Cost Management, Benefit Design and Administration (CMBDA) Committee
9 November 2026 11.00am
Jamieson Room, 18 Smith Square, London and Microsoft Teams

Paper D: Equality Survey of Pension Committees and Boards

Key points to note

The equality survey of pension committees and boards provides an evidence base on the composition of LGPS governing bodies, including the Scheme Advisory Board and secretariat. Respondents generally recognised the importance of this information and supported its collection and publication in an anonymised form.

However, comparable data on scheme members is currently available only for age and gender. This limits our ability to compare the characteristics of those running the scheme with those who are members of it. The lack of wider demographic data has also emerged as a limitation through work on gender and other pension gaps.

The Committee is invited to agree the recommendations set out in this paper for submission to the Board.

Background

The Board previously approved a survey of Pension Committee and Local Pension Board members to collect information on the diversity and representation of those involved in LGPS governance. Having agreed to hold itself to the same standard, it also invited its own members to provide data.

This survey was issued to each fund, via officers, who were invited to forward on to individual Pension Committee and Local Pension Board members so that they could anonymously submit their data. This also meant that data from individual administering authorities cannot be identified.

Participation in the survey was voluntary with responses held in an anonymised form for reporting 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 help us better understand the current composition of LGPS governing bodies, identify any gaps in representation, and provide an evidence base

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to support future governance guidance and policy development.

To enable comparison with the results of the most recent census of local councillors in England[1], the LGA found that:

- 59% were male, and 41% female
- The average age was 60 years
- 92% described their ethnic background as white;
- 16 per cent had a disability.

Recommendations

The committee agrees to recommend to the Board that:

1) This survey should be repeated periodically to provide transparency and comparison over time;
2) While publication at fund level is difficult for privacy and data protection reasons, consideration should be given to mandating the collection and reporting of this data from funds for reporting at an aggregate level;
3) Collection of a broader range of member demographic data would assist in identifying pensions gaps and also in assessing representativeness of those governing the scheme on members' behalf
4) The results of this survey should be published along with a call for a wider range of people to get involved in the governance of the scheme alongside information on the different routes into pension committee and local pension board membership

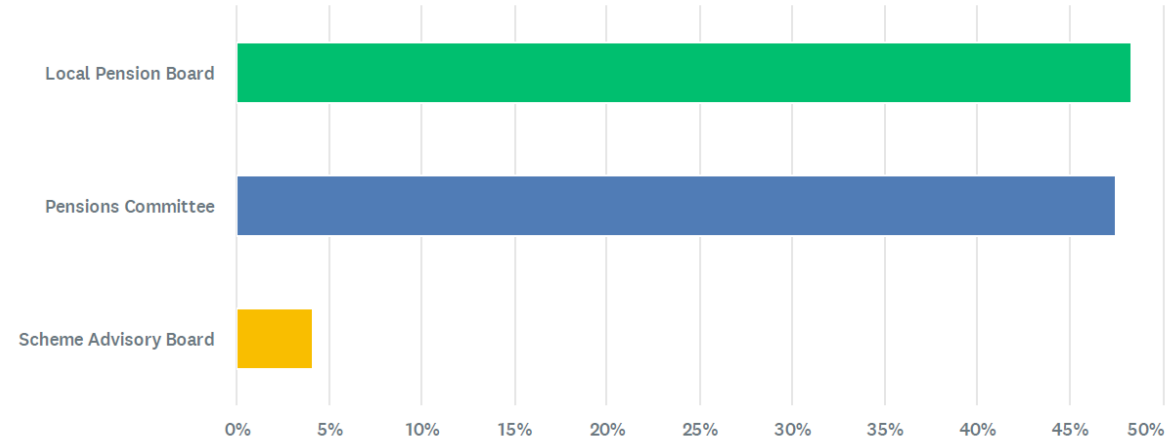
Survey Results

We received 369 responses to the survey: 178 from LPB members, 174 from PC members and 15 responses from SAB members (two respondents didn't provide this information).

Participation was voluntary, and the findings describe those who responded rather than providing a complete picture of LGPS governing bodies

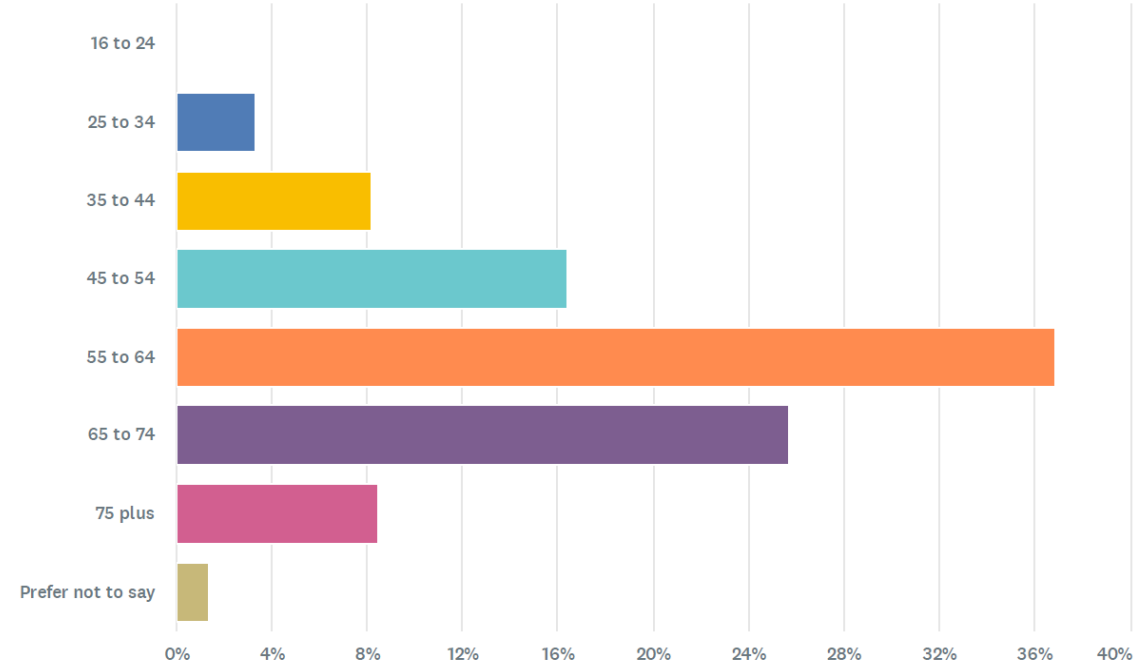
[1] National census of local authority councillors 2022 | Local Government Association

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

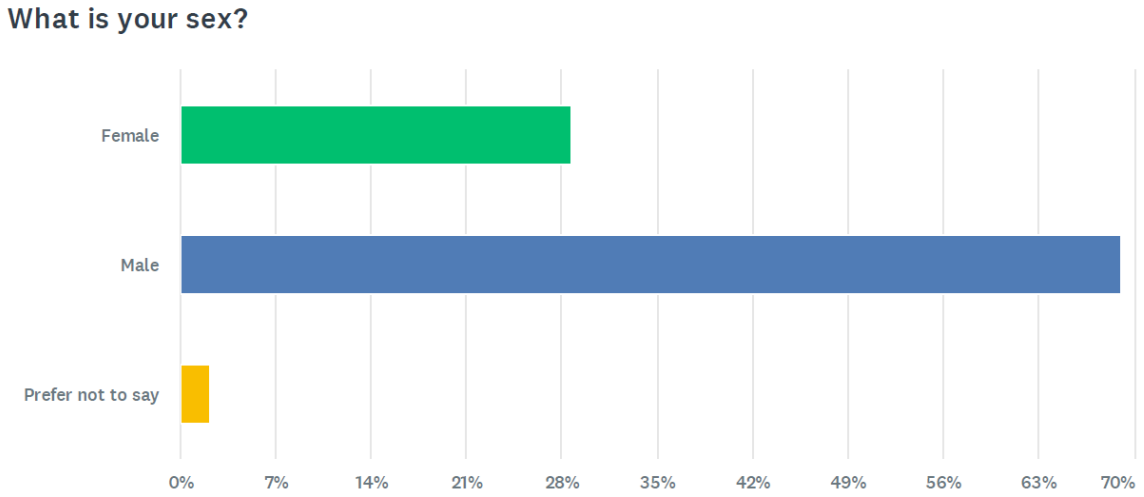


The average age of an active member of LGPS is around 46. However, the age profile of respondents is tilted towards an older demographic. While the trend for councillors to be older is well established, it is perhaps surprising that this pattern is similar for both LPB and PC respondents.

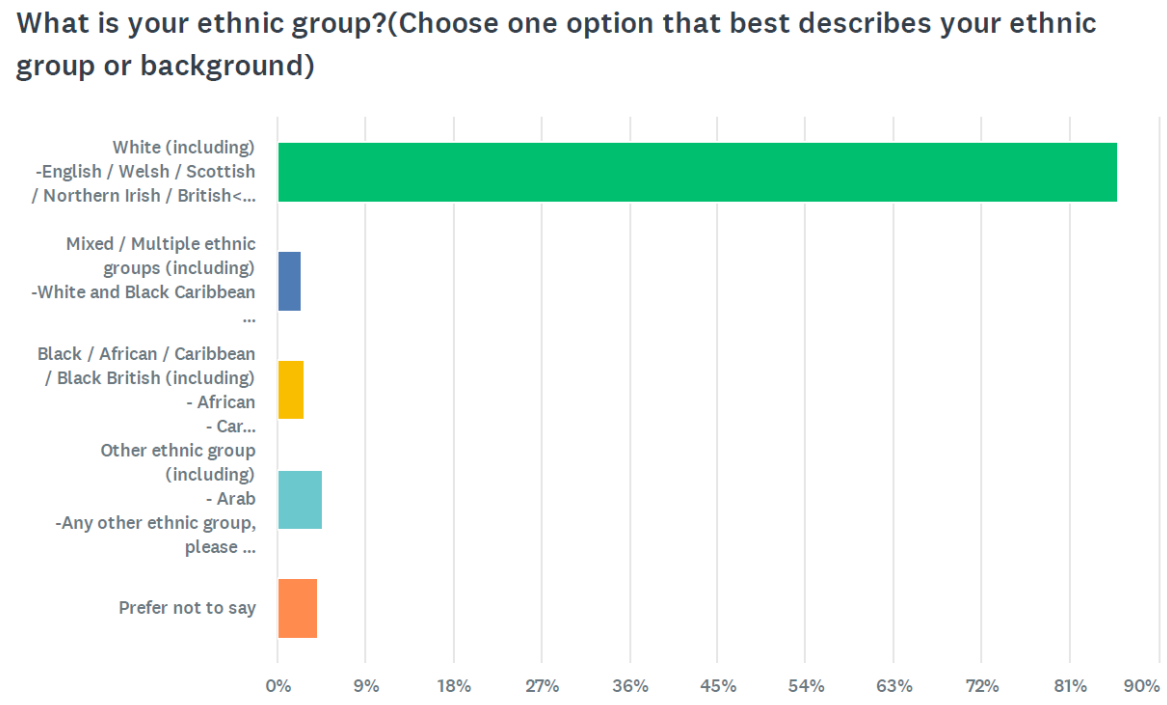
Which of the following age bands are you in?



Strikingly, while scheme membership is around 75% female, 69% of those involved in the governance of the scheme are men.



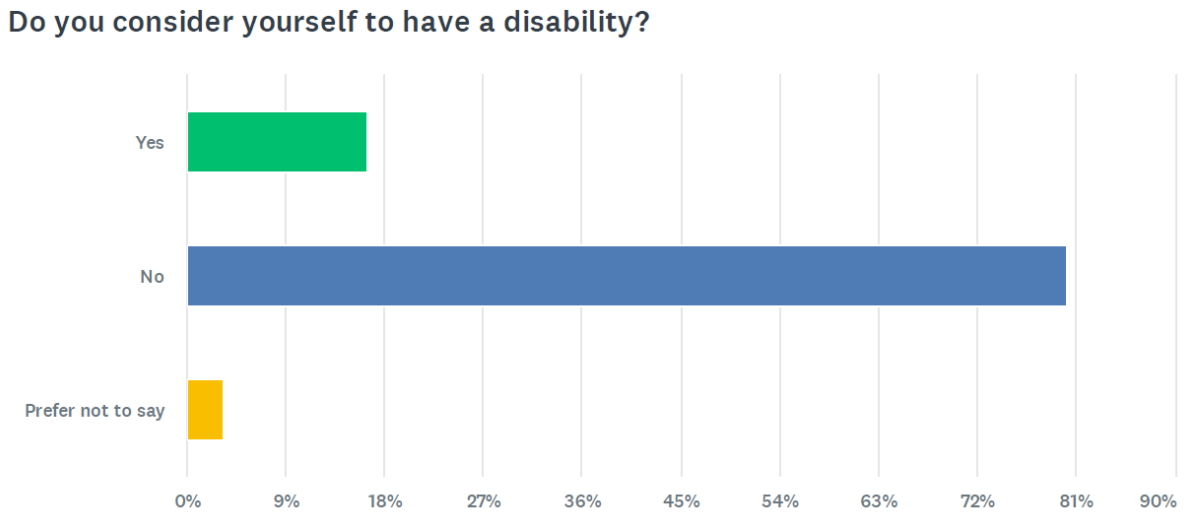
There is no breakdown of scheme membership by ethnicity but ONS figures suggest that around 80% of the population of England and Wales identify as white[2]. 86% of respondents to our survey identified as white, showing a degree of over-representation in LGPS governance.



Again, there is no record of what proportion of LGPS members have a disability, but the ONS figures give a general prevalence in the population of around 18%[3]. That is broadly in line with survey responses which gave a prevalence of around 16%.

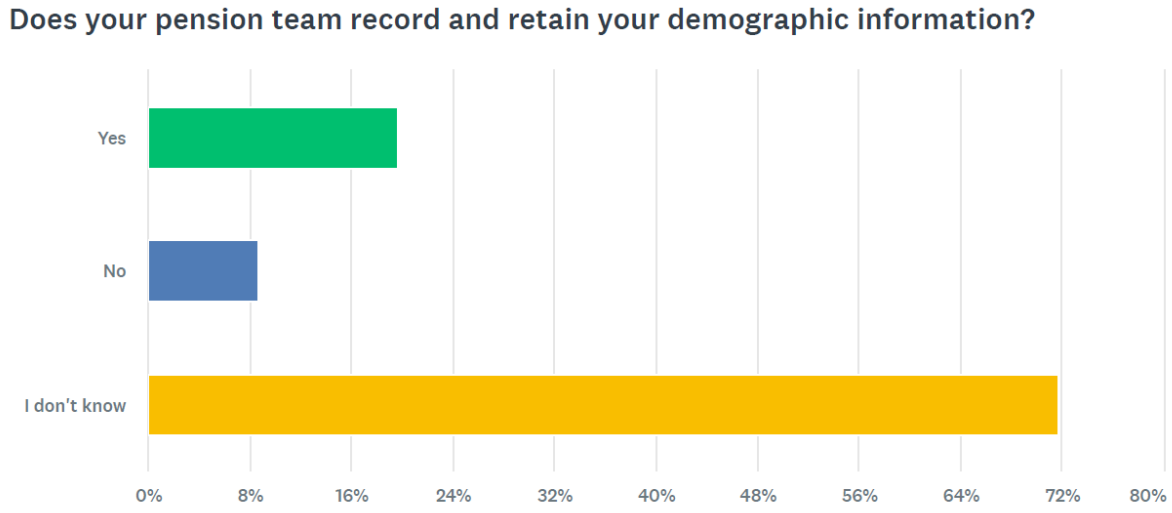
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[2] Ethnic group, England and Wales - Office for National Statistics
[3] Disability, England and Wales - Office for National Statistics



For all of these categories, the patterns of response between PC and LPB were remarkably similar.

Most respondents didn't know if their fund recorded or retained their demographic information.



However, the vast majority, nearly 80%, said that they would be happy for this information to be collected and published (subject to anonymisation). And while there was a spready of views, the consensus seemed to be that this information was important. However, it is worth noting that there was a substantial group of PC members (11%) who felt that this was very unimportant.

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

