



Scottish Public  
Pensions Agency  
Buidheann Peinnseanan  
Poblach na h-Alba

# Scottish Police Pension Board

## 2025-26 Annual Report

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## **1. Introduction**

This report covers the main work of the Scottish Police Pension Board (the “Pension Board”) from 1 April 2025 to 31 March 2026.

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 [Scottish Police Pension Board](#)

## **2. Report from the Independent Chair**

This has been another busy year for the SPPA in delivering Remedy whilst at the same time maintaining business as usual. There has been some progress against key objectives, and the additional leadership provided by the Deputy Chief Executive Officer (DCEO) has helped build delivery confidence. The new schedule mixing Board meetings with development sessions has also been implemented. We continue to meet in a blended approach with some meetings online and others in person and there have been useful pre-meetings with both Board members and the SPPA team. Pre meetings before each Board have improved efficiency at full meetings.

Attendance at Police Board meetings is high with most members able to attend every meeting and SPPA team members clearly prioritising the meetings and attending with well-prepared material. The Board offers constructive and professional challenge, and I am grateful to individual members (both executive and non-executive) who frequently work together across various issues, in particular around communications and specific Scheme member issues. The DCEO is engaging in constructive conversations with Board members regarding frequency of meetings to ensure that members can continue to contribute in the most effective way. Board meetings are frank, constructive and conducted within the expected values of Scottish public life.

In common with many other public organisations, SPPA continues to operate in difficult financial circumstances but has been able to make a number of interim appointments to secure the best possible performance over the Remedy Implementation period.

Finally, I would like to thank the SPPA and members of the Police Pension Board for all of their contributions over the past 12 months.

### 3. Board Composition

#### Membership

Details of the Pension Board members during 2025-26 are shown below.

| Name             | Role                    | Nominating organisation                          |
|------------------|-------------------------|--------------------------------------------------|
| Shirley Rogers   | Chair                   | Independent                                      |
| Andrew Barker    | Member representative   | Scottish Chief Police Officers Staff Association |
| Lorna Robertson  | Member representative   | Scottish Police Federation                       |
| Brian Jones      | Member representative   | Scottish Police Federation                       |
| Darren Paterson  | Employer representative | Scottish Police Authority                        |
| Patrick Brown    | Employer representative | Police Scotland                                  |
| Eddie Pilkington | Employer representative | Police Scotland                                  |

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

#### Board meetings

During the 2025-26 scheme year the Pension Board met on four occasions.

| Name             | Governance Seminar<br>15 May 2025 | Board Meeting<br>17 Sept 2025 | Training Event<br>20 Nov 2025 | Board Meeting<br>02 Mar 2026 |
|------------------|-----------------------------------|-------------------------------|-------------------------------|------------------------------|
| Shirley Rogers   | ✓                                 | ✓                             | ✓                             | ✓                            |
| Andrew Barker    | Apologies given                   | Apologies given               | Apologies given               | ✓                            |
| Darren Paterson  | ✓                                 | ✓                             | ✓                             | ✓                            |
| Lorna Robertson  | ✓                                 | ✓                             | ✓                             | Apologies given              |
| Patrick Brown    | N/A                               | ✓                             | Apologies given               | ✓                            |
| Eddie Pilkington | N/A                               | ✓                             | ✓                             | ✓                            |
| Brian Jones      | ✓                                 | ✓                             | ✓                             | ✓                            |

### 4. Pension Board costs

The Board has incurred fees and expenses amounting to £4,312.14 over the course of the year.

## **5. Self-Effectiveness Assessment**

Members of the Pension Board participated in an annual self-assessment exercise, which helps offer insight into Board members' perspectives on their roles and the overall operation and effectiveness of the Board.

The Pension Board's feedback indicates a well-functioning Board with strong working relationships, effective leadership from the Independent Chair and a positive governance framework. Members generally feel able to participate fully in meetings, challenge constructively and contribute to Board business. Opportunities for improvement focus on strengthening engagement outside meetings, enhancing perceptions of Board diversity, reviewing induction arrangements and ensuring Board discussions consistently demonstrate value and impact.