

Policy	Description	Forum for Approval	Last Review Date	Frequency of Review	Next Review Date	Notes
Administration Strategy	This policy sets out the respective responsibilities of employers and the Fund in the delivery of the administration of the pension fund. This statement seeks to promote good working relationships and ensure agreed standards of quality in the delivery of the pension administration service.	Staff and Pensions Committee	June 2020	Annual	June 2021	
Admissions and Termination Policy	This policy sets out the basis upon which employers may join and leave the pension fund, having regard to the Regulations and the discretion afforded under them.	Staff and Pensions Committee	June 2020	Annual	December 2020 / March 2021	Annual review ordinarily, but next review is less than a year due to amendments to Local Government Pension Scheme Regulations. Policy amendment due March 2021 once statutory guidance received from MHCLG and the Scheme Advisory Board.
Breaches Policy	This policy sets out the approach taken to reporting breaches of the law.	Policy	December 2019	Annual	December 2020 / March 2021	Currently being reviewed
Communications Policy	This policy sets out how Fund communicates with stakeholders.	Staff and Pensions Committee	November 2018	Annual	March 2021	Update required – last updated in 2018 when reported to the Local Pensions Board
Conflicts of Interest Policy	This policy ensures conflicts of interest are managed appropriately in respect of Pension Fund affairs.	Staff and Pensions Committee	March 2020	Annual	March 2021	
Cyber Security Policy	This is a new requirement expected by The Pension Regulator, required to provide assurance that the Fund is protecting members' records and pension fund assets.	Staff and Pensions Committee	n/a	Annual	December 2020	New policy to be approved in December 2020
ESG, Climate Change and Responsible Investment Policy	The policy sets out the Fund's on Responsible Investment and Environmental, Social, and Governance aims. A specific climate change policy is a new requirement from the Pension Regulator.	Pension Fund Investment Sub Committee	March 2020	Annual	March 2021	
Funding Strategy Statement	This policy sets out the fund's approach to meeting its liabilities.	Pension Fund Investment Sub Committee	June 2020	Annual	December 2020 / March 2021	Annual review ordinarily, but next review is less than a year due to amendments to Local Government Pension Scheme Regulations. Policy amendment due March 2021 once statutory guidance received from MHCLG and the Scheme Advisory Board.
Governance Statement	This statement sets out how the administration of the Fund is governed, considering best practice principles issued by The Department of Communities and Local Government.	Staff and Pensions Committee	tba	tba	Estimate March 2021	A new requirement pending Government guidance
Investment Strategy	This strategy sets out how the fund manages its investments.	Pension Fund Investment Sub Committee	March 2020	Annual	March 2021	
Risk Register	The risk register is a tool used to effectively identify, prioritise, manage and monitor risks associated with the Fund.	Pension Fund Investment Sub Committee and Staff and Pensions Committee	March 2020	Annual	March 2021	
Voting Policy	This policy sets out the approach to exercising our voting rights in respect of investments where the Fund has voting rights.	Pension Fund Investment Sub Committee	September 2019	Annual	March 2021	
Business Plan	The Fund sets out a business plan each year summarising high level business objectives.	Staff and Pensions Committee	March 2020	Annual	March 2021	
Accounting Policies	The Fund is required to adopt accounting policies in line with appropriate accounting standards.	County Council	July 2019	Annual	October 2020	As set out in the annual accounts. The accounts for 2019/20 are signed off later than the previous year due to Covid.

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Fund Discretions	All scheme employers are required to maintain a policy document on the discretions under the Local Government Pension Scheme Regulations. For defunct employers the Fund acts as a scheme employer.	Staff and Pensions Committee	tba	tba	tba	
Local Pension Board Terms of Reference	This document sets out the objectives and operations of the Local Pension Board and how the Board operates in order to deliver them.	County Council	2015	As Required	2020	Revised terms being approved at Council in October 2020