

Compliance and Reporting Committee

(CRC) Meeting

29 June 2026 11.00am

Room 6.5, 18 Smith Square, London and
Microsoft Teams



Paper B: Peer support project

Key points to note

In May 2026 we held our very first LGPS Peer Support Training. The hybrid training session was well attended with 24 attendees who consisted of senior officers in the LGPS, Pension Committee and Local Pension Board Chairs and members.

The London Borough of Camden had elections in May 2026 which saw a change in their Pension Committee Chair and membership. They are still committed to piloting our peer support offer and to allow for their new committee to settle in, we have set a potential pilot date for September 2026.

Communications activity remains strong, the project has been highlighted at the inaugural SAB Local Pension Board meeting, various other industry events and through the Board's LinkedIn page. An updated project milestone plan is provided at Annex A.

Background

The proposal for a LGPS specific peer support offer derived from the proposals in [SAB's original Good Governance Report](#) initial objectives were agreed at the [24 June 2024](#) CRC meeting and the Board agreed the project governance proposal when it last met in [March 2026](#). The objectives for LGPS peer support are:

- To allow LGPS administering authorities (AA's) to gain external assurance support for its governance activities
- To share, promote and increase good governance practices
- To facilitate access to an expert network of LGPS peer members

Recommendation

That the committee notes the progress of this workstream and provides comments on the Peer Induction document, Fund Guidance document

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Project summary

Training

We completed our first training session for the LGPS Peers. The training session consisted of 24 attendees with 14 peers in the room and 10 peers online. The session was facilitated by Gary Hughes who leads the Local Government Association (LGA)'s improvement programme. The presentation from Gary included details of the initial LGA improvement programme, what happens during a peer event details of the draft LGPS peer support framework and a role-playing session of what might happen during a peer support event. While training for the Corporate Peer Challenge peers is generally only done in person, we found that the hybrid format worked and well and could facilitate participation from a wider range of attendees.

Feedback from participants was generally positive. The sessions were considered to provide a clear understanding of the role of a peer, the support expected, and the peer support process. Participants noted that the training built on experience gained through corporate peer review, adapted for the LGPS context.

The practical and interactive elements of the programme were particularly well received. Scenario-based exercises were considered helpful in demonstrating how peer support operates in practice and how different situations arising during a review may be approached. The sessions also provided clarity on the role of peers, expected behaviours, and the balance between support, experience-sharing and constructive challenge.

Participants suggested that future training could include a more detailed end-to-end case study covering the full peer support process, from initial review through to final findings, to provide a greater understanding of how reviews may develop in practice. Some minor technology issues were experienced at the start of the session but were quickly resolved. Feedback also recognised that individual fund circumstances vary considerably and that it would not be practical to cover every possible scenario within a one-day programme. The training was therefore viewed as providing a foundation for the skills and approaches required to deliver effective peer support.

Attendees were also provided with draft copies of an LGPS framework document and Peer Induction Pack and were asked for feedback ahead of the pilot event.

We intend to run at least one further training event this year and currently have 21 colleagues on a waiting list, and we are in discussion with the LGA peer team for a new training date. However, we require elected member peers specifically, and

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discussions are ongoing with Political Group Officers (PGOs) regarding the identification of suitable member peers. PGOs have indicated a preference for ownership in the process of choosing elected member peers via their groups and engagement is continuing on the practical arrangements for this.

Pilot delivery

Camden Pension Fund held local elections in May 2026 which saw a change in their Pension Committee Chair and members. To allow for their new committee to settle in, we have set a potential pilot date for September 2026. A senior officer from Camden was present during the training so they were able to obtain more information on what happens during a peer support event as well as participate in the peer support role playing session during the training. Camden have received a draft LGPS fund guidance and timetable for their feedback ahead of the pilot event.

The secretariat is starting to plan for a second pilot to build on learning from the initial pilot and currently identifying a fund willing to participate in a second pilot.

Peer support documentation

We have drafted the below documents for the project. These will be shared with the committee separately, as they are still in development and not yet finalised; therefore, they have not been included with the current meeting papers.

The committee are encouraged to provide any comments or feedback on the documents whilst noting that the Board agreed, specifically that the working group is supporting the delivery by shaping materials, offering technical insight, and ensuring well-developed recommendations are brought forward for formal consideration

- **Peer Induction document** which provides a general introduction to the role of a peer, including practical information on time commitment, expenses, peer placement process, terms and conditions including the responsibilities and expectations of all parties involved
- **Fund Guidance document** which covers the process, focus and arrangements of the pilot and include typical information requested in preparation for a peer support event.
- **Peer Data Form** which is given to those who would like to be peers. It collects their information which includes personal data, professional qualifications plus skills as well as their equality, diversity and inclusion information.

The documents have been drafted using the LGA's Corporate Peer Challenge as a

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foundation but have been adapted to reflect the specific context of the LGPS. We have recently joined a cross-LGA meeting with other teams delivering service-specific versions of the Corporate Peer Challenge. This provided a useful opportunity to learn from their approaches and experiences, helping to strengthen and enhance our own peer support offer and create these documents. During these discussions, there was a suggestion to refer to the LGPS Peer Support Programme as the “LGPS Peer Challenge”, in line with LGA terminology. However, to ensure it is clear to funds that this is a collaborative, non-inspection-based approach, the secretariat continues to support retaining the name ‘LGPS Peer Support’

Working group meeting

The next working group meeting is being planned for July 2026. Members of this group have been provided with draft copies of the LGPS Fund Guidance and LGPS Peer Induction Pack ahead of the meeting to provide their technical expertise and feedback on the draft materials to ensure they cover all the questions a peer or fund may have during the process.

Communications

In May 2026, the Board Chair Cllr Roger Phillips OBE hosted an inaugural virtual for Local Pension Board (LPB) Chairs from across LGPS funds in England and Wales. The purpose of the event was to better understand the priorities of Local Pension Boards and how they would like to engage with Board. On the agenda was a presentation on peer support which included details of the upcoming project and a call for volunteers.

Interest in the project continues to build, with the Secretariat receiving invitations to present on peer support, using Board update sessions at various events and the Board LinkedIn page to raise awareness of the project.

Pilot project update

The overall project milestones were agreed in February 2025 and have evolved as the pilot deliverables have been identified. See **Annex B** for an updated plan of the key milestones within delivery of pilot 1. These are based on our understanding of the project and learning from LGA colleagues on similar projects.

Annex A

Key milestones of the delivery of pilot 1

