

Staffordshire Pension Fund

Report on the actuarial valuation at 31 March 2022

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28 March 2023

For and on behalf of Hymans Robertson LLP

Hymans Robertson LLP is authorised and regulated by the Financial Conduct Authority

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Executive Summary

We have been commissioned by Staffordshire County Council (the Administering Authority) to carry out a valuation of the Staffordshire Pension Fund (the Fund) as at 31 March 2022. This fulfils Regulation 62 of the Local Government Pension Scheme Regulations 2013. This report is a summary of the valuation.

Contribution rates

The contribution rates for individual employers set at this valuation can be found in the [Rates & Adjustments certificate](#). Table 1 shows the combined individual employer rates set at this valuation and the last valuation (31 March 2019).

Table 1: Whole fund contribution rates compared with the previous valuation

	This valuation 31 March 2022		Last valuation 31 March 2019	
Primary Rate	21.5% of pay		19.7% of pay	
Secondary Rate	2023/2024	£48,410,000	2020/2021	£41,000,000
	2024/2025	£51,314,000	2021/2022	£47,000,000
	2025/2026	£54,194,000	2022/2023	£54,000,000

- The Primary rate has increased mainly due to higher inflation
- The Secondary rate has decreased from the level currently in payment due to better than expected investment performance since the last valuation

Funding position

At 31 March 2022, the past service funding position has improved from the last valuation at 31 March 2019. Table 2 shows the single reported funding position at the current and previous valuation.

Table 2: Single reported funding position at 31 March 2022 compared with 31 March 2019

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	1,764	1,666
Deferred Pensioners	1,282	1,180
Pensioners	2,651	2,359
Total Liabilities	5,696	5,204
Assets	6,833	5,131
Surplus/(Deficit)	1,137	(73)
Funding Level	120%	99%

The required investment return to be 100% funded is now 3.3% pa (4.0% pa at 2019). The likelihood of the Fund's investment strategy achieving the required return is 83% (69% at 2019).



Approach to valuation

Valuation Purpose

The triennial actuarial valuation is an important part of the Fund's risk management framework. Its main purpose is to ensure the Fund continues to have a contribution plan and investment strategy that will achieve the objectives set out in the Funding Strategy Statement.

We have been commissioned by Staffordshire County Council (the Administering Authority) to carry out a valuation of the Staffordshire Pension Fund (the Fund) as at 31 March 2022. This fulfils Regulation 62 of the Local Government Pension Scheme Regulations 2013. This report marks the culmination of the valuation process and contains its two key outcomes:

- 1 Employer contribution rates for the period 1 April 2023 to 31 March 2026.
- 2 The funding level of the Fund at 31 March 2022.

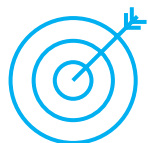
Further information on the valuation process, methodology and strategy is set out in the publicly available Funding Strategy Statement, Investment Strategy Statement and published papers and minutes of the Fund's Pensions Committee. Additional material is also contained in [Hymans Robertson's LGPS 2022 valuation toolkit](#)¹.

Setting employer contribution rates

Employer contributions need to be set at a level which ensures the Fund has a reasonable likelihood of having enough money to pay members' benefits. Identifying the amount of benefits that may be paid is complex as those earned today might only start being paid in 50 years' time. Over that time period, there is significant uncertainty over factors which affect the cost of benefits, eg inflation, investment returns. These uncertainties are allowed for by taking a risk-based approach to setting employer contribution rates. This approach is built around three key funding decisions set by the Fund and asset-liability modelling.

Key funding decisions

For each employer, the Fund determines the most appropriate choice for the following three funding decisions. Further detail is set out in the Funding Strategy Statement.



What is the funding target for each employer?

Will the employer remain in the Fund for the long-term or exit at some point



What is the funding time horizon?

How long will the employer participate in the Fund



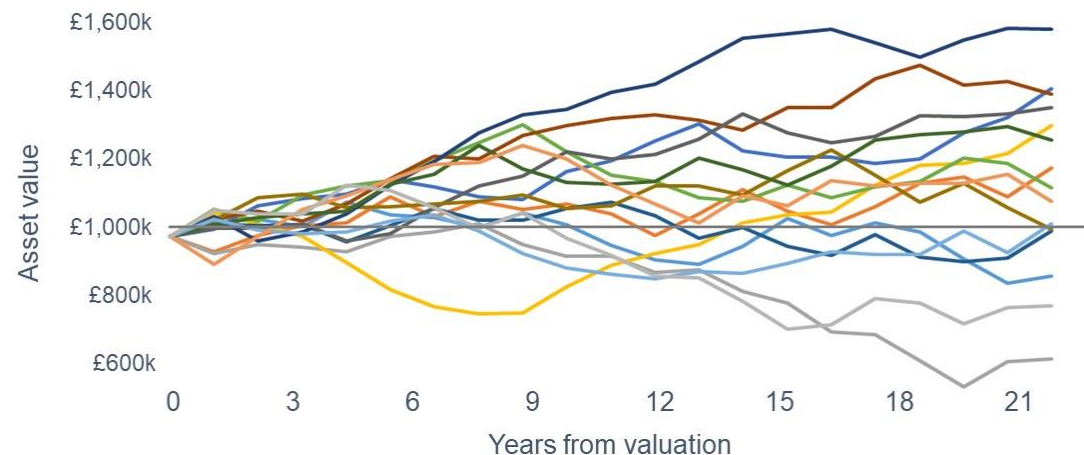
What is the required likelihood?

How much funding risk can the employer's covenant support

Modelling approach

Asset-liability modelling is used to project each employer's assets and benefit payments into the future using 5,000 different economic scenarios. The economic scenarios are generated using Hymans Robertson's Economic Scenario Service (ESS) (further information in [Appendix 2](#)).

Picture 1: sample progression of employer asset values under different economic scenarios





Measuring the funding level

The past service funding level is measured at the valuation. Whilst it is limited in providing insight into a funding plan, it is a useful high-level summary statistic. To measure the funding level, a market-related approach is taken to calculating both the assets and the liabilities (so they are consistent with each other).

- The market value of the Fund’s assets at the valuation date have been used.
- The liabilities have been valued using assumptions based on market indicators at the valuation date (these assumptions are detailed in [Appendix 2](#)).

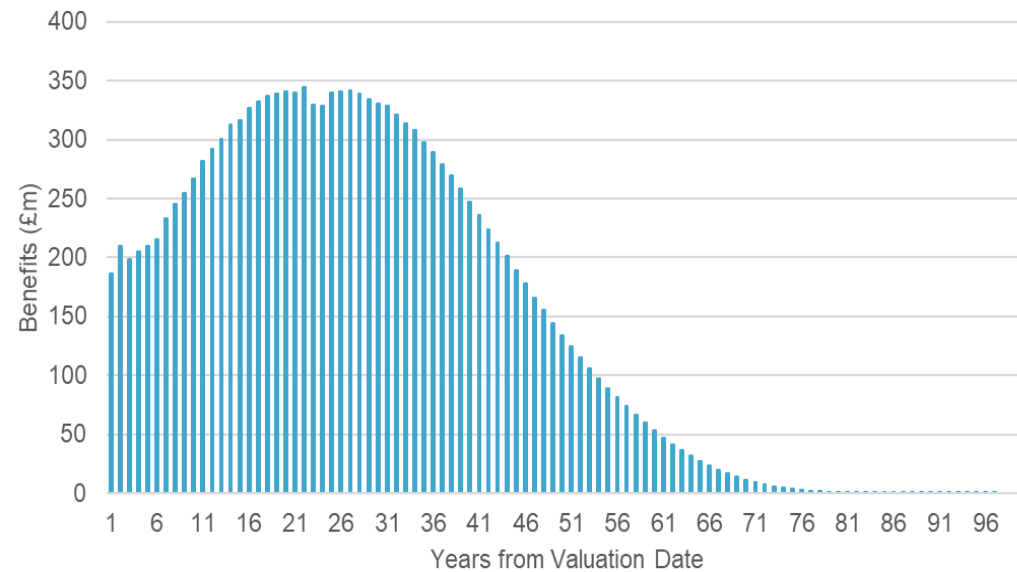
Further detail on the liabilities

The liabilities are the value of all future payments to members based on all benefits earned up to the valuation date, expressed in today’s money.

Chart 1 shows the projected payments for all members in the Fund at the valuation date. The projections are based on the membership data provided for the valuation ([Appendix 1](#)), the assumptions ([Appendix 2](#)) and our understanding of the LGPS benefit structure as at 31 March 2022 (details at www.lgpsregs.org).

To express the future payments in today’s money, the projections are discounted with an assumed future investment return on the Fund’s assets (the discount rate).

Chart 1: projected benefit payments for all service earned up to 31 March 2022





Valuation results

Employer contribution rates

The primary objective of the Fund is to set employer contribution rates that will adequately cover the cost of benefits which will accrue in the future and any costs related to benefits already earned. A secondary objective is to ensure the rates are as stable as possible. The risk-based approach detailed earlier is used to meet both these objectives.

The employer contribution rate is made up of two components.

1. A primary rate: the level sufficient to cover all new benefits.
2. A secondary rate: the costs associated with sufficiently funding benefits accrued up to the valuation date.

Each employer has a contribution rate which is appropriate to their circumstances and these can be found in the [Rates & Adjustments Certificate](#). Broadly speaking:

- Primary rates have increased since the last valuation due to rising inflation.
- Secondary rates have decreased due to better than expected investment performance since the previous valuation.

However all employers will be different and the contribution rate will reflect the membership and experiences of each employer.

Table 3 shows the total of all employer contribution rates to be paid into the Fund over the period 1 April 2023 to 31 March 2026.

Table 3: Whole-fund contribution rate, compared with the previous valuation

	This valuation 31 March 2022		Last valuation 31 March 2019	
Primary Rate	21.5% of pay		19.7% of pay	
Secondary Rate	2023/2024	£48,410,000	2020/2021	£41,000,000
	2024/2025	£51,314,000	2021/2022	£47,000,000
	2025/2026	£54,194,000	2022/2023	£54,000,000

The primary rate includes an allowance of 0.8% of pensionable pay for the Fund's expenses.

Employees pay a contribution to the Fund in addition to these rates. These rates are set by the LGPS Regulations. The average employee contribution rate at 31 March 2022 is 6.4% of pay (6.3% at 31 March 2019).



Funding level

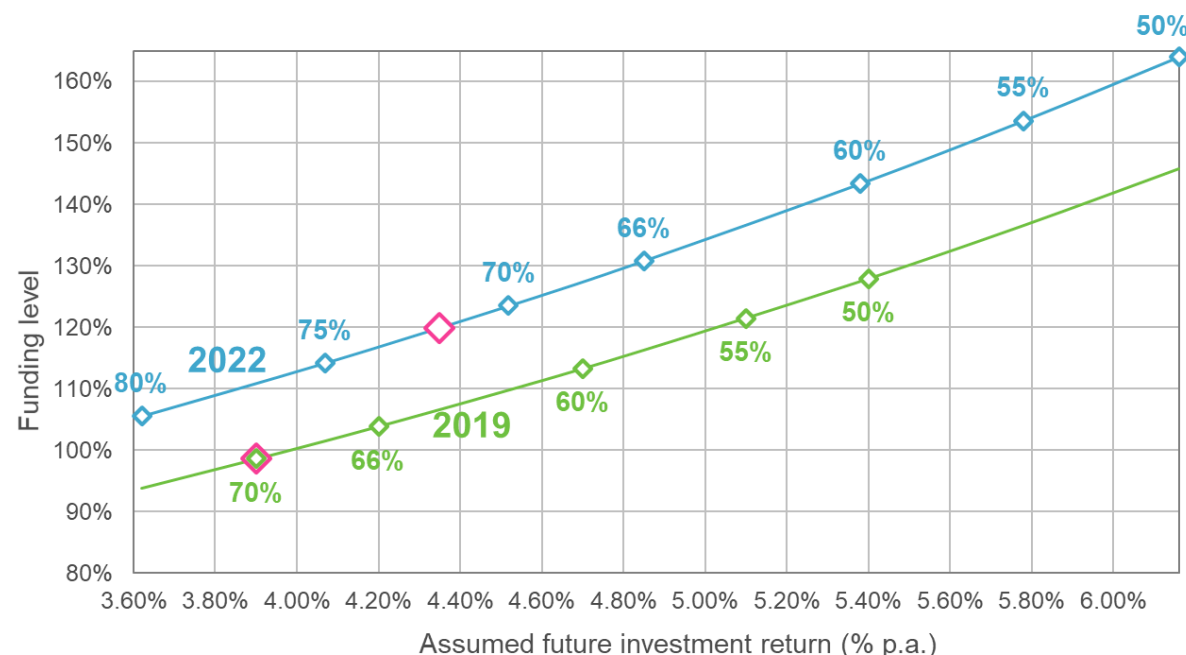
The funding level is the ratio of assets to liabilities. The market value of the assets at the valuation date are known. The value of the liabilities is uncertain given that the level of future investment returns are unknown.

Therefore, the liabilities and funding level have been calculated across a range of different investment returns (the discount rate).

To help better understand funding risk, the likelihood of the Fund’s investment strategy (detailed in [Appendix 1](#)) achieving certain levels of return has also been calculated.

Chart 2 shows how the funding level varies with future investment return assumptions at 31 March 2022 (blue line). The green line shows the same analysis at 31 March 2019.

Chart 2: funding level across a range of future investment returns



Figures on each line show the likelihood of the Fund’s assets exceeding that level of return over the next 20 years. The pink diamonds show the single reported funding position at each valuation.

- The funding position at 2022 is stronger than 2019.
- The funding level is 100% if future investment returns are c.3.3% pa. The likelihood of the Fund’s assets yielding at least this return is around 83%.
- The comparator at 2019 was a return of 4.0% pa which had a likelihood of 69%.
- There is a 50% likelihood of an investment return of 6.2% pa. So the best-estimate funding level is 164% at 31 March 2022 (128% at 2019).

Single funding level as at 31 March 2022

Whilst the chart on the previous page provides a better understanding of the past service funding position, there is still a requirement to report a single funding level at 31 March 2022.

To report a single funding level and funding surplus/deficit for the 2022 valuation, a discount rate of 4.4% pa has been used. There is a 72% likelihood associated with a future investment return of 4.4% pa.

Table 4 details the liabilities, split by member status and the market value of assets at the valuation date. The results at the 2019 formal valuation are shown for comparison.

The funding level and surplus/deficit figures provide a high-level snapshot of the funding position of the Fund as at 31 March 2022, however there are limitations:

- The liabilities are calculated using a single set of assumptions about the future and so are very sensitive to the choice of assumptions.
- The market value of assets held by the Fund will change on a daily basis.

The future progression of the funding position is uncertain. If the financial and demographic assumptions made at this valuation actually occur, employers pay contributions in line with the R&A certificate and there are no other changes in the financial or demographic environment, we project that the funding level at the next valuation (31 March 2025) will be approximately 121%.

Table 4: single reported funding level

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	1,764	1,666
Deferred Pensioners	1,282	1,180
Pensioners	2,651	2,359
Total Liabilities	5,696	5,204
Assets	6,833	5,131
Surplus/(Deficit)	1,137	(73)
Funding Level	120%	99%

Important: the reported funding level does not directly drive the contribution rates for employers. The contribution rates consider how assets and liabilities will evolve over time in different economic scenarios and also reflect each employer's funding profile and covenant.



Changes since the last valuation

Events between 2019 and 2022

The most significant external event to occur since the last valuation has been the Covid-19 pandemic. The experience analysis below shows that there has sadly been a higher than expected number of deaths over the period. However, the impact on the funding position has been small. This is likely due to the age profile of the excess deaths and the level of pension.

Other significant factors occurring which affect the funding strategy of the Fund have been the better than expected investment returns. This has had a material positive impact on the funding position and employers' secondary contribution rates.

Financial

Table 5: analysis of financial experience between 2019 and 2022 valuations

	Expected	Actual	Difference	Impact on funding position
3 year period	12.2%	33.9%	21.7%	+£1,089m
Annual	3.9% pa	10.2% pa	6.3% pa	

Membership

Table 6: analysis of membership experience between 2019 and 2022 valuations

	Expected	Actual	Difference	Impact on funding position
Early leavers	9,788	12,267	2,479	+£5m
Ill-health retirements	165	184	19	+£2m
Salary increases	3.4% pa	4.2% pa	0.8% pa	-£27m
Benefit increases	2.3% pa	1.8% pa	-0.5% pa	+£76m
Pension ceasing	£11.7m	£12.9m	£1.2m	+£9m



Changes since the last valuation

Future outlook

Expectations about the future, which inform the assumptions used to value the liabilities, have changed since the last valuation. The most significant changes are:

- Future inflation: this is expected to be on average higher than at 2019 due to the current level of high inflation.
- Investment returns: due to change in the Fund's investment strategy and financial markets, future investment returns are now expected to be higher than at the last valuation.

Table 7: summary of change in future outlook

Factor	What does it affect?	What's changed?	Impact on liabilities
Future investment returns	The rate at which future benefit payments are discounted back, ie the discount rate assumption	Future investment returns slightly higher at 2022 than at 2019. The required return is now 4.4% pa vs. 3.9% pa at 2019.	Decrease of £476m
Inflation	The rate at which pensions in payment and deferment and CARE pots increase	Significant increase in short-term future inflation expectations.	Increase of £416m
Salary increases	The rate at which future salaries increase. This affects benefits that are still linked to final salary, ie accrued before 1 April 2014	No material change since last valuation given competing factors e.g. tighter budgetary conditions vs. strong job market and pressure from National Living Wage increases.	Increase of £6m
Current life expectancy	How long we expect people to live for based on today's current observed mortality rates.	Slight reduction in life expectancy based on current observed data (not allowing for Covid-related excess deaths)	Decrease of £13m
Future improvements in life expectancy	How we expect life expectancies to change (increase) in the future.	Uncertainty about effectiveness of mitigations against life expectancy increases in the LGPS i.e. State Pension Age increases and Cost Cap. Need to better reflect wider pension and insurance industry long-term expectations.	Increase of £37m

Reconciling the overall change in funding position

The tables below provide insight into the funding position change between 31 March 2019 and 31 March 2022. Firstly, the changes we expect to happen (Table 8), which relate mostly to items on the asset side. Then the impact of actual experience (Table 9), which mainly affects the liabilities.

Expected development

Table 8: expected development of funding position between 2019 and 2022 valuations

Change in the surplus/deficit position	Surplus / Deficit
	£m
Last valuation at 31 March 2019	(73)
Cashflows	
Employee contributions paid in	109
Benefits paid out	0
Net transfers into / out of the Fund*	(14)
Other cashflows (e.g. Fund expenses)	(13)
Expected changes	
Interest on benefits already accrued	(628)
Accrual of new benefits	(503)
Expected position at 31 March 2022	(27)

* We have insufficient data to value the impact on the liabilities as a result of transfers in/out

Impact of actual events

Table 9: impact of actual events on the funding position at 31 March 2022

Change in the surplus/deficit position	Surplus / Deficit
Events between 2019 and 2022	
Benefit increases greater than expected	76
Early retirement strain (and contributions)	(1)
Ill health retirement strain	2
Early leavers less than expected	5
Commutation less than expected	(1)
Pensions ceasing less than expected	9
McCloud remedy	(9)
Other membership experience	(40)
Higher than expected investment returns	1,089
Changes in future expectations	
Investment returns	476
Inflation	(416)
Salary increases	(6)
Longevity	(24)
Other demographic assumptions	30
Actual position at 31 March 2022	1,137

Numbers may not sum due to rounding



Sensitivity & risk analysis



Sensitivity and risk analysis: assumptions

There is risk and uncertainty inherent with funding benefit payments that will be paid out many years in the future. The Fund is aware of these and has in place a risk register which is regularly reviewed. Additionally, as part of the valuation, the Fund reviews sources of risk that may impact its funding position and the contribution rates payable by employers.

This section discusses some of the most significant sources of funding risk (assumptions, regulatory, administration and governance and climate change). Further information of the Fund’s approach to funding risk management, including monitoring, mitigation and management, is set out in the Funding Strategy Statement.

The valuation results depend on the actuarial assumptions made about the future. By their nature, these assumptions are uncertain which means its important to understand their sensitivity and risk levels.

Contribution rates

The risk-based approach to setting employer contribution rates mitigates the limitation of relying on one set of assumptions. Therefore, there is no need to carry out additional analysis of the sensitivity of contribution rates to changes in financial assumptions. The contribution rates are sensitive to changes in demographic assumptions. The results in this section in relation to the funding position can be broadly applied to the contribution rates.

Funding level

Financial assumptions

On page 10, we have already set out how the results vary with the assumed future investment return. The table below considers inflation.

Table 10: sensitivity of funding position to inflation assumption

CPI Assumption	Surplus/ (Deficit)	Funding Level
2.5%	1,309	
2.7%	1,137	120%
2.9%	954	116%

Demographic assumptions

The main area of demographic risk is if people live longer than expected. The table below shows the impact of longer term longevity rates improving at a faster rate (1.75% pa vs 1.5% pa used in the results)

Table 11: sensitivity of funding position to longevity assumption

Long term rate of improvement	Surplus/ (Deficit)	Funding Level
% pa	(£m)	%
1.5%	1,137	120%
1.75%	1,090	119%

Sensitivity and risk analysis: other risks

Regulatory, Administration and Governance risks

Potential risks in this area include change in central government legislation which changes the future cost of the LGPS and failures in administration processes leading to incorrect data and inaccuracies in actuarial calculations. At this valuation, specific risks include:

- **McCloud:** the remedy to resolve the McCloud case is yet to be formalised in regulations. However, an allowance has been included for this expected benefit change at the 2022 valuation as directed by the Department of Levelling Up, Housing and Communities [in their letter dated March 2022](#)¹.
- **Goodwin:** the remedy to this issue is still uncertain, it is difficult to identify who it would apply to and its impact is estimated to be very small for a LGPS fund (0.1-0.2% of liabilities). Therefore, no allowance has been made for this case at the 2022 valuation.
- **Cost Cap:** a legal challenge is ongoing in relation to the 2016 cost cap valuation and no information is known about the outcome of the 2020 cost cap valuation. At this valuation, no allowance has been made for any changes to the benefit structure that may occur as a result of a cost cap valuation.
- **GMP indexation:** it is assumed that all increases on GMPs for members reaching State Pension Age after 6 April 2016 will be paid for by LGPS employers. This is the same approach that was taken for the 2019 valuation.

Post valuation events

Since 31 March 2022, there has been significant volatility in the financial markets, short-term inflation expectations and rises in interest rates by central banks. These events affect the value of the Fund's assets and liabilities.

- The Fund's investment return since 31 March 2022 is estimated to be somewhere between -3% and -7%.
- Liability valuations are likely to be lower now than at 31 March 2022 due to rises in expected future investment returns more than offsetting the higher than expected (10.1%) pension increase at April 2023.

As an open scheme, with a strong covenant, the Fund takes a long-term view when considering the funding impact of such events. For employers who have a very short time horizon, recent volatility may be more immediately impactful, and the Fund has engaged with these employers as appropriate.

No explicit allowance has been made for this volatility in the valuation results or contribution rates detailed in the Rates & Adjustments Certificate. The Fund will continue to monitor changes in the financial and demographic environment as part of its ongoing risk management approach.

Sensitivity and risk analysis: climate change

Background

Climate change is a major source of uncertainty which could affect future investment returns, inflation and life expectancies. Therefore, the Fund has explicitly explored the resilience of its funding and investment strategy to future potential climate change outcomes.

It is impossible to confidently quantify the effect of climate risk given the significant uncertainty over the impact of different possible climate outcomes. Instead, three different climate change scenarios have been considered as a stress-test (instead of trying to predict how climate change affects the funding level in the future).

All the scenarios assume that there will be a period of disruption linked either to the response to climate risk (transition risks) or the effect of it (physical risks). This disruption will lead to high volatility in financial markets, and the later the disruption, the more pronounced it will be.

Further detail on the scenarios is shown on the next page and in our guide 10 of [Hymans Robertson's LGPS 2022 valuation toolkit](#)¹

Outcome of analysis

The Fund has set its funding and investment strategy using asset-liability modelling and considering two main risk metrics:

- Likelihood of success – the chance of being fully funded in 20 years' time
- Downside risk – the average worst 5% of funding levels in 20 years' time

When exploring the potential impact of climate change, the Fund has compared how these risk metrics change under each climate change scenario (against the 'Core' model used when setting the funding and investment strategy). The stress test results for the Fund are shown in Table 12 below.

Table 12: sensitivity of funding position to climate change risk

Scenario	Likelihood of success	Downside risk
Core	86%	54%
Green Revolution	83%	47%
Delayed Transition	83%	57%
Head in the Sand	84%	53%

The results are worse in the climate scenarios. This is to be expected given that they are purposefully stress-tests and all the scenarios are bad outcomes. Whilst the risk metrics are weaker, they are not materially so and not enough to suggest that the funding strategy is unduly exposed to climate change risk. The Fund will continue to monitor this risk as more information emerges and climate change modelling techniques evolve.



Final comments

Final comments

The Fund's valuation operates within a broader framework, and this document should be considered alongside the following:

- The Funding Strategy Statement, which in particular highlights how different types of employer in different circumstances have their contributions calculated
- The Investment Strategy Statement, which sets out the investment strategy for the Fund
- The general governance of the Fund, such as meetings of the Pensions Committee and Local Pensions Board, decisions delegated to officers, the Fund's business plan, etc
- The Fund's risk register

New employers joining the Fund

Any new employers or admission bodies joining the Fund should be referred to the Fund Actuary to assess the required level of contribution. Depending on the number of transferring members the ceding employer's rate may also need to be reviewed.

Cessations and bulk transfers

Any employer who ceases to participate in the Fund should be referred to the Fund Actuary in accordance with Regulation 64 of the LGPS regulations.

Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement

should be referred to the Fund Actuary to consider the impact on the Fund.

Valuation frequency

Under the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2025 where contribution rates payable from 1 April 2026 will be set.



Douglas Green FFA
28 March 2023
For and on behalf of Hymans Robertson LLP



Robert Bilton FFA



Appendices

APPENDIX 1

Data

Membership data

A summary of the membership data provided by the Fund for the 2022 valuation is set out in Table 13. The corresponding membership data from the previous valuation is also shown for reference.

The results of the valuation are dependent on the quality of the data used. We have carried out a series of validation checks on the data supplied to us by the Administering Authority to ensure that it is fit for purpose.

Asset data

To check the membership data and derive employer asset values, we have used asset and accounting data and employer level cashflow data provided by the Fund.

Table 13: Whole fund membership data as at 31 March 2022 and 31 March 2019

Whole Fund Membership Data	This Valuation 31 March 2022	Last Valuation 31 March 2019
Employee members		
Number	33,031	32,466
Total actual pay (£000)	581,020	533,303
Total accrued pension (£000)	113,513	102,124
Average age (liability weighted)	51.9	50.9
Future working lifetime (years)	6.4	8.5
Deferred pensioners (including undecideds)		
Number	53,686	51,883
Total accrued pension (£000)	75,153	68,694
Average age (liability weighted)	51.9	51.1
Pensioners and dependants		
Number	39,213	34,763
Total pensions in payment (£000)	167,693	148,141
Average age (liability weighted)	68.6	67.9

APPENDIX 1

Data

Investment strategy

A summary of the investment strategy allocation used for the calculation of employer contribution rates and to derive the future assumed investment return is set out in Table 14.

This information is as provided by the Fund's Investment Consultant.

Table 14: Investment strategy used for the 2022 valuation

Asset class	Allocation
Global equities	44.0%
Private equity	5.0%
Property	12.5%
Infrastructure equity	10.0%
Private debt	7.5%
Fixed interest gilt (long dated)	5.0%
Index linked gilt (long dated)	5.0%
Multi Asset Credit	5.0%
UK corporate bonds	5.0%
Cash	1.0%
Total	100.0%

APPENDIX 2

Assumptions

To set and agree assumptions for the valuation, the Fund carried out in-depth analysis and review in November 2021 with the final set agreed by the Pensions Committee on 17 December 2021.

Financial assumptions

Setting employer contribution rates

An asset-liability model is used to set employer contributions at the 2022 valuation. This model relies on Hymans Robertson's proprietary economic model, the Economic Scenario Service (ESS). The ESS reflects the uncertainty associated with future levels of inflation and asset returns and the interactions and correlations between different asset classes and wider economic variables. In the short term (first few years), the models are fitted with current financial market expectations. Over the longer term, models are built around views of fundamental economic parameters, for example equity risk premium, credit spreads and long term inflation. The table below shows the calibration of the ESS at 31 March 2022. Further information on the assumptions used for contribution rate setting is included in the Funding Strategy Statement.

Table 15: ESS individual asset class return distributions at 31 March 2022

Time period	Percentile	Asset class annualised total returns										Inflation/Yields		
		Cash	Index Linked Gilts (long)	Fixed Interest Gilts (long)	Private Equity	Property	Unlisted Infrastructure Equity	Multi Asset Credit (sub inv grade)	All World ex UK Equity	Direct Lending (private debt)	Corporate debt (short) A rated	Inflation (CPI)	17 year real yield (CPI)	17 year yield
10 years	16 th	0.8%	-3.1%	-1.5%	-1.2%	-0.6%	0.7%	1.7%	-0.4%	2.7%	1.4%	1.6%	-1.7%	1.1%
	50 th	1.8%	-0.7%	0.7%	9.4%	4.4%	5.9%	3.5%	5.8%	6.0%	2.4%	3.3%	-0.5%	2.5%
	84 th	2.9%	2.0%	2.8%	20.1%	9.5%	11.2%	5.2%	11.9%	9.2%	3.4%	4.9%	0.7%	4.3%
20 years	16 th	1.0%	-2.6%	-0.2%	2.4%	1.4%	2.6%	2.8%	1.8%	4.3%	2.0%	1.2%	-0.7%	1.3%
	50 th	2.4%	-0.9%	0.9%	10.0%	5.0%	6.5%	4.4%	6.3%	6.8%	3.2%	2.7%	1.1%	3.2%
	84 th	4.0%	0.8%	2.0%	17.6%	8.9%	10.6%	6.0%	11.1%	9.2%	4.6%	4.3%	2.7%	5.7%
40 years	16 th	1.2%	-1.1%	1.2%	4.7%	2.6%	3.9%	3.6%	3.4%	5.5%	2.4%	0.9%	-0.6%	1.1%
	50 th	2.9%	0.3%	1.9%	10.3%	5.5%	7.0%	5.3%	6.8%	7.7%	3.9%	2.2%	1.3%	3.3%
	84 th	4.9%	1.9%	2.8%	16.1%	8.8%	10.3%	7.1%	10.4%	10.0%	5.8%	3.7%	3.2%	6.1%
Volatility (5yr)		2%	9%	8%	30%	15%	15%	6%	18%	10%	3%	3%		

APPENDIX 2

Assumptions

Financial assumptions

Calculating the funding level

The table below summarises the assumptions used to calculate the funding level at 31 March 2022, along with a comparison at the last valuation.

Table 16: Summary of assumptions used for measuring the funding level, compared to last valuation on 31 March 2019

Assumption	31 March 2022	Required for	31 March 2019
Discount rate	4.4% pa	To place a present value on all the benefits promised to scheme members at the valuation date. The Fund's assets are estimated to have a 72% likelihood of returning above the discount rate.	3.9% pa
Benefit increases/CARE revaluation	2.7% pa	To determine the size of future benefit payments.	2.3% pa
Salary increases	3.2% pa	To determine the size of future final-salary linked benefit payments.	2.7% pa

Allowing for the McCloud remedy

Allowance has been included for this expected benefit change at the 2022 valuation as directed by the Department of Levelling Up, Housing and Communities [in their letter dated March 2022](#)¹. Further technical detail about this assumption is set out in guide 13 of [Hymans Robertson's LGPS 2022 valuation toolkit](#)²

APPENDIX 2

Assumptions

Demographic assumptions

The same demographic assumptions are used in setting contribution rates and assessing the current funding level.

Longevity

Table 17: Summary of longevity assumptions

	This valuation 31 March 2022	Last valuation 31 March 2019
Baseline assumption	VitaCurves based on member-level lifestyle factors	VitaCurves based on member-level lifestyle factors
Future improvements	CMI 2021 model Initial addition = 0.25% (both Female and Male) Smoothing factor = 7.0 1.5% pa long-term rate of improvement	CMI 2018 model Initial addition = 0.25% (Female), 0.5% (Male) Smoothing factor = 7.0 1.25% pa long-term rate of improvement

Further information on these assumptions can be provided upon request. Sample rates are included on the next page.

Other demographic assumptions

Table 18: Summary of other demographic assumptions

Death in service	See sample rates in Tables 19 & 20
Retirements in ill health	See sample rates in Tables 19 & 20
Withdrawals	See sample rates in Tables 19 & 20
Promotional salary increases	See sample rates in Tables 19 & 20
Commutation	65% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits
50:50 option	0.5% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option
Retirement age	The earliest age at which a member can retire with their benefits unreduced
Family details	A varying proportion of members are assumed to have a dependant at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. The dependant of a male member is assumed to be 3 years younger than him and the dependent of a female member is assumed to be 3 years older than her.

APPENDIX 2

Assumptions

Sample rates for demographic assumptions

Males

Table 19: Sample rates of male demographic assumptions

Age	Salary Scale	Death Before Retirement	Withdrawals		III Health Tier 1		III Health Tier 2	
		FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.14	404.31	813.01	0.00	0.00	0.00	0.00
25	117	0.14	267.06	537.03	0.00	0.00	0.00	0.00
30	131	0.16	189.49	380.97	0.00	0.00	0.00	0.00
35	144	0.19	148.05	297.63	0.10	0.07	0.02	0.01
40	150	0.33	119.20	239.55	0.16	0.12	0.03	0.02
45	157	0.54	111.96	224.96	0.35	0.27	0.07	0.05
50	162	0.87	92.29	185.23	0.90	0.68	0.23	0.17
55	162	1.36	72.68	145.94	3.54	2.65	0.51	0.38
60	162	2.45	64.78	130.02	6.23	4.67	0.44	0.33
65	162	4.08	0.00	0.00	11.83	8.87	0.00	0.00

Females

Table 20: Sample rates of female demographic assumptions

Age	Salary Scale	Death Before Retirement	Withdrawals		III Health Tier 1		III Health Tier 2	
		FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.08	352.42	467.37	0.00	0.00	0.00	0.00
25	117	0.08	237.14	314.44	0.10	0.07	0.02	0.01
30	131	0.11	198.78	263.54	0.13	0.10	0.03	0.02
35	144	0.19	171.57	227.38	0.26	0.19	0.05	0.04
40	150	0.30	142.79	189.18	0.39	0.29	0.08	0.06
45	157	0.50	133.25	176.51	0.52	0.39	0.10	0.08
50	162	0.72	112.34	148.65	0.97	0.73	0.24	0.18
55	162	0.95	83.83	111.03	3.59	2.69	0.52	0.39
60	162	1.22	67.55	89.37	5.71	4.28	0.54	0.40
65	162	1.56	0.00	0.00	10.26	7.69	0.00	0.00

Figures are incidence rates per 1,000 members except salary scale. FT and PT denoted full-time and part-time members respectively.

APPENDIX 3

Reliances and limitations

We have been commissioned by Staffordshire County Council (“the Administering Authority”) to carry out a full actuarial valuation of the Staffordshire Pension Fund (“the Fund”) as at 31 March 2022 as required under Regulation 62 of the Local Government Pension Scheme Regulations 2013 (“the Regulations”).

This report is addressed to the Administering Authority. It has been prepared by us as actuaries to the Fund and is solely for the purpose of summarising the main outcomes of the 2022 actuarial valuation. It has not been prepared for any other third party or for any other purpose. We make no representation or warranties to any third party as to the accuracy or completeness of this report, no reliance should be placed on this report by any third party and we accept no responsibility or liability to any third party in respect of it.

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This summary report is the culmination of other communications in relation to the valuation, in particular:

- Our [2022 valuation toolkit](#) which sets out the methodology used when reviewing funding plans
- Our paper to the Fund’s Pension Committee dated 25 March 2022 which discusses the funding strategy for the Fund’s Local Authority, Police & Fire employers
- Our paper to the Fund’s Pension Committee dated December 2021 which discusses the valuation assumptions
- Our initial results report dated 9 September 2022 which outlines the whole fund results and inter-valuation experience

- Our data report dated March 2023 which summarises the data used for the valuation, the approach to ensuring it is fit for purpose and any adjustments made to it during the course of the valuation
- The Funding Strategy Statement which details the approach taken to adequately fund the current and future benefits due to members

The totality of our advice complies with the Regulations as they relate to actuarial valuations.

The following Technical Actuarial Standards apply to this advice, and have been complied with where material and to a proportionate degree. They are:

- TAS100 – Principles for technical actuarial work
- TAS300 – Pensions

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APPENDIX 4

Glossary

Term	Explanation
50:50 option	An option for LGPS members to pay half contributions and earn half the retirement benefit (pre-retirement protection benefits are unreduced).
Asset-liability modelling	An approach to modelling and understanding risk for a pension fund. The assets and liabilities are projected forward into the future under many different future scenarios of inflation, investment returns and interest rates. The future scenarios are then analysed to understand the risk associated with a particular combination of contribution rates and investment strategy. Different combinations of contribution rates and/or investment strategies may be tested.
Baseline longevity	The rates of death (by age and sex) in a given group of people based on current observed data.
Club Vita	A firm of longevity experts we partner with for longevity analysis. They combine data from thousands of pension schemes and use it to create detailed baseline longevity assumptions at member-level, as well as insight on general longevity trends and future improvements.
Commutation	The option for members to exchange part of their annual pension for a one-off lump sum at retirement. In the LGPS, every £1 of pension exchanged gives the member £12 of lump sum. The amounts that members commute is heavily influenced by tax rules which set an upper limit on how much lump sum can be taken tax-free.
CPI inflation	The annual rate of change of the Consumer Prices Index (CPI). The CPI is the UK government's preferred measure of inflation and is the measure used to increase LGPS (and all other public sector pension scheme) benefits each year.
Deferred pensioners	A former employee who has left employment (or opted out of the pension fund) but is not yet in receipt of their benefits from the fund.
Demographic assumptions	Assumptions concerned with member and employer choices rather than macroeconomic or financial factors. For example, retirement age or promotional salary scales. Demographic assumptions typically determine the timing of benefit payments.

APPENDIX 4

Glossary

Term	Explanation
Discount rate	A number used to place a single value on a stream of future payments, allowing for expected future investment returns.
Employee members	Members who are currently employed by employers who participate in the fund and paying contributions into the fund.
ESS	Economic Scenario Service - Hymans Robertson's proprietary economic scenario generator used to create thousands of simulations of future inflation, asset class returns and interest rates.
Funding position	The extent to which the assets held by the fund at 31 March 2022 cover the accrued benefits ie the liabilities. The two measures of the funding position are: <ul style="list-style-type: none"> • the funding level - the ratio of assets to liabilities; and • the funding surplus/deficit - the difference between the asset and liabilities values.
Inflation	Prices tend to increase over time, which is called inflation. Inflation is measured in different ways, using a different 'basket' of goods and mathematical formulas.
Liabilities	An employer's liability value is the single value at a given point in time of all the benefit payments expected to be made in future to all members. Benefit payments are projected using demographic and financial assumptions and the liability is calculated using a discount rate.
Longevity improvements	An assumption about how rates of death will change in future. Typically we assume that death rates will fall and life expectancies will improve over time, continuing the long-running trend.
Pensioners	A former employee who is in receipt of their benefits from the fund. This category includes eligible dependants of the former employee.

APPENDIX 4

Glossary

Term	Explanation
Primary rate	The estimated cost of future benefits, expressed in percentage of pay terms. The primary rate will include an allowance to cover the fund's expenses.
Prudence	To be prudent means to err on the side of caution in the overall set of assumptions. We build prudence into the choice of discount rate by choosing an assumption with a prudence Level of more than 50%. All other assumptions aim to be best estimate.
Prudence Level	A percentage indicating the likelihood that a discount rate assumption will be achieved in practice, based on the ESS model. The higher the prudence level, the more prudent the discount rate is.
Secondary rate	An adjustment to the primary rate, generally to reflect costs associated with benefits that have already been earned up to the valuation date. This may be expressed as a percentage of pay and/or monetary amount.
Withdrawal	Refers to members leaving the scheme before retirement. These members retain an entitlement to an LGPS pension when they retire, but are no longer earning new benefits.



Rates & Adjustments certificate

Rates and Adjustments Certificate

In accordance with Regulation 62 of the LGPS regulations, we have assessed the contributions that should be paid into the Staffordshire Pension Fund (the Fund) by participating employers for the period 1 April 2023 to 31 March 2026 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in this Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated March 2023 and in Appendix 2 of the report on the actuarial valuation dated March 2023. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

The table below summarises the whole fund primary and secondary contribution rates for the period 1 April 2023 to 31 March 2026. The primary rate is the payroll weighted average of the underlying individual employer primary rates and the secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the LGPS regulations and CIPFA guidance. The secondary rate has been shown both as a monetary amount and an equivalent percentage of the projected pensionable pay.

		This valuation 31 March 2022	
Primary rate		21.5% of pay	
Secondary rate		Monetary amount	Equivalent to % of payroll
	2023/24	£48,410,000	7.8%
	2024/25	£51,314,000	8.0%
	2025/26	£54,194,000	8.2%

The required minimum contribution rates for each employer in the Fund are set out in the remainder of this certificate.

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Major Scheduled Bodies									
Pool	Staffordshire County Council Pool								
101	Staffordshire County Council (excl. schools)	21.6%	£9,204,000	£10,757,000	£12,389,000	21.6% plus £9,204,000	21.6% plus £10,757,000	21.6% plus £12,389,000	1,2
101	Staffordshire County Council LEA Schools	21.6%	7.0%	8.0%	9.0%	28.6%	29.6%	30.6%	
2	West Midlands Employers	21.6%	7.0%	8.0%	9.0%	28.6%	29.6%	30.6%	
97	Nexus	21.6%	7.0%	8.0%	9.0%	28.6%	29.6%	30.6%	
212	Make Some Noise West Midlands Ltd	21.6%	7.0%	8.0%	9.0%	28.6%	29.6%	30.6%	
Pool	Staffordshire Moorlands District Council Pool								
102	Staffordshire Moorlands District Council	22.3%	£919,000	£944,000	£970,000	22.3% plus £919,000	22.3% plus £944,000	22.3% plus £970,000	1,2
314	NEC Software Solutions	22.3%	14.5%	14.5%	14.5%	36.8%	36.8%	36.8%	
347	NEC Software Solutions	22.3%	14.5%	14.5%	14.5%	36.8%	36.8%	36.8%	
103	Newcastle Under Lyme Borough Council Pool	22.0%	£1,437,000	£1,476,000	£1,517,000	22.0% plus £1,437,000	22.0% plus £1,476,000	22.0% plus £1,517,000	1
104	Stoke-on-Trent City Council Pool	21.8%	£8,362,000	£8,592,000	£8,828,000	21.8% plus £8,362,000	21.8% plus £8,592,000	21.8% plus £8,828,000	1,2
105	Stafford Borough Council Pool	22.0%	£1,380,000	£1,417,000	£1,456,000	22.0% plus £1,380,000	22.0% plus £1,417,000	22.0% plus £1,456,000	1,2
106	East Staffordshire Borough Council Pool	22.0%	£1,491,000	£1,532,000	£1,575,000	22.0% plus £1,491,000	22.0% plus £1,532,000	22.0% plus £1,575,000	1,2
107	South Staffordshire District Council Pool	21.8%	£591,000	£704,000	£823,000	21.8% plus £591,000	21.8% plus £704,000	21.8% plus £823,000	1,2
108	Cannock Chase District Council Pool	22.4%	£2,376,000	£2,441,000	£2,580,000	22.4% plus £2,376,000	22.4% plus £2,441,000	22.4% plus £2,580,000	1,2
109	Lichfield District Council Pool	22.0%	£746,000	£767,000	£788,000	22.0% plus £746,000	22.0% plus £767,000	22.0% plus £788,000	1, 2
110	Tamworth Borough Council Pool	22.1%	£625,000	£642,000	£660,000	22.1% plus £625,000	22.1% plus £642,000	22.1% plus £660,000	1,2

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Other employing authorities									
198	Stoke And Staffs Comb Fire Authority	21.9%	£193,000	£198,000	£204,000	21.9% plus £193,000	21.9% plus £198,000	21.9% plus £204,000	2
1AA	Staffordshire Police Authority	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	1
Further education establishments									
100	South Staffordshire College Pool	26.9%	-4.0%	-5.0%	-6.0%	22.9%	21.9%	20.9%	1
133	Newcastle and Stafford Colleges Group	26.4%	£108,000	£111,000	-0.6%	26.4% plus £108,000	26.4% plus £111,000	25.8%	1
150	Staffordshire University	25.3%	£1,019,000	£1,052,000	£1,086,000	25.3% plus £1,019,000	25.3% plus £1,052,000	25.3% plus £1,086,000	
154	Stoke On Trent College	26.9%	£34,000	£35,000	-0.8%	26.9% plus £34,000	26.9% plus £35,000	26.1%	
156	Burton & South Derbyshire College	26.8%	-2.5%	-3.5%	-4.5%	24.3%	23.3%	22.3%	
218	Keele University	59.1%	£77,000	£77,000	£77,000	59.1% plus £77,000	59.1% plus £77,000	59.1% plus £77,000	
78J	Newfriars College	27.2%	£132,000	£136,000	£140,000	27.2% plus £132,000	27.2% plus £136,000	27.2% plus £140,000	1



Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Minor employers pool									
70	Alrewas Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
72	Heath Hayes And Wimblebury P C	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
73	Swinfen And Packington P C	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
75	Cheslynhay Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
115	Cheadle Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
119	Burntwood Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
121	Great Wyrley Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
130	Uttoxeter Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
134	Anglesey Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
136	Lichfield City Council (Former Charter Trustees)	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
140	Penkridge Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
141	Wombourne Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
142	Stone Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
143	Norton Canes Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
146	Brereton And Ravenhill Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
147	Codsall Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
148	Kinver Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
149	Brewood & Coven Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
171	Lapley, Stretton & Wheaton Aston Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
172	Perton Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
176	Hednesford Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	



Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Minor employers pool (continued)									
177	Essington Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
183	Kidsgrove Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
184	Eccleshall Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
187	Audley Rural Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
188	Biddulph Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
190	Colwich Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
191	Draycott In The Clay Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
193	Abbots Bromley Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
195	Gnosall Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
196	Branston Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
197	Rugeley Town Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AF	Tatenhill Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AI	Tutbury Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AK	Bilbrook Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AL	Forsbrook Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AN	Barlaston Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AP	Berkswich Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AQ	Checkley Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	
1AR	Fulford Parish Council	25.0%	-0.4%	-1.4%	-2.4%	24.6%	23.6%	22.6%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academy schools									
10	Cannock Chase Academy	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	1
11	Weston Road Academy	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
12	Eaton Park Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	1
13	Bursley Academy The Praxis Trust	20.8%	5.4%	4.4%	3.4%	26.2%	25.2%	24.2%	
14	St Joseph Edmund. Rice Academy Trust	20.2%	4.9%	3.9%	2.9%	25.1%	24.1%	23.1%	
15	The Rural Enterprise Academy	20.4%	1.4%	0.4%	-0.6%	21.8%	20.8%	19.8%	
19	Sutherland Academy	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	1
23	St Edwards C E Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	1
56	JCB Academy	19.8%	0.9%	-0.1%	-1.1%	20.7%	19.7%	18.7%	
58	Erasmus Darwin Academy	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
61	The Crescent Academy	19.5%	4.7%	3.7%	2.7%	24.2%	23.2%	22.2%	
62	The Cheadle Academy	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
66	Biddulph Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
69	St Peter's CofE Academy	19.4%	6.8%	5.8%	4.8%	26.2%	25.2%	24.2%	1
411	Carmountside Primary Academy	19.3%	3.5%	-0.6%	-4.7%	22.8%	18.7%	14.6%	
412	Alleyne's Academy	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
414	Glebe Primary Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
415	Sandon Primary Academy	19.3%	6.9%	5.9%	4.9%	26.2%	25.2%	24.2%	
416	Woodhouse Academy	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
417	St Giles & St Georges Academy	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	1
13A	Manifold Primary Academy	21.2%	5.0%	4.0%	3.0%	26.2%	25.2%	24.2%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academy schools (continued)									
13B	Hollinsclough Primary Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
16B	Discovery Academy (Mitchell-Edensor)	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
16C	Maple Court Primary Academy	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	
16E	The Excel Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	1
16G	Sneyd Academy Ex 104	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
17A	Anglesey Academy	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	1
17B	Rawlet	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
17C	Belgrave High	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
18A	Painsley Catholic College	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
18B	St Filomenas	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
18C	St Giles Cheadle	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
18D	St Josephs Uttoxeter	20.8%	5.4%	4.4%	3.4%	26.2%	25.2%	24.2%	
18E	St Marys Leek	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
18F	St Thomas Kidsgrove	21.3%	4.9%	3.9%	2.9%	26.2%	25.2%	24.2%	
18G	Faber Cotton	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1BB	St Giles Primary	21.3%	4.9%	3.9%	2.9%	26.2%	25.2%	24.2%	
1BC	St Lawrence Primary	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1BD	Woodseaves Primary	20.5%	5.2%	4.2%	3.2%	25.7%	24.7%	23.7%	
1BK	Kinver High School and Sixth Form	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1BL	Ounsdale High School	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1CB	St John's Primary Academy	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academy schools (continued)									
1CD	St Peters Primary School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1CE	Etching Hill Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1CK	Castle Primary Mow Cop	21.6%	4.6%	3.6%	2.6%	26.2%	25.2%	24.2%	
1DB	Loxely Hall Academy	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	
1DC	Cicely Haughton Academy	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
1DD	Meadows Special School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1DE	Springfield Special School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1DF	Merryfields	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	
1DG	Rocklands School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	1
1DH	Chaselea PRU	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	
1DK	Howard Primary Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1DL	St Mary's Primary Academy	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1DM	Richard Crosse Primary Academy	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1DN	Anson CofE Primary	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1DU	Bailey Street Alternative Provision Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1EK	St Christophers Primary	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1FB	Dilhorne Academy	21.2%	6.0%	6.0%	6.0%	27.2%	27.2%	27.2%	
1FC	St Werburghs Academy	20.8%	5.4%	4.4%	3.4%	26.2%	25.2%	24.2%	
1FD	Valley Primary Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1FE	Great Wood Primary	21.1%	5.1%	4.1%	3.1%	26.2%	25.2%	24.2%	
1FF	Bishop Rawle CofE School	21.4%	4.8%	3.8%	2.8%	26.2%	25.2%	24.2%	

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Academy schools (continued)									
1FK	Newcastle Academy	19.4%	6.8%	5.8%	4.8%	26.2%	25.2%	24.2%	1
1FL	Clayton Hall Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	1
1FM	Sir Thomas Boughey	19.2%	7.0%	6.0%	5.0%	26.2%	25.2%	24.2%	
1GB	St Andrews CE Primary	21.2%	5.0%	4.0%	3.0%	26.2%	25.2%	24.2%	
1GC	Colwhich CE Primary	21.1%	5.1%	4.1%	3.1%	26.2%	25.2%	24.2%	
1GD	St Peters CE Primary	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1GK	Cherry Trees	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1GL	Wightwick Hall School	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	1
1GM	Two Rivers High	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	1
1GN	Two Rivers Primary	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	
1HB	St Anne's Catholic Primary	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	
1HC	St Austin's Catholic Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1HD	St Dominic's Catholic Primary	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
1HE	St John's Catholic Primary	20.7%	4.8%	3.8%	2.8%	25.5%	24.5%	23.5%	
1HF	St Mary's Catholic Primary	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1HG	St Patrick's Catholic Primary	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1HH	Blessed Mother Teresa's Catholic Primary	20.8%	5.4%	4.4%	3.4%	26.2%	25.2%	24.2%	
1HI	Blessed William Howard Catholic High School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1JB	Westwood College	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	1
1JC	Leek High School	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	1
1JD	Churnet View Middle	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	1

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Academy schools (continued)									
1JE	All Saints CofE First School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1JF	Leek First School	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1JG	Rushton CofE First School	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	
1JH	Westwood First	21.0%	5.2%	4.2%	3.2%	26.2%	25.2%	24.2%	
1JI	Beresford Memorial CofE First School	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
1JK	John of Rolleston Primary School	21.4%	4.8%	3.8%	2.8%	26.2%	25.2%	24.2%	
1JL	William Shrewsbury Primary School	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1JM	Outwoods Primary School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1JN	Grange Infants	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1JP	Redbrook Hayes Primary	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1KB	Barnfields Primary	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1KC	Leasowes Primary	21.0%	5.2%	4.2%	3.2%	26.2%	25.2%	24.2%	
1KK	Scotch Orchard Infants	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	1
1KL	William MacGregor Primary School	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
1KM	Nether Stowe School	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	
1KN	Two Gates Primary School	21.1%	5.1%	4.1%	3.1%	26.2%	25.2%	24.2%	
1KP	Coton Green Primary School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
1KQ	Greysbrooke Primary School	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
1KR	St Chads CoE VC Primary	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	
1KS	St Michaels CE© Primary School	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1LB	Hempstalls Primary	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	1

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Academy schools (continued)									
1LC	Parkside Primary School	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1LD	Thursfield Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	1
1LE	James Bateman Middle School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1LF	Manor Hill First	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
1LG	Langdale Primary School	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
1LK	St Mary's CofE Primary	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	1
1MB	Walton High	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1MK	Marshbrook First School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
1ML	Penkridge Middle School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1MM	Princefield First School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
1MN	St John Bishopwood School	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1MO	Wolgarston High School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1MP	St Mary & St Chads First School Brewood	22.2%	4.0%	3.0%	2.0%	26.2%	25.2%	24.2%	
1NB	Sir Graham Balfour	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	1
1NK	Birds Bush Primary	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
1NL	Forest Hills Primary School	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1PB	New Ford Primary	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1PK	The New Guild Trust - Alexandra Infants	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
1PL	The New Guild Trust - Alexandra Junior	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	
1PM	The New Guild Trust - Jackfield Infants	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
1PN	The New Guild Trust - Moorpark Junior	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	

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Academy schools (continued)									
1QB	Wilnecote High Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	1
1QC	Chadsmead Primary Academy	21.0%	5.2%	4.2%	3.2%	26.2%	25.2%	24.2%	1
1QD	Stoneydelph Primary	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1QE	Woodlands Primary	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	1
1QK	The Fountains High School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1QL	The Fountains Primary School	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1RB	Codsall Middle School	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1RC	St Nicholas First School	20.8%	5.4%	4.4%	3.4%	26.2%	25.2%	24.2%	
1RD	Birches First School	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
1RK	Holy Rosary Catholic Voluntary Academy	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
1RL	Blessed Robert Sutton	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1SB	Ellison Primary	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
1SC	Goldenhill Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1SD	Summerbank Primary	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
1SE	Gladstone Primary Academy	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
1SF	Ash Green Primary	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
1SG	Alsagers Bank Primary Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1SK	Great Wyrley High School	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
1SL	Cheslyn Hay Sport and Community High School	20.0%	3.9%	2.9%	1.9%	23.9%	22.9%	21.9%	
1TB	Greenways Primary	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
1TC	Milton Primary	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	

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Academy schools (continued)									
1TK	Brindley Heath Jr School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
1TL	Foley Infant School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1UB	St Benedict Biscop	21.4%	4.8%	3.8%	2.8%	26.2%	25.2%	24.2%	
1UC	All Saints Primary School - Trysull	21.1%	5.1%	4.1%	3.1%	26.2%	25.2%	24.2%	
1UK	Kingsfield First School	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
1UL	Knypersley First School	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
1UM	Oxhey First School	21.0%	5.2%	4.2%	3.2%	26.2%	25.2%	24.2%	
1UN	The Reginald Mitchell Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1UP	Castlechurch Primary School	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
1VB	Chase Terrace	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
1VK	Abbey Hulton Primary School	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1VL	Forest Park Primary	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
1VM	Oakhill Primary	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	
1VN	Kemball Special School	19.3%	6.9%	5.9%	4.9%	26.2%	25.2%	24.2%	
1VP	Watermill Special School	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1VQ	Etruscan Primary	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
1VR	St Marks Primary	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
1WA	Uttoxeter Learning Trust	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	
1WK	The Friary School	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
1WL	Henry Chadwick Primary School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
1WM	Queenscroft High School	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	



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Academy schools (continued)									
1XB	Waterhouses Primary	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
1XC	St Johns CE Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1XK	Birches Head Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1YB	Sixth Form College - Stoke On Trent	19.5%	2.4%	1.4%	0.4%	21.9%	20.9%	19.9%	1
1YC	Moorside High School	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
1YD	Werrington Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
1YL	The Kings CE School	19.1%	7.1%	6.1%	5.1%	26.2%	25.2%	24.2%	
1YM	St Thomas CE Primary	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	
1ZB	Grove Junior School	19.2%	7.0%	6.0%	5.0%	26.2%	25.2%	24.2%	
1ZC	Hamilton Infant School	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
1ZD	Northwood Broom Community School	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	
1ZK	Blackshaw Moor First	18.8%	7.4%	6.4%	5.4%	26.2%	25.2%	24.2%	
20	Haywood Engineering Academy	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
20B	Smallthorne Primary Academy	19.0%	7.2%	6.2%	5.2%	26.2%	25.2%	24.2%	
20C	Mill Hill Primary	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
20D	Trentham High	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
24A	Star Academy	20.0%	5.1%	4.1%	3.1%	25.1%	24.1%	23.1%	1
24B	The Academy Transformation Trust - Sun Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
25D	The Creative Education Academies Trust - Harpfield	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	1
25E	The Creative Education Academies Trust - Thistley Hough	19.1%	7.1%	6.1%	5.1%	26.2%	25.2%	24.2%	1
25F	The Creative Education Academy Trust - Three Peaks Primary Academy	21.0%	5.2%	4.2%	3.2%	26.2%	25.2%	24.2%	1

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academy schools (continued)									
25G	The Hart School	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	1
26A	Woodhouse	19.7%	4.0%	3.0%	2.0%	23.7%	22.7%	21.7%	
26B	QUEMS	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
26C	Greenacres Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
27A	Scenia Academy	19.5%	-0.9%	-1.9%	-2.9%	18.6%	17.6%	16.6%	
27B	Springhill Academy	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
27C	Norton Canes Community Primary School	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
27D	Heath Hayes Primary School	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	
27E	Silkmore Academy	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
27F	Five Spires Academy	20.4%	3.6%	2.6%	1.6%	24.0%	23.0%	22.0%	
27G	Veritas Primary School	19.7%	-0.8%	-1.8%	-2.8%	18.9%	17.9%	16.9%	
27H	Henhurst Ridge Primary Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
28A	Sir Stanley Matthews Academy	19.4%	6.8%	5.8%	4.8%	26.2%	25.2%	24.2%	1
28B	Horizon Academy	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	1
28C	Packmoor Academy	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
28D	Meridian Academy	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
28E	The Oaks	19.3%	6.9%	5.9%	4.9%	26.2%	25.2%	24.2%	
29A	Kidsgrove Secondary	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	1
29B	Kidsgrove Primary	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
39A	St John Fisher Catholic College	19.9%	0.0%	0.0%	0.0%	19.9%	19.9%	19.9%	
39B	St Mary's Catholic Primary School	20.6%	0.0%	0.0%	0.0%	20.6%	20.6%	20.6%	

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Academy schools (continued)									
39C	St Teresa's Catholic Primary	20.4%	1.1%	1.1%	1.1%	21.5%	21.5%	21.5%	
39D	St Thomas Aquinas Catholic Primary School	20.4%	3.4%	3.4%	3.4%	23.8%	23.8%	23.8%	
39E	St Wulstan's Primary	20.3%	1.0%	1.0%	1.0%	21.3%	21.3%	21.3%	
39F	Our Lady and St Werburghs Primary	19.9%	-1.3%	-1.3%	-1.3%	18.6%	18.6%	18.6%	
42A	St Margaret Ward Academy	20.2%	2.2%	2.2%	2.2%	22.4%	22.4%	22.4%	
42B	St Peter's Primary School	19.8%	3.3%	3.3%	3.3%	23.1%	23.1%	23.1%	
42C	Our Lady and St Benedicts Catholic School	19.0%	0.0%	0.0%	0.0%	19.0%	19.0%	19.0%	
42D	St George and St Martin Catholic School	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
42E	St Joseph's Catholic Primary School	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%	
42F	St Mary's Catholic School	20.2%	1.3%	1.3%	1.3%	21.5%	21.5%	21.5%	
42G	St Wilfred's Catholic Primary	20.4%	1.6%	1.6%	1.6%	22.0%	22.0%	22.0%	
42H	St. John the Evangelist Catholic Primary School	20.6%	0.0%	0.0%	0.0%	20.6%	20.6%	20.6%	
42J	Our Lady of Grace (English Martyrs)	19.5%	0.0%	0.0%	0.0%	19.5%	19.5%	19.5%	
44A	St Thomas More Catholic College	19.9%	0.0%	0.0%	0.0%	19.9%	19.9%	19.9%	
44B	Our Lady's	20.6%	0.1%	0.1%	0.1%	20.7%	20.7%	20.7%	
44C	St Augustines Academy	19.9%	0.0%	0.0%	0.0%	19.9%	19.9%	19.9%	
44D	St Gregory's Catholic College Academy	20.3%	0.6%	0.6%	0.6%	20.9%	20.9%	20.9%	
44E	St Maria Goretti Academy	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
45A	Newstead Primary Academy	19.6%	6.0%	5.0%	4.0%	25.6%	24.6%	23.6%	
45B	Norton Le Moors Primary Academy	19.3%	2.3%	1.3%	0.3%	21.6%	20.6%	19.6%	
45C	Whitfield Valley Academy	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	

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Academy schools (continued)									
46A	St Mathews Primary Academy	21.0%	5.2%	4.2%	3.2%	26.2%	25.2%	24.2%	1
46B	Havergal Primary Academy	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
46C	St Peter's Church of England School	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
46D	Bishop Lonsdale CofE Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
46E	St John's Primary	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
46F	St James Lonsdale	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
46G	Churchfield Academy	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
46H	Stoke Minster	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
46J	Christ Church Ce Primary Academy	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	
46K	St Mary's Wheaton Aston	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
46L	Brewood Middle	21.2%	5.0%	4.0%	3.0%	26.2%	25.2%	24.2%	
47A	Chesterton Community Sports College	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
47B	Churchfields Primary Academy	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
47C	Chesterton Primary	20.2%	7.0%	7.0%	7.0%	27.2%	27.2%	27.2%	
47D	Crackley Bank	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
48A	Larkhall Infants Academy	19.4%	6.8%	5.8%	4.8%	26.2%	25.2%	24.2%	
48B	Flaxhill Junior Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
48C	Lakeside Primary	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
49A	Silverdale Primary Academy	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	1
51	The Co-op Stoke Academy	19.3%	6.9%	5.9%	4.9%	26.2%	25.2%	24.2%	
51B	Friaswood Primary School	20.8%	5.4%	4.4%	3.4%	26.2%	25.2%	24.2%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academy schools (continued)									
51C	Clarice Cliff Primary School	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
21	Mosley School Academy	21.0%	5.2%	4.2%	3.2%	26.2%	25.2%	24.2%	
53	John Taylor High School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
53A	Kingsmead Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	1
53B	Thomas Russell	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	1
53C	Yoxall St Peters	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
53D	Rykneld Primary School	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
53E	Shobnall Primary School	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	1
53G	Winshill Village Primary and Nursery School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
53H	John Taylor Free School	19.8%	6.4%	5.4%	4.4%	26.2%	25.2%	24.2%	
53J	Needwood CofE VA Primary School	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
53K	All Saints Rangemore C of E Primary School	21.5%	4.7%	3.7%	2.7%	26.2%	25.2%	24.2%	
53L	Paulet High School	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
54	De Ferrers Academy	19.4%	6.8%	5.8%	4.8%	26.2%	25.2%	24.2%	1
54A	Lansdowne Academy	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
54B	Horninglow Academy	19.6%	6.6%	5.6%	4.6%	26.2%	25.2%	24.2%	
54C	Eton Park Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	1
54D	Richard Wakefield Primary School	21.3%	4.9%	3.9%	2.9%	26.2%	25.2%	24.2%	
55A	St Nathaniel Academy	19.9%	5.8%	4.8%	3.8%	25.7%	24.7%	23.7%	1
55B	Knutton St Mary's	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
55C	Park Hall	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	

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Academy schools (continued)									
55D	Meir Heath	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
55E	St Saviours Primary	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
55	Belgrave St Bartholomew Academy	20.0%	3.9%	2.9%	1.9%	23.9%	22.9%	21.9%	1
55G	Kingsland CE Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
55H	Weston Junior Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
55J	Weston Infant Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
55K	Longford Primary Academy	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
55L	Hazel Slade Primary School	21.4%	4.8%	3.8%	2.8%	26.2%	25.2%	24.2%	
55M	Woodcroft First School	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
57	Violet Way Academy	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
57B	Glascote Heath Academy	19.7%	4.8%	3.8%	2.8%	24.5%	23.5%	22.5%	
57C	Anker Moor Primary	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
57D	Dosthill Primary School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
57E	Edge Hill Junior School	21.1%	5.1%	4.1%	3.1%	26.2%	25.2%	24.2%	
57F	Heathfields Infant School	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
57G	Wilnecote Junior School	19.9%	6.3%	5.3%	4.3%	26.2%	25.2%	24.2%	
57H	Anker Valley Primary Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	
58B	Highfields Primary School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
59	Christchurch Academy	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
59A	Oulton CofE (Vc) First School	21.6%	4.6%	3.6%	2.6%	26.2%	25.2%	24.2%	
59B	Christ Church CofE (VC) First School	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	

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Academy schools (continued)									
63	Staffordshire University Academy	18.0%	8.2%	7.2%	6.2%	26.2%	25.2%	24.2%	1
63B	Moorgate Primary Academy	19.7%	6.5%	5.5%	4.5%	26.2%	25.2%	24.2%	1
63C	John Wheeldon Academy	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	1
63D	Perton Sandown First	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
63E	Boney Hay	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
63F	Littleton Green Community Primary	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
63G	St Edwards First School	19.7%	7.5%	7.5%	7.5%	27.2%	27.2%	27.2%	
63H	Tynsel First School	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	
63J	All Saints CofE First School	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	
63K	Charmwood Primary School	20.6%	5.6%	4.6%	3.6%	26.2%	25.2%	24.2%	1
63L	St Augustine's First School	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
63M	St Peter's CofE Academy Alton	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
63N	St Lukes Endon Primary School	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
63P	Horton St Michaels CofE First School	21.2%	5.0%	4.0%	3.0%	26.2%	25.2%	24.2%	1
63Q	Dove First VC School	21.7%	4.5%	3.5%	2.5%	26.2%	25.2%	24.2%	
63R	St Pauls First	20.9%	5.3%	4.3%	3.3%	26.2%	25.2%	24.2%	
63S	Church Easton - SUAT	21.3%	4.9%	3.9%	2.9%	26.2%	25.2%	24.2%	
63T	All Saints Primary School - Bednall	21.5%	4.7%	3.7%	2.7%	26.2%	25.2%	24.2%	
63U	St Leonards CofE First School	19.2%	7.0%	6.0%	5.0%	26.2%	25.2%	24.2%	
63V	Little Aston Primary	20.5%	5.7%	4.7%	3.7%	26.2%	25.2%	24.2%	
76A	Rowley Park Primary Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	1



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Academy schools (continued)									
76B	Victoria Academy Trust	19.1%	7.1%	6.1%	5.1%	26.2%	25.2%	24.2%	
77A	Featherstone Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	
77B	Pye Green Academy	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	1
78A	Black Friars Academy	18.7%	7.5%	6.5%	5.5%	26.2%	25.2%	24.2%	1
78B	The Coppice Academy	19.5%	6.7%	5.7%	4.7%	26.2%	25.2%	24.2%	
78C	Walton Hall Academy	20.3%	5.9%	4.9%	3.9%	26.2%	25.2%	24.2%	
78D	Wolstanton High School	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
78E	Saxon Hill Academy	20.2%	6.0%	5.0%	4.0%	26.2%	25.2%	24.2%	
78F	Madeley Academy	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	1
78G	Seabridge Academy	20.4%	5.8%	4.8%	3.8%	26.2%	25.2%	24.2%	1
78H	The Meadows Primary Academy	20.1%	6.1%	5.1%	4.1%	26.2%	25.2%	24.2%	
78K	Streethay Primary School	19.4%	6.8%	5.8%	4.8%	26.2%	25.2%	24.2%	
78L	Meadows (Blurton) Primary	19.3%	6.9%	5.9%	4.9%	26.2%	25.2%	24.2%	
78M	Endon High School	20.7%	5.5%	4.5%	3.5%	26.2%	25.2%	24.2%	
78N	Waterside Primary	19.2%	7.0%	6.0%	5.0%	26.2%	25.2%	24.2%	
79A	Burton Fields School	20.0%	6.2%	5.2%	4.2%	26.2%	25.2%	24.2%	1

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Admitted bodies with individually assessed rates									
210	MPFT (Previously SSSFT ex 101)	57.7%	£465,000	£465,000	£465,000	57.7% plus £465,000	57.7% plus £465,000	57.7% plus £465,000	
353	Wigan Leisure and Culture Trust (Inspiring Healthy Lifestyles)	25.3%	-25.3%	-25.3%	-25.3%	0.0%	0.0%	0.0%	
3TB	Churchills Service Solutions - United Endeavour Trust	29.3%	-29.3%	-29.3%	-29.3%	0.0%	0.0%	0.0%	
3GL	Aspens Services Ltd - Blythe Bridge High School	26.2%	-26.2%	-26.2%	-26.2%	0.0%	0.0%	0.0%	
3NK	Biffa Municipal Limited	19.5%	-19.5%	-19.5%	-19.5%	0.0%	0.0%	0.0%	
3CB	Kier Facilities (Police)	23.4%	-23.4%	-23.4%	-23.4%	0.0%	0.0%	0.0%	
3BB	Silvertree Cleaning Support LTD - Watermill School	40.0%	-40.0%	-40.0%	-40.0%	0.0%	0.0%	0.0%	
3CA	Kier Facilities Services (Ex 198)	25.3%	-4.7%	-4.7%	-4.7%	20.6%	20.6%	20.6%	
98	Unitas Stoke-on-Trent Ltd	19.3%	-5.6%	-5.6%	-5.6%	13.7%	13.7%	13.7%	
3HR	Chartwells - Ormiston Sir Stanley Matthews Academy	25.3%	-25.3%	-25.3%	-25.3%	0.0%	0.0%	0.0%	
Pool Housing Plus Group									
287	Homes Plus Ltd	24.7%	-5.2%	-5.2%	-5.2%	19.5%	19.5%	19.5%	3
295	Homes Plus Ltd (Formerly SARH)	24.7%	-5.2%	-5.2%	-5.2%	19.5%	19.5%	19.5%	3
297	Housing Plus Group Ltd	24.7%	-5.2%	-5.2%	-5.2%	19.5%	19.5%	19.5%	3



Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Admitted bodies with fixed rate pass-through agreements in the Staffordshire County Council Pool									
214	Entrust	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
220	Midlands Partnership Foundation (NHS) Trust	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
221	Midlands Partnership NHS Foundation Trust - ACM	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
222	Midlands Partnership NHS Foundation Trust - Reablement	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
255	Tiny Toez Ltd	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
334	Amey Services Ltd	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	
450	Choices Housing Association Ltd	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
1EA	Compass Contract Services	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
3AD	Mellors - Holy Trinity Primary	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
3AF	Mellors - Thomas Russell Jr School	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
3AM	Mellors - All Saints Primary (Alrewas)	25.0%	0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	
3EM	Servicemaster – St. Anne’s	24.6%	0.0%	0.0%	0.0%	24.6%	24.6%	24.6%	
3FM	Miquill Catering Ltd - All Saints CofE (Trysull)	24.6%	0.0%	0.0%	0.0%	24.6%	24.6%	24.6%	
3GR	Aspens Services Ltd - St Mary's CE (VA) First School	24.6%	0.0%	0.0%	0.0%	24.6%	24.6%	24.6%	
3HB	Chartwells - Nether Stowe	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
3MK	Energy Kidz	26.6%	0.0%	0.0%	0.0%	26.6%	26.6%	26.6%	
3WA	Alliance In Partnership Ltd - Norton Canes	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
3WB	Alliance In Partnership Ltd - Hugo Meynell Primary	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
3WC	Alliance In Partnership Ltd - Langdale Primary	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
3WD	Alliance In Partnership Ltd – Sir John Offley	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
3WJ	Alliance In Partnership Ltd – Marshland	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
3WK	Alliance In Partnership Ltd - Endon	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Other admitted bodies with fixed rate pass-through agreements									
3ZM	Alliance Environmental Services Limited (ANSA) – (Staffordshire Moorlands DC)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
3ZL	Alliance Environmental Services Limited (ANSA) – (Staffordshire Moorlands DC)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
3PL	Freedom Leisure (Stafford BC)	24.8%	0.0%	0.0%	0.0%	24.8%	24.8%	24.8%	
3UL	Veolla - SBC Waste (Stafford BC)	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	
3XL	SLM LTD - Community Leisure Charitable Trust (East Staffordshire BC)	16.4%	0.0%	0.0%	0.0%	16.4%	16.4%	16.4%	
3XM	SLM LTD - Food & Beverage Limited (East Staffordshire BC)	16.4%	0.0%	0.0%	0.0%	16.4%	16.4%	16.4%	
3XN	SLM LTD - Fitness & Health (East Staffordshire BC)	16.4%	0.0%	0.0%	0.0%	16.4%	16.4%	16.4%	
318	Landscape Group Ltd (East Staffordshire BC)	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
3PM	Freedom Leisure (Lichfield DC)	26.5%	0.0%	0.0%	0.0%	26.5%	26.5%	26.5%	
3LA	Equans Regeneration (formerly Engie) - Tamworth Repairs and Maintenance (Tamworth BC)	19.0%	0.0%	0.0%	0.0%	19.0%	19.0%	19.0%	
3BN	Hutchinson Catering (Academies Enterprise Trust)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3TC	Churchills Service Solutions (Academies Enterprise Trust)	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3YE	RM Education Ltd (Academies Enterprise Trust)	24.2%	0.0%	0.0%	0.0%	24.2%	24.2%	24.2%	
3EE	Servicemaster (Alpha Academies Trust)	25.0%	0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	
3RC	Taylor Shaw (Excel Academy)	24.2%	0.0%	0.0%	0.0%	24.2%	24.2%	24.2%	
3GD	Aspens Services Ltd (Cannock Chase Academy)	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
3WH	Alliance In Partnership Ltd (Thursfield Primary)	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3UR	Accuro FM Ltd (De Ferrers MAT)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3YL	Caterlink (De Ferrers MAT)	22.4%	0.0%	0.0%	0.0%	22.4%	22.4%	22.4%	
3EH	Servicemaster (Eaton Park Academy)	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3RB	Taylor Shaw (Pye Green Academy)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Other admitted bodies with fixed rate pass-through agreements (continued)									
3HL	Chartwells - JCB Cleaning (<i>JCB Academy</i>)	24.2%	0.0%	0.0%	0.0%	24.2%	24.2%	24.2%	
3AG	Mellors (<i>Thomas Russell Infants School</i>)	24.2%	0.0%	0.0%	0.0%	24.2%	24.2%	24.2%	
3AH	Mellors (<i>Shobnall Primary</i>)	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
3HC	Chartwells (<i>Kingsmead Academy</i>)	22.5%	0.0%	0.0%	0.0%	22.5%	22.5%	22.5%	
3JK	Capita Managed IT Solutions Ltd (<i>OSSMA</i>)	23.2%	0.0%	0.0%	0.0%	23.2%	23.2%	23.2%	
3TL	T(n)S Catering Ltd Management (<i>Rowley Park</i>)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3JA	Prime Facility Services (<i>Newfriars College</i>)	24.2%	0.0%	0.0%	0.0%	24.2%	24.2%	24.2%	
3YM	Caterlink (<i>Newfriars College</i>)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3GP	Aspens Services Ltd (<i>Sir Graham Balfour</i>)	35.2%	0.0%	0.0%	0.0%	35.2%	35.2%	35.2%	
3EJ	Servicemaster (<i>St Nathaniel Academy</i>)	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3EK	Servicemaster (<i>Belgrave St Bartholomew Academy</i>)	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3HW	Chartwells (<i>Belgrave St Bartholomew Academy</i>)	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
3KA	MCS Cleaning & Maintenance Ltd (<i>St Chads AT</i>)	23.2%	0.0%	0.0%	0.0%	23.2%	23.2%	23.2%	
3GJ	Aspens Services Ltd (<i>St Edwards Academy</i>)	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
3WE	Alliance In Partnership Ltd (<i>St Giles & St George's</i>)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3YC	RM Education (<i>St Peters Academy</i>)	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
3CN	Fresh Start Catering (<i>John Wheeldon Academy</i>)	20.8%	0.0%	0.0%	0.0%	20.8%	20.8%	20.8%	
3CP	Fresh Start Catering Ltd (<i>Horton St Michael's FS</i>)	23.6%	0.0%	0.0%	0.0%	23.6%	23.6%	23.6%	
3LL	Hi-Spec (<i>Horton St Michael's First School</i>)	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
3LK	Hi-Spec Facilities Services Ltd (<i>Staffordshire UAT</i>)	27.7%	0.0%	0.0%	0.0%	27.7%	27.7%	27.7%	
3XB	Arden Services (<i>Charnwood School</i>)	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Other admitted bodies with fixed rate pass-through agreements (continued)									
3AN	Mellors (<i>Talentum Learning Trust</i>)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3HU	Chartwells (<i>Academy Transformation Trust</i>)	26.9%	0.0%	0.0%	0.0%	26.9%	26.9%	26.9%	
3GT	Aspens Services Ltd (<i>Three Peaks Primary</i>)	24.2%	0.0%	0.0%	0.0%	24.2%	24.2%	24.2%	
3SA	Busy Bee Cleaning Services (<i>Thistley Hough Primary</i>)	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
3HN	Chartwells (<i>Clayton Hall Academy</i>)	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3XC	Arden Services (<i>Woodlands Primary School</i>)	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	

Notes to the Rates and Adjustments Certificate

1. Employer is responsible for the funding risks of another employer in the Fund under a “pass-through” arrangement and has been treated as a pool for the purpose of contribution rate setting. A list of the employers set up under a “pass-through” arrangement are noted above.
2. This employer has elected to pre-pay elements of their contributions set out in this Rates and Adjustments Certificate. A discount has been applied to the pre-payment amount to reflect the early payment of contributions. The table below sets out more details relating to the pre-payment amount:

Employer	Staffordshire County Council (Excluding Schools)	Stoke-on- Trent City Council	Lichfield District Council	Stafford Borough Council	Cannock Chase District Council	East Staffordshire Borough Council	Staffordshire Moorlands District Council	Stoke and Staffordshire Fire Authority	Tamworth Borough Council	South Staffordshire District Council
Pre-payment amount	£30.524m	£24.095m	£2.150m	£3.975m	£6.846m	£4.297m	£2.648m	£0.556m	£1.801m	£1.971m
Date payment to be made by	14 April 2023	14 April 2023	14 April 2023	14 April 2023	14 April 2023	14 April 2023	14 April 2023	14 April 2023	14 April 2023	14 April 2023
Amount payable in respect of										
- 2023/24	£9.204m	£8.362m	£0.746m	£1.380m	£2.376m	£1.491m	£0.919m	£0.193m	£0.625m	£0.591m
- 2024/25	£10.757m	£8.592m	£0.767m	£1.417m	£2.441m	£1.532m	£0.944m	£0.198m	£0.642m	£0.704m
- 2025/26	£12.216m	£8.828m	£0.788m	£1.456m	£2.580m	£1.575m	£0.970m	£0.204m	£0.660m	£0.823m
Rate of discount	4.6% pa	4.6% pa	4.6% pa	4.6% pa	4.6% pa	4.6% pa	4.6% pa	4.6% pa	4.6% pa	4.6% pa
Revised contributions due*										
- 2023/24	21.6%	21.8%	22.0%	22.0%	22.4%	22.0%	22.3%	21.9%	22.1%	21.8%
- 2024/25	21.6%	21.8%	22.0%	22.0%	22.4%	22.0%	22.3%	21.9%	22.1%	21.8%
- 2025/26	21.6%	21.8%	22.0%	22.0%	22.4%	22.0%	22.3%	21.9%	22.1%	21.8%

*In addition to the pre-payment amount

3. Employer contribution rate is contingent on admission agreements being signed in April 2023 which would enable the Pool to take responsibility for another employer. If these are not signed, a contribution rate review should take place.

Further comments to the Rates and Adjustments Certificate

- Contributions expressed as a percentage of payroll should be paid into the Fund at a frequency in accordance with the requirements of the Regulations
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.
- The monetary contributions set out in the certificate above can be prepaid in advance with appropriate adjustments for interest as and when agreed with the Administering Authority. Under these circumstances a revised Rates and Adjustments certificate may be issued reflecting any advance payments.



Douglas Green FFA

28 March 2023

For and on behalf of Hymans Robertson LLP



Robert Bilton FFA



Section 13 Dashboard

Section 13 dashboard

Metric	Unit	2022 valuation
2022 funding position – local funding basis		
Funding level (assets/liabilities)	%	120%
Funding level (change since previous valuation)	%	21% increase
Asset value used at the valuation	£m	6,833
Value of liabilities (including McCloud liability)	£m	5,696
Surplus (deficit)	£m	1,137
Discount rate – past service	% pa	4.4%
Discount rate – future service	% pa	Past service and future service are consistently valued with the same underlying assumptions, methodologies and models regarding future expected levels of inflation, interest rates and investment returns.
Assumed pension increase (CPI)	% pa	2.7%
Method of derivation of discount rate, plus any changes since previous valuation		There is a 72% likelihood that the Fund's assets will return at least 4.4% over the 20 following the 2022 valuation date. This is the same methodology used for the 2019 valuation but with a higher likelihood (70% at 2019).

Section 13 dashboard

Metric	Unit	2022 valuation
Assumed life expectancy at age 65		
Life expectancy for current pensioners – men age 65	years	21.4
Life expectancy for current pensioners – women age 65	years	24.3
Life expectancy for future pensioners – men age 45	years	22.2
Life expectancy for future pensioners – women age 45	years	25.7
Past service funding position – SAB basis (for comparison purposes only)		
Market value of assets	£m	6,833
Value of liabilities	£m	5,344
Funding level on SAB basis (assets/liabilities)	%	128%
Funding level on SAB basis (change since last valuation)	%	16% increase



Section 13 dashboard

Metric	Unit	2022 valuation	2019 valuation
Contribution rates payable			
Primary contribution rate	% of pay	21.5%	19.7%
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)			
1 st year of rates and adjustments certificate	£m	48.410	41.000
2 nd year of rates and adjustments certificate	£m	51.314	47.000
3 rd year of rates and adjustments certificate	£m	54.194	54.000
Giving total expected contributions			
1 st year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	181.729	148.926
2 nd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	188.930	157.870
3 rd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	196.246	167.894
Assumed payroll (cash amounts in each year)			
1 st year of rates and adjustments certificate	£m	618.955	547.849
2 nd year of rates and adjustments certificate	£m	638.907	562.791
3 rd year of rates and adjustments certificate	£m	659.503	578.142
3 year average total employer contribution rate	% of pay	29.6%	28.3%
Average employee contribution	% of pay	6.4%	6.3%
Employee contribution rate (£ figure based on assumed payroll of £619m)	£m pa	39.603	34.764



Section 13 dashboard

Metric	Unit	2022 valuation	2019 valuation
Deficit recovery and surplus spreading plan			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	2042	2039
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	86%	83%
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	0%	0%
Additional information			
Percentage of total liabilities that are in respect of Tier 3 employers	%	14%	
Included climate change analysis/comments in the 2022 valuation report		Yes	
Value of McCloud liability in the 2022 valuation report (on local funding basis)	£m	9.4	