



West Yorkshire Pension Fund

## Pension Board Member Assessment of Board Effectiveness

Pension Board Member:

Board Effectiveness	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree
All board members have a clear understanding of their role and responsibilities					
Our pension board has the relevant skills to manage and scrutinise WYPF and is committed to continual development					
WYPF regularly reviews business strategy and monitor progress against objectives					
We meet as frequently as we need to in order to meet the statutory requirements of the pension board					
Board papers are timely, relevant, and focused on relevant topics					
Meeting minutes are accurate and record decisions made and actions agreed					
We are fully briefed on the agenda of meetings and prepared to discuss each item					
We have effective processes for the employer to provide information to the scheme					
We maintain and regularly review a risk register to formally log risks, evaluation of likelihood and impact, and steps taken to manage or mitigate them					
We regularly review our schemes exposure to new and existing risks					
We maintain a documented process for managing conflicts of interest including a register of interests					
All conflicts of the board members are declared					
We have a diverse membership on our board which includes different backgrounds, experience, skills, and demographics					
Our board has effective leadership					
Discussions are facilitated to allow all to contribute in order to seek opinion and develop ideas					
We actively listen without ulterior motive or judgement and respond appropriately					
We work collaboratively to develop good working relationships					
We communicate clearly and openly to ensure understanding					

We are able to have difficult conversations and challenge each other constructively					
We are not afraid to ask the obvious or simple questions to ensure collective understanding					
We are aware of our own strengths and weaknesses and undertake continual learning and development					
We are motivated and devote time and effort to our duties and responsibilities as board members					
We understand and are each committed to the objectives of WYPF					
We act with transparency and integrity, declaring and managing any personal conflicts of interest					
We maintain and regularly review our process for training new board members within 6 months					
We have access to appropriate learning and development resources to ensure our knowledge and understanding is maintained					
We have access to training which is linked to the LGPS regulations and statutory requirements					
All board members have completed the Trustee Public Service toolkit or equivalent training					
We regularly assess our knowledge and understanding to inform our individual learning and development plans					
Skills gaps are identified and appropriately managed through training					

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