

Cost Management, Benefit Design and Administration Committee (CMBDA)

HYBRID MEETING – 30 June 2025

ITEM 8 PAPER C

Update from Gender Pensions Gap (GPG) working group

Current position

1. Since the last Committee meeting the Government has launched the [Access and Fairness Consultation](#). The consultation contains proposals (amongst other issues) covering GPG reporting for the Local Government Pension Scheme (LGPS). The launch of the consultation also included a [Ministerial statement](#), specifically thanking the Board for its work on the GPG proposals, which are a direct result of the work of this Committee and the GPG working group.
2. The consultation covers proposals to address the GPG covering four main areas:
 - Authorised absences under 31 days
 - Cost of buying back pension lost in an unpaid break of over 30 days
 - Pension contributions during child-related leave
 - Making GPG reporting mandatory in the LGPS
3. The Secretariat, in preparing a response to the consultation on behalf of the Board, is seeking to obtain views on the proposals from this Committee to inform the Board's response and a broader discussion of the consultation is covered under Item 6 of this meeting. However, as GPG reporting proposals are an evolution of the proposal document formed from the working group and it is mentioned in the consultation, it is expected that more detail and comments on the proposals will be obtained when the working group next meets on 1 July 2025. At the Committee, the Secretariat will give an indication of their initial thoughts (following the roundtable) and invite Committee members to provide their own initial comments on the proposals.
4. The Secretariat are continuing to work with the Ministry of Housing, Communities and Local Government and the Government's Actuary Department (GAD) to fine-tune the proposals for the reporting methodology, including what can be practically introduced for the 2025 Valuation. The Committee agreed at its last meeting a preferred standard GPG definition and reporting approach (including some comments on methodology) as an initial proposal for how GPG

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reporting for the LGPS could be done. Although this was shared with MHCLG officials, it differed from the proposals contained in the consultation when it was published.

5. [The proposal](#) approved by this Committee was that an initial step for LGPS GPG reporting could be done via the Actuarial Valuation report and did not propose at this time mandating all LGPS scheme employers to report on the GPG specifically in the Rates and Adjustment certificate, although the intention on employer-level reporting in some form, is the direction the group would want to work towards. The group felt it was important to have comparability of methodology between private and public, DB and DC schemes. But while it is believed this is important; it may require further engagement within and across sectors to understand how best this can be achieved.

GPG roundtable event

6. When the Committee last met, it was also agreed for the Secretariat to organise a roundtable to bring together the various stakeholders with an interest in GPG and pensions adequacy. The event aimed at bringing together industry figures and a cross-section of the public sector and private pensions world to discuss the consultation but also wider adequacy issues. This event was held in-person on the 18 June 2025 at the Local Government Association (LGA) offices at Smith Square. Over 40 attendees were present on the day representing Scheme Members, LGPS employers, public and private sector schemes, Government, LGA's workforce team and the wider pensions industry.
7. The event comprised of a mixture of presentations from both LGPS and wider industry perspectives as well as an opportunity to share views on both the consultation and wider adequacy issues. Some of the main themes of discussion were:
 - There was evidence that the use of casual employment, opt-out rates and employment breaks was having a significant impact on female workers.
 - GPG reporting is important and there are many ways this can be achieved for many different intended audiences and purposes. Discussing and agreeing a reporting methodology across the sector is a key focus in the coming months.

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- There was discussion on how communication with scheme members could evolve to help members during specific life events and at different ages understand their pension.
- There was some challenge around the diversity composition of those involved in the governance of the scheme and how this impacted the scheme.
- While it was recognised that similar gaps existed in relation to members with other protected characteristics, it would take longer to work through practical ways of addressing that. Not least because of the challenges (real but not insurmountable) of administering authorities gathering “[special category data](#)” on scheme members.
- It was agreed that employers share the responsibility in tackling this issue and solutions should and rightly vary by workforce. Supporting employers to understand ‘what good looks like’ was a key theme.
- There was a shared commitment to keep up momentum with this work and this would require being able to demonstrate tangible actions to address the GPG.

GPG action plan

8. The current status of the action plan is below. It was previously proposed that actions A to D will be prioritised and actions E to G being longer-term aims. Preparing a response to the Access and Fairness consultation and engaging with the sector to discuss the proposals will be a key priority for the Secretariat and the GPG working group in the coming weeks.
9. As a result of the consultation, both this Committee and the working group (when it next meets on 1st July) will be asked to consider any changes to the action plan as a result of the consultation and also to keep the momentum up on the work underway.

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Action	Status
A. Explore and propose a standard GPG definition and reporting approach (including methodology) for the Local Government Pension Scheme, including both for funds and employers	Proposal completed and agreed in February 2025 Board response to be reflected in the proposal to the consultation. To work with MHCLG and GAD on the guidance for reporting (including methodology)
B. Explore with the Pension Equity Group (PEG) how to adapt the 'Mind the Gap' employer best practise guide for the Public Sector	To meet with the other public sector pension schemes to discuss the best forums to take this to and to share with the roundtable participants
C. Work with MHCLG (as required) to conduct a more detailed review of treatment of authorised unpaid leave and produce proposals for consultation on amendment to the LGPS regulations and SCAPC's	Completed – Access and Fairness consultation launched with proposals for changes to unpaid leave
D. Analyse the responses from the GPG survey to local government employers	Completed – February 2025
E. Investigate and identify how pension member self-service portals and other communication tools can help to communicate the impact of breaks, life events and improve financial planning for women	Not yet started.
F. Identify the communication needed to employers on the GPG to raise awareness of the specific issues which impact the GPG within the LGPS regulations, particularly during scheme member life events.	Complete - roundtable event with employer representatives and industry experts organised. Consultation response to address specific issues and ideas. For the Secretariat to identify the most appropriate employer forums and routes to continue to engage with LGPS employers.

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G. Further research into the pensions gap for individuals with other protected characteristics, including the intersection of these with the already established gender pensions gap.	Not yet started
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Recommendations – That the Committee notes the update provided in this report.
