

# London Borough of Hillingdon Pension Fund

## Training Plan 2025-26



HILLINGDON  
LONDON

This Training Plan for 2025-26 is based on the Training Policy agreed by Pensions Committee in March 2025.

The Training Policy requires each member of the Pensions Committee, Local Pension Board and pension fund officers to undertake no less than 2 days (14 hours) of training in each financial year which will include a combination of the delivery methods outlined below.

The annual Training Plan is based on an assessment of the current level of knowledge and understanding, together with the consideration of business which the Fund will need to consider over the coming year(s). Specific learning needs for individuals can be addressed through 1:1 or small group sessions with the Fund's officers/advisers and these can be organised separately.

Costs associated with delivering the Training Plan are included in the Fund's budget.

Members must ensure that they properly record and provide details of their attendance at events to Fund officers.

We hope that member will embrace the learning and development programme.

## Induction Refreshers

The assessment of the current level of knowledge and understanding of Committee and Board members undertaken during January 2024 has shown that revisiting induction training may be helpful for some members. Pensions administration and governance/legislation are deemed to be the priority subjects. However individual members should prioritise the subject matter(s) which their personal knowledge assessment shows (the largest) gaps in knowledge.

The table below shows a timetable for:

- revisiting induction material – within the timescales, members can have flexibility how/when they review the material.
- an internal discussion session supported by officers and/or advisers to provide an opportunity to discuss the induction material, consider any Fund-specific issues and to ask questions.

## Reading Material

- The Fund's Handbook (including glossary) provides an overview of how the Fund is managed. This is a newly created document and feedback from Committee and Board members is welcome.
- PLSA Made Simple Guides (<https://www.plsa.co.uk/Resources/Made-Simple-guides>) – the following may be particularly relevant:
  - o Indices and Benchmarks
  - o Cyber Risk
  - o Cost Transparency
  - o ESG
  - o Climate Indices
  - o GMP Equalisation
  - o General Data Protection Regulation
- LGPS Scheme Advisory Board website (<https://lgpsboard.org/index.php/welcome>)

**In-house Sessions** (generally provided by officers and/or the Fund's providers)

**Training plan/table**

Subject		Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Focus
Funding						
	Actuarial valuation -					
	AON Videos	Y				Preparation for 2025 valuation
	Hymans Training & Preliminary Results		Y			
	Benchmarking of funding - Section 13	Y				When Section 13 report available
Investment						
	Members Watch AON Investment Strategy Video		Y			
	Investment Strategy Review (Isio Training)			Y		Investment Strategy Training may be rescheduled by Isio
	Investment manager selection and monitoring	Y				Property/LCIV role
	The Fund's investment managers					As required
	Investment cost transparency				Y	Include with annual report
	Responsible investment					
	- General including LCIV and LGIM				Y	Possible update Depending on "Fit for the future" consultation
	- LAPFF	Y				Ten Minute update from LAPFF
	- Climate reporting	Y				Updated Report from the London CIV

	Benchmarking of investments	Y				Comparison with other LGPS funds (PIRC)
Pension Administration						
	Regulatory requirements		Y			Covered in revisiting induction material (above)
	Benefits			Y		Revisit AON Video on benefits
	Communications			Y		Revisit AON Video on communications
	Pensions Dashboard			Y		Hampshire to provide training
	McCloud Remedy				Y	Hampshire to provide training
Governance						
	The Pensions Regulator General Code of Practice		Y			Breaches & Reporting to TPR
	Annual report and accounts including Governance Compliance Statement		Y			Include investment cost transparency
	Cyber Security		Y			Shared training with West Yorkshire by AON - Timing to TBC
	In-depth review on specific risks - Scams			Y		TPR Tool kit module
	Equality, Diversity & Inclusion	Y				Training to be present by Vicky Trott (confirm with Vicky)

## Approved External Sessions

The following external events are deemed to be most suitable for members' training plans but the suitability of the content for individual's learning should be considered before registering. Members may receive invitations to other events directly and attendance should be agreed with officers beforehand.

Provider	Event details	Date(s)
London CIV	Annual Conference	4 September 2025 (TBC)
London CIV	Investor Updates [1]	<p><b>Market updates (Equities, Fixed Income, Multi Asset)</b>            Q1 – 13/05, 14/05,            Q2 – 05/8, 06/8,            Q3 – 05/11, 06/11</p> <p><b>LCIV Fund updates</b>            20 May – Equity (Global Alpha)            13 May, 05 Aug &amp; 05 Nov – Multi Asset Credit            03 April – Absolute Return            12 Nov – Global Equity (Value)            18 June - Private Debt            17 June - Infrastructure</p>
Pensions and Lifetime Savings Association	Local Government Conference <a href="https://www.plsa.co.uk/Events/Conferences/Local-Authority-Conference">https://www.plsa.co.uk/Events/Conferences/Local-Authority-Conference</a>	16-18 June 2025 Bedfordshire
DG Publishing	LGPS webinars, regularly featuring news from the Scheme Advisory Board <a href="https://lgps-live.com/">https://lgps-live.com/</a>	Bi-monthly (see website for details)
Local Authority Pension Fund Forum	Annual conference Mid-year seminar	December 2025, Bournemouth To be confirmed

[1] : recordings of London CIV events are generally made available.

For more **advanced learning** for Committee members, the following may be suitable:

Provider	Event details	Date(s)
London CIV	Monthly Business Updates [1]	Generally, at 10am on the last Thursday of the month
London CIV	Coffee with the CIO	Generally, 11am on Wednesdays
Pensions and Lifetime Savings Association	Investment Conference	11-13 March 2025 in Edinburgh
Local Government Chronicle	Investment related conferences/seminars <a href="https://www.lgcplus.com/">https://www.lgcplus.com/</a>	Held throughout the year
Local Authority Pension Fund Forum	Quarterly Business meetings	Details available from officers

[1] recordings of London CIV events are generally made available on their client portal.

Other relevant external sessions will be added as details become available.