

Paper F - EDI Survey of Board and committees (and secretariat)

Key points to note

The Board previously approved a proposal to undertake a survey of Pension Committee and Local Pension Board members to collect information on the diversity and representation of those involved in LGPS governance.

This exercise, undertaken in 2025, sought information from administering authorities about the demographic composition of their committees and boards as well as current data collection practices. While that exercise provided some useful insights, the response rate was lower than anticipated and many administering authorities advised that they did not routinely collect the demographic information requested, or did not want to provide it on behalf of their members due to GDPR concerns. As a result, the data available was not sufficient to provide a reliable picture of representation across LGPS governance bodies.

To address this evidence gap, it is proposed that a new survey is issued to individual Pension Committee and Local Pension Board members so that they can anonymously submit their data, so that individual administering authorities are not identifiable. Collecting information directly from individuals could potentially improve response rates, increase the quality and consistency of the data collected and provide a more accurate understanding of representation within LGPS governance arrangements. The Board has previously decided that we should also invite the Board and secretariat team to complete the survey, to show we were holding ourselves to the same standard.

Participation in the survey will be voluntary. Responses will be held in an anonymised form and reported only at an aggregate level. No information will be published that could identify individual respondents and the findings will be used solely to support the SAB's work on governance and best practice within the LGPS.

The results of the survey will help the SAB better understand the current composition of LGPS governing bodies, identify any gaps in representation, and provide an evidence base to support future governance guidance and policy development.

Recommendations

The Board is recommended to note and approve the proposed survey of Pension Committee and Local Pension Board members and to support its distribution across the LGPS. A draft of the proposed survey is at Annex A.

Background

The Scheme Advisory Board has a statutory responsibility to promote best practice within the LGPS and to advise on matters relating to the effective governance and administration of the Scheme. As part of its ongoing review of LGPS governance arrangements, the SAB is considering the extent to which Pension Committees and Local Pension Boards reflect the diversity of the communities and scheme members they serve.

In 2025, the SAB commissioned a survey of administering authorities to understand current practice regarding Equality, Diversity and Inclusion (EDI) policies, demographic data collection and the reporting of information relating to Pension Committee and Local Pension Board members. The findings indicated that relatively few funds currently collect or publish demographic data, although many respondents expressed a willingness to do so if a consistent framework or requirement were introduced.

The survey also highlighted several practical challenges, including the fact that many administering authorities do not themselves hold demographic information about Committee and Board members. Consequently, the exercise was more successful in identifying current practices and attitudes towards data collection than in establishing a clear picture of the diversity of LGPS governance bodies themselves.

To build on this work, the SAB proposes a new survey that will collect demographic information directly from Committee and Board members. This approach is expected to provide a more reliable and comprehensive dataset while ensuring that participation remains voluntary and that individual privacy is protected through anonymised reporting.

The findings from the survey will support the SAB's consideration of governance best practice and may inform future guidance relating to governance, representation and inclusion within the LGPS. The survey is intended to establish a baseline understanding of the current makeup of Pension Committees and Local Pension Boards and to provide evidence to inform future discussions and policy development

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in this area.

The draft survey does not ask respondents to indicate the fund that they are involved with, but views are invited as to whether this is necessary. The secretariat considered that it might inhibit responses as the number of individuals on any committee or pension board will be quite small. As the purpose of the survey is to give an idea of representativeness across the scheme and not for any particular fund, it was also not thought to be essential.

In choosing the categories proposed for respondents to use, regard was had to established standards used in official statistics, and the source for these are indicated below:

- Age - [Age and date of birth harmonised standard – Government Analysis Function](#)
- Sex - [Sex harmonisation guidance – Government Analysis Function](#)
- Ethnicity - [Ethnicity harmonised standard – Government Analysis Function](#)

Annex A - Proposed survey

Introduction

The Scheme Advisory Board (SAB) is committed to promoting good governance and best practice across the Local Government Pension Scheme (LGPS). As part of its ongoing review of LGPS governance arrangements, the SAB is seeking to better understand the diversity and representativeness of Pension Committees and Local Pension Boards.

Understanding who is represented in LGPS governance is important. The Pensions Regulator has said that it believes that diverse governing bodies bring a wider range of benefits. That includes embracing different perspectives, experiences and skills, supporting effective decision-making and helping governance arrangements reflect the communities and scheme members they serve.

The information collected through this survey will help the SAB identify current levels of representation across the LGPS, understand any gaps that may exist, and inform future discussions about governance best practice.

Participation in this survey is entirely voluntary. We encourage all Pension Committee and Local Pension Board members to take part, as every response helps improve the quality and accuracy of the analysis. The results will be reported only at an aggregated level and will contribute to the SAB's work on governance and representation across the LGPS.

Thank you for taking the time to complete this survey and support this important piece of work.

Are you a member of a Local Pension Board or Pension Committee?

Local Pension Board

Pension Committee

Scheme Advisory Board/Secretariat

Which of the following age bands are you in?

16 to 24

25 to 34

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35 to 44

45 to 54

55 to 64

65 to 74

75 to 84

85 plus

Prefer not to say

What is your sex?

Female

Male

Prefer not to say

What is your ethnic group?

(Choose one option that best describes your ethnic group or background)

White

1. English / Welsh / Scottish / Northern Irish / British
2. Irish
3. Gypsy or Irish Traveller
4. Any other White background, please describe

Mixed / Multiple ethnic groups

1. White and Black Caribbean
2. White and Black African
3. White and Asian
4. Any other Mixed / Multiple ethnic background, please describe

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Asian / Asian British

1. Indian
2. Pakistani
3. Bangladeshi
4. Chinese
5. Any other Asian background, please describe

Black / African / Caribbean / Black British

1. African
2. Caribbean
3. Any other Black / African / Caribbean background, please describe

Other ethnic group

1. Arab
2. Any other ethnic group, please describe

Prefer not to say

Do you consider yourself to have a disability?

Yes

No

Prefer not to say

Does your pension team record and retain your demographic information?

Yes

No

Not sure

Would you be happy for your pension fund to publish this information in an anonymised aggregated way?

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Yes

No

Please provide further information on the reason behind your answer

How important do you believe it is to be aware of the demographic make-up of Local Pension Boards and Pension Committees?

Very important

Somewhat important

Neither important nor unimportant

Somewhat unimportant

Very unimportant

Not sure/prefer not to say