

VALUATION REPORT

Essex Pension Fund

Actuarial valuation as at 31 March 2022

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Contents

Executive summary	3
Background	4
Valuation methodology	5
Results	8
Reconciliation to previous valuation	11
Sensitivities to the liabilities	15
Sensitivities to the primary contribution rate	16
Further comments	17
Appendix 1 Summary of data and benefits	20
Appendix 2 Summary of assumptions	23
Appendix 3 Regulatory uncertainties	27
Appendix 4 Dashboard	31
Appendix 5 Rates and Adjustments Certificate	34

Executive summary

Some of the key results contained within this report are set out below:

1.

Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 102% of the accrued liabilities as at 31 March 2022, which has increased from 97% at the 2019 valuation.

2.

Contributions

Individual employer contributions are set out in Appendix 5 in the Rates and Adjustments Certificate to cover the period from 1 April 2023 to 31 March 2026. No employer is permitted to pay their deficit over a period greater than 18 years from 1 April 2023.

3.

Method and assumptions

The resulting method and assumptions are set out in Appendix 2 and we believe they are appropriate for the 31 March 2022 valuation. The key assumptions used are a discount rate assumption of 4.3% p.a. and a CPI inflation assumption of 2.9% p.a.

4.

Investment performance

Investment returns have been strong since the previous valuation, but gains in the funding position have been partially offset by a reduction in future anticipated investment returns net of inflation (i.e. a reduction in the real discount rate).

5.

Regulatory changes

There have been a number of important regulatory changes since the 2019 valuation including McCloud, Cost management and Climate risk.

Details of how we have approached each change is detailed in this report.

Background

We have been asked by Essex County Council, the administering authority for the Essex Pension Fund (the Fund), to carry out an actuarial valuation of the Fund as at 31 March 2022. The Fund is part of the Local Government Pension Scheme (LGPS), a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 (the Regulations) as amended.

The purpose of the valuation is to review the financial position of the Fund and to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2023 to 31 March 2026 as required under Regulation 62 of the Regulations.

This report summarises the results of the valuation and is addressed to the administering authority of the Fund. It is not intended to assist any user other than the administering authority in making decisions or for any other purpose and neither we nor Barnett Waddingham LLP accept liability to third parties in relation to this advice.

This report is provided further to earlier advice dated 6 September 2022 which set out the background to the valuation and explained the underlying methods and assumptions derivation.

This advice complies with Technical Actuarial Standards (TASs) issued by the Financial Reporting Council – in particular TAS 100: Principles for Technical Actuarial Work and TAS 300: Pensions.

We would be pleased to discuss any aspect of this report in more detail.

Valuation methodology

Setting contributions

The contribution rates consist of two elements, the primary rate and the secondary rate:

- The **primary rate** for each employer is the employer's future service contribution rate (i.e. the rate required to meet the cost of future accrual of benefits) expressed as a percentage of pay.
- The **secondary rate** is an adjustment to the primary rate to arrive at the total rate each employer is required to pay (for example, to allow for deficit recovery). The secondary rate may be expressed as a percentage of pay or a monetary amount.

Regulation 62 specifies four requirements that the actuary "must have regard" to:

1. The existing and prospective liabilities arising from circumstances common to all those bodies
2. The desirability of maintaining as nearly a constant a primary rate as possible
3. The current version of the administering authority's Funding Strategy Statement (FSS)
4. The requirement to secure the "solvency" of the pension fund and the "long-term cost efficiency" of the Scheme, so far as relating to the pension fund

The wording of the second objective is not ideal in that it appears to be aimed towards the primary rate rather than taking into account the surplus or deficit of the employer. We believe that if we achieve reasonably stable total individual employer rates (which seems like a preferable objective) then we will also meet the regulatory aim.

CIPFA's FSS guidance includes further details, summarised as follows:

- "**solvency**" means ensuring that employers are paying in contributions that cover the cost of benefit accrual and target a fully funded position over an appropriate time period using appropriate actuarial assumptions, and
- "**long-term cost efficiency**" means that employers have the financial capacity to increase contributions (or there is an alternative plan in place) should contributions need to be increased in future.

Assumptions used

We have considered these four requirements when providing our advice and choosing the method and assumptions used.

A number of reports and discussions have taken place with the administering authority and, where required, its investment advisors before agreeing the assumptions to calculate the results and set contribution rates. In particular:

- The initial results report dated 6 September 2022 provides information and results on a whole fund basis as well as background to the method and derivation of the assumptions.
- The follow up note dated 13 September 2022 confirming the agreed actuarial assumptions.
- The climate analysis report dated 8 September 2022 which considers climate risk in the context of the Fund's 2022 actuarial valuation. It considers whether the 2022 valuation funding strategy is sufficiently robust in the context of this climate scenario analysis and any potential contribution impacts.
- The FSS which will confirm the approach in setting employer contributions.

Note that not all of these documents may be in the public domain and may be restricted to the administering authority which has no obligation to share them with any third parties.

The assumptions detailed in this report have been agreed with the administering authority. The Fund's FSS has been reviewed in collaboration with the administering authority to ensure that it is consistent with this approach. The FSS complies with the latest version of CIPFA's FSS guidance but we understand that this guidance is currently under review by the Scheme Advisory Board's Compliance and Reporting Committee. This updated guidance had not come into effect as at the date of this report.

We confirm that in our opinion the agreed assumptions are appropriate for the purpose of the valuation. Assumptions in full are set out in Appendix 2.

Valuation of liabilities

To calculate the value of the liabilities, we estimate the future cashflows which will be made to and from the Fund throughout the future lifetime of existing active members, deferred benefit members, pensioners and their dependants. We then discount these projected cashflows using the discount rate which is essentially a calculation of the amount of money which, if invested now, would be sufficient together with the income and growth in the accumulating assets to make these payments in future, using our assumption about investment returns.

This amount is called the present value (or, more simply, the value) of members' benefits. Separate calculations are made in respect of benefits arising in relation to membership before the valuation date (past service) and for membership after the valuation date (future service).

To produce the future cashflows or liabilities and their present value we need to formulate assumptions about the factors affecting the Fund's future finances such as inflation, salary increases, investment returns, rates of mortality and staff turnover etc.

The assumptions used in projecting the future cashflows in respect of both past service and future service are summarised in Appendix 2.

Valuation of assets

We have been provided with audited Fund accounts for the year to 31 March 2020 and draft accounts for the years to 31 March 2021 and 2022.

The market asset valuation as at 31 March 2022 was £9.65bn. Please note that this excludes members' additional voluntary contributions (AVCs).

For the purposes of the valuation, we use a smoothed value of the assets rather than the market value. The financial assumptions that we use in valuing the liabilities are smoothed around the valuation date so that the market conditions used are the average of the daily observations over the period 1 January 2022 to 30 June 2022. Therefore, we value the assets in a consistent way and apply the same smoothing adjustment to the market value of the assets.

The smoothed asset valuation as at 31 March 2022 was £8.10bn. This was based on a smoothing adjustment of 98.8% and a stability reserve of 15%.

The Fund's long-term investment strategy has been taken into consideration in the derivation of the discount rate assumption. The investment strategy is set out in the Fund's Investment Strategy Statement (ISS) that is publicly available on the Fund's website.

Previous valuation results

The previous valuation was carried out as at 31 March 2019 by Barnett Waddingham LLP. The results are summarised in the valuation report dated 1 June 2020 and reported a deficit of £206m.

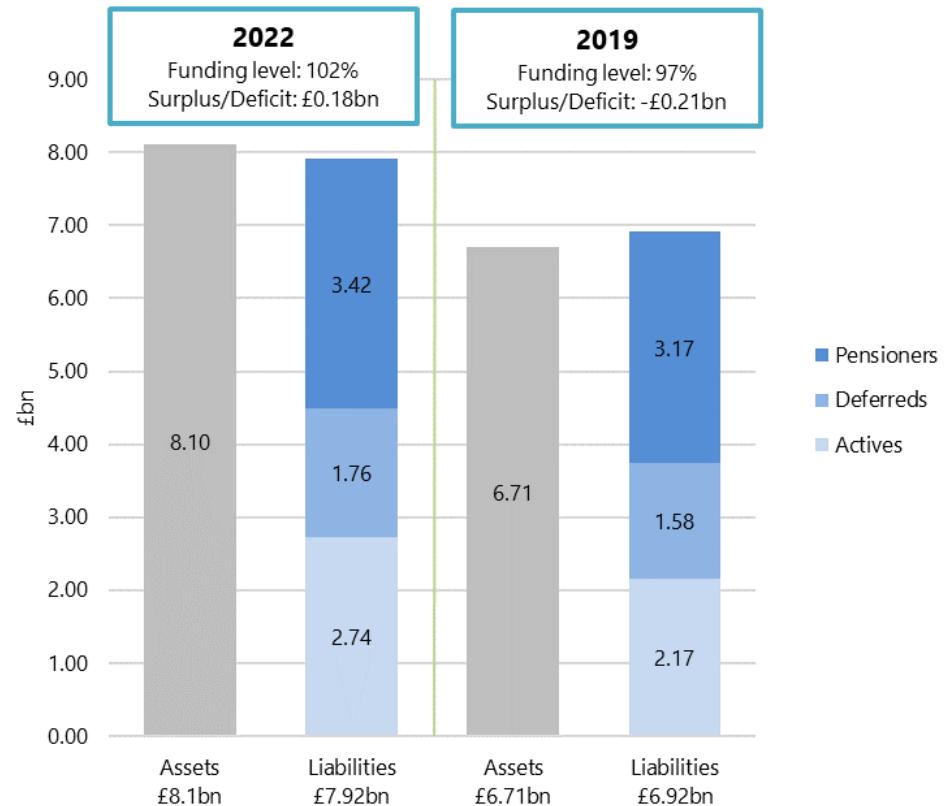
Results

Funding position

A comparison is made of the value of the existing assets with the value of the accrued liabilities. If there is an excess of assets over the liabilities then there is a surplus. If the converse applies there is a deficit.

Using the assumptions summarised in Appendix 2, the funding position is set out in the graph below. This shows the funding position of the Fund at the current and previous valuation dates.

There was a surplus of £182m in the Fund at the valuation date, corresponding to a funding level of 102%.



Contribution rates

Primary rate

Using the assumptions summarised in Appendix 2, the resulting average primary rate across the whole Fund is set out in the table below (after allowing for member contributions). This includes a comparison to the primary rate at the previous valuation.

The primary rate for the whole Fund is the weighted average (by Pensionable Pay) of the individual employers' primary rates.

Primary rate	2022 valuation	2019 valuation
	% of payroll p.a.	% of payroll p.a.
Average total future service rate	28.5%	26.5%
Less average member rate	-6.5%	-6.5%
Fund primary rate	22.0%	20.0%

Active members pay contributions to the Fund as a condition of membership in line with the rates required under the Regulations.

Please note that expenses are allowed for in the derivation of the discount rate and therefore we make no explicit allowance in the primary rate for expenses.

Secondary rate

The secondary rate is an adjustment to the primary rate to arrive at the total rate each employer is required to pay (for example, to allow for deficit recovery). Where there is a deficit, contributions should be set to restore the funding positions to 100% over an agreed "recovery period".

The recovery period for individual employers varies across the Fund. The administering authority's approach to setting recovery periods is set out in the FSS. Where there is a surplus, this may also be reflected in contribution rates in line with the Fund's FSS.

The primary and secondary rate of the individual employer contributions payable are set out in the Rates and Adjustments Certificate in Appendix 5. These will differ from the primary rate set out above as well as varying from each other as they are either based on the employer's own membership and experience or they are the employer's share of the contributions payable within a pool of employers.

In Appendix 5 we also disclose the sum of the secondary rates for the whole Fund for each of the three years beginning 1 April 2023.

The secondary contributions agreed with the administering authority have been set at this valuation in order to restore the Fund to a funding position of 100% by no later than 2041.

Projected funding position

Based on the assumptions as set out in Appendix 2 and the contributions certified and set out in Appendix 5, we estimate that the funding position of the whole fund may increase to 104% by 31 March 2025, the next valuation date. This projection is based on the assumptions made for this valuation and contributions being paid at the agreed amounts. This projection does not allow for any actual experience since 31 March 2022 nor any other risks or uncertainties. Some of these additional risks are set out later in this report and in Appendix 3.

Standardised basis

Following the funding valuation, a "Section 13" report (prepared under Section 13 of the Public Service Pensions Act 2013) will be prepared to report on whether the following aims are achieved: compliance, consistency, solvency and long-term cost efficiency, and to identify any funds that cause concerns.

As part of our calculations we have considered the results on a standardised basis as set by the Scheme Advisory Board (SAB). We are required to provide the SAB with the results for the Fund for comparison purposes.

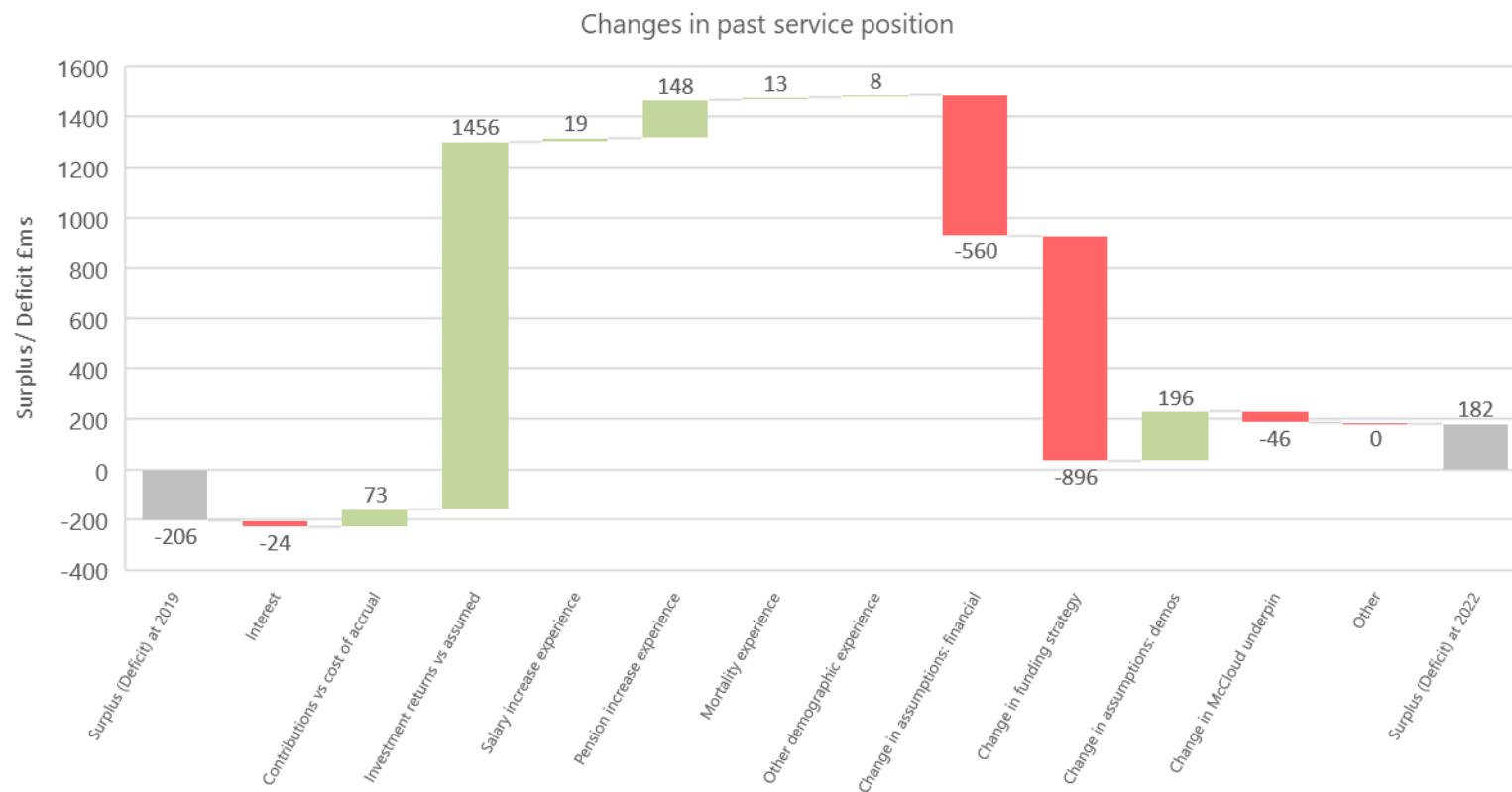
The standardised basis is set using assumptions advice from the Government Actuary's Department (GAD) with some of the assumptions used being set locally (such as mortality) and some are set at Scheme level (including all the financial assumptions). It is not used to set contributions as it does not reflect the Fund's investment strategy or the administering authority's attitude to risk; contributions are set using the funding basis.

The results on the standardised basis as at 31 March 2022 are set out in the dashboard in Appendix 4. The dashboard should assist readers in comparing LGPS valuation reports and the information will be used by GAD in their "Section 13" report.

Reconciliation to previous valuation

Funding position

The previous valuation revealed a deficit of £206m. The key factors that have influenced the funding level of the Fund over the period are illustrated in the chart below.



Experience

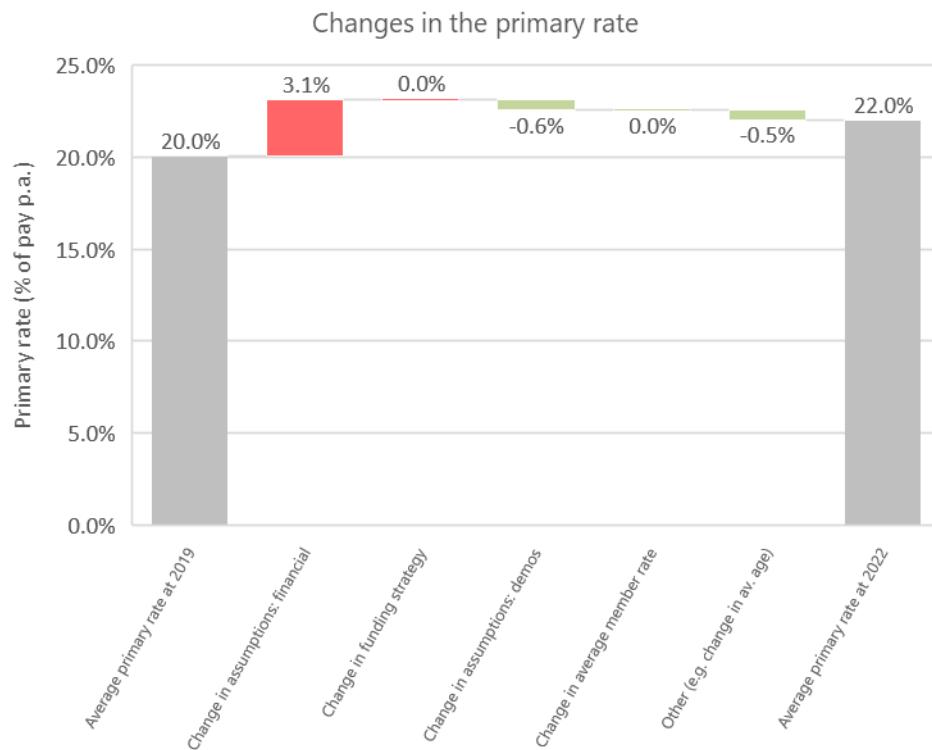
- Higher than assumed investment returns have decreased the Fund's deficit by approximately £1,456m.
- Actual inflation over the previous three years has been lower than assumed leading to a decrease of the deficit by approximately £148m.
- The increase in Fund liability on the ongoing basis due to allowing for the McCloud ruling is £46m

Assumptions

- The change in market conditions and financial assumptions increased the deficit by approximately £560m.
- The increase of the stability reserve increased the deficit by approximately £896m.
- This was offset by the change in demographic assumptions which led to a fall in life expectancies and decreased the deficit by approximately £196m.

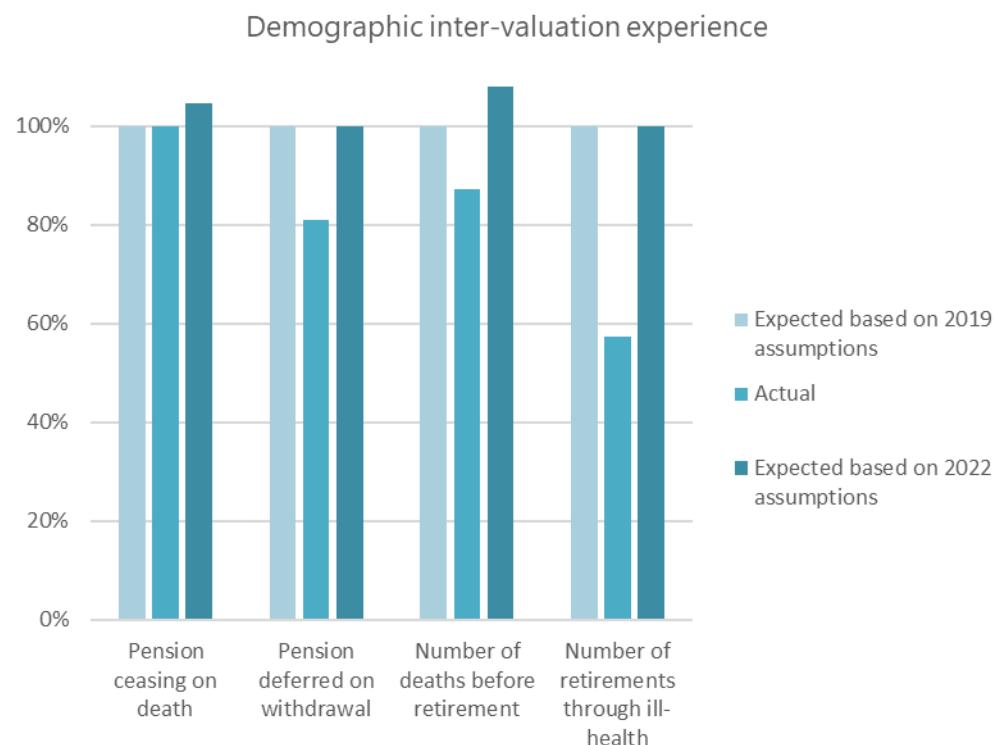
Primary contribution rate

The previous valuation resulted in an average primary rate of 20.0% of Pensionable Pay. The reasons for the change in the cost of future benefit accrual are set out in the reconciliation chart below.



Comparing experience with assumptions

A comparison of the actual demographic experience of members of the Fund over the intervaluation period, with that assumed by the assumptions adopted at the last valuation in 2019 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2019.



Sensitivities to the liabilities

The results set out in this report are based on a particular set of assumptions. The actual cost of providing the benefits will depend on the actual experience, which could be significantly better or worse than assumed. The sensitivity of the results to some of the key assumptions is set out in the table below.

The figures in the table are shown relative to the surplus of £182m and funding level of 102% on the agreed funding basis.

2022 sensitivity analysis of funding position	2022 Valuation basis	Decrease discount rate by 0.1% p.a.	Increase CPI inflation by 0.1% p.a.	Increase salary assumption by 0.5% p.a.	Increase long-term rate of mortality improvement by 0.25% p.a.	Increase initial addition to mortality improvement by 0.5%
	£bn	£bn	£bn	£bn	£bn	£bn
Smoothed asset value	8.10	8.10	8.10	8.10	8.10	8.10
Total past service liabilities	7.92	8.06	8.05	8.00	7.98	8.04
Surplus / (Deficit)	0.18	0.04	0.05	0.10	0.12	0.06
Funding level	102%	101%	101%	101%	101%	101%

Sensitivities to the primary contribution rate

The calculated primary contribution rate required to fund benefits as they are earned from year to year will also be affected by the particular set of assumptions chosen. The sensitivity of the primary rate to changes in some key assumptions is shown below. Please note that the primary rate set out below does not include any adjustment via the secondary rate. The total contribution rate payable by employers will be a combination of the primary rate and a secondary rate adjustment, further details can be found in Appendix 5.

The figures in the table are shown relative to the primary rate of 22.0% of Pensionable Pay on the agreed funding basis.

2022 sensitivity analysis of primary rate	2022 Valuation basis	Decrease discount rate by 0.1% p.a.	Increase CPI inflation by 0.1% p.a.	Increase long-term rate of mortality improvement by 0.25% p.a.	Increase initial addition to mortality improvement by 0.5%
	of payroll p.a.	of payroll p.a.	of payroll p.a.	of payroll p.a.	of payroll p.a.
Average total future service rate	28.5%	29.3%	29.3%	28.9%	28.9%
Less average member rate	6.5%	6.5%	6.5%	6.5%	6.5%
Fund primary rate	22.0%	22.8%	22.8%	22.4%	22.4%

Further comments

Funding Strategy Statement (FSS)

The assumptions used for the valuation have been documented in a revised Funding Strategy Statement agreed between the Fund Actuary and the administering authority.

Risks

There are many factors that affect the Fund's funding position and could lead to the Fund's funding objectives not being met within the timescales expected. Some of the key risks that could have a material impact on the Fund are:

- Employer covenant risk
- Investment risk
- Inflation risk
- Mortality risk
- Member options risk
- Regulatory risk
- Climate risk

The sensitivity of the funding results to some of these risks was set out in the sensitivities section of this report. Please note that this is not an exhaustive list. Further information on these risks and more can be found in our initial results report and will be set out in greater detail in the FSS.

Post valuation events

Since the valuation date, there has been some significant market turbulence including material increases in short-term inflation and gilt yields. There is an ongoing cost of living crisis, as well as political turmoil.

However, our funding model is designed to help withstand short-term volatility in markets as it is a longer-term model. We use smoothed assumptions over a six-month period with the ultimate aim of setting stable contributions for employers. The valuation approach and assumptions are not based on gilt yields and

the discount rate is derived from the long-term future expected returns on each asset class with a deduction for uncertainty and risk (our prudence adjustment). Therefore, at this stage, the anticipated effect on the long-term funding position is not significant enough to revise our approach.

Nevertheless, due to the ongoing uncertainty around the shorter-term impact of these issues, we have considered these issues in setting the employer contribution rates to ensure that contributions in to the Fund remain appropriate. Most notably, high inflation will have a significant impact in the short term as higher levels of pensions in payment will need to be paid out of the Fund as a result of the anticipated increase of 10.1% in April 2023.

We will continue to monitor the Fund's funding position and raise any individual employer cases with the Fund that we consider need any special attention. The impact of these events will be fully considered as part of the 2025 valuation when we revisit employer contributions.

The next formal valuation is due to be carried out as at 31 March 2025. The financial position of the Fund will be monitored annually during the period leading up to the next formal valuation. We will keep the Fund informed about any additional monitoring work we might recommend.

Rates and Adjustments Certificate

The contributions payable in respect of benefit accrual and any deficit contributions under each employer's recovery period have been set out in Appendix 5 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations and cover the period from 1 April 2023 to 31 March 2026. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

The contributions in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, recovery of this deficit is targeted in line with the Fund's FSS and all employers are projected to be fully funded after a recovery period length of no more than 18 years from 1 April 2023.

This document has been agreed between the administering authority and the Fund Actuary. Contributions have been set which in our opinion meet the regulatory requirements and the funding objectives set out in the Fund's FSS.

This report is available to all members on the Fund's website.



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Appendix 1 Summary of data and benefits

Membership data

The membership data has been provided to us by the administrators of the Fund. We have relied on information supplied by the administrator and the administering authority being accurate. The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund's accounts. The numbers in the tables below relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.

Any missing or inconsistent data has been queried with the Fund and estimated where necessary. Whilst this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

Benefits

Full details of the benefits being valued are set out in the Regulations as amended and summarised on the [LGPS website \(<https://www.lgpsmember.org/>\)](https://www.lgpsmember.org/) and the guides on the Fund's website. We have made no allowance for discretionary benefits. . We have made no allowance for discretionary benefits.

Membership summary

A summary of the membership data used in the valuation is as follows. The membership data from the previous valuation is also shown for comparison. The average ages are weighted by liability as calculated on the funding basis.

Please note that the data shown below reflects the data as provided by the administering authority following adjustments made during the initial data checking and cleansing process. Any further minor adjustments on individual employer level are not reflected below.

Data used	Data at 31 March 2022			Data at 31 March 2019		
	Number	Pensionable pay £m	Average age	Number	Pensionable pay £m	Average age
Active members						
Males	11,176	318	53	10,850	282	53
Females	43,257	717	52	41,674	608	52
Total	54,433	1,035	53	52,524	889	52
Deferred members (including undecided)	Number	Pension £m	Average age	Number	Pension £m	Average age
Males	15,043	31	52	14,767	30	51
Females	62,225	70	52	59,060	62	51
Total	77,268	101	52	73,827	92	52
Pensioner and dependant members	Number	Pension £m	Average age	Number	Pension £m	Average age
Males	15,909	111	70	14,690	108	69
Females	32,212	120	69	27,715	106	68
Total	48,121	231	69	42,405	213	69

Projected retirements

In the table below we have set out the number of members who are assumed to reach retirement age over the period from 1 April 2022 to 31 March 2026 as required under the Regulations.

Members may retire for a number of reasons including reaching normal retirement age, retiring through ill-health or redundancy. The amounts set out in the table below are the new retirement benefit amounts, as at the current valuation date that are assumed to come into payment in each of the interval years.

Projected new benefits		
Year to	Number of members	Retirement benefits £m
31 March 2023	3,253	26
31 March 2024	3,371	27
31 March 2025	3,655	30
31 March 2026	3,186	25

Guaranteed Minimum Pension (GMP) equalisation and indexation

On 23 March 2021, the Government published the outcome to its GMP Indexation consultation, concluding that all public service pension schemes, including the LGPS, will be directed to provide full indexation to members with a GMP reaching State Pension Age (SPA) beyond 5 April 2021. This is a permanent extension of the 'interim solution' that has applied to members with a GMP reaching SPA on or after 6 April 2016. Details of the consultation outcome can be found [here](#).

As with the previous valuation, we have assumed that the Fund will pay limited increases for members that have reached SPA by 6 April 2016, with the Government providing the remainder of the inflationary increase. For members that reach SPA after this date, we have assumed that the Fund will be required to pay the entire inflationary increase. We are comfortable that our approach is consistent with the consultation outcome.

Appendix 2 Summary of assumptions

A summary of the assumptions adopted for the valuation at 31 March 2022 and as at 31 March 2019 is set out below.

Assumptions	2022 valuation	2019 valuation
Financial assumptions (p.a.)		
CPI inflation	2.9%	2.6%
Salary increases	3.9%	3.6%
Discount rate	4.3%	4.5%
Pension increases on GMP	Funds will pay limited increases for members reaching SPA by 6 April 2016, and full increases for others	
Demographic assumptions		
Post-retirement mortality		
Base table pensioners	110% of S3PA tables	110%(M) and 115%(F) of S3PA tables
Base table dependants	100%(M) and 110%(F) of S3DA tables	95%(M) and 105%(F) of S3DA tables
CMI Model / long-term rate of improvement (p.a.)	CMI 2021 / 1.25%	CMI 2018 / 1.25%
Smoothing parameter	7	7.5
Initial addition to improvement (p.a.)	0.0%	0.5%
2020/21 weighting parameter	5%	n/a
Retirement assumption	Weighted average	Weighted average
Pre-retirement decrements	GAD 2016 scheme val (no salary scale) with 50% multiplier to ill health retirement rates and 110% (M) and 115% (F) multiplier to the pre retirement mortality rates	GAD 2016 scheme val (no salary scale) with 50% multiplier to ill health retirement rates and 105% multiplier to the pre retirement mortality rates
50:50 assumption	Member data	Member data
Commutation	50% of max	50% of max
Family statistics		
% with qualifying dependant (male / female)	75% / 70%	75% / 70%
Age difference	Males 3 years older	Males 3 years older

Demographic assumptions – sample rates

The following tables set out some sample rates of the demographic assumptions used in the calculations. These sample rates are based on those set by the Government Actuary's Department (GAD) based on analysis of the Local Government Pension Scheme (LGPS) in England and Wales.

Allowance for ill-health early retirements

A small proportion of members are assumed to retire early due to ill health. In the table below we set out an extract of some sample rates from the GAD tables used:

Age	Males	Females
25	0.01%	0.00%
30	0.01%	0.01%
35	0.02%	0.01%
40	0.04%	0.03%
45	0.09%	0.06%
50	0.18%	0.13%
55	0.36%	0.28%
60	0.74%	0.62%
65	1.51%	1.34%

Please note the above rates are the raw decrements as set by GAD. Our assumption is that there will be 50% of the number of ill-health retirements assumed by GAD.

The proportion of ill-health early retirements falling into each tier category has been assumed to be as follows for both males and females:

Tier 1	Tier 2	Tier 3
75%	15%	10%

Death before retirement

A small number of members are assumed to die before reaching retirement age. In the table below we set out an extract of some sample rates from the GAD tables used:

Age	Males	Females
25	0.02%	0.01%
30	0.03%	0.01%
35	0.05%	0.02%
40	0.06%	0.03%
45	0.09%	0.05%
50	0.13%	0.08%
55	0.21%	0.12%
60	0.32%	0.19%
65	0.5%	0.29%

Please note the above rates are the raw decrements as set by GAD. We have applied a 110% (male) and 115% (female) multiplier to the rates assumed by GAD.

Allowance for withdrawals

This assumption is regarding active members who leave service to move to deferred member status. Active members are assumed to leave service at the following sample rates:

Age	Males	Females
25	9.21%	10.17%
30	7.25%	8.07%
35	5.70%	6.40%
40	4.48%	5.07%
45	3.53%	4.03%
50	2.78%	3.19%
55	2.18%	2.53%
60	1.72%	2.01%
65	1.35%	1.59%

Appendix 3 Regulatory uncertainties

There are currently a few important regulatory uncertainties surrounding the 2022 valuation as follows:

- Effect of the McCloud and Sargeant cases;
- Cost management reviews which could affect future and historic LGPS benefits;
- Change in timing of future actuarial valuations from a triennial cycle; and
- Climate change risks and opportunities.

Although it is unclear what impact these uncertainties will have on the future benefits of individual members, we have considered these issues in the assumptions used to set the contribution rates for employers.

McCloud

When the Government reformed public service pension schemes in 2014 and 2015 they introduced protections for older members. In December 2018, the Court of Appeal ruled that younger members of the Judges' and Firefighters' Pension schemes have been discriminated against because the protections do not apply to them. The Government has confirmed that there will be changes to all main public sector schemes, including the LGPS, to remove this age discrimination. A consultation has been run in relation to the changes proposed for the LGPS and legislation is now being drafted to bring forward these changes. We understand the updated Regulations are to be consulted on in 2023 with the earliest effective date expected to be October 2023.

For the 2022 valuation, as instructed by the Department of Levelling Up, Housing and Communities (DLUHC), we have assumed that the legislation will bring forward the changes as currently proposed, and we have valued the benefits in line with this. The data extracts received for valuation purposes did not include the full pay or service history we require to value the cost of the anticipated benefit changes. We therefore made estimates (for active members only) based on the information that is held in data extract provided. Our estimates involve projecting members CARE benefits against the equivalent final salary benefit to determine, for each active member, whether the underpin may bite and the liability value if it does. There still remains uncertainty over the long-term effects of the McCloud judgment but where data has been available, we have been able to estimate the impact of McCloud on individual employers and funding positions and contributions have been set accordingly.

Change in timing of future actuarial valuations from a triennial cycle

In 2019, the Ministry of Housing, Communities & Local Government (as it was then known, now known as DLUHC) issued a consultation which included moving from a triennial to quadrennial valuation cycle from 2024. The issue remains outstanding and we have produced this report on the basis of a triennial valuation cycle.

Cost management reviews

There remain uncertainties around the 2016 and 2020 cost management exercises. Although we understand that the Scheme Advisory Board (SAB) will not be recommending any Scheme changes, this is still to be announced. However, we anticipate the impact of any changes to be small and therefore we have not made an explicit allowance for these.

Further cost management reviews will be carried out and may lead to future benefit changes. However, as the aim of this monitoring is to keep the cost of benefits within an affordable range, we can be relatively comfortable that future reviews will not have a significant impact on the value we currently place on the liabilities, therefore we have not made an explicit allowance for these.

Climate change risks and opportunities

Climate risk is an important consideration for the 2022 valuation. As part of the 2022 valuation process we have used scenario analysis to identify the impact of shorter term climate risk (transition risk) and longer term climate risk (physical risk) on the Fund's potential funding outcomes. This analysis was developed for LGPS funds based on the Department for Work and Pensions regulations, as we await final regulations which apply directly to the LGPS. The analysis was discussed with GAD, who agreed a set of four key principles for how LGPS funds would undertake climate change scenario analysis as part of the 2022 valuation.

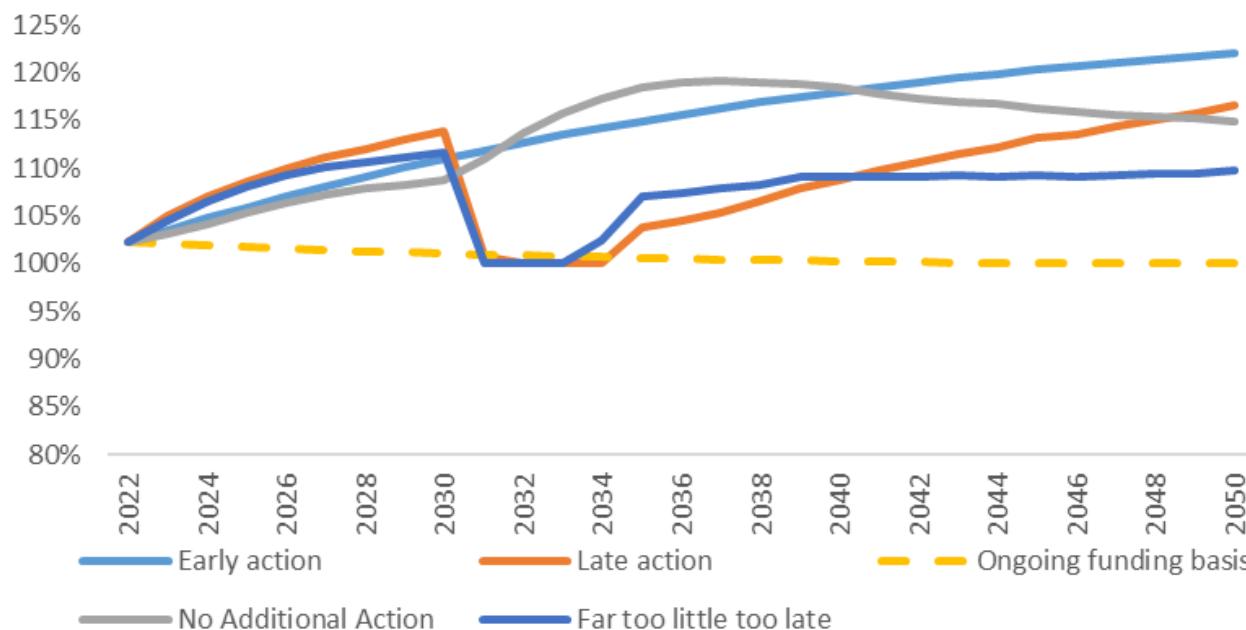
Our analysis considered the potential impact on the future investment return outlook (and therefore discount rate) and inflation (and therefore inflation-linked assumptions), for the purpose of projecting asset and liability values and primary rates. We have also considered additional elements such as the potential impact on life expectancy changes and employer covenant. The analysis supports the level of prudence in the funding strategy.

Under the Key principles, it was agreed that each fund should select two scenarios to consider as a minimum including: "Paris-aligned" and higher temperature outcome, and compare these to the funding basis.

- "Paris-aligned" is an optimistic basis which assumes that good progress is made towards the ambitions made in the 2015 Paris Agreement.
- A higher temperature outcome assumes that no new climate policies are introduced beyond those already agreed, resulting in a growing concentration of greenhouse gas emissions and a larger increase in global temperatures.

Our analysis considers four scenarios which are detailed in our climate scenario analysis report. The impact of the on the funding position of each scenario is considered in Projected funding level graph below.

Funding level projections



Our "early action" scenario aims to represent a "Paris-aligned" scenario, and our "no additional action" scenario represents a higher temperature outcome.

One of the other key principles agreed with GAD was for results to be considered over a period of at least 20 years. The funding level is projected over a period of 30 years as can be seen in the graph above.

Detail on the Fund's approach will also be included in the FSS.

COVID-19 crisis

The 2019 valuation report and Rates and Adjustments Certificate were finalised during the early stages of the COVID-19 crisis. Due to the timing of events, no adjustment was made to the 2019 results. There still remains uncertainty over the long-term effects of COVID-19 but where data has been available, we have been able to consider the impact of COVID-19 on individual funds through the longevity analysis and in setting the mortality assumptions for the Fund. On balance, we would expect the pandemic to lead to a modest reduction in future improvements in life expectancy.

Therefore, we are comfortable that contributions have been set appropriately to allow for COVID-19, based on the data available. More data will be available at the next formal valuation in 2025 where we will update our analysis. We will also continue to monitor the situation during the intervaluation period.

Appendix 4 Dashboard

GAD Dashboard	Format	Item
Past service funding position - local funding basis		2022 valuation
Funding level (assets/liabilities)	%	102%
Funding level (change since previous valuation)	%	5%
Asset value used at the valuation	£m	8,103
Value of liabilities (including McCloud liability)	£m	7,921
Surplus (deficit)	£m	182
Discount rate – past service	% p.a.	4.3%
Discount rate – future service	% p.a.	4.3%
Assumed pension increases (CPI)	% p.a.	2.9%
Method of derivation of discount rate, plus any changes since previous valuation	In line with the Funding Strategy Statement	
Assumed life expectancies at age 65		2022 valuation
Life expectancy for current pensioners – men age 65	years	21.0
Life expectancy for current pensioners – women age 65	years	23.5
Life expectancy for future pensioners – men age 45	years	22.3
Life expectancy for future pensioners – women age 45	years	24.9
Past service funding position - SAB basis (for comparison purposes only)		
Market value of assets	£m	9,646
Value of liabilities	£m	7,259
Funding level on SAB basis (assets/liabilities)	%	133%
Funding level on SAB basis (change since last valuation)	%	18%

GAD Dashboard	Format	Item	
Contribution rates payable		2022 Valuation	2019 Valuation
Primary contribution rate	% of pay	22.0%	20.0%
<i>Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)</i>	£m		
Secondary contribution rate - 1st year of rates and adjustment certificate	£m	0.9	49.9
Secondary contribution rate - 2nd year of rates and adjustment certificate	£m	1.7	12.3
Secondary contribution rate - 3rd year of rates and adjustment certificate	£m	5.2	14.5
<i>Giving total expected contributions</i>			
Total expected contributions - 1st year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	238	229
Total expected contributions - 2nd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	247	198
Total expected contributions - 3rd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	260	207
<i>Assumed payroll (cash amounts in each year)</i>			
Total assumed payroll - 1st year of rates and adjustment certificate (£m)	£m	1,075	909
Total assumed payroll - 2nd year of rates and adjustment certificate (£m)	£m	1,116	942
Total assumed payroll - 3rd year of rates and adjustment certificate (£m)	£m	1,160	942
 3-year average total employer contribution rate	% of pay	22.2%	22.7%
 Average employee contribution rate (% of pay)	% of pay	6.5%	6.5%
Employee contribution rate (£ figure based on assumed payroll of £m)	£m pa	70	59

GAD Dashboard	Format	Item	
		2022 Valuation	2019 Valuation
Deficit recovery plan			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	2041	2041
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	2026	2023
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	n/a	n/a
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	n/a	n/a
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	0%	34%
Additional information			
Percentage of total liabilities that are in respect of Tier 3 employers	%	12%	
Included climate change analysis/comments in the 2022 valuation report	Yes/No	Yes	
Value of McCloud impact on local funding basis	£m	46	

Appendix 5 Rates and Adjustments Certificate

Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2023 to 31 March 2026.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments Certificate are detailed in the Funding Strategy Statement and our report on the actuarial valuation dated 29 March 2023.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2023 to 31 March 2026 is set out in the table overleaf. The primary rate is the employer's contribution towards the cost of benefits accruing in each of the three years beginning 1 April 2023. In addition each employer pays a secondary contribution as required under Regulation 62(7) that when combined with the primary rate results in the minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

Primary and secondary rate summary

The primary rate for the Fund is the weighted average (by payroll) of the individual employers' primary rates and is 22.0% p.a. of payroll.

The secondary rates across the entire Fund (as a percentage of projected Pensionable Pay and as a monetary amount) in each of the three years in the period 1 April 2023 to 31 March 2026 is set out in the table below.

Secondary contributions	2023/24	2024/25	2025/26
Total as a % of payroll	0.1%	0.1%	0.4%
Equivalent to total monetary amounts of	£932,002	£1,664,976	£5,184,978

These amounts reflect the individual employers' deficit recovery plans.

General and specific notes

Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis approved by us as the Fund Actuary. The administering authority, with the advice from us as the Fund Actuary may allow some or all of these contributions to be treated as a prepayment and offset against future certified contributions.

The certified contributions include an allowance for expenses and the expected cost of lump sum death benefits but exclude early retirement strain and augmentation costs which are payable by participating employers in addition.

The monetary amounts are payable in 12 monthly instalments throughout the relevant year unless agreed by the administering authority and an individual employer.

The notes below relate to particular employers and correspond to the letters shown in the specific notes column in the table below.

- (i) We understand that employers with this note have agreed with the administering authority that they will pay their monetary contributions as lump sum payments at the start of the year (i.e. in April of the relevant year(s)). If the employer does not make the lump sum payment in April of the relevant year(s) then an increased lump sum will be payable equal to the amount shown in brackets in the contribution schedule and a deadline of 30 September will be set. If this secondary deadline is missed, then further interest will be applied to the lump sum to a revised payment date agreed with the administering authority.
- (ii) These employers are expected to cease during the intervaluation period. When the contract ceases, we will carry out a cessation valuation to determine any exit payment/credit that may be due to/from the Fund. If the contract is extended beyond or to the intervaluation period then the rates as shown in the contribution schedule apply.
- (iii) This employer has a deferred debt agreement (DDA) with the Fund. We have certified zero contributions for the next three years only. The funding position of the employer will be re-evaluated as part of the actuarial valuation as at 31 March 2025 and contributions may be certified for the employer if the funding position shows a deficit.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes			
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26				
Major tax raising bodies												
<i>Funding Pool</i>												
	<i>Police</i>											
72	Police, Fire and Crime Commissioner	21.3%	-1.6% plus £1,010	-0.8% plus £1,050	£1,090	19.7% plus £1,010	20.5% plus £1,050	21.3% plus £1,090				
784	Essex Chief Constable	21.3%	-1.6% plus £91,380	-0.8% plus £91,380	£91,380	19.7% plus £91,380	20.5% plus £91,380	21.3% plus £91,380				
<i>Funding Pool</i>												
	<i>Colchester Borough Council</i>											
7	Colchester Borough Council	21.2%	£984k	-	-	21.2% plus £984k	21.2%	21.2%	(i)			
854	Colchester Commercial (Holdings) Ltd	21.2%	-2.2%	-2.2%	-2.2%	19.0%	19.0%	19.0%				
866	Colchester Amphora Trading Ltd	21.2%	-2.2%	-2.2%	-2.2%	19.0%	19.0%	19.0%				
<i>Individual Employers</i>												
1	Essex County Council (incl. former GM schools)	21.7%	-1.5%	-1.0%	-0.5%	20.2%	20.7%	21.2%				
2	Basildon Borough Council	21.4%	-	-	-	21.4%	21.4%	21.4%				
3	Braintree District Council	22.1%	-	-	-	22.1%	22.1%	22.1%				
4	Brentwood District Council	22.0%	-	-	-	22.0%	22.0%	22.0%				
5	Castle Point Borough Council	21.9%	-	-	-	21.9%	21.9%	21.9%				
6	Chelmsford City Council	21.3%	£534k (£545k)	-	-	21.3% plus £534k (£545k)	21.3%	21.3%	(i)			
8	Epping Forest District Council	22.1%	£185k	£193k	£200k	22.1% plus £185k	22.1% plus £193k	22.1% plus £200k				
9	Harlow District Council	22.3%	-	-	-	22.3%	22.3%	22.3%				
10	Maldon District Council	20.9%	£351k (£359k)	-	-	20.9% plus £351k (£359k)	20.9%	20.9%	(i)			
11	Rochford District Council	21.0%	£93,000 (£95,000)	-	-	21.0% plus £93,000 (£95,000)	21.0%	21.0%	(i)			
12	Southend-on-Sea City Council (incl. former GM Schools)	21.3%	-1.3%	-0.7%	-	20.0%	20.6%	21.3%				
13	Tendring District Council	22.0%	-	-	-	22.0%	22.0%	22.0%				

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
14	Thurrock Borough Council	21.9%	-1.1%	-1.1%	-1.1%	20.8%	20.8%	20.8%	
15	Uttlesford District Council	22.2%	£490k	-	-	22.2% plus £490k	22.2%	22.2%	
66	Essex Fire Authority	21.6%	-1.1% plus £389k (£397k)	-0.6% plus £404k (£413k)	£420k (£429k)	20.5% plus £389k (£397k)	21.0% plus £404k (£413k)	21.6% plus £420k (£429k)	(i)
Academies pool employers									
<i>Funding Pool</i>		<i>Academies</i>							
278	Shoeburyness High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
279	Our Lady Immaculate Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
280	The Pioneer School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
282	St Thomas More Catholic Primary School, Saffron Walden	23.0%	1.8%	2.0%	2.0%	24.8%	25.0%	25.0%	
283	St Teresa's Catholic Primary School, Colchester	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
284	Belmont Castle Academy	23.0%	1.0%	2.0%	2.0%	24.0%	25.0%	25.0%	
285	West Thurrock Academy	23.0%	0.4%	1.4%	2.0%	23.4%	24.4%	25.0%	
286	White Hall Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
287	Newlands Spring Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
289	Beacon Hill Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
290	Belfairs Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
291	Joyce Frankland Academy, Newport	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
292	Becket Keys Church Of England Free School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
293	Kenningtons Primary Academy	23.0%	1.6%	2.0%	2.0%	24.6%	25.0%	25.0%	
294	Briscoe Primary School & Nursery Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
295	Harris Primary Academy Chafford Hundred	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
296	Greensted Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
297	The James Hornsby School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
300	Thameside Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
301	Brentwood Ursuline Convent High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
302	Cann Hall Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
303	Notley Green Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
304	Heybridge Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
305	The Bromfords School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
306	Kingsmoor Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
307	Dilkes Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
308	Woodside Academy	23.0%	-	1.0%	2.0%	23.0%	24.0%	25.0%	
309	Shaw Primary Academy	23.0%	1.9%	2.0%	2.0%	24.9%	25.0%	25.0%	
310	Hedingham School and Sixth Form	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
311	Tabor Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
312	Kelvedon St Mary's Church of England Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
313	Benyon Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
314	Alec Hunter Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
315	The Sweyne Park School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
316	Highwoods Community Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
317	Rayleigh Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
318	Purfleet Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
319	Abbots Hall Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
320	Graham James Primary Academy	23.0%	-0.1%	0.9%	2.0%	22.9%	23.9%	25.0%	
321	Mark Hall Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
322	Stanford-Le-Hope Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
323	Shenfield St. Mary's Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
324	Powers Hall Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
326	Quarry Hill Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
327	The Hathaway Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
328	St Luke's Catholic Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
330	Messing Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
331	Purford Green Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
332	Ravens Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
333	St Clare's Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
334	Freshwaters Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
335	The Ramsey Academy, Halstead	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
336	Potter Street Academy	23.0%	-0.4%	0.8%	2.0%	22.6%	23.8%	25.0%	
337	Kirby Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
338	Corringham Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
339	Weeley St Andrew's CofE Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
340	The Cornelius Vermuyden School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
341	Southminster Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
342	Woodville Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
343	St Teresa's Catholic Primary School, Basildon	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
344	Burrsville Infant Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
345	Cooks Spinney Primary Academy and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
346	Roydon Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
347	Rolph Church of England Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
348	Darlinghurst Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
349	Great Clacton Church of England Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
350	Little Parndon Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
351	Giffards Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
352	Meadgate Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
353	Monkwick Infant and Nursery School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
354	Monkwick Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
355	Prince Avenue Academy and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
356	Purleigh Community Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
357	Rochford Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
358	Brentwood County High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
359	Tilbury Pioneer Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
360	St Cedd's Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
361	Grove Wood Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
362	Larchwood Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
363	Tudor Court Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
364	Beckmead Moundwood Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
365	Holt Farm Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
367	Castle View School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
368	Montgomerie Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
369	Pear Tree Mead Academy	23.0%	1.7%	2.0%	2.0%	24.7%	25.0%	25.0%	
370	Willow Brook Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
371	BMAT Stem	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
372	Howbridge Church of England Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
373	Unity Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
374	East Tilbury Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
375	Water Lane Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
376	Harris Primary Academy Mayflower	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
377	Southend YMCA Community School	23.0%	-0.7%	0.3%	2.0%	22.3%	23.3%	25.0%	
378	Katherine Semar Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
379	katherine Semar Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
380	Mildmay Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
381	Parkwood Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
382	Northwick Park Primary and Nursery Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
383	Thundersley Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
384	Abbotsweld Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
385	Latton Green Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
386	Longwood Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
387	Woodham Ley Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
388	Forest Hall School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
389	Hatfield Heath Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
390	Mistley Norman Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
391	Stambridge Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
392	Waterman Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
393	Castledon School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
394	The Fitzwimarc School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
395	Leigh Beck Infant School and Nursery Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
396	St James Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
397	Langham Oaks	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
398	Chase High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
399	Woodlands School	23.0%	1.3%	2.0%	2.0%	24.3%	25.0%	25.0%	
400	Olive AP Academy - Thurrock	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
401	Deneholm Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
402	Stifford Clays Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
403	Braiswick Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
404	Grove House School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
405	Winter Gardens Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
406	Maltese Road Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
407	Roseacres Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
408	The Ongar Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
409	Pemberley Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
410	Chigwell Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
411	Cherry Tree Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
412	Iceni Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
413	Latchingdon Church of England Voluntary Controlled Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
414	Cecil Jones Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
415	Maylandsea Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
416	Henry Moore Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
417	TAKELEY PRIMARY SCHOOL	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
418	Porters Grange Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
419	West Leigh Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
420	Ramsden Hall Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
421	Alton Park Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
422	Holland Park Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
423	St Osyth Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
424	Templars Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
425	The Deanes	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
426	The Phoenix Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
427	Hamstel Infant School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
428	Hamstel Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
429	Northlands Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
430	Larkrise Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
431	Ryedene Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
432	Diocese of Chelmsford Vine Schools	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
433	Sir Martin Frobisher Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
434	Thorpedene Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
435	Merrylands Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
436	Whitmore Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
437	The Willows Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
438	Camulos Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
439	Lubbins Park Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
440	Friars Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
441	Arthur Bugler Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
442	Blenheim Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
443	Bournes Green Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
444	Richard de Clare Community Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
445	Magna Carta Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
446	Hinguar Community Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
447	Chadwell St Mary Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
448	Bardfield Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
450	Greenways Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
451	St James' Church of England Primary School (Colchester)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
452	St Margaret's Church of England Academy, Bowers Gifford	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
453	Market Field School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
454	Perryfields Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
455	Shalford Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
	Debden Church of England Voluntary Controlled Primary Academy								
456	Bournemouth Park Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
458	Barling Magna Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
459	Great Wakering Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
460	Kings Road Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
461	Lawford Mead Primary & Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
462	John Ray Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
463	Treetops School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
464	Maple Grove Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
465	Somers Heath Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
466	Orsett Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
467	Milwards Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
468	Katherines Primary Academy and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
469	BMAT	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
470	Sutton House Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
471	Victory Park Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
472	Bournes Green Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
473	Richmond Avenue Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
474	Bulphan Church of England Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
475	Belchamp St Paul Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
476	Ridgewell Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
477	Stapleford Abbotts Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
478	Mid Essex Co-Operative Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
479	North East Essex Co-Operative Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
480	Silver End Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
481	Hilltop Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
482	Kingswode Hoe School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
483	Kingsdown School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
484	Lancaster School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
485	St Nicholas School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
486	Maldon Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
487	Leigh Beck Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
488	Harris Academy Riverside	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
489	Fawbert and Barnard's Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
490	Harlowbury Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
491	Tany's Dell Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
492	Glebe Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
493	Epping St Johns Church of England School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
494	Janet Duke Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
495	Noak Bridge Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
498	Rayne Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
609	The Gateway Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
630	Greensward Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
631	New Rickstones Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
632	Maltings Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
637	Clacton Coastal Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
638	Ormiston Park Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
640	The Basildon Lower Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
641	The Basildon Upper Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
651	Colchester Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
654	King Harold Business & Enterprise Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
655	Chelmsford County High School for Girls	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
656	The Flitch Green Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
658	Debden Park High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
659	The Appleton School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
660	William de Ferrers School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
661	The King John School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
662	The Ockendon Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
663	Buttsbury Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
664	West Hatch High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
665	Saffron Walden County High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
667	Chelmer Valley High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
668	Colne Community School and College (Secondary and 16 to 19 Provision)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
669	Davenant Foundation School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
670	Great Baddow High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
671	The Honywood Community Science School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
672	King Edward VI Grammar School, Chelmsford	23.0%	0.7%	1.7%	2.0%	23.7%	24.7%	25.0%	
673	The King Edmund School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
674	Moulsham Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
675	R A Butler Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
676	R A Butler Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
677	Southend High School for Girls	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
678	St Martin's School Brentwood	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
679	Westborough Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
680	Westcliff High School for Boys Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
681	Ashingdon Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
682	Great Berry Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
683	Hadleigh Infant and Nursery School	23.0%	1.8%	2.0%	2.0%	24.8%	25.0%	25.0%	
684	Hilltop Junior School	23.0%	1.5%	2.0%	2.0%	24.5%	25.0%	25.0%	
685	Holy Cross Catholic Primary School, Harlow	23.0%	0.7%	1.7%	2.0%	23.7%	24.7%	25.0%	
686	Jotmans Hall Primary School	23.0%	1.8%	2.0%	2.0%	24.8%	25.0%	25.0%	
687	Kingston Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
688	Lee Chapel Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
689	Notley High School and Braintree Sixth Form	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
690	Plumberow Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
691	The Robert Drake Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
692	Runwell Community Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
693	South Benfleet Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
694	St Alban's Catholic Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
695	St Helen's Catholic Junior School	23.0%	1.2%	2.0%	2.0%	24.2%	25.0%	25.0%	
696	Westwood Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
697	Hylands School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
698	Tendring Technology College	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
699	St Mark's West Essex Catholic School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
702	Westcliff High School for Girls	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
703	Southend High School for Boys	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
704	The Eastwood Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
710	Kents Hill Infant Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
711	Hadleigh Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
712	Ormiston Rivers Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
713	Passmores Academy Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
714	Westerings Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
715	The Tyrrells School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
716	Great Chesterford Church of England Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
717	Stewards Academy - Science Specialist, Harlow	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
718	Stisted Church of England Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
719	Thriftwood School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
720	Burnt Mill Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
721	Hutton All Saints' Church of England Primary School	23.0%	-0.7%	0.3%	2.0%	22.3%	23.3%	25.0%	
722	The Wickford Church of England School	23.0%	0.1%	1.1%	2.0%	23.1%	24.1%	25.0%	
723	Colchester Royal Grammar School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
727	The Boswells School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
728	Shenfield High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
732	Manningtree High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
733	St Helena School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
734	The Stanway School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
735	The Thomas Lord Audley School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
736	Columbus School and College	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
737	Harris Academy Chafford Hundred	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
738	Clacton County High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
739	Moulsham Junior School	23.0%	1.5%	2.0%	2.0%	24.5%	25.0%	25.0%	
740	Helena Romanes School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
741	Anglo European School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
742	The Billericay School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
743	Gable Hall Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
744	The Gilberd School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
745	Harwich and Dovercourt High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
746	Hassenbrook Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
747	Hockerill Anglo-European College	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
748	Philip Morant School and College	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
749	Plume School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
750	The Sandon School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
751	St Bernards High School Southend	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
752	St Clere's School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
753	St Thomas More High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
754	St Thomas More's Catholic Primary School, Colchester	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
755	Thurstable School Sports College and Sixth Form Centre	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
756	William Edwards School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
757	Mayflower High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
758	Moulsham High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
759	Kents Hill Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
760	Colchester County High School for Girls	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
761	St Christophers Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
762	Lyons Hall School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
763	Hamford Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
764	Lansdowne Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
765	Herringham Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
776	Academies Enterprise Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
858	Birkin Cleaning Services Ltd (Fitzwimarc School)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
863	Cater Link Ltd (St Thomas More)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
870	Pabulum Ltd (Chase High)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
871	Pabulum Ltd (Bournemouth Park)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
872	L & L Cleaning Services Ltd (Silver End)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
883	Lewis & Graves Partnership Ltd (Mayflower)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
894	Pabulum Ltd (Portico)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
902	North Crescent Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
903	Wyburns Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
904	SEAX Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
905	Sigma Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
906	Epping Upland CofE Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
907	Ivy Chimneys Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
908	Lambourne Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
909	St John's Church of England Voluntary Controlled Primary School, Buckhurst Hill	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
910	White Bridge Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
911	St Andrew's Church of England Primary School, Halstead	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
912	Southview School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
913	Steeple Bumpstead Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
914	Crays Hill Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
915	Mountnessing Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
916	William Martin Church of England Infant and Nursery School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
917	William Martin Church of England Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
918	Our Lady of Lourdes Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
919	Sacred Heart Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
920	Roding Valley High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
921	Chigwell Row Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
922	Hereward Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
923	Hillhouse CofE Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
924	Limes Farm Infant School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
925	Oak View School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
926	Staples Road Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
927	Theydon Bois Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
928	Feering Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
929	Jerounds Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
930	Barnes Farm Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
931	Barnes Farm Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
932	Perryfields Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
933	Chipping Ongar Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
934	High Ongar Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
935	Oaklands Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
936	Ongar Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
937	The Alderton Infant School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
938	The Alderton Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
939	Holy Family Catholic Primary School, Benfleet	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
940	Our Lady of Ransom Catholic Primary School, Rayleigh	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
941	St George's Catholic Primary School, Shoeburyness	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
942	St Helen's Catholic Primary School, Westcliff-on-sea	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
943	St Joseph's Catholic Primary School, Canvey Island	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
944	St Teresa's Catholic Primary School, Rochford	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
945	The Downs Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
946	Felmore Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
947	Greensted Infant School and Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
948	Hockley Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
949	Laindon Park Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
950	Margaretting Church of England Voluntary Controlled Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
951	Rivenhall Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
952	Temple Sutton Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
953	Newhall Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
954	The Beaulieu Park School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
955	Southchurch High School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
956	SWECET	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
957	Endeavour Co-Operative Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
958	High Beech CofE Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
959	Elm Hall Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
960	Gosfield Community Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
961	Aveley Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
962	St Thomas of Canterbury Catholic Primary School, Grays	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
963	St Joseph's Catholic Primary School, Stanford-le-hope	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
964	Cherry Tree Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
965	Colne Engaine Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
966	St Andrew's Church of England Primary School, Great Yeldham	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
967	Horndon-On-the-Hill CofE Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
968	St Mary's Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
969	Zenith Multi Academy Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
970	Mildmay Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
971	Fairhouse Community Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
972	The Gateway Primary Free School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
973	Doddington Church of England Junior School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
974	Little Thurrock Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
975	Acorn Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
976	Paxman Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
977	Sir Frederick Gibberd College	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
978	Roxwell Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
979	Tolleshunt D'Arcy St Nicholas Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
980	Southend East Community Academy Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
981	The Chelmsford Learning Partnership	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
982	Buckhurst Hill Community Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
983	Tiptree Heath Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
984	Waltham Holy Cross Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
985	Holy Cross Catholic Primary School, Ockendon	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
986	St Nicholas Church of England Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
987	St Pius X Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
988	Finchingfield St John the Baptist CofE Primary Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
989	Home Farm Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
990	St Peter's Catholic Primary School, Billericay	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
991	St Mary's Church of England Primary School, Woodham Ferres	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
992	Thames Park Secondary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
994	Orsett Heath Academy	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1001	Town & Country	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1005	Kindred (formerly Ridge Crest Cleaning Services, transfer from Colchester Academy)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1009	Kindred (formerly Ridge Crest Cleaning Services, transfer from BMAT)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1012	Sansum Cleaning Solutions	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1014	J & J Cleaning	23.0%	1.9%	2.0%	2.0%	24.9%	25.0%	25.0%	
1015	Kindred (formerly Ridge Crest Cleaning Services, transfer from Richmond Avenue Primary School)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1021	Pabulum (Purfleet Catering)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
	Kindred (formerly Ridge Crest Cleaning Services, transfer from Hold Farm Junior School)	23.0%	0.7%	1.7%	2.0%	23.7%	24.7%	25.0%	
1026	Chartwells (ATT)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1028	Kindred (SWEPCET)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1031	Cleantec Services Ltd	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1100	Two Village Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1101	Beckers Green Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1102	St Joseph's Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1103	Holy Family Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1104	de Vere Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1105	Warren Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1106	Bonnygate Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1107	Ford End Church of England Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1108	Bocking Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1109	Cressing Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1110	Berlesduna Academy Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1111	Christus Catholic Trust	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1113	The Trinity School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1114	Chatten Free School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1115	Edwards Hall Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
Further and higher education bodies									
<i>Individual Employers</i>									
56	University Of Essex	25.5%	-1.6%	-1.6%	-1.6%	23.9%	23.9%	23.9%	
84	Anglia Ruskin University	20.3%	-1.5% plus £1.17m	-0.8% plus £1.21m	£1.26m	18.8% plus £1.17m	19.5% plus £1.21m	20.3% plus £1.26m	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
100	Colchester Borough Homes Ltd	22.4%	-1.6%	-1.6%	-1.6%	20.8%	20.8%	20.8%	
148	Colchester Institute	22.6%	£113k	£117k	£122k	22.6% plus £113k	22.6% plus £117k	22.6% plus £122k	
149	Chelmsford Fe College	23.6%	-1.7% plus £70,000	-0.8% plus £70,000	£70,000	21.9% plus £70,000	22.8% plus £70,000	23.6% plus £70,000	
152	The Sixth Form College Colchester	24.6%	£36k	£37k	£38k	24.6% plus £36k	24.6% plus £37k	24.6% plus £38k	
162	USP College	21.3%	£12,000	£12,000	£12,000	21.3% plus £12,000	21.3% plus £12,000	21.3% plus £12,000	
164	Writtle University College	21.4%	-1.9% plus £112k	-0.9% plus £122k	£132k	19.5% plus £112k	20.5% plus £122k	21.4% plus £132k	
165	Harlow College	21.6%	£145k	£145k	£145k	21.6% plus £145k	21.6% plus £145k	21.6% plus £145k	
274	South Essex College	22.1%	£237k	£247k	£258k	22.1% plus £237k	22.1% plus £247k	22.1% plus £258k	
597	South Essex Homes Ltd	24.2%	-	-	-	24.2%	24.2%	24.2%	
Town and parish councils									
<i>Funding Pool</i>		<i>Town and parish councils pool</i>							
16	Brightlingsea Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
17	Epping Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
18	Frinton & Walton T C	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
19	Halstead Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
20	Saffron Walden Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
21	Waltham Abbey Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
22	West Mersea Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
27	Great Baddow Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
29	St Osyth Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
30	South Woodham Ferrers Town Cnl	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
60	Wivenhoe Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
63	Stansted Mountfitchet Par Cncl	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
65	Kelvedon Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
75	Tollesbury Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
80	Ingatestone & Fryerning Pc	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
82	Earls Colne Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
89	Chappel Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
90	Hullbridge Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
91	Springfield Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
92	Galleywood Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
98	Maldon Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
200	Wormingford Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
502	Danbury Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
503	Witham Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
504	Heybridge Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
508	Stebbing Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
510	Broomfield Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
513	Blackmore Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
514	Burnham On Crouch Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
515	South Hanningfield P C	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
519	Gt Dunmow Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
520	North Weald Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
521	Hawkwell Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
522	Chigwell Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
523	Loughton Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
524	Harwich Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
525	Leigh On Sea Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
526	Buckhurst Hill Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
527	Great Wakering Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
528	Rayleigh Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
530	Billericay Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
532	Lambourne Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
536	Little Yeldham Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
545	Tiptree Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
546	Ongar Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
550	Stanway Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
551	Runwell Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
562	Writtle Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
563	Marks Tey Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
581	Sandon Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
596	Sible Hedingham Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
598	Feering Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
599	Great Notley Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
603	Coggeshall Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
608	Ashingdon Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
619	Canvey Island Town Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
620	Myland Community Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
626	Barnston Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
628	Gt Burstead And South Green Pc	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
642	Thaxted Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
643	West Horndon Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
649	Little Waltham Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
666	Herongate And Ingrave Pc	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
775	Hockley Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
787	Great Yeldham Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
793	Wakes Colne Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
795	Birchanger Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
804	Fordham Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
806	Copford with Easthorpe Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
807	Boxted Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
811	Barling Magna Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
817	Little Clacton Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
819	East Donyland Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
821	Canewdon Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
822	Purleigh Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
831	Boreham Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
832	Great Horkestone Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
833	Nazeing Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
835	Great Waltham Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
840	Silver End Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
843	West Bergholt Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
845	Pleshey Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
848	Wickham Bishops Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
853	Terling and Fairstead Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
867	Great Bentley Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
869	Chignal Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
879	Little Canfield Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
880	Mistley Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
882	Great Chesterford Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
890	Ardleigh Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
891	Southminster Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
897	Stondon Massey Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1002	Kelvedon Hatch Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1003	Althorne Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1013	Pebmarsh Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1020	Stock Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
731	Stambridge Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
797	Little Oakley Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
805	Bradwell with Pattiswick Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
818	Bulmer Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
829	Mayland Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1016	Mountnessing Village Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1034	Rayne Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1033	Lawford Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
Contractors									
<i>Funding Pool</i>	<i>Essex Cares</i>								
	633	Essex Cares Ltd	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	0.0%
	634	Essex Inclusion And Employment	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	0.0%
	636	Essex Community Support Limited	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	(ii)
	790	ECS Ltd Reablement South East	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	(ii)
	884	Essex Community Support Mid	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	(ii)
	885	Essex Community Support North East	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	(ii)
	886	Essex Community Support South West	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	(ii)
	887	Essex Community Support West	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	(ii)
<i>Funding Pool</i>	<i>SLM</i>								

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
771	SLM Health & Fitness (SV)	23.4%	-5.5%	-5.5%	-5.5%	17.9%	17.9%	17.9%	
772	SLM Health & Fitness (LM)	23.4%	-5.5%	-5.5%	-5.5%	17.9%	17.9%	17.9%	
773	SLM Charitable Trust (SV)	23.4%	-5.5%	-5.5%	-5.5%	17.9%	17.9%	17.9%	
774	SLM Charitable Trust (LM)	23.4%	-5.5%	-5.5%	-5.5%	17.9%	17.9%	17.9%	
<i>Individual Employers</i>									
547	APCOA	30.3%	-30.3%	-30.3%	-30.3%	0.0%	0.0%	0.0%	
586	Ashlyn Healthcare Ltd	27.4%	-27.4%	-27.4%	-27.4%	0.0%	0.0%	0.0%	(ii)
587	Goldenley Healthcare Ltd	27.1%	-27.1%	-27.1%	-27.1%	0.0%	0.0%	0.0%	(ii)
589	Dovercourt Healthcare Ltd	33.2%	-33.2%	-33.2%	-33.2%	0.0%	0.0%	0.0%	(ii)
590	Longfield Healthcare Ltd	19.0%	-19.0%	-19.0%	-19.0%	0.0%	0.0%	0.0%	(ii)
607	H Q Theatres Ltd	22.7%	£6,660	£6,920	£7,180	22.7% plus £6,660	22.7% plus £6,920	22.7% plus £7,180	
621	Pinnacle F M	23.6%	-	-	-	23.6%	23.6%	23.6%	
646	Idverde	28.5%	-23.5%	-23.5%	-23.5%	5.0%	5.0%	5.0%	(ii)
701	Riverside Truck Rental Ltd	26.0%	-21.0%	-21.0%	-21.0%	5.0%	5.0%	5.0%	(ii)
725	Pabulum (Boswells)	34.8%	-12.0%	-12.0%	-12.0%	22.8%	22.8%	22.8%	(ii)
767	Mitie Technical Fm Ltd	28.5%	-28.5%	-28.5%	-28.5%	0.0%	0.0%	0.0%	
770	Barnardos	31.1%	-31.1%	-31.1%	-31.1%	0.0%	0.0%	0.0%	(ii)
779	Mitie Security Limited	25.3%	-25.3%	-25.3%	-25.3%	0.0%	0.0%	0.0%	
780	Fusion Lifestyle	26.2%	-26.2%	-26.2%	-26.2%	0.0%	0.0%	0.0%	
781	Ringway Jacobs Limited	28.2%	-	-	-	28.2%	28.2%	28.2%	
798	Mears Limited	30.3%	-30.3%	-30.3%	-30.3%	0.0%	0.0%	0.0%	(ii)
799	Updata Infrastructure (UK) Ltd	23.3%	-	-	-	23.3%	23.3%	23.3%	(ii)
802	Skanska (Woodlands School)	27.7%	-22.7%	-22.7%	-22.7%	5.0%	5.0%	5.0%	
803	Atalian Servest (William Edwards)	27.0%	-2.1%	-2.1%	-2.1%	24.9%	24.9%	24.9%	
838	Schools Offices Services Ltd	26.8%	-	-	-	26.8%	26.8%	26.8%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
842	Ecoclean Services Ltd (Ramsey Academy)	30.2%	-5.1%	-5.1%	-5.1%	25.1%	25.1%	25.1%	
847	Ecoclean Services Ltd (Richard De Clare)	29.6%	-7.6% plus £100	-4.0% plus £120	£160	22.0% plus £100	25.6% plus £120	29.6% plus £160	
851	Places for People Leisure Ltd	24.9%	-1.0%	-1.0%	-1.0%	23.9%	23.9%	23.9%	
860	Harrison Catering Academy Ltd (Tabor)	26.6%	-	-	-	26.6%	26.6%	26.6%	
895	Morgan Sindall Property Services	25.8%	-	-	-	25.8%	25.8%	25.8%	(ii)
1000	Uttlesford Norse Services Ltd	24.1%	-1.0%	-1.0%	-1.0%	23.1%	23.1%	23.1%	
1007	Hertfordshire NHS Foundation Trust	22.9%	£10,500	£10,950	£4,750	22.9% plus £10,500	22.9% plus £10,950	22.9% plus £4,750	(ii)
1008	Pinnacle Housing Ltd (Basildon)	22.4%	£1,340	£1,400	£1,450	22.4% plus £1,340	22.4% plus £1,400	22.4% plus £1,450	
1010	Everyone Health Ltd	24.4%	£2,100	£440	-	24.4% plus £2,100	24.4% plus £440	24.4%	(ii)
1011	Elite Cleaning Services (Mayflower Primary)	25.0%	£590	£610	£530	25.0% plus £590	25.0% plus £610	25.0% plus £530	(ii)
1017	Aramark	26.4%	-0.2%	-0.2%	-0.2%	26.2%	26.2%	26.2%	(ii)
1019	Pinnacle (Thurrock)	25.8%	£12,500	-	-	25.8% plus £12,500	25.8%	25.8%	(ii)
1027	Let's Do Business (Ongar Business Centre)	30.7%	£3,940	£4,090	£4,250	30.7% plus £3,940	30.7% plus £4,090	30.7% plus £4,250	
1029	Wetton Cleaning Services Ltd	24.3%	£6,300	-	-	24.3% plus £6,300	24.3%	24.3%	(ii)
Other admission bodies (typically used to be CABs)									
<i>Individual Employers</i>									
31	Ardleigh Reservoir Committee	28.4%	-28.4%	-28.4%	-28.4%	0.0%	0.0%	0.0%	
44	Harlow District Sports Trust	26.1%	£2,970	£3,090	£3,210	26.1% plus £2,970	26.1% plus £3,090	26.1% plus £3,210	
64	The Community Council Of Essex	28.4%	£21,300	£22,000	£23,000	28.4% plus £21,300	28.4% plus £22,000	28.4% plus £23,000	
500	Safer Places	26.5%	£73k	£76k	£79k	26.5% plus £73k	26.5% plus £76k	26.5% plus £79k	
501	Changing Pathways	26.6%	-26.6%	-26.6%	-26.6%	0.0%	0.0%	0.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
511	Chelmsford Council For Vol Ser	29.2%	-29.2%	-29.2%	-29.2%	0.0%	0.0%	0.0%	
516	University of Essex Commercial Services Ltd	31.3%	-31.3%	-31.3%	-31.3%	0.0%	0.0%	0.0%	
518	Race Equality Foundation	25.3%	-15.3%	-15.3%	-15.3%	10.0%	10.0%	10.0%	
529	Phoenix Group Homes	30.8%	-30.8%	-30.8%	-30.8%	0.0%	0.0%	0.0%	
531	Chelmsford Citizens Advice Bureau	28.4%	-28.4%	-28.4%	-28.4%	0.0%	0.0%	0.0%	
534	Worthing Homes Ltd	24.5%	-	-	-	24.5%	24.5%	24.5%	
537	Chelmsford Community Transport	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%	
538	The Trading Standards Inst	24.4%	£50,000	£50,000	£50,000	24.4% plus £50,000	24.4% plus £50,000	24.4% plus £50,000	
539	Thurrock Community Leisure Ltd	25.1%	-1.5% plus £5,680	-0.6% plus £6,100	£6,300	23.6% plus £5,680	24.5% plus £6,100	25.1% plus £6,300	
544	Essex Association of Local Councils	21.0%	1.6% plus £4,990	1.6% plus £5,180	1.6% plus £5,380	22.6% plus £4,990	22.6% plus £5,180	22.6% plus £5,380	
549	Social Care Institute for Excellence (SCIE)	0.0%	-	-	-	0.0%	0.0%	0.0%	(iii)
553	Chelmer Housing Partnership	21.4%	-1.2% plus £110k	0.8% plus £120k	2.8% plus £130k	20.2% plus £110k	22.2% plus £120k	24.2% plus £130k	
558	Care Quality Commission	27.4%	-27.4%	-27.4%	-27.4%	0.0%	0.0%	0.0%	
611	Moat Housing Group Ltd	24.4%	£18,100	£18,800	£19,500	24.4% plus £18,100	24.4% plus £18,800	24.4% plus £19,500	
614	Rochford Housing Association	25.3%	-25.3%	-25.3%	-25.3%	0.0%	0.0%	0.0%	
617	Orchestras Live	25.8%	-2.6% plus £6,000	-2.6% plus £6,250	-2.6% plus £6,500	23.2% plus £6,000	23.2% plus £6,250	23.2% plus £6,500	
618	Eastlight	24.9%	£72,000	£75,000	£78,000	24.9% plus £72,000	24.9% plus £75,000	24.9% plus £78,000	
644	Brentwood Community Transport	30.1%	£1,800	£1,870	£1,940	30.1% plus £1,800	30.1% plus £1,870	30.1% plus £1,940	
785	Thurrock Lifestyle Solutions CIC	26.5%	-1.9%	-1.9%	-1.9%	24.6%	24.6%	24.6%	
801	Essex Partnership University NHS Foundation Trust (EPUNFT)	27.2%	-27.2%	-27.2%	-27.2%	0.0%	0.0%	0.0%	
814	Epping Forest Community Transport	29.9%	£2,000	£2,200	£2,400	29.9% plus £2,000	29.9% plus £2,200	29.9% plus £2,400	
868	Braintree District Museum Trust	26.0%	£1,620	£1,780	£1,960	26.0% plus £1,620	26.0% plus £1,780	26.0% plus £1,960	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes			
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26				
Designated bodies												
<i>Individual Employers</i>												
810	Essex Shared Services Ltd	26.3%	-3.2%	-3.2%	-3.2%	23.1%	23.1%	23.1%				
844	HTS (Property and Environment) Ltd	23.9%	-	-	-	23.9%	23.9%	23.9%				
849	Southend Care Ltd	27.5%	-	-	-	27.5%	27.5%	27.5%				
888	Juniper Education (Essex Education Services)	24.4%	2.6%	2.6%	2.6%	27.0%	27.0%	27.0%				
1004	Qualis Management Ltd	27.2%	-1.3%	-1.3%	-1.3%	25.9%	25.9%	25.9%				
1018	Juniper Education	26.9%	£19,100	£19,800	£20,600	26.9% plus £19,100	26.9% plus £19,800	26.9% plus £20,600				

Post valuation employers

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Town and Parish Councils									
1033	Lawford Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
1034	Rayne Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
832	Great Horkesley Parish Council	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
Academies pool employers									
1032	Aspens (AET)	23.0%	1.7%	2.0%	2.0%	24.7%	25.0%	25.0%	
1035	Sansum Cleaning Solutions (Staples Road)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1036	Hertfordshire Catering Ltd (Templefields)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1037	Chartwells (Lion MAT)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1038	Caterlink Ltd (Glebe)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1040	Caterlink Ltd (Willowbrook)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1041	Lewis & Graves Partnership Ltd (St Bernards)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1043	CaterLink Ltd (Hylands)	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1112	Wells Park School	23.0%	1.9%	2.0%	2.0%	24.9%	25.0%	25.0%	
1116	William Read Primary School	23.0%	1.9%	2.0%	2.0%	24.9%	25.0%	25.0%	
1117	St Luke's Park Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1118	St John Fisher Catholic Primary School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1121	Lee Chapel MAT	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1119	South Essex Alliance MAT Central	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
1120	The Hawthorns School	23.0%	2.0%	2.0%	2.0%	25.0%	25.0%	25.0%	
Contractors									
1049	L&L Cleaning (Grange Primary School)	26.3%	0.0%	0.0%	0.0%	26.3%	26.3%	26.3%	