

Your scheme details:

The Leadership Factor Ltd Directors Retirement Plan

1. Introduction

The following are the details that were on the scheme return submitted on 30 November 2023 12:23 PM.

The scheme return details were confirmed by Miss Emily McAlister.

2. Scheme details (basic)

Basic details	
Scheme name	The Leadership Factor Ltd Directors Retirement Plan
PSR number	10230929
Scheme address	C/O The Leadership Factor Taylor Hill Mill HUDDERSFIELD HD4 6JA United Kingdom
Billing address	Same as scheme address
Scheme type	Occupational
Benefit type	Defined contribution
Current status	Open to new members since 31 May 1997
Scheme year-end (DD/MM)	31/05 since 31 May 1997
HMRC reference number (PSTR)	00436545RY

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3. Scheme details (membership, age profiling, leavers)

Small scheme details	
The scheme has fewer than 12 members?	Yes
All members' trustees/directors?	Yes
Unanimous/independent decisions?	Yes

Number of members as at 31 May 2021 The Pensions Regulator requires to know the number of members present at the scheme year-end between the dates 1 April 2021 and 31 March 2022.	
Active members	0
Deferred members	0
Pensioner members	2
Total members	2

Number of members as at 31 May 2022 The Pensions Regulator requires to know the number of members present at the scheme year-end between the dates 1 April 2022 and 31 March 2023.	
Active members	0
Deferred members	0
Pensioner members	2
Total members	2

Age Profiling		
	50 to 59	60 and over
Active and deferred	0	0

Scheme Leavers as at 31 May 2022 The Pensions Regulator requires to know the number of scheme leavers during the year up to the scheme year end given for the latest membership figures above.	
Any scheme leavers during the latest membership year	No

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4. Scheme details (assets and contributions, Scheme investments)

Scheme assets and contributions as at the latest membership effective date of 31 May 2022.	
Total net assets	£3399739.00
Total employer contributions over the year	£0.00
Total employee contributions over the year	£0.00
Total transfers into the scheme over the year	£0.00

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5. Record-keeping

Common data	
Have you measured your common data in the last three years?	Yes
When did you last measure your common data?	April 2022
What percentage of this data have you assessed to be present and accurate?	100%

Scheme-specific ('conditional') data	
Have you measured your scheme-specific ('conditional') data in the last three years?	Yes
When did you last measure your scheme-specific ('conditional') data?	April 2022
What percentage of this data have you assessed to be present and accurate?	100%

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6. Value for members

Value for members (VFM) assessment	
Have you notified The Pensions Regulator (TPR) that the scheme is in the process of winding up?	No
Are the scheme's trustees legally required to carry out a more detailed VFM assessment?	No, the scheme's trustees do not have to carry out a more detailed VFM assessment
Select an option that best describes why the scheme does not have to complete a detailed value for members assessment	The scheme is a relevant small scheme
Explain why the scheme does not have to complete a detailed value for members assessment (4000 max char)	Not applicable
Did the latest more detailed VFM assessment conclude that the scheme provides good value for members?	Not applicable
Was a more detailed VFM assessment carried out for the previous scheme year?	Not applicable
Did that more detailed VFM assessment conclude that the scheme provides good value for members?	Not applicable
Given the outcome of the latest more detailed VFM assessment, do the trustees intend to transfer the money purchase benefits into another scheme?	Not applicable
Given the outcome of the latest more detailed VFM assessment, are the trustees proposing to wind up the scheme?	Not applicable
Explain why the trustees will not be winding up the scheme and what improvements are proposed to make sure the scheme provides good value for members.	Not applicable

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7. SIP

Statement of investment principles (SIP) and implementation statement	
Are the scheme's trustees legally required to publish their SIP and implementation statement?	No
Have the scheme's trustees published the SIP and implementation statement on a publicly available website, accessible free of charge?	Not applicable
Website address of the latest published SIP	Not applicable
Website address of the latest published Implementation statement	Not applicable

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8. Climate change report

Climate change report	
Do the scheme's trustees have to comply with the climate change governance and reporting requirements?	No
Have the scheme's trustees published a climate change report?	Not applicable
Website address of the latest published climate change report	Not applicable

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9. Trustees

Trustee	
Name of trustee	Mr Stephen Nigel Hill
Chair of trustees	No
Type of trustee	Employer-appointed trustee
Professional trustee	No
Address of trustee	C/O The Leadership Factor Taylor Hill Mill HUDDERSFIELD HD4 6JA United Kingdom
Direct telephone number	01484467010
Direct email address	nigelhill@leadershipfactor.com

Trustee	
Name of trustee	Mrs Janet Hill
Chair of trustees	No
Type of trustee	Employer-appointed trustee
Professional trustee	No
Address of trustee	C/O The Leadership Factor Taylor Hill Mill HUDDERSFIELD HD4 6JA United Kingdom
Direct telephone number	01484467010
Direct email address	nigelhill@leadershipfactor.com

Trustee	
Name of trustee	Mr Christopher Hill
Chair of trustees	No
Type of trustee	Employer-appointed trustee
Professional trustee	No
Address of trustee	Honeysuckle Cottage Main Street, Alne YORK YO61 1RP United Kingdom
Direct telephone number	01484467010
Direct email address	nigelhill@leadershipfactor.com

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Trustee	
Name of trustee	Mr Nicholas Hill
Chair of trustees	No
Type of trustee	Employer-appointed trustee
Professional trustee	No
Address of trustee	Sylvia Dene Main Street, Alne YORK YO61 1RP United Kingdom
Direct telephone number	01484467010
Direct email address	nigelhill@leadershipfactor.com

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10. Employer details

Current Employer(s)	
Employer's name	The Leadership Factor Limited
Employer type	Principal Employer
Organisation type	Private limited company
Address of employer	The Leadership Factor Ltd Taylor Hill Mill Huddersfield HD4 6JA United Kingdom
Employer status	Active since 12 January 1996
Employer email address	nigelhill@leadershipfactor.com
Companies House number	03145836

Employer relationship	
Is the scheme intended for use by one employer or more than one employer?	One employer
Is the scheme intended for use only by employers that are part of the same corporate group or structure?	Not applicable
Does each employer have a trustee on the trustee board?	Not applicable
Are all employers part of a similar industry, profession or affinity organisation (such as trade body, business group etc)?	Not applicable

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11. Auto-enrolment details

Automatic Enrolment	
One or more employers using the scheme have passed the staging date above?	No
Has any employer used this scheme on or after 6 April 2015 to meet their automatic enrolment duties in respect of any staff who were automatically enrolled or opted into the scheme?	
Has any employer used this scheme on or after 6 April 2015 to meet their employer duties in respect of any staff who did not have to be automatically enrolled or given the opportunity to opt in because they were existing members of the scheme?	

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12. Service provider details

Insurance company	
There is currently no insurance company listed as involved with this scheme. Details required are name, address, whether the insurer carries out the main administration of the scheme and, optionally, an insurer reference (e.g. scheme number), telephone number and email address.	

In-house administrator	
Main contact title	Mr
Main contact first name(s)	Nigel
Main contact surname	Hill
Address of in-house administrator	C/O The Leadership Factor Taylor Hill Mill HUDDERSFIELD HD4 6JA United Kingdom
Direct telephone number	01484467010
Individual's email address	nigelhill@leadershipfactor.com

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13. Contact details

Scheme contact details	
Name of contact	Mr Nigel Hill
Address of contact	C/O The Leadership Factor Taylor Hill Mill HUDDERSFIELD HD4 6JA United Kingdom
Telephone number	01484467010
Email address	nigelhill@leadershipfactor.com

The Pensions Regulator (TPR) levy contact details	
Name of contact	Mr Nigel Hill
Address of contact	C/O The Leadership Factor Taylor Hill Mill HUDDERSFIELD HD4 6JA United Kingdom
Telephone number	01484467010
Email address	nigelhill@leadershipfactor.com

Pension Tracing Service contact details	
There is no pension tracing service contact associated with this scheme.	

Consent to electronic service details	
Confirmed by contact name	Miss Emily McAlister
Confirmed date	27/11/2023
Email address	thepractionerspartnership@mail.com

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14. Investment services

Fiduciary Managers	
Is there a fiduciary manager appointed to the scheme?	No

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Investment consultancy providers

Is there an investment consultancy provider appointed to the scheme?	No
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