

**London Borough of Hackney Pensions Committee and Pensions Board
Knowledge and Skills Self-Assessment form**

Name:

Committee: Pensions Committee

Role: Committee Member /Substitute Member

Date:

Complete the sections in grey if you require training on the whole subsection otherwise select sections you require training on.

Committee Terms of Reference, Hackney Council Constitution, Key Skills and Behaviours

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

Understanding of the Pensions Committee and Pensions Board terms of reference	
Understanding of Conflicts of Interest	
Understanding the role of the Administering Authority	

Legislation & Guidance of the Scheme

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

General awareness of the LGPS regulatory framework and laws relating to pensions in the UK	
Awareness of LGPS specific duties and responsibilities	
Awareness of Pension Regulator's General Code of Practice, Pensions Ombudsman	

Governance Framework

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

Fiduciary duty	
Understanding of the role of the Administering Authority, Pensions Committee, MHCLG, Local Pensions Board, S151 Officer, Scheme Advisory Board, Asset Pools, Pensions Regulator, Senior LGPS Officer, Fiduciary duty of Pensions Committee	
Awareness of Cyber Security and GDPR	
General understanding of (Markets in Financial Instruments Directive) MIFID II requirements and workings of financial market vehicles available to pension funds	
Awareness of the Public Service Pensions Act 2016 and understanding of the role and powers of the Pensions Regulator	
Awareness of Environmental, Social and Governance (ESG) investment issues	
Understanding of Responsible Investment, shareholder voting and engagement	
Awareness of Climate Change issues and reporting	
Awareness of TCFD issues and reporting	
Awareness of TNFD and nature reporting	
Awareness of the UK Code of Corporate Governance and the Stewardship code	

Risk Management

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

Understanding of risk management and responsibilities	
Understanding of key pension fund risks - investment risk, funding risk, employer risk, resource & skill risk, administrative risk, regulatory & compliance risk, reputational risk, cybersecurity risk and other relevant risks	

Investment Objectives, Strategic Asset Allocation, Pooling and Pooling Performance Management

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

Awareness of the Investment Strategy Statutory Guidance	
Understanding of Investment Strategy Statement (ISS)	
Understanding of asset allocation and local investment	
Understanding of traditional asset classes – Equities, Bonds, Property	
Understanding of alternatives – Private Equity, Multi-asset credit, Private Debt, Absolute Return Bonds, Hedge Funds, Infrastructure, Property, Residential Housing, Equity Protection, Renewable Energy Infrastructure, Natural Capital	
Awareness of the Fit for the Future roles and responsibilities	
Knowledge of policies and approaches adopted by the LBH Pensions Committee	
Understanding of investment benchmarks	

Financial markets and products knowledge

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

Understanding of the role of the structure, operation and purpose of investment pooling arrangements including London CIV	
Knowledge of pool models, roles and responsibilities	
A broad understanding of the workings of the financial markets and of investment vehicles available to the pension fund and the nature of the associated risks	
Awareness of the limits placed by regulation on the investment activities of the LGPS funds	
Awareness of topical investment issues	
Understanding of how the following impact investments interest rate cuts, credit spreads, derivatives, yield curve, inflation	

Pensions Financial Strategy, Management, Accounting, Reporting and Audit Standards

I have all the knowledge detailed below and do not require additional training	
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I would like further training on the areas highlighted below	
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Awareness of the Accounts and Audit regulations and legislative requirements relating to the role of the Committee in considering and signing off the annual report	
Awareness of the role of both internal and external audit in the governance and assurance process	

Pension Services Procurement, Contract Management and Relationship Management

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

Awareness of the main public procurement requirements of UK and EU legislation and how they apply to procuring services for local authority Pension Funds	
Awareness of supplier risk management and the nature and scope of risks to be considered when selecting third parties	
Awareness of the role of support services – custodians, investment advisers, independent investment advisers, Independent Person, banks, auditors, pensions administration software providers	

Pensions Administration & Communications

I have all the knowledge detailed below and do not require additional training	
I would like further training on the areas highlighted below	

Understanding of the Fund's Administration Strategy	
Understanding of the LGPS benefit structure	
Understanding of how the Fund maintains accurate scheme member data	
Understanding of discretions	
Understanding of breaches and procedure of reporting breaches	
Understanding of different types of employer including Employer Responsibilities, Employer Exits and Employer Risks Analysis	
Understanding of Pension Communications	

The 2026 Statutory Guidance on Fund Governance requires that administering authorities must be able to demonstrate that the governing bodies must have the knowledge and understanding for governing the scheme. This means that pensions committee and board reporting must demonstrate how knowledge and understanding requirements have been considered and applied when decisions are being discussed or taken during meetings.

Records of attendance at training must be kept ensuring action to raise with the individual is taken where poor attendance is identified.

Responses will be treated as confidential, group training, or 1-2-1 sessions will be arranged as appropriate. **Please return completed forms to miriam.adams@hackney.gov.uk**