2026-11
ITEM 07

Working Groups Update

Purpose:

This paper provides updates on activity from the SAB Working Groups and an overview of relevant updates from the England & Wales SAB Working Groups**.**

Working Group	Summary of update
Gender Pensions Gap Working Group	The Working Group met on 6 November 2026. • It was noted at the meeting that additional members are required to join, the SAB Secretariat team agreed to follow this up and request volunteers at the Nov SAB meeting. • The group was content with the recommendations previously raised and suggested other relevant external groups to engage with. These included "Pregnant Then Screwed" and "The Pensions Equity Group." • The group noted a natural division in the actions into workstreams focusing on Data/Research and Communications. • The group discussed the impact of GPE being far broader that pay and being driven by considerable differences in equity and gaps throughout careers as well as at the end when people choose to retire. • In discussing actions around identifying other gaps such as the Diversity gap, the group noted the summary paper from Westminster Council, but highlighted that despite it being useful in formulating a more detailed picture, ethnicity data held individually by employers would be harder to obtain. • In discussing the recommendations in relation to reporting and understanding the GPE in Scotland, the group noted that the key date is 31 March for actuarial data arising from the valuation and that the expectation is that all Funds will have included GPE data in their reports. • SPPA also updated on the process of formally incorporating GPE reporting into the Regulations along with other pending changes.

	Recommendations: **1. SAB Members are asked to consider if they could commit time to this Working Group.** **2. The Working Group will continue with the Action Plan under the workstreams of Data/Research and Communications.** **3. The Working Group to look at potential Fund partners to engage as a case study.**
Good Governance Working Group	The Working Group met on 11 November 2026. The main items for discussion were the results of the 2026 Good Governance survey and consideration of whether to review the Model Constitution for Pension Boards. • The survey received 38 responses and had great coverage across Boards, Committees and Funds. The picture of the health of Governance in Scotland is positive. • A question was added for the 2027 survey to identify how long respondents have served on either Boards or Committees. • The discussion around training and induction identified that there is good practice to draw upon and that highlighting this would benefit stakeholders across the Scheme. • The discussion on the action point to raise awareness of Independent Professional Observers noted that more information on the existing IPOs and the role could be helpful. • The Working Group strongly agreed that the Model Board Constitution should be reviewed and SPPA agreed to take this to the Minister to ensure that any review could lead to action. ***Recommendations:*** **1. The Working Group recommend putting together a good practice guide for training and induction to assist Boards and Committees.** **2. To share a list of Independent Professional Observers (IPOs), alongside guidance on how the role can assist Boards who wish to add this role.** **3. Dependent on SPPA confirmation that ministerial support for reviewing and potentially updating the Model Board Constitution is in place, the Working Group recommends SAB support SPPA in a review of the model Board constitution and proposed changes before consultation with stakeholders.**

Invest Local Working Group	The Working Group met on 18 November 2026. The main items for discussion were the continuing work on Invest Local reporting, including an update from Funds and discussion of a template developed by the Government Actuarial Department (GAD). A paper with a further update from the SNIB presentation will be tabled at the meeting ***Recommendation: To follow***

SAB representatives and observers on E&W SAB groups:

SAB (E&W) Responsible Investment Advisory Group	Gareth Dixon (Secretariat) Vacancy (previously Kenny Dick)
SAB (E&W) Gender Pension Gap Working Group	Davena Rankin (Glasgow Caledonian University)
SAB (E&W) Compliance and Reporting Committee, plus Joint CIPFA Technical Working Group	Richard McIndoe (Strathclyde PF)
SAB (E&W) Good Governance Working Group	Kim Russell (Lothian PF)
SAB (E&W) Knowledge and understanding Working Group	Ross Fraser (D&G PF)

The E&W SAB have also recently established the following new Working Groups:

- Pool Oversight
- Local Investment
- Reporting

Note there is also a Communications group (to promote the LGPS), but this is run by the LGA via the LGPC.