

Independent schools

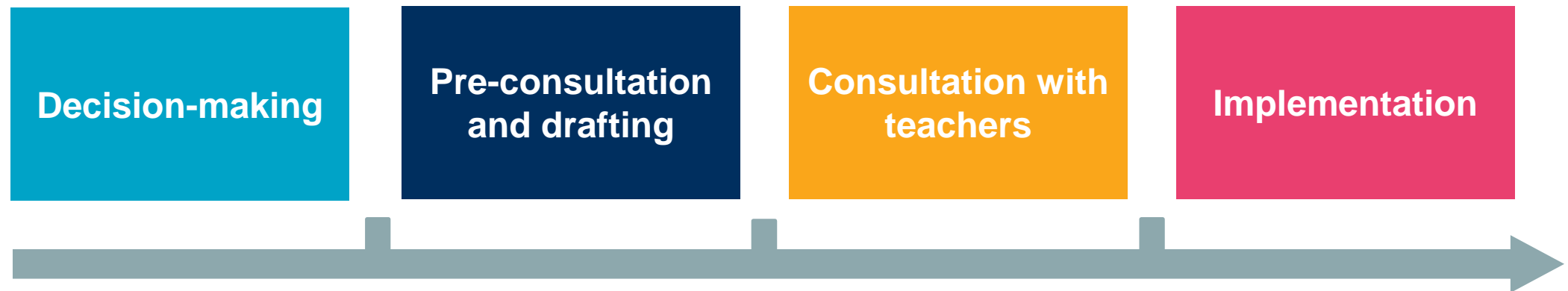
LCP support in relation to your Teachers' Pension Scheme consultation

April 2020

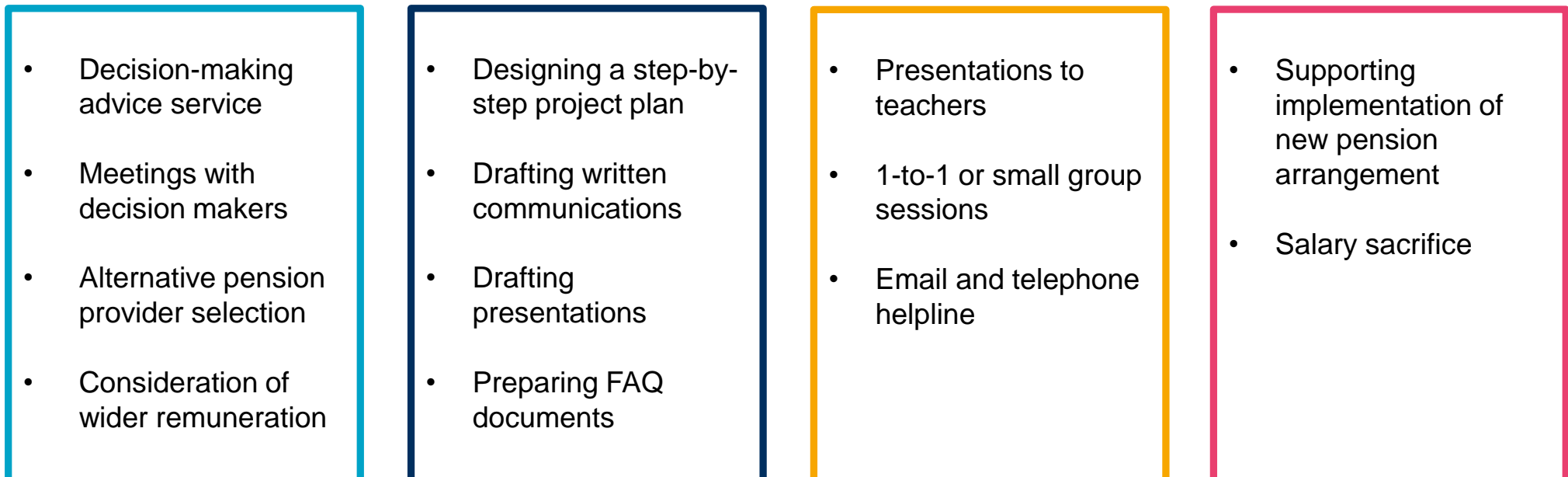


An overview of how we can help

Stages of the process:



How LCP can help:



Decision-making

- Please see our website for further details of how we can help your school decide what to do:
 - <https://teacherspensions.lcp.uk.com>

Pre-consultation and drafting

Task	Description
Preparation of step-by-step implementation plan	Drafting of a project plan for a proposed closure of the TPS to future accrual and moving teachers to a DC scheme, setting out the key steps and the owners of those tasks.
Draft initial communication	Preparation of an initial communication informing teachers of the proposals, and explaining the impact, to ensure your teachers are fully informed as part of the consultation (which is important).
Prepare FAQ document	Preparation of a Frequently Asked Questions document tailored to your proposals and circumstances.
Draft presentation	Preparation of a presentation for teachers setting out the key issues around the proposals, and explaining the impact. This would include a discussion with you regarding the content before attending the presentation(s), to ensure the messaging is consistent with any previous communications you have issued.

Consultation with teachers

Task	Description
Presentations to teachers	Presentation of the presentation previously drafted to your teachers. This can be done as one session, or multiple sessions spread over multiple days if required.
1-to-1s or small group sessions with teachers	1-to-1 sessions with teachers to explain the proposals and impact on benefits. These could also be structured as sessions for small groups of similar individuals.
Updates to FAQ document	Updates to a Frequently Asked Questions document tailored to your proposals and circumstances.
Email and telephone helpline	Phone number for teachers to call, manned between 9.30am and 5.30pm and email address for queries.
Online benefit modeller for teachers	An online benefit modeller for teachers to access themselves in order to ensure teachers are aware of the impact on their pensions as part of the consultation process.

Implementation

- We can support you through the implementation stage, if required.
- This could include, for example, drafting of consultation close documents, assistance in implementing salary sacrifice arrangements, or support in the implementation of any new pension arrangement.

Use of our work

This generic presentation should not be relied upon for detailed advice or taken as an authoritative statement of the law. If you would like any assistance or further information, please contact the partner who normally advises you. While this document does not represent our advice, nevertheless it should not be passed to any third party without our formal written agreement.

Our experts work in pensions, investment, insurance, energy and employee benefits.



Join us at our next event
www.lcp.uk.com/events



Share our insights and opinions
on our viewpoint
www.lcp.uk.com/our-viewpoint



Watch and listen to our
comments on topical issues
[Our YouTube channel](#)



Connect with us for updates
[@LCP actuaries](#)



[LinkedIn](#)