

All risks owned by the Director of Corporate Resources

| Risk no | Category | Risk | Causes (s) | Consequences | List of current controls | Impact | Likelihood | Current Risk Score | Risk Response | Further Actions / Additional Controls | Residual Impact | Residual Likelihood | Residual Risk Score | Residual Risk Change since December 2024 | Action owner |
|---------|-------------|---|--|--|--|--------|------------|--------------------|---------------|---|-----------------|---------------------|---------------------|--|-------------------|
| 1 | Investments | Market investment returns are consistently poor, and this causes significant upward pressure onto employer contribution rates | Poor market returns most probably caused by poor economic conditions and/ or shocks e.g. CV19, global recessions | Significant financial impact on employing bodies due to the need for large increases in employer contribution rates | Ensuring that strategic asset allocation is considered at least annually, and that the medium-term outlook for different asset classes is included as part of the consideration | 5 | 2 | 10 | Treat | Making sure that the investment strategy is sufficiently flexible to take account of opportunities and risks that arise but is still based on a reasonable medium-term assessment of future returns. Last reviewed January 2025. | 4 | 2 | 8 | ⬇️ | Investments - SFA |
| 2 | Investments | Market returns are acceptable, but the performance achieved by the Fund is below reasonable expectations | Poor performance of individual managers including LGPS Central especially during this phase of implementing the fit for the future recommendations, poor asset allocation policy or costs of transition of assets to LGPS Central is higher than expected | Opportunity cost in terms of lost investment returns, which is possible even if actual returns are higher than those allowed for within the actuarial valuation. Lower returns will ultimately lead to higher employer contribution rates than would otherwise have been the case | Ensuring that the causes of underperformance are understood and acted on where appropriate. Shareholders' Forum, Joint Committee and Practitioners' Advisory Forum will provide significant influence in the event of issues arising. Appraisal of each LGPS Central investment product before a commitment to transition is made. | 3 | 3 | 9 | Treat | After careful consideration, take decisive action where this is deemed appropriate. It should be recognised that some managers have a style-bias and that poorer relative performance will occur. Decisions regarding manager divestment to consider multiple factors including performance versus mandate and reason for original inclusion and realignment of risk based on revised investment strategy. The second phase of LGPS Central's expansion is likely to be challenging . The Fund will continue to monitor how the company and products delivered evolve. Programme of LGPS Central internal audit activity, which has been designed in collaboration with the audit functions of the partner funds. Each transition's approach is independently assessed with views from 8 partners sought. | 3 | 2 | 6 | ⬇️ | Investments - SFA |
| 3 | Investments | Failure to take account of ALL risks to future investment returns within the setting of asset allocation policy and/or the appointment of investment managers | Some assets classes or individual investments perform poorly as a result of incorrect assessment of all risks inherent within the investment. These risks may include, but are not limited to the risk of global economic slowdown and geopolitical uncertainty and failure to consider Environmental, Social and Governance factors effectively. | Opportunity cost within investment returns, and potential for actual returns to be low. This will lead to higher employer contribution rates than would otherwise have been necessary. | Ensuring that all factors that may impact onto investment returns are taken into account when setting the annual strategic asset allocation. Only appointing investment managers that integrate responsible investment (RI) into their processes.Utilisation of dedicated RI team at LGPS Central and preparation of an annual RI plan. The Fund is also member of the Local Authority Pension Fund Forum (LAPFF) and supports their work on shareholder engagement which is focused on promoting the highest standards of corporate governance and corporate responsibility. The Committee has approved a Net Zero Climate Strategy to take into account the risk and opportunities related to climate change. Climate Risk Report and Climate Stewardship Report. The Fund also produces an annual report as part of the Taskforce on Climate-related Financial Disclosures. | 3 | 4 | 12 | Treat | Responsible investment aims to incorporate environmental (including Climate change), social and governance (ESG) factors into investment decisions, to better manage risk and generate sustainable, long-term returns. Annual refresh of the Fund's asset allocation allows an up to date view of risks to be incorporated and avoids significant short term changes to the allocation. This can take into account geopolitical uncertainty, the impact of climate change on the portfolio including risk from stranded assets. Asset allocation policy allows for variances from target asset allocation to take advantage of opportunities and negates the need to trade regularly where investments under and over perform in a short period of time. LGPS Central are in the process of developing an ESG report for the Fund which can be used to monitor the Fund's portfolio exposure, and support engagement with underlying companies | 3 | 3 | 9 | ⬇️ | Investments - SFA |
| 4 | Investments | Risk to Fund assets and liabilities arising from climate change | The impact on global markets and investment assets from the transition to a low carbon economy, and/or the failure to achieve an orderly transition in line with the Paris agreement. | Failure of meeting return expectations due to risks, or missed investment opportunities, related to the transition to a low carbon economy, and/or the failure to achieve an orderly transition. Resulting in increased employer contributions costs. Some asset classes, and carbon intensive sectors may be overexposed to transition risks, and/or the risk of stranded assets | Net Zero Climate Strategy, targeting by 2050 with an ambition for sooner. Climate metrics, including decarbonisation targets monitored annually through the Climate Risk Report, and reporting under TCFD recommendations. Supporting real world emissions reduction with partners (LAPFF, and LGPS Central) as part of the Fund's Climate Stwarship Plan. Consideration of climate change in investment decisions including investment in climate solutions and funds tilted towards climate factors. Climate scenario analysis is undertaken biennially on impact to Fund assets. The Funding Strategy Statement's resilience to climate risk was also tested through the 2022 triennial valuation | 3 | 4 | 12 | Treat | Annual refresh of the Fund's asset allocation allows for an up to date view of climate risks and opportunities to be incorporated and avoids significant short term changes to the allocation. This will take into account the Fund's latest Climate Risk report. Increased asset coverage for climate metric reporting. Increased engagement with investment managers and underlying companies through Net Zero Climate Strategy and further collaboration. Expected regulatory change on climate monitoring. As part of the actuarial valuation the Fund's Actuary will undertake climate scenario analysis. Climate considerations will also feed into longevity assumptions. The IIGCC has produced a Net Zero Infrastructure Framework 2.0 that will be incorporated into the Fund's Net Zero Climate Strategy review to include further asset classes over 2025/2026. | 3 | 3 | 9 | ⬇️ | Investments - SFA |

| | | | | | | | | | | | | | | | |
|----|------------|--|---|---|--|---|---|----|----------|--|---|---|---|---|------------------|
| 5 | Liability | Assets held by the Fund are ultimately insufficient to pay benefits due to individual members | Ineffective setting of employer contribution rates over many consecutive actuarial valuations | Significant financial impact on scheme employers due to the need for large increases in employer contribution rates. | Input into actuarial valuation, including ensuring that actuarial assumptions are reasonable and the manner in which employer contribution rates are set does not bring imprudent future financial risk Early engagement with the Fund's higher risk employers to assess their overall financial position. Ongoing review of Community Admission Bodies (CABs) | 5 | 2 | 10 | Treat | Actuarial assumptions need to include an element of prudence, and Officers need to understand the long-term impact and risks involved with taking short-term views to artificially manage employer contribution rates. Regular review of market conditions and dialogue with the schemes biggest employers with respect to the direction of future rates. GAD Section 13 comparisons. Funding Strategy Statement approach is to target funding level of 120%. | 4 | 2 | 8 | — | Pensions Manager |
| 6 | Employer | If the pensions fund fails to receive accurate and timely data from employers, scheme members pension benefits could be incorrect or late. This includes data at year end. | A continuing increase in Fund employers is causing administrative pressure in the Pension Section. This is in terms of receiving accurate and timely data from these new employers who have little or no pension knowledge and employers that change payroll systems so require new reporting processes | Late or inaccurate pension benefits to scheme members Reputation Increased appeals Greater administrative time being spent on individual calculations failure to meet statutory year-end requirements. | Training provided for new employers alongside guidance notes for all employers. Communication and administration policy Year-end specifications provided Employers are monthly posting Inform the Local Pension Board quarterly regarding admin KPIs and customer feedback. | 3 | 2 | 6 | Tolerate | Continued development of wider bulk calculations. Implemented automation of certain member benefits using monthly data posted from employers. Pensions to develop a monthly tracker for employer postings. Monitor employers that change payroll systems. | 3 | 1 | 3 | — | Pension Manager |
| 7 | Employer | If contribution bandings and contributions are not applied correctly, the Fund could receive lower contributions than expected | Errors by Fund employers payroll systems when setting the changes | Lower contributions than expected. Incorrect actuarial calculations made by the Fund. Possibly higher employer contributions set than necessary | Pension Section provides employers with the annual bandings each year. Pension Section provides employers with contributions rates (full and 50/50) Internal audit check both areas annually and report their findings to the Pensions Manager Finance reconcile monthly contributions to payroll schedule | 3 | 2 | 6 | Tolerate | Pension Officers check sample cases Pension Officers to report major failings to internal audit before the annual audit process Major failings to be reported to the Pensions Board | 3 | 1 | 3 | — | Pensions Manager |
| 8 | Employer | Employer and employee contributions are not paid accurately and on time | Error on the part of the scheme employer | Potentially reportable to The Pensions Regulator as late payment is a breach of The Pensions Act. | Receipt of contributions is monitored, and late payments are chased quickly. Communication with large commercial employers with a view to early view of funding issues. Internal Audit review on an annual basis and report findings to the Pensions Manager | 2 | 3 | 6 | Tolerate | Late payers will be reminded of their legal responsibilities. The pensions investment team will escalate any late payers to the Pensions Manager as required | 2 | 3 | 6 | — | Pension Manager |
| 9 | Governance | If the Funds In House AVC provider (The Prudential) does not meet its service delivery requirements the Pension Fund is late in making payment of benefits to scheme members | System or administrative change at the Prudential. | Failure to meet key performance target for making payments of retirement benefits to members Complaints Reputational damage Members may cease paying AVCs | A new contract has been signed from 2025. The contract details the Prudential fund requirement. Quarterly meetings with the Pension Manager. The Prudential attended LPC in June 2025. | 3 | 1 | 3 | Tolerate | Working closely with the Prudential to improve administrative processes e.g. employer data directly to the Prudential via secure link. | 3 | 1 | 3 | — | Pensions Manager |
| 10 | Governance | Sub-funds of individual employers are not monitored to ensure that there is the correct balance between risks to the Fund and fair treatment of the employer | Changing financial position of both sub-fund and the employer | Significant financial impact on employing bodies due to need for large increases in employer contribution rates. Risk to the Fund of insolvency of an individual employer. This will ultimately increase the deficit of all other employers. | Ensuring, as far as possible, that the financial position of each employer is understood. On-going dialogue with them to ensure that the correct balance between risks and fair treatment continues. Dialogue with the employers, particularly in the lead up to the setting of new employer contribution rates. Include employer risk profiling as part of the Funding Strategy Statement update. To allow better targeting of default risks The Department for Education extended its guarantee to provide assurance to LGPS funds that FE bodies should not be treated as high risk employers. The Fund will ensure that the implications of the independent, non-public sector status, of further education, sixth form colleges, and the autonomous, non-public sector status of higher education corporations is fully accounted for in the Funding Strategy. | 4 | 2 | 8 | Treat | Investigate arrangements to de-risk funding arrangements for individual employers. To review the security required as required. | 3 | 1 | 3 | — | Pensions Manager |

| | | | | | | | | | | | | | | | |
|----|-------------|---|--|---|---|---|---|----|----------|---|---|---|---|---|-------------------|
| 11 | Governance | Investment decisions are made without having sufficient expertise to properly assess the risks and potential returns | The combination of knowledge at Committee, Officer and Consultant level is not sufficiently high. Turnover of Committee Membership requiring time to retrain. | Poor decisions likely to lead to low returns, which will require higher employer contribution rates | Continuing focus on ensuring that there is sufficient expertise to be able to make thoughtfully considered investment decisions. Improved training at Committee. Additional experience at LGPS Central added who make investment decisions on behalf of the Fund. Revised Training Policy agreed March 2024. Committee are required to complete all modules of the Hymans Aspire Online Training within 6 months of appointment or revision of modules. | 3 | 3 | 9 | Treat | On-going process of updating and improving the knowledge of everybody involved in the decision-making process. Members undertake Training Needs Assessment and get issued individual training Plans. | 3 | 3 | 9 | 🟡 | Investments - SFA |
| 12 | Operational | If the Pensions database system is subjected to a cyber attack, resulting in the theft of personal data or a period of unavailability, then there may be a breach of the statutory obligations. | Pensions database now hosted outside of LCC. Employer data submitted through online portal. Member data accessible through member self-service portal (MSS). Data held on third party reporting tool (DART). Greater awareness of information rights by service users. | Diminished public trust in ability of Council to provide services. Loss of confidential information compromising service user safety. Damage to LCC reputation. Financial penalties. | Regular LCC Penetration testing and enhanced IT health checks in place. LCC have achieved Public Sector Network (PSN) compliance. New firewall in place providing two layers of security protection in line with PSN best practice. Contractual arrangements in place with system provider regarding insurance. Work with LCC ICT and Aquila Heywood (software suppliers) to establish processes to reduce risk, e.g. can Aquila Heywood demonstrate that they are carrying out regular penetration testing and other related processes take place. Developed a new Cyber risk policy | 5 | 2 | 10 | Treat | Liaise with Audit to establish if any further processes can be put in place in line with best practice. Good governance project and the TPR new code of practice to include internal audit reviews of both areas. Under review and findings will be reported to the Board. Six monthly review of Fund's continuity plan. | 5 | 1 | 5 | 🟢 | Pensions Manager |
| 13 | Operational | If immediate payments are not applied correctly, or there is human error in calculating a pension, scheme members pensions or the one off payments could be wrong | Human error when setting up immediate payments or calculating a pension System failures Over or under payments Unable to meet weekly deadlines | Reputation Complaints/appeals Time resource used to resolve issues Members one off payments, not paid, paid late, paid incorrectly | Officers re-engineered the retirement process using member self service (MSS) which speeds up process and reduces risk New immediate payments bank account checks system Use of insights report to identify discrepancies between administration and payroll sides of the system Funds over and under payment policy. Segregation of duties, benefits checked and authorised by different Officers Training provided to new staff. Figures are provided to the member so they can see the value and check these are correct A type of bank account verification applied to all pensions and transfer payments. | 4 | 1 | 4 | Tolerate | Officers worked with LCC Technical Security and Audit colleagues to update the Fund Cyber Policy document, ensuring that it complies fully with TPR Code of Practice. The latest version was approved by the Local Pension Committee in March 2025 | 4 | 1 | 4 | 🟢 | Pensions Manager |
| 14 | Operational | If transfer out checks are not completed fully there may be bad advice challenges against the Fund There are some challenges being lodged from Claims Management Companies on historic transfers out | Increasing demand for transfers out from members Increased transfer out activity from Companies interested in tempting people to transfer out their pension benefits Increased complexity on how the receiving schemes are set up Increased challenges on historic transfers Manual calculation of transfer values due to McCloud. | Reputation Financial consequence from 'bad advice' claims brought against the Fund IDRP appeals (possible compensation payments) Increased administration time and cost | Follow LGA and Pensions Regulator (TPR) national guidance and checks, e.g. £30K plus transfers require members to take professional advice, completion of required forms. Internal Audit undertake a review of transfers out every two years. Queries escalated to Team Manager then Pensions Manager Legislative checks enable the Fund to withhold a transfer in certain circumstances. Signed up to The Pension Regulator's national pledge "To Combat Pension Scams" | 2 | 4 | 8 | Treat | Escalation process to officers to check IFA, Company set up, alleged scam activity Further escalation process to external Legal Colleagues National change requires checks on the receiving scheme's arrangements. Some McCloud calculations using an LGA template. Pension officer phones member to discuss when required. | 2 | 3 | 6 | 🟡 | Pension Manager |
| 15 | Operational | Failure to identify the death of a pensioner causing an overpayment, or potential fraud or other financial irregularity | Late or no notification of a deceased pensioner. Fraudulent attempts to continue to claim a pension | Overpayments or financial loss Legal cases claiming money back Reputational damage | Tracing service provides monthly UK registered deaths Life certificates for overseas pensioners Defined process governing bank account changes Moved to 6 monthly checks, (from one check every 2 years) National Fraud mortality screening for overseas pensioners | 3 | 1 | 3 | Tolerate | Targeted review of status for pensioners where the Fund does not hold the current address e.g. care of County Hall or Solicitors. Informal review of tracing service arrangements. | 3 | 1 | 3 | 🟡 | Pensions Manager |

| | | | | | | | | | | | | | | | |
|----|-------------|--|--|--|---|---|---|----|----------|--|---|---|----|---|-------------------|
| 16 | Regulatory | The resolution of the McCloud case and 2016 Cost Cap challenge could increase administration significantly resulting in difficulties providing the ongoing pensions administration service | <p>The Regulations were laid on the 8 September 2023 and became active on the 1 October 2023. The legislation requires Fund Officers to review and calculate in scope member's pension benefits, backdated to April 2014 when the LGPS commenced the career average revalued earnings scheme.</p> <p>The Unions challenge on the 2016 cost cap, could result in possible benefit recalculations if the challenge is successful</p> | <p>Ultimate outcome on both McCloud and the cost cap are currently unknown but likelihood is;</p> <p>Increasing administration</p> <p>Revision of previous benefits</p> <p>Additional communications</p> <p>Complaints/appeals</p> <p>Increased costs</p> | <p>Guidance from LGA, Hymans, Treasury</p> <p>Employer bulletin to employers making them aware of the current situation on McCloud</p> <p>Team set up in the Pension Section to deal with McCloud casework.</p> <p>Quarterly updates to the Board.</p> <p>Internal Audit completed an audit on the first phase of McCloud implementation in the final quarter of 2023/24.</p> | 3 | 3 | 9 | Treat | <p>Final system changes have been loaded into the system.</p> <p>Fund Officers are adopting a phased approach starting with new in scope retirements and leavers. Phase two will require a review of existing in scope pension benefits with revision and payment of any arrears, as necessary.</p> | 2 | 2 | 4 | — | Pensions Manager |
| 17 | Regulatory | The implication of the national dashboard project could increase administration resulting in difficulties providing the ongoing pensions administration service | <p>National decision to implement pension dashboards thereby enabling people to view all their pension benefits via one single dashboard</p> | <p>Increased administration</p> <p>Data cleaning exercise on member records</p> <p>Increased system costs</p> <p>Additional communications</p> | <p>Initial data cleaning started</p> <p>Contract made with the system provider on building the data link</p> | 3 | 3 | 9 | Treat | <p>Work with LCC's internal IT Team</p> <p>Security checked on the required link to allow the access to secure member pension data</p> <p>GDPR requirements</p> <p>Quarterly updates to the Board</p> <p>Work with the Prudential regarding the transfer of AVC information</p> | 3 | 2 | 6 | — | Pensions Manager |
| 18 | Regulatory | Proposed changes to LGPS regulations and guidance requires changes to the Fund's investment, pooling and governance processes. | <p>National pressure from Government and as part of the Pensions Review, to reform the LGPS, and/or direct investment decisions towards specific asset classes that may not completely correlate with the Fund's fiduciary duty.</p> <p>Pensions review underway with respect to further consolidation.</p> <p>Fit for the Future consultation proposals.</p> | <p>Conflicting pressure on the Fund to make specific investments or investment transitions contrary to the Fund's investment approach. Some proposed changes may present additional management fees.</p> <p>Changes to the Fund's pooling approach and subsequent reduction in pools in the medium-term which may lead to administrative, legal and transition burdens and pressure on the Fund if not managed appropriately.</p> <p>Significant changes in the oversight, governance of investment management is possible over the next 12-24 months.</p> | <p>Response provided to the DLUHC consultation on 'Next Steps in Investing' alongside LGPS Central partners on challenges that may arise from proposed changes.</p> <p>Productive participation with LGPS Central at officer and Joint Committee level. Investment in pool products where possible and in line with the Fund's strategy as approved by it's investment advisor.</p> <p>Careful consideration of government proposals, balancing pooling proposals and improved governance and continuation of the investment strategy including the net zero journey.</p> | 3 | 4 | 12 | Tolerate | <p>Officers to review all relevant guidance and/or regulation changes. Continue to work with the Fund's Investment Advisor and LGPS Central on progressing pooling.</p> <p>Review the outcome of the Fit for the Future consultation and Pensions Bill considerations in collaboration with LGPS Central, the chair of the Local Pension Committee and the section 151 officer.</p> <p>Careful planning of the 2026 ISS to take into account member views, fund beliefs and fit for the future consultation recommendations.</p> | 3 | 4 | 12 | — | Investments - SFA |
| 19 | Operational | Gaps in knowledge, caused by a significant number of Pensions Section staff deciding to retire over the next five years, could emerge if succession planning is not in place. | <p>Number of staff aged over 55 continues to rise (noting that minimum retirement age increases to age 57 from April 2028).</p> <p>It takes several years to be fully trained and knowledgeable in all LGPS calculations, hence staff turnover tends to be low and colleagues often remain in the section until retirement.</p> | <p>Loss of knowledge from all areas of the section (noting that the average service length in the Leicestershire Pension Section was 13.5 years at March 2024).</p> <p>Delays in the calculation and payment of all pension benefits.</p> <p>Complaints.</p> <p>Reputational damage.</p> | <p>All new staff undergoing extensive training.</p> <p>Utilise apprentice scheme as part of recruitment planning.</p> <p>Monitor the situation with Team 1-2-1s with colleagues to ensure awareness of any upcoming retirement plans.</p> <p>Offer external training from Barnett Waddingham to compliment internal training and to encourage retention of existing staff.</p> | 3 | 3 | 9 | Treat | <p>Offer external training from Barnett Waddingham to compliment internal training and to encourage retention of existing staff.</p> | 3 | 2 | 6 | — | Pensions Manager |