

Effectiveness Questionnaire responses

1 Committee structure and culture			Responses	
1.1	I understand my role and obligations under the LGPS Regulations and the Pension Committee's and Pension Board's own terms of reference		Strongly Agree	2
			Agree	5
		3	Neither Agree nor Disagree	0
			Disagree	0
			Strongly Disagree	0
Section Separator				
1.2	The Committee and Board has sufficient time and resources available for the ongoing management of the Fund		Strongly Agree	0
			Agree	6
		3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0
Section Separator				
1.3	The current sizes of the Pension Committee and Board are both about right		Strongly Agree	0
			Agree	5
		3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0
Section Separator				
1.4	The distinction between the roles of Committee Members, Pension Board members and Officers is understood		Strongly Agree	0
			Agree	6
		3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0
Section Separator				
1.5	Sufficient time is given to reviewing the Funds governance structure to ensure it remains appropriate		Strongly Agree	0
			Agree	5
		3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0

Cambridgeshire Pension Fund

			Responses	
			Strongly Agree	1
			Agree	2
1.6	The Pension Committee and Pension Board work effectively as a team	3	Neither Agree nor Disagree	3
			Disagree	1
			Strongly Disagree	0
			Strongly Agree	1
			Agree	4
1.7	I believe that members of the Pension Committee and Pension Board work effectively with Fund Officers	3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0

2 Management of Meetings			Responses	
			Strongly Agree	3
			Agree	3
2.1	The number of scheduled meetings is sufficient for the Committee/Board to conduct its business	3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	1
			Agree	5
2.2	The Committee's/Board's agendas focus on the right topics to allow me to carry out my role	3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	3
			Agree	4
2.3	Meetings are run such that there is sufficient time to discuss all the issues properly	3	Neither Agree nor Disagree	0
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	1
			Agree	2
2.4	The scheduling of Pension Committee and Pension Board meetings enables sufficient time for minutes to be shared between both in a timely manner	3	Neither Agree nor Disagree	4
			Disagree	0
			Strongly Disagree	0

			Strongly Agree	2
			Agree	3
2.5	Committee/Board meetings are well managed and productive	3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	0
			Agree	4
2.6	A suitable structure exists to ensure any issues can be appropriately escalated	3	Neither Agree nor Disagree	2
			Disagree	1
			Strongly Disagree	0
			Strongly Agree	4
			Agree	2
2.7	The Chair conducts meetings in a professional manner and allows for adequate discussion on each agenda item	3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	4
			Agree	2
2.8	Meetings are chaired in an even-handed manner, with all opinions being heard and consensus being sought	3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0

3 Knowledge and Training			Responses	
			Strongly Agree	1
			Agree	6
3.1	I have sufficient knowledge and understanding to enable me to properly discharge my duties as a Committee/Board member or Fund Officer	3	Neither Agree nor Disagree	0
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	2
			Agree	2
3.2	I am familiar with the principles of the Fund's training strategy	3	Neither Agree nor Disagree	3
			Disagree	0
			Strongly Disagree	0

			Strongly Agree	0
			Agree	5
3.3	There is sufficient time dedicated to gaining the appropriate knowledge and understanding to enable me to perform my role	3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	0
			Agree	5
3.4	The Committee/Board receives appropriate briefings from officers and advisers on current topics and new developments	3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	2
			Agree	5
3.5	I am familiar with the objectives of the Fund	3	Neither Agree nor Disagree	0
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	1
			Agree	2
3.6	I have completed the Pension Regulator's online Toolkit	3	Neither Agree nor Disagree	4
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	2
			Agree	4
3.7	The Committee/Board is kept up to date with any legal or regulatory changes impacting the scheme	3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0

4 Risks and Conflicts			Responses	
			Strongly Agree	5
			Agree	2
4.1	I am aware of the need to disclose any conflict of interest that arises	3	Neither Agree nor Disagree	0
			Disagree	0
			Strongly Disagree	0
				0

Cambridgeshire Pension Fund

		3	Strongly Agree	3
		3	Agree	4
4.2	I have the opportunity to disclose conflicts of interest	3	Neither Agree nor Disagree	0
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	1
		3	Agree	4
4.3	The Committee/Board regularly sees the Fund's Risk Register	3	Neither Agree nor Disagree	2
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	1
		3	Agree	2
4.4	The Committee/Board is given adequate opportunity to input into the development of and actions within the Fund's Risk Register	3	Neither Agree nor Disagree	4
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	2
		3	Agree	4
4.5	The Committee/Board and Fund Officers are clear on where the ultimate ownership of the Risk Register lies	3	Neither Agree nor Disagree	1
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	2
		3	Agree	5
4.6	I understand the role of scheme employers in the Fund	3	Neither Agree nor Disagree	0
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	1
		3	Agree	3
4.7	I am confident that the Fund is managing risk appropriately	3	Neither Agree nor Disagree	2
		3	Disagree	1
		3	Strongly Disagree	0

Cambridgeshire Pension Fund

			Strongly Agree	2
	4.8 I understand how the Council's Scheme of Delegation works in relation to the running of the Pension Fund		Agree	4
		3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	1
	4.9 If I suspected a breach of the law, I would know the proper process to follow		Agree	5
		3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	5
	4.10 I believe there is a clear understanding of the remit of the investment Pool and how this links with the business of the Fund		Agree	2
		3	Neither Agree nor Disagree	0
			Disagree	0
			Strongly Disagree	0

5 Advisors			Responses	
	5.1 Advisers make a useful contribution to the Committee/Board meetings and in supporting Fund officers		Strongly Agree	0
			Agree	5
		3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0
	5.2 I understand the role of the Fund's actuary		Strongly Agree	1
			Agree	4
		3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0
	5.3 I understand the role of the Fund's investment advisors		Strongly Agree	0
			Agree	5
		3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0

Cambridgeshire Pension Fund

		3	Strongly Agree	3
		4	Agree	4
5.4	I understand the role of the Fund Committee/Pension Board/Fund officers	3	Neither Agree nor Disagree	0
		0	Disagree	0
		0	Strongly Disagree	0
		0	Strongly Agree	0
		5	Agree	5
5.5	I understand the role of the Scheme Advisory Board	3	Neither Agree nor Disagree	2
		0	Disagree	0
		0	Strongly Disagree	0
		1	Strongly Agree	1
		6	Agree	6
5.6	Fiduciary duty is the primary concern of the Fund and any Responsible Investment and Environmental, Social and Governance factors are secondary	3	Neither Agree nor Disagree	0
		0	Disagree	0
		0	Strongly Disagree	0

6 Documents and Policies				Responses
		2	Strongly Agree	2
		1	Agree	1
6.1	I know where to find up to date copies of the Fund's key documents	3	Neither Agree nor Disagree	4
		0	Disagree	0
		0	Strongly Disagree	0
		1	Strongly Agree	1
		5	Agree	5
6.2	I understand the purpose of the Fund's Funding Strategy Statement	3	Neither Agree nor Disagree	1
		0	Disagree	0
		0	Strongly Disagree	0
		1	Strongly Agree	1
		5	Agree	5
6.3	I understand the purpose of the Fund's Investment Strategy Statement	3	Neither Agree nor Disagree	1
		0	Disagree	0
		0	Strongly Disagree	0

Cambridgeshire Pension Fund

		3	Strongly Agree	1
		3	Agree	3
6.4	I understand the purpose of the Fund's Communications Policy	3	Neither Agree nor Disagree	2
		3	Disagree	1
		3	Strongly Disagree	0
		3	Strongly Agree	1
		3	Agree	4
6.5	I understand the purpose of the Fund's Administration Strategy	3	Neither Agree nor Disagree	2
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	2
		3	Agree	4
6.6	I am satisfied that the Fund undertakes regular reviews of its member data, in line with Pensions Regulator guidelines	3	Neither Agree nor Disagree	1
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	1
		3	Agree	3
6.7	A data improvement plan is in place, with progress against objectives reviewed regularly	3	Neither Agree nor Disagree	3
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	2
		3	Agree	4
6.8	The Committee/Board is informed of changes to the Fund's key documents, enabling them to be signed off with confidence	3	Neither Agree nor Disagree	1
		3	Disagree	0
		3	Strongly Disagree	0
		3	Strongly Agree	1
		3	Agree	5
6.9	I am aware of the Fund's business plan, including its goals and objectives	3	Neither Agree nor Disagree	1
		3	Disagree	0
		3	Strongly Disagree	0

			Strongly Agree	2
	6.10		Agree	4
		3	Neither Agree nor Disagree	1
			Disagree	0
			Strongly Disagree	0

7 Equity, Diversity, and Inclusion				Responses
			Strongly Agree	1
	7.1		Agree	4
		3	Neither Agree nor Disagree	2
			Disagree	0
			Strongly Disagree	0
			Strongly Agree	1
	7.2		Agree	2
		3	Neither Agree nor Disagree	3
			Disagree	1
			Strongly Disagree	0
			Strongly Agree	0
	7.3		Agree	5
		3	Neither Agree nor Disagree	1
			Disagree	1
			Strongly Disagree	0
			Strongly Agree	0
	7.4		Agree	4
		3	Neither Agree nor Disagree	2
			Disagree	1
			Strongly Disagree	0