



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish Teachers Pension Board

2024-25 Annual Report

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This report was approved by the Scottish Teachers Pension Board on 5 November 2025.

1. Introduction

This report covers the main work of the Scottish Teachers Pension Board (the “Pension Board”) from 1 April 2024 to 31 March 2025.

More detailed information about the Pension Board, including its Terms of Reference, membership, agendas and minutes of its meetings are available on SPPA’s website - [Teachers Pension board | SPPA](#)

2. Report from the Independent Chair

It has been my continuing privilege to Chair the Scottish Teachers’ Pension Board, I’m very grateful to the members of the Board and the SPPA for the support and engagement they have shown throughout the year. The Board has met three times during the year, to review governance, performance, risk and strategic progress.

The past 12 months has been a continuation of journey that SPPA and the Board embarked upon to improve delivery to scheme members, and this will be achieved by improving the pension data quality we receive from employers coupled with more automation. The SPPA has made real strides in its work to liaise with employers to ensure that the pension data submitted is as accurate as possible and the hope is that electronic systems linked to payroll systems will further improve this in the near future. This journey will be a multi-year project and we are pleased to welcome Stephen Pathirana, the new Chief Executive of SPPA who will lead the organisation through this.

The McLeod Remedy has been a key focus for the Board this year, and good progress has been made with implementation. As with the other public service pension schemes, there have been delays in providing members the choices and information to which they are entitled. We sought to keep members informed and are very grateful for their patience as we complete this work within an extremely complex legislative background.

The Board reviewed reporting protocols for scheme breaches to The Pension Regulator, and improvements were implemented, reflecting our commitment to transparency and continuous improvement in governance. During the year the SPPA submitted reports to The Pensions regulator for failure to meet certain deadlines, including delays in sending annual benefit statements.

The Board also strengthened our quarterly performance dashboard, which has continued to exhibit robust key performance indicators including call handling and retirements – further enhancing transparency and oversight. With support from the Board & the Vice chair, my sincere thanks go to the SPPA team for their professionalism in navigating a year of regulatory complexity and intense delivery demands. As Chair I do believe that there

is a genuine cause for hope and optimism that the situation will continue to improve in the medium term as both your Board & the SPPA are committed to delivering a level of service to you, our members. Looking forward to 2025-26, our top priorities are: delivering McCloud communications, ensure ABS coverage of over 95% where possible, delivering member service improvements, and preparing for Pension Dashboards.

3. Board Composition

Membership

Details of the Pension Board members during 2024-25 are shown below.

Name	Role	Nominating organisation
Mark Cook	Chair	Independent
Virginia Burke	Vice-Chair	Independent
Maureen Kennedy	Member representative	National Association of Schoolmasters and Union of Women Teachers
David McGinty	Member Representative	Educational Institute of Scotland
Drew Morrice	Member representative	Educational Institute of Scotland
Leah Stalker	Member representative	Educational Institute of Scotland
Graham Hutton	Member representative	School Leaders Scotland
Stuart Hunter	Member representative	Scottish Secondary Teachers' Association
Councillor Brian McGinley	Employer representative	Convention of Scottish Local Authorities
Andy McGoff	Employer representative	Universities Scotland
Suzanne McLeod	Employer representative	Convention of Scottish Local Authorities
Kirsty Robb	Employer representative	Colleges Scotland Finance Directors Network
Councillor Fiona Dugdale	Employer representative	Convention of Scottish Local Authorities

All Board members are required to complete a register of interest and declare any potential conflicts of interests.

Board meetings

During the 2024-25 scheme year the Pension Board met on 3 occasions.

Name	11 June 2024	4 September 2024	27 February 2025
Mark Cook	✓	✓	✓
Virginia Burke	✓	✓	✓
Maureen Kennedy	✓	x	x
David McGinty	x	x	
Drew Morrice	x	✓	✓
Leah Stalker	x	x	x
Graham Hutton	✓	x	✓
Stuart Hunter	✓	✓	✓
Councillor Brian McGinley	✓		
Andy McGoff	✓	✓	✓
Suzanne McLeod	✓	✓	✓
Kirsty Robb	✓	✓	x
Councillor Fiona Dugdale			✓

4. Pension Board costs

The Board has incurred fees and expenses amounting to £3429.95 over the course of the year.