete both the Hymans Robertson LGPS Online Learning Academy (LOLA) and The Pensions Regulator (online) Public Service Toolkit within 6 months of appointment **all PCB Members and Senior Fund Officers** must evidence to (the satisfaction of) the Head of Pensions full completion of both no later than Friday 23 January 2026. Full completion may have been achieved at any date up to this date including prior to 24 July 2025.

The Head of Pensions will record all attendance by PCB Members and Senior Fund Officers at Internal Training events.

The Head of Pensions will inform PCB Members and Senior Officers of any External Training he/she identifies during the year which is considered to be of particular relevance.

Annual Training Plan 2025-26 Reporting and Compliance

There will be a report to the 1 December 2025 PCB on internal and external training so far undertaken during 2025-26 by PCB Members and Senior Fund Officers. This will include progress on completing both the Hymans Robertson LOLA and the Pensions Regulator Public Service Toolkit. This will include reference to numbers completing but not names.

There will be a report to the 17 March 2026 PCB which will provide an update on Training including details of compliance or otherwise (by name) with the requirement to fully complete by 23 January 2026 both the Hymans Robertson LOLA and the Pensions Regulator Public Service Toolkit.

In accordance with the Statutory Guidance **Preparing the Pension Fund Annual Report** of April 2024 the Haringey Pension Fund Annual Report 2025-26 will include a *“report on the training undertaken by each committee and board member.”*

All costs associated with the delivery of the Training Plan will be charged to the Pension Fund.

Preparation of the Annual Training Plan 2026-27

Ideally the Annual Training Plan should be presented to the PCB prior to the beginning of the Financial Year. Therefore the 2026-27 Annual Training Plan will be presented to the PCB at its meeting on 17 March 2026. This will also facilitate the inclusion of specific External Training opportunities in the 2026-27 plan.

The Training Policy of 2022 included that the Pension Fund would:

- Require Committee and Board Members and Senior Officers to undertake a self assessment against the competencies as set out in the CIPFA Framework 2021 (as supplemented by the CIPFA Framework 2015 as appropriate). This will be required following appointment and then annually.
- Prepare tailored Training Plans for Committee and Board Members, and Senior Officers.

In order to facilitate the preparation of an Annual Training Plan 2025-26 the above has not been undertaken (although ideally it should). However, to help inform the Annual Training Plan 2026-27 a Training Needs Analysis Questionnaire will be issued to each PCB Member and Senior Fund Officer at the 1 December 2025 PCB meeting.

Tailored Training Plans for 2026-27 will be developed alongside the Annual Training Plan 2026-27.

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