West Yorkshire
Fire & Rescue Service

Local Pension Board

Annual Report 2025/26



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03.07.26	Jik Townson	V1 – initial draft	To submit to Local Pension Board on 3 July 2026 for final comment and recommendation for approval to P&C Committee
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Reviewers

Name	Version Approved	Position	Organisation	Date
Jik Townson		Committee Services and Governance	WYFRA	03.07.26

Distribution

Name	Position	Organisation
Local Pension Board		WYFRA
People and Culture Committee		WYFRA

Equality Impact Assessment

Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance? No

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Introduction

1.1 The purpose of this Annual report is to provide a source of information about the status of West Yorkshire Fire and Rescue Authority Local Pension Board for Scheme members and for the Scheme Manager together with a summary of issues considered in the relevant period (1 April 2025 – 31 March 2026)

1.2 In accordance with Section 5 and s.30 (1) of the Public Service Pensions Act 2013 and Regulation 4A of the Firefighters' Pension Scheme (Amendment) (Governance) Regulations 2015, the West Yorkshire Fire and Rescue Authority Local Pension Board was established in February 2015 to provide advice on the effective and efficient administration and management of the various firefighter pension schemes.

1.3 The Local Government Pension Scheme for Green Book employees is monitored by a separate Local Pension Board established by the West Yorkshire Local Government Pension Scheme and does not form part of this Annual Report.

1.4 The Report includes commentary on the following;

- A summary of the work undertaken by the Local Pension Board during 2025/26
- Detail of areas investigated and how these areas were dealt with
- Any conflicts of interest and how these were managed
- Any identified risks and other areas of potential concern
- Any expenses and costs incurred by the Board
- Gifts and hospitality received by members of the Board
- Training for Board members
- Breaches
- Scrutiny and review

Membership and Meetings of the Board

2.1 The West Yorkshire Fire and Rescue Authority Local Pension Board comprises 6 members as follows (as approved by the Full Authority on 19 June 2025)

- 3 Scheme Member representatives (Ryan Binks, Jim Davies (FBU) and vacancy)
- 3 Scheme Manager representatives (Councillors Mike Pollard and Fozia Shaheen, and John Roberts CFO - Chair) (plus Non-voting Officer Adviser(s) as appropriate)

2.2 The Board has met on 2 occasions in the 2025/26 year. There was an attendance of 80% during the period in question

Work undertaken by the West Yorkshire Fire and Rescue Authority Local Pension Board 2025/26

3.1 The work undertaken by the Board during the course of the year has been defined by the extant Terms of Reference (initially approved at the 24 June 2016 meeting of the West Yorkshire Fire and Rescue Authority) and as amended in December 2021 with regard to the revised term of office (two years).

3.2 During the period 1 April 2025 – 31 March 2026 the following items were considered by the Board;

- Updates on the work with the national Scheme Advisory Board (SAB) & its sub-committee (Ensuring the effectiveness of the Local Pension Board)
- Discretions made by the Scheme Manager
- Annual Review of Terms of Reference
- Pension Risk Register
- Compliance Deadlines and Breaches Register
- Legislative Updates
- Firefighter Pensions England bulletins
- Age Discrimination Remedy
- Matthews Remedy

3.3 The Activity report (submitted to each meeting) includes detail on the number of;

- Number of members across the various schemes
- Membership movements during the reporting period
- Number of opt-ins and opt-outs
- Number of retirements
- Estimates processed
- Number of new firefighter recruits
- Total firefighter headcount
- Number of IDRP Stage 1 and Stage 2 complaints

3.4 Each agenda also includes the following standing items;

- Legislative updates
- Scrutiny and Review (including discretions, breach and risk registers)
- Pensions Ombudsman Sample Cases
- Member Training
- WY Pension Fund Key Performance Indicators

3.5 Specific Investigations and Board Resolutions

- There were no investigations or actions that required further investigation during 2025/26

3.6 Conflicts of Interest

- As statutorily required, members of the Local Pension Board complete a Declaration of Interests. The register is maintained by the West Yorkshire Fire and Rescue Authority

Committee Services section. Members of the Board reviewed their Declarations in June 2025.

- There have been no declarations made by any member, adviser or attendee at any meeting of the Board during the relevant period.

3.7 Identified Risks and Areas of Concern

- No specific risks or areas of concern were raised during the year

3.8 Expenses and Costs

- There has been no expenditure or costs incurred within the relevant periods for the administration of the Board.

3.9 Gifts and Hospitality

- There have been declarations of gifts or hospitality received by Members of the Board during the relevant period.

3.10 Training

- It is a statutory requirement of the Public Service Pensions Act 2013 that members of the Local Pension Board should have the capacity to become conversant with, and develop a knowledge of, detailed related issues in order to effectively carry out their duties.
- In this respect monthly bulletins from LGA Pension Advisory Service have been provided along with the summaries and decisions on cases dealt with by the Pension Ombudsman, which serve as a learning tool for LPB members.
- In addition members have been offered the opportunity to attend LGA LPB Training Sessions in person and via MS Teams

3.11 Legislative Updates

- As a statutory requirement, members of the Local Pension Board have been provided with regular legislative updates.
- The following have been provided during the relevant period:

    - Update to member contribution structure
    - Pensions Dashboards
    - Pension Increases
    - Budget 2025
    - Age Discrimination Remedy
    - Mathews Remedy

3.12 Scrutiny and Review

- Members are required to scrutinise areas relevant to the administration of the Firefighters' Pension Schemes.

- The following areas were scrutinised during the relevant period;
    - Discretions
    - Pensions Breaches Register
    - Pension Risk Register
    - Compliance Deadlines

How this report supports our values

WYFRS Core Values

- **Teamwork**: We recognise everyone's strengths and contributions, working effectively as one team.
- **Integrity**: We are trustworthy, act ethically, treating each other with dignity and respect.
- **Learning**: We learn all the time; we share knowledge and experiences, celebrating success.
- **Responsibility**: We are responsible, work positively and take ownership of the work we do.
- **Communication**: We share clear information, in ways everyone understands, having open discussions.

Core Code of Ethics for Fire and Rescue Services – our five ethical principles:



- **Putting our communities first**: We put the interests of the public, the community, and service users first.
- **Integrity**: We act with integrity including being open, honest, and consistent in everything that we do.
- **Dignity and respect**: We treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias.
- **Leadership**: We are all positive role models, always demonstrating flexible and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.
- **Equality, diversity, and inclusion (EDI)**: We continually recognise and promote the value of EDI, both within the FRS and the wider communities in which we serve. We stand against all

forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

Monitoring and review

This is an annual report submitted to the Local Pension Board and ratified by the People and Culture Committee

Document Properties

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