

Meeting: LPB Effectiveness Committee

Date: 19 May 2026

Agenda item 6: Training review

Introduction

1. Following approval at the LPB Effectiveness Committee meeting on 23 January 2024, the way in which LPB training was provided changed, and in [FPS Bulletin 77 – January 2024](#), we made the fire pensions sector aware of this.
2. The first of these sessions took place on 26 March 2024, and incorporated guest speakers from the Pensions Regulator, Pensions Dashboard Programme and included updates from both the Scheme Advisory Board Chair and LPB Effectiveness Committee Chair.
3. In [FPS Bulletin 89 - January 2025](#) the SAB secretariat team launch a dedicated area in the [Training and Development](#) Section on the FPS Board website. This page provides details of the knowledge and understanding requirements for Local Pension Boards and details the training that is available and the slides from sessions that have taken place.
4. In response to feedback illustrated in the November 2025 [coffee morning](#), sessions have been designed to be more focused in scope, with shorter delivery times and clearer learning outcomes. With the first of the split sessions, over two days being held on 5 and 7 May 2026. These sessions were fully booked.
5. This report provides an update on the delivery, uptake and effectiveness of Local Pension Board training, alongside planned activity for the remainder of the year. The training programme is a key component of the Scheme's governance framework, supporting compliance with knowledge and understanding requirements and helping to promote consistent, effective oversight across Fire and Rescue Authorities.
6. The LPB Effectiveness Committee is asked to:
 - note the training delivered in quarter one
 - comment on the proposed quarter two programme, including format and timing, and

Key messages

- Training delivery continues to be well-received, with consistently positive feedback on relevance, difficulty, and effectiveness, and ratings of 8/10 across recent sessions.

- The revised training approach (shorter, more focused sessions and split full training) is working well, with full bookings achieved and feedback confirming the value of the format.
- Engagement levels vary by session and timing, with refresher training attracting stronger demand; this will continue to be monitored and supported through targeted promotion.
- An in-person two-day full training session will be reinstated in September 2026, following agreement in principle to trial an alternative AGM governance format, with details to be published shortly.
- Opportunities have been identified to further enhance virtual engagement, including streamlining materials and exploring follow-up support to reinforce learning.

Overview of training delivered

7. Training sessions delivered to date have continued to focus on core governance responsibilities, technical understanding of Firefighters’ Pension Schemes, and current areas of risk and complexity. Sessions have been structured to balance technical depth with accessibility, recognising the varied experience of Local Pension Board members.

Quarter one training

8. In the period from 1 January 2026 to 31 March 2026, we have delivered the following training sessions to the fire pensions sector:

Training Event	Date	Number of registrations	Virtual or in person
Full training	22 January 2026	20	Virtual
Refresher training	31 March 2026	5	Virtual

9. Engagement in the two sessions was good. Based on the feedback received, the March LPB refresher training was viewed positively and as effective overall. Respondents rated the training 8 out of 10 for effectiveness, with both attendees confirming that the session met their needs and that the difficulty level was “just right” for their experience. The content was considered mostly appropriate, and individual sessions—particularly *History of FPS*, *Why Are We Here*, and *Current Hot Topics*—were rated good to excellent. Participants were likely or very likely to recommend the training to colleagues. Constructive feedback focused on delivery rather than content, with one respondent noting that the volume of slides (79 in two hours) felt overwhelming, suggesting that streamlining presentation materials could further enhance engagement. Overall, the responses indicate strong satisfaction with the training, with minor suggestions for improving presentation style rather than substance.
10. The registrations for both the full and refresher training are comparable with events run in 2025.

Quarter two training

11. In the period 1 April 2026 to 30 June 2026, we have published the following events:

Training Event	Date	Number of registrations	Virtual or in person
Full training (Day one)	5 May 2026	21	Virtual
Full training (Day two)	7 May 2026	21	Virtual

12. Engagement at the full training on 5 and 7 May could have been better, with very few questions raised, and no one put their camera on during the session, whilst one person did turn it on when they asked a question.

13. The feedback received was positive overall, with respondents rating the session 8 out of 10 for effectiveness and confirming that it met their needs. The difficulty level was considered “just right”, and the content was viewed as mostly appropriate for participants’ experience, particularly recognising the challenge of absorbing a large volume of information for those newer to Firefighters’ Pensions. Individual sessions across both days were consistently rated “Good”, and attendees highlighted the value of delivering the training over two days to allow time to digest the material. While the training was generally well-received, comments acknowledged the intensity of the content and suggested that regular follow-up or catch-ups could help reinforce learning. Overall, the feedback indicates a well-structured and effective training programme, with scope to further support learner confidence through ongoing engagement.

Sessions for the remainder of the year

14. A programme of refresher and full training sessions is scheduled for the remainder of the year, providing ongoing opportunities for Local Pension Board members to maintain and develop their knowledge. Sessions will continue to be delivered primarily in a virtual format to maximise accessibility and consistency across the sector.

15. The table below sets out the current published session available for last two quarters of the year:

Training Event	Date	Number of registrations	Virtual or in person
Refresher training	7 July 2026	17	Virtual
Refresher training	9 October 2026	2	Virtual
Full training (Day one)	28 January 2027	3	Virtual
Full training (Day two)	29 January 2027	3	Virtual

16. The remaining training programme for the year includes a mix of refresher and full Local Pension Board training sessions, all scheduled to be delivered virtually. Two refresher training sessions are planned, providing ongoing support and updates for existing board members. In addition, a full two-day training course is scheduled in January 2027, aimed at those requiring more comprehensive coverage of Firefighters' Pension Scheme governance and responsibilities. Collectively, the programme demonstrates continued availability of structured training opportunities across the year, with varying levels of take-up depending on session type and timing.
17. A two-day, in-person full training session is due to be published for September 2026. This training would usually take place on the same day as Day One (Governance) of the Firefighters' Pensions Annual Conference; however, this year an alternative format is being trialled in October. Now that the revised format has been agreed in principle, the training dates will be published, and registration numbers will be reported in the next training update paper.
18. Registrations to date show variable levels of engagement across the remaining training programme. The July 2026 virtual refresher session has attracted the highest level of interest, with 17 registrations, indicating strong demand for refresher-style training and timely updates. In contrast, the October 2026 refresher session currently has low take-up, with 2 registrations, suggesting scope to promote this session further or review timing and format. Registrations for the full two-day training in January 2027 are currently modest, with 3 participants registered for each day, which is not unexpected given the longer lead-in time. Overall, the figures demonstrate continued engagement with training opportunities, alongside an opportunity to monitor uptake and target promotion to ensure sessions meet anticipated demand.

Feedback and Effectiveness of Training

19. Feedback received across recent sessions has been consistently positive, with respondents confirming that the training met their needs and was pitched at an appropriate level. Overall effectiveness was rated highly, with attendees valuing both the content and the opportunity to revisit complex areas in a structured way. Where suggestions for improvement were identified, these primarily related to delivery style and volume of material rather than underlying content.
20. These comments will be used to inform future sessions, including reviewing presentation materials and exploring opportunities to further support engagement, particularly in virtual settings.
21. Overall, the training programme continues to support Local Pension Board effectiveness and good scheme governance. Feedback indicates that sessions are meeting their objectives, and the forward plan provides a balanced mix of accessibility, consistency and opportunity for in-person engagement.