

Meeting: LPB Effectiveness Committee

Date: 20 October 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 July 2026. Training provision continues to support both Local Pension Board (LPB) members and Scheme Managers in meeting their statutory knowledge, governance and oversight responsibilities.
2. The report summarises activity delivered during 2026, reviews registration data for recent events, outlines the proposed training programme for 2027 and highlights opportunities for the development of additional topic-specific training following discussions at the recent Firefighters' Pensions Conference.

Key messages

- LPB training continues to attract consistent levels of participation, with full training courses achieving strong registration numbers and refresher sessions providing ongoing support to existing board members.
- The dedicated Scheme Manager Training programme has continued to attract engagement, demonstrating demand for role-specific governance training.
- The September 2026 LPB training programme achieved 13 registrations for each day of the course, representing a significant increase compared with previous refresher sessions.
- During 2027 the Secretariat will continue to offer a programme of full and refresher LPB training events alongside Scheme Manager training.
- Feedback from the Local Pension Board panel session at the Firefighters' Pensions Conference identified demand for additional topic-specific training, and discussions are underway with sector partners regarding the provision of specialist sessions during 2027.

Training Delivered Since July 2026

3. The Secretariat has continued to deliver a programme of training events designed to support knowledge and understanding requirements across the governance framework. During the reporting period, seven training events have been delivered or scheduled,

covering both LPB and Scheme Manager audiences. Registration figures remain encouraging given the specialist nature of firefighter pension governance training.

Training Event	Date	Number of registrations	Virtual or in person
LPB Refresher Training	July 2026	6	Virtual
LPB Full Training - Day 1	September 2026	13	Virtual
LPB Full Training - Day 2	September 2026	13	Virtual
Scheme Manager Training	September 2026	12	Virtual
LPB Refresher Training	October 2026	11	Virtual
Scheme Manager Training	December 2026	10	Virtual
LPB Full Training - Day 1	January 2027	13	Virtual
LPB Full Training - Day 2	January 2027	12	Virtual

- The data shows that demand remains strongest for full LPB training courses, with both the September 2026 and January 2027 programmes attracting double-figure registrations on each training day. Refresher training continues to fulfil an important role in supporting existing LPB members, while the Scheme Manager training programme continues to attract participation from those with statutory governance responsibilities.

Feedback and Effectiveness of Training

- Feedback received from attendees continues to be positive and indicates that the training programme remains relevant, proportionate and effective in supporting governance responsibilities. Previous evaluation results demonstrated that participants considered the content to be pitched at an appropriate level and valued the practical examples and interactive elements incorporated within sessions.
- The introduction of dedicated Scheme Manager training has also continued to receive positive feedback, reflecting the need for training that recognises the distinct responsibilities held by Scheme Managers within the governance framework.
- The Secretariat will continue to review attendee feedback to ensure training remains current and reflects emerging issues affecting the sector.

Training Programme for 2027

- To support ongoing development of Local Pension Board members, the following programme of LPB training has been provisionally scheduled for 2027:

LPB Refresher Training

Date	Format
2 March 2027	Virtual
13 July 2027	Virtual
14 October 2027	Virtual

LPB Full Training

Date	Format
19 May 2027 (Day 1)	Virtual
20 May 2027 (Day 2)	Virtual
21 September 2027 (Day 1)	Virtual
22 September 2027 (Day 2)	Virtual
19 January 2028 (Day 1)	Virtual
20 January 2028 (Day 2)	Virtual

9. The proposed programme broadly mirrors the successful approach adopted during recent years, providing a balance between introductory and refresher training opportunities and ensuring regular access to learning throughout the year.
10. Scheme Manager training will continue into 2027, however the dates for the first quarter have not yet been set.

Development of Topic-Specific Training

11. At the recent Firefighters' Pensions Conference, members and the audience participating in the Local Pension Board panel session highlighted a desire for more targeted development opportunities covering specific governance topics.
12. In response, the Secretariat is exploring opportunities to work with partners across the sector to develop a programme of specialist training sessions which could supplement the existing LPB training framework. Initial discussions are taking place with professional advisers and sector partners regarding topics including:
 - Effective pension governance and good board practice.
 - Cyber security and cyber resilience.

- The Pensions Regulator compliance and expectations.
- Risk management and assurance.
- Emerging governance developments affecting public service pension schemes.

13. The intention would be for these sessions to complement, rather than replace, the core LPB training programme and provide board members with opportunities to explore particular governance themes in greater depth.

Future Developments

14. Based on registration trends, feedback received and discussions held during the Firefighters' Pensions Conference, the Secretariat will continue to:

- Maintain the established programme of full LPB and refresher training.
- Continue delivery of Scheme Manager training.
- Explore opportunities for specialist topic-based training sessions.
- Enhance opportunities for interaction, discussion and peer learning.
- Review training content regularly to ensure it remains aligned with legislative, regulatory and governance developments.

Recommendations

15. The LPB Effectiveness Committee is asked to:

- Note the training delivered and scheduled since the previous report.
- Note the continued delivery and uptake of Scheme Manager training.
- Note the proposed LPB training programme for 2027.
- Note the work being undertaken to explore the development of specialist topic-specific training for LPB members.
- Provide any comments on future training priorities, subjects or delivery methods.