

Dear member

Appointment of Dalriada Trustees Limited to the BSS Group Pension Scheme (“the Scheme”)

Introduction to Dalriada Trustees Limited (“Dalriada”)

BSS (“the Company”) has appointed Dalriada as a Professional Corporate Sole Trustee (“PCST”) to the Scheme and we are writing to introduce ourselves

Dalriada is a leading firm of independent, professional trustees with expertise in defined benefit schemes and effective systems of governance, and we are on The Pension Regulator’s panel of independent trustees. Please rest assured that a reputable firm has been appointed to continue the work on the Scheme and a further explanation as to our duties to the members is set out below.

Your membership and benefits

The change of the Scheme’s Trustee does not affect your membership in any way, and you do not need to take any action.

Dalriada’s Duties

Dalriada’s fiduciary duty is the same as any other trustee which is to ensure that members’ benefits are paid in full as they fall due. This is the same duty as the outgoing Trustee and we hold ourselves to the highest standards required of a professional trustee.

There is no change to Dalriada’s legal obligation towards the Scheme of administering it in accordance with its governing documents, overriding legislation and regulation. As such, Dalriada’s appointment will allow us to maintain high levels of governance and stewardship of the Scheme in a world where legislation and requirements from The Pension Regulator continue to evolve and increase.

It is also worth noting that over 25% of the UK’s c.5,000 pension plans now operate with the use of the PCST operating model and this number continues to grow year on year.

The Scheme is therefore similar in its use of the PCST structure to over 1,000 pension plans that have assets from under £1m to over £1bn who also utilise this trusteeship model.

Privacy Statement

The Trustee collects and uses certain personal information about you in order to help the running of the Scheme and ensure your benefits are paid. When we do so, we are subject to the UK General Data Protection Regulation (the UK GDPR) and the Data Protection Act 2018. We are responsible as ‘controllers’ of that personal information for the purposes of those laws. As controllers, we must provide you with the information contained in the privacy notice accessed using the following link:

[Privacy Notice BSS](#)

Your Administrator Details

Hymans Robertson will continue to provide administration and actuarial services for members. For questions or retirement quotations please contact the Hymans administration team: BSSGroup@hymans.co.uk or 0121 212 8181 (9am – 5pm weekdays, excluding bank holidays).

Your Dalriada Team

Dalriada has in place robust processes to handle trusteeship appointments. The Scheme will have a team of dedicated pension professionals working as Trustee including:



Shehzad Ahmad



Barbara Fewkes



William Gold



Rupa Moda

Collectively this team has over 80 years of industry experience between them however, we also have access to other professionals with a variety of pensions backgrounds to support the Dalriada team above and deliver the security to members in line with our duties.

About Dalriada Trustees Limited

Dalriada was established in 2003 and has worked with over 200 clients, ranging in size from less than £1 million to over £15 billion and have experience of a wide range of situations and employers.

We have over 50 fully accredited professional trustees across our seven UK-based offices, who are supported by a wider team of over 200 staff across all disciplines.

We have an established reputation for adopting a collaborative, pragmatic and innovative approach and work in multidisciplinary teams combining a range of expertise to offer the trustees you need when you need them.

Our Integrated Management System (“IMS”) is externally certified under ISO/IEC 27001:2022 – Information Security and ISO9001:2015 Quality Management.

We have successfully completed audits under the Institute of Chartered Accountants in England and Wales Accounting Assurance Framework (“AAF”) 01/20 (Assurance Reports on Internal Controls) and AAF 02/07 (Assurance Reports on Third Party Operations) audits.

As a member of The Pensions Regulator’s Trustee Panel, we have been appointed to numerous complex and high-profile cases and are recognised in the industry as a leading independent trustee.

We were the first professional independent trustee company to sign up to the UN Principles for Responsible Investment (UN PRI).