

Meeting: LPB Effectiveness Committee

Date: 14 July 2026

Agenda item 4: Training review

Introduction

1. This report provides an update on the delivery, uptake and effectiveness of training provided to the fire pensions sector since the previous report presented in May 2026. In addition to Local Pension Board (LPB) training, Scheme Manager Training has now been included, extending support to those with statutory responsibilities for governance and administration of the Firefighters' Pension Schemes.
2. The report summarises training delivered between January 2026 and January 2027, highlights emerging trends in engagement, and outlines opportunities for future development.

Key messages

- LPB training continues to attract good levels of participation, particularly for full training courses, with the revised split-day format proving popular.
- Refresher training continues to provide an effective mechanism for maintaining knowledge and understanding, although demand varies between sessions.
- A new Scheme Manager Training programme has been successfully introduced, attracting 13 registrations across two sessions during 2026.
- The reintroduction of in-person LPB training in September 2026 provides an opportunity to assess whether face-to-face delivery improves engagement and participation.
- Feedback from previous training remains positive, with attendees consistently rating sessions as effective and appropriately pitched.

Training Delivered – January 2026 to June 2026

Local Pension Board Training

3. During the first six months of 2026, the SAB Secretariat delivered a combination of Local Pension Board (LPB) and Scheme Manager training sessions designed to support knowledge and understanding requirements across the sector. The programme included both introductory and refresher training opportunities, and dedicated Scheme Manager training programme.

Training Event	Date	Number of registrations	Virtual or in person
Full LPB Training	22 January 2026	20	Virtual
LPB Refresher Training	31 March 2026	5	Virtual
Scheme Manager Training	14 April 2026	9	Virtual
Full LPB Training (Day 1)	5 May 2026	21	Virtual
Full LPB Training (Day 2)	7 May 2026	21	Virtual

4. Total registrations during the period amounted to 76 places across five training events. Demand remained strongest for full LPB training, with the revised two-day format attracting full attendance and positive feedback from participants. The introduction of dedicated Scheme Manager training was well received and attracted nine attendees from across the sector.

Training Delivered and Scheduled – July 2026 to January 2027

5. The second half of the reporting period includes a mixture of refresher, full and specialist training opportunities. In addition to scheduled virtual sessions, in-person LPB training was reintroduced during September 2026 to provide an alternative learning format and encourage greater peer-to-peer discussion and networking.

Training Event	Date	Number of registrations	Virtual or in person
LPB Refresher Training	7 July 2026	6	Virtual
LPB In-Person Training – Day 1	September 2026	0*	In Person
LPB In-Person Training – Day 2	September 2026	0*	In Person
Scheme Manager Training	September 2026	4	Virtual
LPB Refresher Training	9 October 2026	5	Virtual
LPB Full Training – Day 1	28 January 2027	6	Virtual
LPB Full Training – Day 2	29 January 2027	6	Virtual

* Registration figures were not available when the data was extracted.

6. Registration levels indicate continued demand for both refresher and full training programmes. The July refresher session attracted six attendees, while the January 2027 full training has already secured registrations despite the longer lead-in time. The second Scheme Manager session demonstrates continuing interest in role-specific governance training.

Feedback and Effectiveness of Training

7. Feedback received during the reporting period demonstrates that the training programme continues to support participants in meeting their governance and knowledge requirements.
8. Across LPB and Scheme Manager training, attendees rated training effectiveness between 8 and 10 out of 10, with all respondents confirming that the training either met or exceeded their expectations. Participants consistently described the difficulty level as "just right" and considered the material appropriate for their level of experience.
9. The revised two-day LPB full training format received particularly positive feedback, with participants commenting that the split delivery made it easier to absorb the significant volume of information associated with Firefighters' Pension Schemes. Interactive elements such as polls were also highlighted as contributing positively to engagement.
10. Feedback on the Scheme Manager training was particularly encouraging. Respondents rated each module as excellent and welcomed the introduction of dedicated training tailored to Scheme Managers' governance responsibilities. Attendees noted that future sessions could include additional focus on the relationship between Scheme Managers and Local Pension Boards and the practicalities of reporting and governance oversight.
11. Constructive feedback focused largely on delivery methods rather than content. Suggestions included reducing slide volumes in refresher sessions, introducing additional opportunities for discussion and networking, and providing follow-up learning opportunities to reinforce knowledge between formal training events.
12. Overall, the feedback indicates that both LPB and Scheme Manager training continue to be effective, relevant and valued by attendees.

Future Developments

13. Based on participant feedback and registration trends, the Secretariat will continue to develop the training offer during 2027 by:
 - Maintaining the two-day format for LPB full training.
 - Continuing the dedicated Scheme Manager training programme as a permanent part of the annual training schedule.
 - Reviewing refresher training materials to ensure content remains focused and proportionate to session length.
 - Exploring opportunities for follow-up learning sessions and informal knowledge-sharing events to support ongoing development between formal training programmes.
 - Increasing opportunities for interaction through polls, discussions and breakout activities where appropriate

Recommendations

14. The LPB Effectiveness Committee is asked to:

1. Note the training delivered during the period January 2026 to June 2026.
2. Note the training delivered and scheduled for the period July 2026 to January 2027.
3. Note the introduction and positive initial feedback relating to the Scheme Manager training programme.
4. Comment on the proposed future development of both LPB and Scheme Manager training provision.
5. Provide any observations on future training priorities or delivery methods.