

Appendix C:

Governance business plan 2026/27

Item	Key in year deliverables	Aims	Support required from other service	Timeline
Decision making	Review of existing delegations and incorporation into the Council's constitution to ensure compliance with updated regulations.	Ensure decisions relating to the management of the Fund are made in accordance with appropriately delegated responsibilities.	Democratic and legal services	2026/27
Compliance with new government guidance and continued compliance with the TPR Code of Practice	<p>Review of existing training policy, conflict of interest, and terms of reference.</p> <p>Development of Fund specific risk management policy, governance strategy and remuneration and fee policy.</p> <p>Appoint a Senior LGPS Officer</p> <p>Appoint an Independent Person to the Local Pension Committee</p>	Implementing and monitoring the training policy, conflicts of interest, risk management, breaches and adhering to the Pension Regulator's code of practice.	<p>Democratic and legal services</p> <p>Internal Audit.</p>	<p>March 2025</p> <p>2026/27</p> <p>By October 2026</p> <p>By October 2026</p>

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Knowledge and Understanding	<p>Delivery of 2026/27 training plan as appended</p> <p>End of year training needs self-assessment, to cover additional areas within relevant government guidance. Creation of individual, Board and Committee training plans.</p> <p>Publicise LGPS Central's Annual Responsible Investment/Stakeholder Day meeting date to LPC Members</p> <p>New Members to have induction with relevant officers and supply induction pack in advance. Generate log on to Hymans training modules. Members must complete all Hymans Modules within six months of appointment.</p>	<p>Training needs to understand individual requirements, officers to advise Member accordingly</p> <p>To build minimum standard of knowledge to ensure compliance with government regulations and ensure effective decision making.</p> <p>Improve overall understanding of the pension environment</p> <p>Hymans online training to generally improve knowledge in the most important areas for Committee members and officers.</p>	<p>Training from external sources can include Hymans, LGPS Central, LAPFF, Funds investment managers</p>	<p>2026/27</p> <p>December 2026</p> <p>Throughout year</p> <p>As needed throughout year</p> <p>Progress to be highlighted to officers and the Chairman of the Committee or Board as needed.</p>
Risk Management Function	<p>Ensure compliance with Government guidance and establish Fund specific approach.</p> <p>Quarterly review of risk register and reporting to LPC/LPB</p>	<p>Ensure the Fund identifies, evaluates and records risk to manage them appropriately.</p>	<p>Internal Audit</p>	<p>2026/27</p> <p>Quarterly</p>

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Annual Report and Accounts	<p>Approval and publication of the Fund's draft Annual Report and Accounts by 1 December in line with the LGPS Regulations.</p> <p>Preparation for compliance with separated Leicestershire County Council and Pension Fund accounts, and relevant external audit.</p>	Compliance with regulation. The report summarises the Fund's activities for the previous scheme year.	External audit.	<p>September 2026.</p> <p>Preparation for 2026/27 reporting</p>
Monitor the annual Budget	To monitor the Annual Budget reflecting anticipated income and expenditure during 2026/27	Provide indications of variances to the budget	n/a	During 2026/27
LGPS Central	Update Committee with Shareholder and client activity with respect to actions or decisions taken at the Joint Committee and Company meetings	To ensure oversight of the pool.	n/a	As appropriate through 2026/27
Government consultations and initiatives	<p>Participation with LGPS Central and individually where appropriate</p> <p>Communicate to Local pension committee and wider Fund membership implications and changes to the LGPS</p>	<p>To allow Government to hear the Funds views on various topics being consulted on.</p> <p>To keep the committee and membership informed of material changes</p>	Internal Council communications teams, LGPS Central, partner funds within LGPS Central	As appropriate through 2026/27

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Independent Governance Review	Ensure compliance with requirements of government guidance, and consider timing for procuring a provider ahead of 2028/29.	To ensure compliance with government guidance.	TBC	Ahead of 2028/29
Annual Review of Fund's various policies and strategies	To undertake a review of the Fund's various policies and strategies including the cash management strategy.	Annual refresh of relevant strategies to reflect any developments / maintain best practice within the Fund and its management. Or government guidance.	External Support/resource as required Hymans, LGPS Central or other external bodies.	February 2027, and adhoc as required.
Review and implement pension changes from Local Government Reorganisation (LGR)	Subject to Government's announcement on the proposals for LGR prepare for any changes required to the Fund's governance structure (for example representation on the LPB and LPC). Report to LPB and LPB	Keep LPC and LPB up to date on material changes and proposals.	Democratic services, legal services.	Preparation from Summer/Autunm 2026 after Government decide their favoured option