



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish Teachers' Pension Board

2025-26 Annual Report

Author: Mark Cook, Board Chair

Table of Contents

1. Introduction	3
2. Report from the Independent Chair.....	3
3. Board Composition.....	4
4. Pension Board costs.....	5
5. Self-Effectiveness Assessment.....	5

1. Introduction

This report covers the main work of the Scottish Teachers' 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 Teachers' Pension Board](#)

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.

With the new approach to meetings the Board has met twice during the year, to review governance, performance, risk and strategic progress but has also met (in conjunction with other Scheme Boards) twice more for training and development which will strengthen our knowledge and understanding.

In my last year's report, I reflected on the key areas for 2025-26 and stated that our top priorities were: delivering McCloud communications, Annual Benefit Statement (ABS) coverage, delivering member service improvements, and preparing for the Pensions Dashboard. I am delighted that we have delivered positive steps in each of these areas while still not reaching the level that we would wish.

Delivering on our obligations for The McCloud Remedy has been a key focus this year, and while we work through the members' calculations, 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 delivery of quality data from employers will be key to sustaining improvement over the coming years which will primarily be achieved through the roll out of a system to all employers which will ensure that pension data is reported to the SPPA as accurately and timeously as possible. During the year the SPPA submitted reports to The Pensions Regulator for failure to meet certain deadlines, including delays in sending ABS which have largely been caused by incomplete / erroneous data so the importance of this project cannot be understated.

With support from the Board, my sincere thanks go to the SPPA team for their professionalism in navigating a year of regulatory complexity and intense delivery demands. I would also wish to congratulate the Vice Chair Virginia Burke who has left the Teachers' Board to become Chair of the NHS Board.

It is my belief that the SPPA, under the strong leadership of Stephen Pathirana, working closely with your Board, will continue to sustain the improvements we have seen in the medium term to deliver a good level of service to you, our members.

3. Board Composition

Membership

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

Name	Role	Nominating organisation
Mark Cook	Chair	Independent
Andy McGoff	Employer representative	Universities Scotland
Suzanne McLeod	Employer representative	Convention of Scottish Local Authorities (COSLA)
Kirsty Robb	Employer representative	Colleges Scotland Finance Directors Network
Cllr Fiona Dugdale	Employer representative	Convention of Scottish Local Authorities (COSLA)
Maureen Kennedy	Member representative	National Association of Schoolmasters and Union of Women Teachers
Graham Hutton (resigned Nov 25)	Member representative	School Leaders Scotland
Andrene Bamford	Member representative	Educational Institute of Scotland (EIS)
Terry Gray	Member representative	Educational Institute of Scotland (EIS)
Paul Cochrane	Member representative	Scottish Secondary Teachers' Association
Greg Dempster (joined Board Dec 25)	Member representative	Association of Headteachers and Deputies in Scotland (AHDS)
Vacancy (COSLA Nomination)	Employer representative	
Vacancy (COSLA Nomination)	Employer representative	
Vacancy (EIS nomination)	Member representative	

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 15 May 2025	Board Meeting 24 Sept 2025	Training Event 20 Nov 2025	Board Meeting 11 Mar 2026
Mark Cook	Apologies given	✓	Apologies given	✓
Andy McGoff	Apologies given	✓	✓	✓
Suzanne McLeod	✓	✓	✓	✓
Kirsty Robb	✓	✓	Apologies given	✓
Cllr Fiona Dugdale	✓	✓	✓	✓
Maureen Kennedy	Apologies given	✓	Apologies given	Apologies given
Graham Hutton	Apologies given	✓	✓	N/A
Andrene Bamford	✓	✓	✓	✓
Terry Gray	✓	✓	✓	Apologies given
Paul Cochrane	✓	✓	Apologies given	✓
Greg Dempster	N/A	N/A	N/A	✓

4. Pension Board costs

The Board has incurred fees and expenses amounting to £2,847.23 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 governance and leadership. Opportunities for improvement centre on member engagement outside meetings, confidence in challenge, and supporting newer members as they become established.