National Society for the Prevention of Cruelty to Children (NSPCC) Pension Scheme

Report to members – September 2025

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Welcome

A warm welcome to this latest NSPCC Pension Scheme newsletter.

Your benefits from the Scheme are valuable and could be one of your biggest sources of income in later life, so it's important you understand how the Scheme works.

In this issue, we'll give you an update on some important developments in the world of pensions and an update on the Scheme's funding position.

We hope you find this newsletter interesting and informative – as always, we welcome your comments and feedback, so please get in touch using the contact details on page 5.

Please also let us know if you're unable to read this letter. We can provide this in alternative formats including braille and coloured paper.

Actions for you

Are you protecting your dependants?

The Scheme provides valuable benefits in the event of your death. Importantly, this benefit is payable at the discretion of the Trustees so it doesn't form part of your estate and therefore isn't subject to inheritance tax, but the Trustees will normally respect members' wishes (subject to the law and the Scheme's rules).

It's important you think about who might receive these benefits, and you should complete an 'Expression of Wish' form which sets out who you would like the benefit to be paid to (you can choose for the benefit to be split between several people). If you haven't completed a form, or your personal circumstances have changed and you wish to complete a new Expression of Wish form, please contact the Scheme's administrators using the details on page 5.

Please be assured the information you provide on the form will be kept confidential.

Change to personal details

It's very important to tell the Trustees of any changes to your personal details, especially your address, to help the Trustees provide your benefits quickly and to ensure the information held by the Scheme is accurate. You can change your details by using the contact details on page 5.

Find your lost pensions

To help with your retirement planning, you'll need to know how much income you might have from all the pension schemes you've been a member of over the years. It can be hard to keep track, so if you've lost touch with a previous pension scheme there's a free Pension Tracing Service that can help. For more information, visit: www.gov.uk/find-pension-contact-details

Funding Update

We're required to provide you with information relating to financial position of the Scheme each year.

We carry out a full actuarial valuation every three years, (also known as a triennial valuation). This section includes the results of the most recent actuarial valuation as at 31 March 2024 as well as the annual update as at 31 March 2025.

The estimated cost of providing the benefits you and other Scheme members have earned to date is known as the Scheme's 'liabilities'. To check the Scheme's financial position, the Scheme's Actuary compares the value of the liabilities to its assets.

If the value of the Scheme's assets is less than the value of the Scheme's liabilities, it's said to have a 'shortfall'. If the value of the Scheme's assets is more than the value of the Scheme's liabilities, it's said to have a 'surplus'.

Actuarial valuation as at 31 March 2024

This valuation showed that on an 'ongoing' basis (i.e. assuming the Scheme continues in its present form and has the continued financial support of the NSPCC) the financial position as at 31 March 2024 was as follows:

	£m
Market value of Scheme assets	£11.1
Estimated value of Scheme liabilities	£126.0
Shortfall	£14.9
Funding level	88%

To meet the shortfall, the Society has agreed to pay contributions as follows:

July 2025 to June 2028	£150,000 per month
July 2028 to March 2033	£204,600 per month

The Society has also agreed to pay £35,400 per month to meet Scheme expenses.

Funding update as at 31 March 2025

The results of the most recent funding update as at 31 March 2025 are shown below.

	£m
Market value of Scheme assets	£103.2
Estimated value of Scheme liabilities	£114.6
Shortfall	£11.4
Funding level	90%

The improvement in the funding level over the year was mainly due to a rise in long-term interest expectations, which reduces the expected cost of providing benefits, although this was offset to some extent by a fall in the value of the matching gilt and bond investments held by the Trustees.

The next full valuation will be carried out as at 31 March 2027 and the contributions payable by the Society will be reviewed again as part of that valuation.

If the Scheme had wound-up

There are no plans to wind up the Scheme. However, we're required by law to let you know the Scheme's financial position if this were to happen.

When a Scheme is wound up, its assets are used to secure pensions with an insurance company, who are then responsible for paying all members' pensions in the future. Had the Scheme wound-up at 31 March 2024, the assets of the Scheme would have been sufficient to cover 71% of the actuary's estimate of the cost of buying insurance policies to secure all members' benefits in full.

If the Scheme were wound up, the NSPCC is required by law to pay enough money into the Scheme to enable the Trustees to buy insurance policies to secure all members' benefits in full. However, in the unlikely event of the NSPCC being unable to do so (for example, due to insolvency) you might not receive your full pension, even if there were no shortfall against the Trustees' funding objective. If so, the Pension Protection Fund (PPF) might be able to take over the Scheme, in which case a proportion of members' benefits would continue to be covered.

Further information on the PPF is available on its website at www.ppf.co.uk.

In any event, while the Scheme remains in its current form, benefits will continue to be paid in full, even at times when the funding is temporarily below target.

Other information

We're also required to tell you there's been no refund of money to the Society from the Scheme since the previous Summary Funding Statement and no directions have been made by The Pensions Regulator with regards to the finances of the Scheme.

Investment Update

Investment Strategy

The Trustees' objective is to invest the Scheme's assets in the best interests of the members and beneficiaries.

The Trustees have decided to take some investment risk relative to the Scheme's liabilities. This taking of investment risk seeks to target a greater return than the matching assets would provide whilst maintaining a prudent approach to meeting the Scheme's liabilities. The Trustees' willingness to take investment risk, and the degree of investment risk, is dependent on the continuing financial strength of the Society and its willingness to contribute appropriately to the Scheme. The financial strength of the Society and its commitment to the Scheme is monitored and the Trustees will consider reducing investment risk relative to the liabilities should either of these deteriorate.

More information regarding the Trustees' investment strategy is available in the Statement of Investment Principles (SIP) which is available online.

Policy on environmental, social and governance (ESG) and climate change

The Trustees believe that good stewardship can have a material impact on the financial and non-financial performance of the Scheme's assets over the medium and longer term. The Trustees also recognise that long-term sustainability issues, particularly climate change, present risks and opportunities that require the Trustees' explicit consideration.

Details of how the Trustees' policy on ESG and climate change has been implemented over the year can be found in the Trustees' Engagement Policy Implementation Statement, which is available online on the Trustees' website.

Communications

Website

A significant proportion of the cost of issuing member communications is the mailing cost. Therefore, where we can, we make communications available to you on the Trustees' website: https://members.pensionpal.co.uk/NSPCCPENSIONS

It is a legal requirement to make certain documents available online. An example of a such document is the Statement of Investment Principles which sets out the Scheme's investment strategy, investment objectives and investment policies. This Newsletter is also available to you on the Trustees' website. We aim to continue building on this by making more documents available to you online.

Payslips

Since January 2022, pensioners only receive a monthly payslip when their net monthly payment changes by £1 or more from the previous month.

Pensioners also receive an annual payslip in April as well as an annual P60 issued by post.

Member Options

Deferred Pension

You can leave the benefits you have earned in the Scheme until you reach your normal retirement age, although it is possible to take benefits earlier or later than this.

Early Retirement

The earliest age from which you can start to draw a pension from the scheme is currently age 55, unless you are retiring on the grounds ill-health (certain conditions apply). The Government intends to increase the earliest age to 57 from 6 April 2028.

Transfer Value

If you have not yet started to draw on your pension from the Scheme, you can choose to transfer benefits to another pension arrangement. This could be a new employer's scheme, or a pension arrangement that you have set up yourself.

However, if you are thinking of transferring you should consider this carefully and take appropriate advice, as it may not be in your best interests. Indeed, where the transfer value is over £30,000, legislation requires you to take financial advice on whether a transfer is the right thing for you to do.

If you would like more information about a transfer, or if you are over age 55 and would like a retirement illustration, then please contact the Scheme's administrators using the contact details on page 5. Note you are entitled to only one transfer value quotation each year before you retire.

Small Pension Lump Sums

For smaller pensions, you may be able to take the whole of your entitlement as cash. Broadly speaking, this option may be available where the combined value of all your pension benefits (ignoring any State Pension) is less than £30,000.

If the value of your benefits under the Scheme is less than £10,000, you may be able to take it as cash without considering other pension benefits.

If you can take your Scheme benefits as cash, 25% would be paid tax-free and the remainder added to your income for the year and taxed accordingly.

Finding a financial adviser

Pensions are complex, and it is not always easy to decide which option is suitable for you. Neither the Trustees nor their advisers can give you advice but a financial adviser can give you advice and help you decide what to do. If you do consult an adviser there will be a charge made for doing so, which you will be responsible for meeting.

One way to find an adviser is to visit: www.moneyhelper.org.uk/en/getting-help-and-advice/financial-advisers/choosing-a-financial-adviser

You can also find free guidance on pension savings at: www.moneyhelper.org.uk/en/pensions-and-retirement

Be aware!

Pension scams are continuing to entice people with promises to access pension benefits before age 55, and you may have seen or heard adverts warning people about this on the television/radio. For most people, the offer will be bogus and victims could lose most, if not all, of their pension savings. Only in rare cases – such as ill-health – can you take your pension before age 55.

Other scams entice people to transfer to another scheme to benefit from supposedly high returns.

Never be rushed into a decision and be wary of anyone offering a free pensions review. Make sure the adviser is authorised by the Financial Conduct Authority by checking that they're on the Financial Services Register at: www.fca.org.uk/register

If you're concerned, you can call The Pensions Advisory Service on 0800 011 3797 or look at their website: www.moneyhelper.org.uk/en/pensions-and-retirement

More information on pension scams can be found at: www.thepensionsregulator.gov.uk/en/pension-scams

State Pensions

The full State Pension is £230.25 per week for the 2025/26 tax year. Further details about the State Pension can be found on the following website: https://www.gov.uk/new-state-pension

Those who reached State Pension Age before 6 April 2016 will continue to receive their State Pension in line with the 'old' rules. It is the date that you reach State Pension Age that is important, not when you start to receive these benefits. Further details on the 'old' State Pension can be found on the following website: https://www.gov.uk/state-pension

The State Pension Age increased in October 2020 to age 66 and it'll continue to increase gradually to age 68 by 2039. You can check your State Pension age by visiting: www.gov.uk/state-pension-age

You are also able to access a forecast of your State Pension. To access this online service, you will need to register on the Government Gateway. Alternatively, you can request a forecast by post or by contacting the Future Pension Centre who will post the forecast to you. Full details are available at following link: https://www.gov.uk/check-state-pension

Who looks after the Scheme?

The Trustee Directors are responsible for looking after the Scheme and for making sure that your interests are protected.

Trustee Directors

Society Appointed Trustees

- PAN Trustees UK LLP (represented by Mrs Lynne Stewart-Brindle) – Chair of Trustees
- Tracey Dawkins

Member Nominated Trustees

- Alex Camm

Scheme advisers

Running a retirement benefits arrangement such as the Scheme requires advice from several different professionals.

The professional advisers appointed by the Trustees are as follows:

- Actuarial consultant: Barnett Waddingham
- Investment consultant: Barnett Waddingham
- Scheme Actuary: Steve Hitchiner FIA, of Barnett Waddingham
- Covenant adviser: Argyll Covenant
- Administrator: Barnett Waddingham
- Auditors: Harmer Slater
- Investment managers: Mercer Limited, Legal and General Investment Management Limited
- Legal advisers: Pinsent Masons

Further Information

If you have any questions, or would like any more information, please contact:

The Trustees of the NSPCC Pension Scheme
c/o Barnett Waddingham LLP
2 London Wall Place
London EC2Y 5AU
Tel: 020 4603 7134
E-mail: NSPCC@barnett-waddingham.co.uk

How to find out about your pension online

The Trustees have arranged for you to have access to information online about your pension with the Scheme, through Barnett Waddingham's online platform, **Clarity**.

By accessing Pension self-service through Clarity, you can:

- see how much you could get at retirement and request quotes or estimates of your retirement benefits;
- securely send copies of your personal documents to save you posting;
- access important information about your pension such as payslips;
- update your Expression of Wishes form, personal information and contact details.

When a new document is published, once you've registered for Pension self-service you'll receive an email notification to let you know it's there.

Visit https://account.claritybw.co.uk/

If you'd like Barnett Waddingham to provide you with login details and your registration key for Pension self-service, or you have forgotten your login details, please contact them using the details above.

Copies of the following documents are available on request, or from the Trustees' website: https://members.pensionpal.co.uk/NSPCCPENSIONS

- Statement of Investment Principles – explaining how the Trustees invest the money paid into the Scheme.
- Implementation Statement – explaining how the Trustees have acted in line with the stewardship and engagement policies in the Statement of Investment Principles during the year.
- Trustees' Report and Accounts – showing the Scheme's income and expenditure during each year.
- Trustees' Privacy Notice – detailing how the Scheme uses and protects the personal information that it holds about its members and other beneficiaries.