

HYMANS  ROBERTSON

Staffordshire Pension Fund

Report on the actuarial valuation as at 31 March 2025

March 2026

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For and on behalf of Hymans Robertson LLP



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Executive
summary



1. Executive summary

We have been commissioned by Staffordshire County Council (“the Administering Authority”) to carry out a valuation of the Staffordshire Pension Fund (“the Fund”) as at 31 March 2025. This fulfils Regulation 62 of the Local Government Pension Scheme Regulations 2013. This report is a summary of the valuation.

Contribution rates

The contribution rates for individual employers set at the 31 March 2025 valuation can be found in the Rates and Adjustments certificate. Table 1 shows the combined individual employer rates, compared to the last valuation in 2022.

	31 March 2025		31 March 2022	
Primary rate	19.1% of pay		21.5% of pay	
	2026/27	0.8%	2023/24	7.8%
Secondary rate	2027/28	-0.3%	2024/25	8.0%
	2028/29	2.1%	2025/26	8.2%

Table 1: Combined employer contribution rates compared with previous valuation

On average, contribution rates have reduced due to higher assumed future returns at 2025, reducing the estimated cost of funding future benefit payments.

Funding position

At 31 March 2025, the funding position on the Fund’s assumptions has improved from the last valuation at 31 March 2022. Table 2 shows the reported funding position, compared to the last valuation in 2022.

Valuation Date	31 March 2025	31 March 2022
Assets (£m)	7,758	6,833
Liabilities (£m)	4,995	5,696
Surplus / (Deficit) (£m)	2,763	1,137
Funding Level	155%	120%

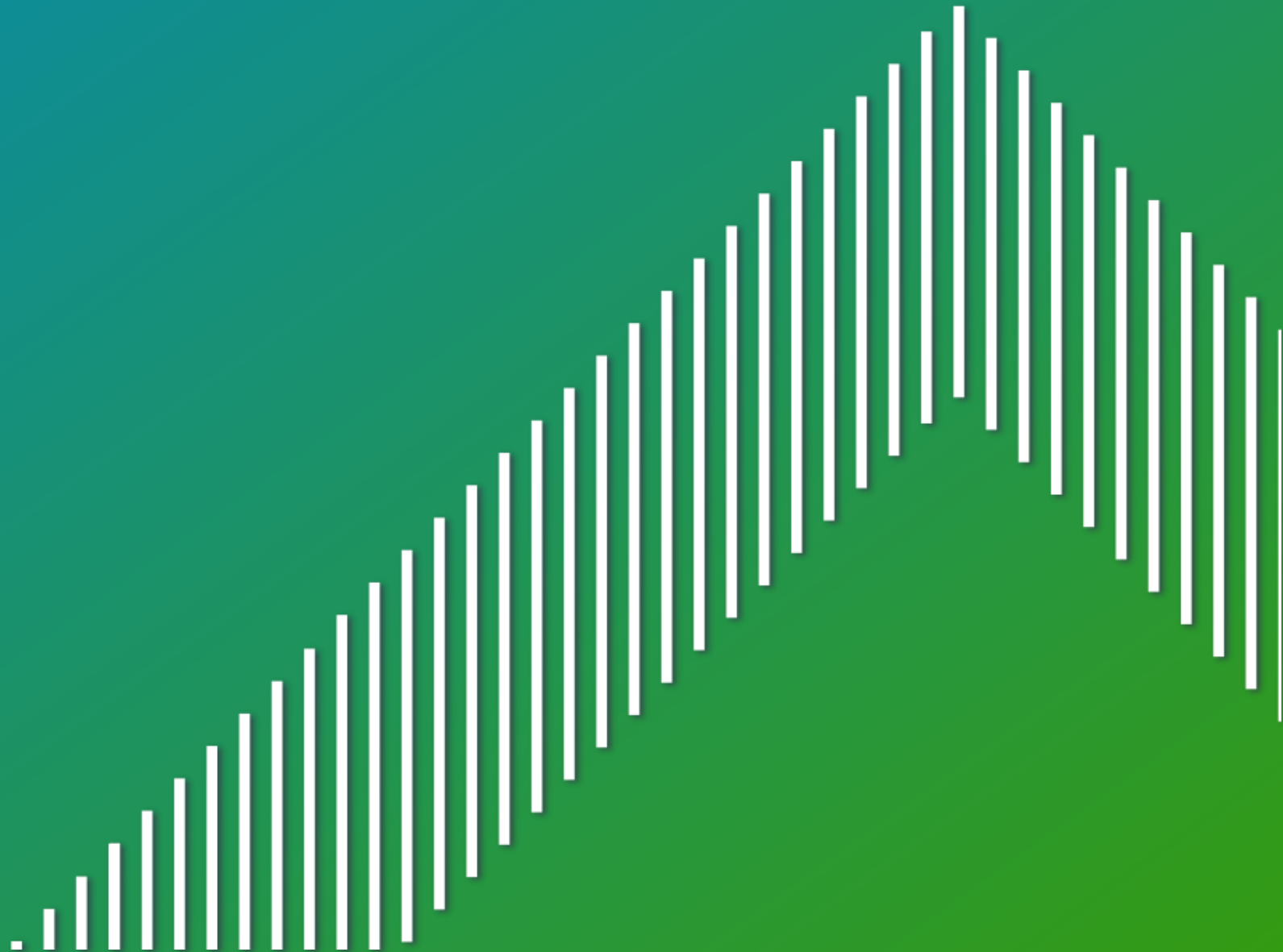
Table 2: Reported funding position compared with previous valuation

Similar to contribution rates, the improvement in funding level is primarily due to higher assumed future investment returns at 2025.

Comparison with other LGPS funds

The funding position and contribution rates are based on assumptions about future factors such as investment returns, inflation and life expectancy. As these are uncertain, different assumptions are used by each LGPS fund to reflect their own views, circumstances and strategic objectives. These differences (amongst other factors, including crucially the previous funding level and employer affordability and long-term contribution stability) will lead to differences in funding positions and contribution rates across the LGPS. To support comparison, LGPS funds are required to report a funding position on a consistent set of assumptions (called the “SAB funding level”). The Fund’s SAB funding level at 31 March 2025 is 128%. **SAB assumptions are to allow comparison only and are not intended to be appropriate for funding or setting contribution rates. As such, this result has no impact on the Fund’s funding strategy or employer contribution rates.**

Valuation
approach



2. Valuation approach

2.1 Valuation purpose

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

This report contains the valuation's two key outcomes:

- Employer contribution rates for the period 1 April 2026 to 31 March 2029
- The funding position of the whole Fund at 31 March 2025.

Further information on the process, methodology and strategy has been communicated to relevant stakeholders throughout the valuation. There is also further information publicly available in the Funding Strategy Statement and [Hymans Robertson's LGPS 2025 valuation toolkit](#).

2.2 Setting employer contribution rates

Employer contributions need to be set at a level which ensures the Fund has a reasonable likelihood of having enough money to pay members' benefits. Identifying the amount of benefits that may be paid is complex, as benefits earned today may not be paid until 50+ years have passed. Over that period, there is significant uncertainty over factors which affect the cost of benefits e.g. inflation and investment returns. These uncertainties are considered within the risk-based approach to setting employer contribution rates. This approach is built around three key funding decisions.

Key funding decisions

- **Decision 1:** What is the target funding level (how much money the Fund aims to hold) and funding basis (the set of actuarial assumptions used to value the past and future liabilities)?
- **Decision 2:** What is the funding time horizon (the time given to employers to meet the target funding level)?
- **Decision 3:** What is the likelihood of success (how likely it is that employers will meet the target funding level at the end of the funding time horizon)?

Funding principles will vary between employers, and the Fund must also meet the regulatory requirements of solvency and long-term cost efficiency within the contribution framework. Further details of the Fund's approach to setting contribution rates are documented in the Funding Strategy Statement.

Risk-based approach

Asset-liability modelling is used to project each employer's assets and benefit payments into the future under 5,000 different economic simulations. The resulting 5,000 projections of the employer's assets and benefits are used to quantify the likelihood of success.

The simulations are generated using Hymans Robertson's Economic Scenario Service (ESS). Further information on this can be found in [Appendix 2](#).

Contribution rates are then set for each employer which achieve each employer's minimum likelihood of meeting their target funding level on their funding basis at the end of their funding time horizon.

2.3 Measuring the funding position

The funding position is measured as at the valuation date. While it is limited in providing insight into the future health of the Fund, it is a useful high-level summary statistic. A market-related approach is taken to calculate both the assets and the liabilities to ensure they are consistent with one another:

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

Calculating the liabilities

The liabilities are the value of all future payments to members based on all benefits earned up to, or in payment at, the valuation date, expressed in today's money. Chart 1 shows the annual split of projected benefit payments for all members in the Fund at the valuation date.

The projections are based on the membership data provided for the valuation ([Appendix 1](#)), the assumptions ([Appendix 2](#)) and our understanding of the LGPS benefit structure as at 31 March 2025 (details at www.lgpsregs.org). There are currently sources of uncertainty and potential change related to the LGPS benefit structure and [Appendix 2](#) sets out how these have been considered.

The "spike" in year 2 reflects the anticipated retirement of a tranche of active and deferred members who are currently older than their assumed retirement age, while the "dip" around year 20 reflects the planned increase in State Pension Age to 68.

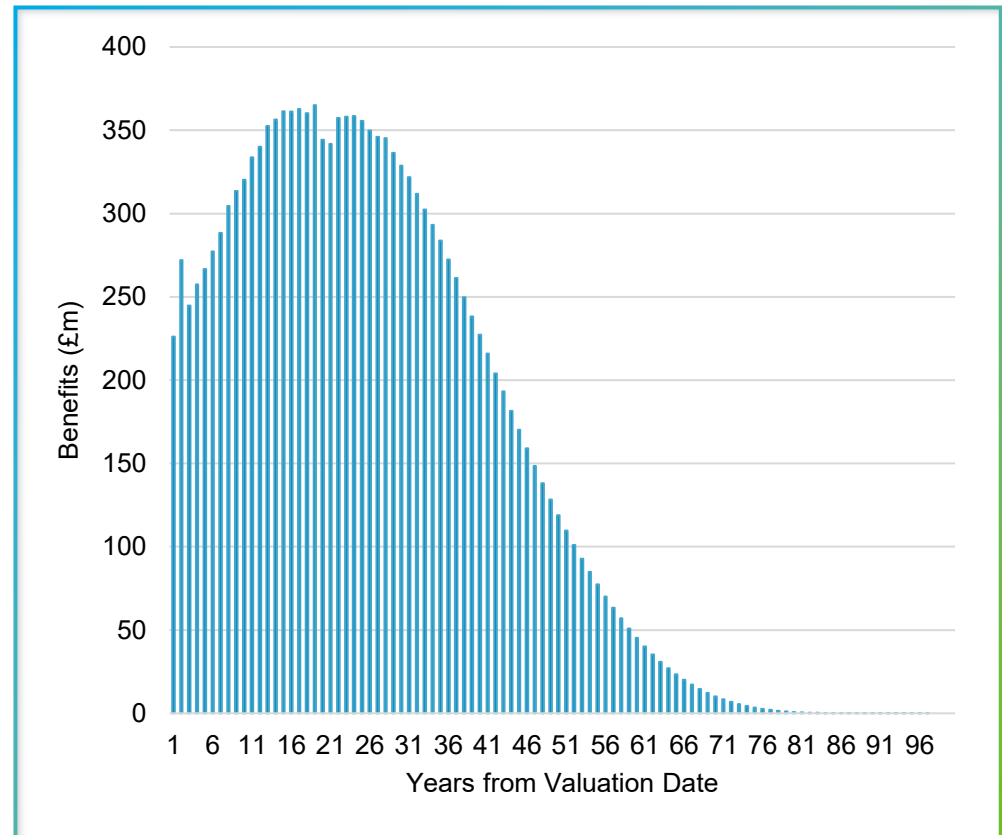
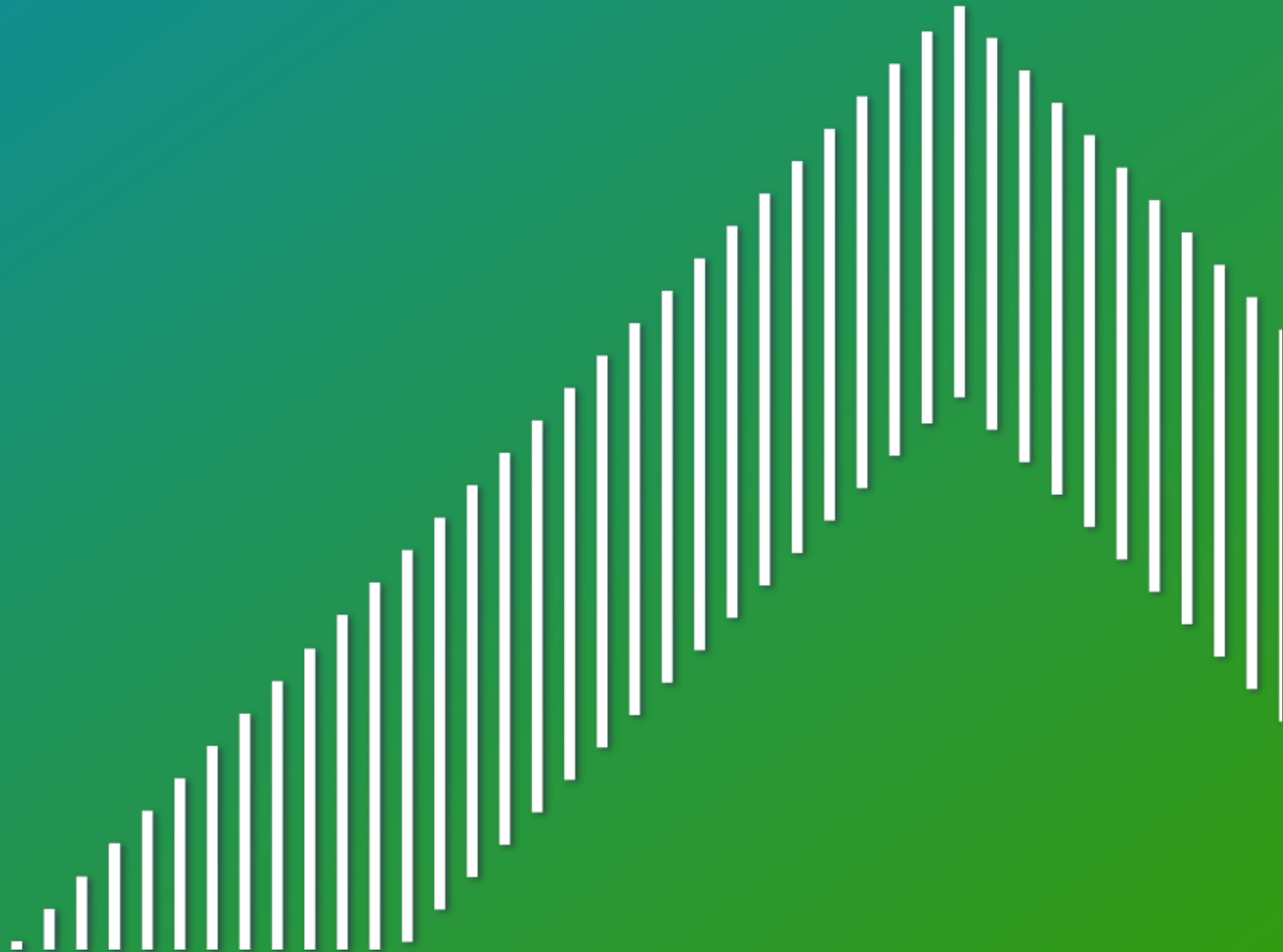


Chart 1: Projected benefit payments for all service earned up to 31 March 2025

To express the future payments in today's money, each projected payment is discounted back to the valuation date in line with an assumed rate of future investment return (known as the 'discount rate').

Valuation
results



3. Valuation results

3.1 Employer contribution rates

The primary objective of the funding strategy is to set employer contribution rates that will enable it to have enough assets to pay members' benefits as they fall due. A secondary objective is to ensure the rates are as stable and affordable as possible. The risk-based approach detailed earlier is used to meet these objectives.

The employer contribution rate is made up of two components:

- **Primary rate:** the level of contributions sufficient to fund benefits that will be accrued in the future.
- **Secondary rate:** the difference between the primary rate and the total contribution rate. This may be in respect of costs associated with accrued benefits or adjustments to achieve the Fund's stability and affordability objectives.

Table 3 shows the combined individual employer contribution rates to be paid into the Fund over the period 1 April 2026 to 31 March 2029. There is also a comparison with the contributions set at the last valuation in 2022.

	31 March 2025		31 March 2022	
Primary rate	19.1% of pay		21.5% of pay	
Secondary rate	2026/27	0.8%	2023/24	7.8%
	2027/28	-0.3%	2024/25	8.0%
	2028/29	2.1%	2025/26	8.2%

Table 3: Combined employer contribution rates compared with previous valuation

The primary rate includes an allowance of 0.8% of pensionable pay for the Fund's administration and governance expenses (0.8% of pay at the last valuation).

Employees pay contributions to the Fund in addition to these rates. The employee contribution rates are set by the LGPS Regulations.

On average, employer total contribution rates (i.e. primary plus secondary) have reduced mainly due to higher assumed future investment returns at 2025 compared to 2022. This reduces the estimated cost of funding future benefit payments.

Each employer has a contribution rate which is appropriate to their circumstances, and these can be found in the Rates & Adjustments Certificate ([Appendix 8](#)).

3.2 Funding position as at 31 March 2025

Table 4 sets out the assets and liabilities at the valuation date. The results at the 2022 valuation are shown for comparison.

The funding position provides a high-level snapshot as at 31 March 2025, but there are limitations:

- The liabilities are very sensitive to the choice of assumptions about the future
- The market value of assets held by the Fund will change daily.

Employer contribution rates are not set using the reported funding position above. The contribution rates take into consideration how assets and liabilities will evolve over time in different economic scenarios. They also reflect each employer's funding profile and covenant.

The funding position and contribution rates are based on assumptions about future factors such as investment returns, inflation and life expectancy. As these are uncertain, different assumptions are used by each LGPS fund to reflect their own views, circumstances and strategic objectives. These differences (amongst other factors, including crucially the previous funding level and employer affordability and long-term contribution stability) will lead to differences in funding positions and contribution rates across the LGPS. To support comparison, LGPS funds are required to report a funding position on a consistent set of assumptions (called the "SAB funding level"). The Fund's SAB funding level at 31 March 2025 is 128%. **SAB assumptions are to allow comparison only and are not intended to be appropriate for funding or setting contribution rates. As such, this result has no impact on the Fund's funding strategy or employer contribution rates.**

Valuation date		31 March 2025	31 March 2022
Assets		7,758	6,833
Liabilities	Actives (£m)	1,357	1,764
	Deferreds (£m)	992	1,282
	Pensioners (£m)	2,646	2,651
Surplus / (Deficit) (£m)		2,763	1,137
Funding Level		155%	120%

Table 4: Single reported funding position compared with the previous valuation

The improvement in funding level is primarily due to higher assumed future investment returns at 2025. Chart 2 on the next page provides further information on what's caused the funding position to change since 2022.

3.3 Other funding metrics

The future investment return required to be 100% funded at this valuation is 3.4% p.a. which has increased from the previous valuation (3.3% p.a.). This means, at 31 March 2025, the Fund needed to earn 3.4% p.a. to have enough money to meet accrued benefits at that date. The estimated likelihood of the Fund's investment strategy achieving the required return is greater than 95% at 31 March 2025 (83% at 2022).

Changes since the last valuation – funding position

The factors that have caused the funding position to change since the last valuation are split between:

- actual experience being different from expectations at the last valuation (**known events**)
- changes in assumptions about the future (**future expectations**).

Chart 2 details these factors and their magnitude.

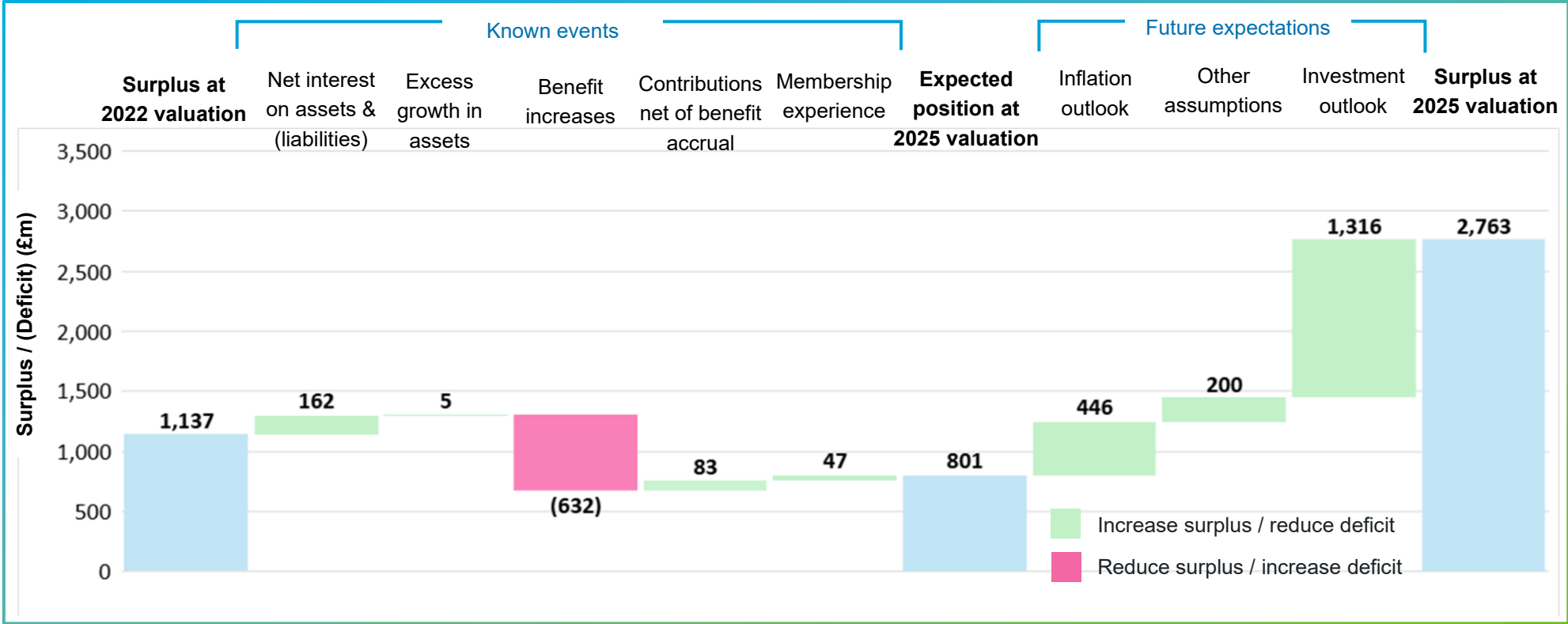


Chart 2: Change in funding position since last valuation. Numbers may not sum due to rounding.

Risks and sensitivities



4. Risks and sensitivities

4.1 Background

If all future experience is in line with expectations and there are no changes in the financial or demographic environment, it's projected that the funding level at the next valuation (31 March 2028) will remain broadly unchanged.

However, the funding position, and the Fund's funding strategy, are sensitive to various sources of risks. These funding risks broadly fall into categories of economic, demographic, regulatory and other.

Identifying and specifying these risks, including analysis of their potential impact, is an important part of the risk management cycle.

4.2 Economic risks

Impact of known events

The main economic risks are in relation to investment returns, benefit increases (ie Consumer Price Index inflation) and salary increases.

For all three sources of risk, the table below details the actual experience since the last valuation compared to 2022 expectations, and the impact on funding.

Source	Expected	Actual	Funding impact
Investment returns	4.4% p.a.	4.4% p.a.	£5m*
Benefit increases	2.7% p.a.	6.1% p.a.	(£632m)
Salary increases	3.2% p.a.	6.3% p.a.	(£74m)

Table 5: Impact of known economic events since 2022

*This figure is not zero due to differences at the 2nd decimal place level

Impact of changes in future outcomes

The results in this report are based on a set of assumptions about the future outcomes for these economic risks. If the future differs from the assumptions used at this valuation, the Fund's liabilities may be higher (or lower) than the current estimate.

- **Investment returns:** Chart 3 below shows how the funding level at 31 March 2025 changes depending on the level of assumed future investment return. Each point on the line denotes the estimated likelihood of achieving the level of future return at the valuation date. The Fund's assumption at this valuation is summarised in [Appendix 2](#) and is illustrated by the solid blue diamond.
- **Benefit increases:** if future inflation was 0.1% pa higher than assumed at this valuation, then the funding level would reduce by 2% (with a £67m fall in the surplus).
- **Salary increases:** if salary increases were 0.5% pa higher than assumed at this valuation then the funding level would reduce by 1% (with a £30m fall in the surplus).

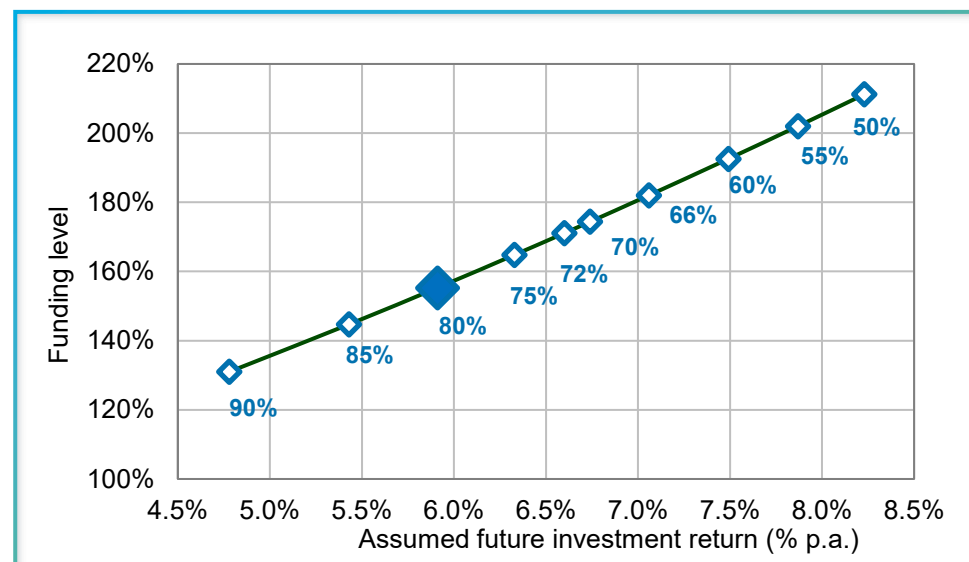


Chart 3: Impact of future return assumption on funding level

Prudence within assumptions

Reflecting the sharp change in the economic environment since the last valuation in 2022, the Fund has made allowance for higher assumed future investment returns (compared to the 2022 valuation). However, there is also increased uncertainty within the wider environment due to ongoing geo-political tensions and financial market volatility, alongside additional uncertainty about future long-term UK inflation levels and global financial markets. Therefore, the Fund has increased the level of prudence within funding strategies and contribution rates at the 2025 valuation*. The overall outcome of higher assumed future investment returns, even when combined with higher prudence is, on average, a reduction in employer total contribution rates (i.e. primary plus secondary) at the 2025 valuation.

The Fund believes this approach balances the key objectives of **affordability** and **stability** of employer contribution rates, while ensuring the Fund is **solvent** over the long-term.

- **Affordability:** the Fund has taken into account, and given credit for, higher expected future investment returns which reduces the cost to employers of providing LGPS benefits (all other things being equal).
- **Stability:** if the Fund doesn't achieve the higher level of assumed returns, or future returns expectations reduce, then it doesn't necessarily mean immediate increases in employer contribution rates in the future. Prudence levels will remain under review and part of the Fund's wider governance and risk management framework and, given different economic or funding conditions, it may be appropriate to reduce prudence at future valuations to support the Fund's longer-term aims of stable (and affordable) contributions for employers.

* Prudence levels are set out in the Fund's Funding Strategy Statement and the governance audit trail of these key decisions is documented in [Appendix 3](#).

4.3 Demographic risks

Impact of known events

The main demographic risk is in relation to life expectancy. The Fund's mortality experience between the 2022 and 2025 valuations has resulted in the following impact on the funding position, as shown in Table 6.

Mortality experience	
Actual amount of annual pension ceased	£14.3m
Expected amount of annual pension ceased	£15.1m
Difference	£0.7m
Impact on funding position	(£10.7m)

Table 6: Impact of member mortality experience since 2022

The mortality experience has therefore caused a reduction in the surplus of around £10.7m.

Impact of changes in future outcomes

The results in this report are based on an assumption that in the long-term, the rate of mortality reduces at 1.5% p.a. If this rate of reduction turned out to be stronger (1.75% p.a. instead of 1.5% p.a.), then members would live longer than expected. In this scenario, the funding level would fall by 1% (with a £25m fall in the surplus).

4.4 Other risks

Regulatory

Changes in central government legislation may affect the future cost of the LGPS. For example, the cost to rectify the McCloud discrimination is estimated to be an increase in liabilities of £2m at this valuation. [Appendix 2](#) sets out potential regulatory changes which may impact future pension costs.

Climate change

Climate change has the potential to make extreme outcomes more likely which could in turn have a significant impact on the funding position. The Fund has carried out separate modelling to assess the potential impact of extreme outcomes on longer term funding. Further details on this are presented in [Appendix 4](#).

Post-valuation events

The results in this report are as at 31 March 2025. Since this date, asset performance has been positive. However, the recent conflict in the Middle East has led to increased volatility in markets which has impacted asset performance and views about future inflation and interest rates. In general, short-term volatility in the funding position is to be expected and experience since 31 March 2025 is not abnormal. Given that the Fund aims to set long-term, stable funding strategies and contribution rates, no allowance has been made for post-valuation events in setting employer contribution rates or the funding position at this valuation.

The Fund will continue to monitor the environment in which it participates to understand and manage the impact of any changes.

Final
comments



5. Final comments

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

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

Throughout the valuation, relevant stakeholders in the Fund have been engaged, consulted and communicated with as appropriate. Details of the governance process followed during the valuation are set out in [Appendix 3](#).

Under the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2028 where contribution rates payable from 1 April 2029 will be set.

March 2026

For and on behalf of Hymans Robertson

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Appendices

[Staffordshire Pension Fund](#)

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Appendix 1: Data

Membership data

The membership data used for the purposes of this valuation was provided by the Administering Authority on 25 July 2025.

A summary of the membership data used for this valuation is set out in Table 7, alongside corresponding data from the previous valuation for comparison. The membership numbers in the table relate to the total number of records.

The results of this valuation are dependent on the quality of the underlying data used. We have relied on information supplied by the Administering Authority and their administrator as being accurate. We have carried out a series of reasonableness validation checks on the supplied membership data and compared against the Fund's (unaudited) accounts to confirm its suitability for the purposes of this valuation.

More information on how we verify the quality of the data used in the valuation has been shared with the Administering Authority in our report 'Data Report for the 2025 Valuation' dated March 2026.

Whole Fund Membership Data	This Valuation 31 March 2025	Last Valuation 31 March 2022
Employee members		
Number	33,835	33,031
Total actual pay (£000)	738,859	581,020
Total accrued pension (£000)	142,861	113,513
Average age (liability weighted)	54.0	51.9
Deferred pensioners (including undecideds)		
Number	57,160	53,686
Total accrued pension (£000)	93,313	75,153
Average age (liability weighted)	53.8	51.9
Pensioners and dependants		
Number	44,215	39,213
Total pensions in payment (£000)	212,675	167,693
Average age (liability weighted)	69.7	68.6

Table 7: Membership data summary

Investment strategy

A summary of the investment strategy allocation used to derive the future assumed investment return is set out in Table 8.

This strategy was confirmed by the Administering Authority as part of Contribution Strategy Review work as appropriate for the purposes of the valuation.

Asset data

To check the membership data and derive employer asset values, we have used asset and accounting data and employer-level cash flow data provided by the Fund

Asset class	Allocation
Global equities	36.5%
Private equity	5.0%
Index-linked gilts	9.5%
Fixed Interest gilts	6.0%
UK corporate bonds (A-rated average)	9.5%
Multi-asset credit	5.0%
Infrastructure equity	10.0%
Property	10.0%
Private lending	7.5%
Cash	1.0%
Total	100.0%

Table 8: Investment strategy allocation used for the calculation of employer contribution rates.

Appendix 2: Assumptions

To set and agree assumptions for the valuation, the Fund carried out an in-depth analysis and review in November 2024 with the final approach and rationale agreed by the Pensions Committee on 10 December 2024.

Summary of assumptions

	31 March 2025	31 March 2022
Financial assumptions		
Discount rate	5.9% p.a. (80% likelihood of success)	4.4% p.a. (72% likelihood of success)
Benefit increases (CPI inflation)	2.3% p.a.	2.7% p.a.
Salary increases	2.8% p.a.	3.2% p.a.
Demographic assumptions		
Baseline longevity	VitaCurves	VitaCurves
Longevity future improvements	CMI 2024 model with core parameterisation except Initial addition = 0.25% (both Male & Female) Long-term rate of improvement 1.5% p.a.	CMI 2021 model Initial addition, A = 0.25% (both Male & Female) Smoothing factor, Sk = 7.0 Long-term rate of improvement = 1.5% p.a.
Commutation	75% of maximum under HMRC limits	65% of maximum under HMRC limits
50:50 scheme	0% of members elect to change scheme	0.5% of members elect to change scheme
Retirement age	Earliest age at which members can retire with unreduced benefits	
Family statistics	Varying proportion to have dependant at death Dependant of a male is 3.5 years younger than him Dependant of a female is 0.6 year older than her	Varying proportion have dependant at retirement Dependant of a male is 3 years younger than him Dependant of a female is 3 year older than her

Table 9: Summary of assumptions

Deriving future investment return likelihoods

To derive the distribution of future investment returns and obtain associated estimated likelihoods, we use the Fund's long-term investment strategy and our Economic Scenario Service (ESS) model. The ESS uses statistical models to generate a future distribution of year-on-year returns for each asset class, eg UK equities. The ESS reflects correlations between asset classes and wider economic variables (eg inflation). In the short-term (first few years), the models are fitted with current financial market expectations. Over the longer-term, models are built around our views of fundamental economic parameters, for example equity risk premium, credit-spreads and long-term inflation. Table 10 sets out the individual asset class return distribution of the ESS model, calibrated using market data (including ONS) as at 31 March 2025.

Time period	Percentile	Annualised total returns										Inflation/Yields		
		Global equities	Private equity	Index-linked gilts	Fixed interest gilts	UK corporate bonds	Multi-asset credit	Infrastructure equity	Property	Private lending	Cash	Inflation (CPI)	17-year real yield (CPI)	17-year yield
5 years	16 th	0.0%	-2.5%	1.7%	2.2%	4.0%	4.1%	1.1%	0.2%	4.5%	3.5%	1.2%	1.5%	4.8%
	50 th	8.5%	10.0%	4.5%	4.3%	5.2%	6.7%	8.1%	6.8%	8.2%	4.3%	2.8%	2.4%	5.8%
	84 th	17.0%	22.8%	7.5%	6.2%	6.1%	8.8%	15.5%	14.1%	11.4%	5.1%	4.3%	3.3%	7.1%
10 years	16 th	2.6%	1.2%	2.7%	4.2%	4.8%	5.8%	3.1%	2.3%	6.4%	3.6%	0.8%	0.8%	3.9%
	50 th	8.8%	10.2%	4.7%	5.4%	5.8%	7.4%	8.4%	7.3%	8.8%	4.6%	2.5%	2.1%	5.3%
	84 th	14.9%	19.6%	6.9%	6.5%	6.7%	8.9%	13.8%	12.7%	10.9%	5.8%	4.1%	3.3%	7.1%
20 years	16 th	4.0%	3.4%	2.9%	5.0%	4.6%	6.1%	4.2%	3.5%	7.0%	3.1%	0.7%	-0.5%	1.6%
	50 th	8.6%	9.9%	4.6%	5.8%	5.8%	7.6%	8.3%	7.3%	8.8%	4.5%	2.3%	1.3%	3.6%
	84 th	13.4%	17.0%	6.4%	6.5%	7.2%	9.1%	12.4%	11.3%	10.7%	6.3%	3.9%	3.0%	6.2%
	Volatility (5 yr)	18%	27%	7%	5%	3%	6%	15%	15%	9%	0%	1%	-	-

Table 10: ESS individual asset class return distributions at 31 March 2025

Demographic assumptions

The tables below set out sample rates for demographic assumptions at 5-year age intervals. All figures are incidence rates per 1,000 members except salary scale. FT and PT denote full-time and part-time active membership respectively.

Males

Age	Salary Scale	Death Before Retirement	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
			FT	PT	FT	PT	FT	PT
20	105	0.17	291.10	609.76	0.00	0.00	0.00	0.00
25	117	0.17	192.28	402.77	0.00	0.00	0.00	0.00
30	131	0.20	136.43	285.73	0.00	0.00	0.00	0.00
35	144	0.24	106.59	223.22	0.10	0.07	0.02	0.01
40	151	0.41	85.82	179.66	0.16	0.12	0.03	0.02
45	159	0.68	80.61	168.72	0.35	0.27	0.07	0.05
50	167	1.09	66.45	138.92	0.90	0.68	0.23	0.17
55	173	1.70	52.33	109.45	3.54	2.65	0.51	0.38
60	174	3.06	46.64	97.51	6.23	4.67	0.44	0.33
65	174	5.10	28.63	59.85	11.83	8.87	0.00	0.00

Table 11: Sample rates for demographic assumptions – Males

Females

Age	Salary Scale	Death Before Retirement	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
			FT	PT	FT	PT	FT	PT
20	105	0.10	225.55	373.90	0.00	0.00	0.00	0.00
25	117	0.10	151.77	251.55	0.10	0.07	0.02	0.01
30	131	0.14	127.22	210.83	0.13	0.10	0.03	0.02
35	144	0.24	109.80	181.90	0.26	0.19	0.05	0.04
40	151	0.38	91.39	151.34	0.39	0.29	0.08	0.06
45	159	0.62	85.28	141.21	0.52	0.39	0.10	0.08
50	167	0.90	71.90	118.92	0.97	0.73	0.24	0.18
55	173	1.19	53.65	88.83	3.59	2.69	0.52	0.39
60	174	1.52	43.24	71.50	5.71	4.28	0.54	0.40
65	174	1.95	20.61	34.07	10.26	7.69	0.00	0.00

Table 12: Sample rates for demographic assumptions - Females

Average life expectancies

Based on the longevity assumptions used for the 2025 valuation, Table 13 details the average life expectancy for the Fund's membership.

Average life expectancy	31 March 2025	31 March 2022
Male pensioner	21.4 years	21.4 years
Male non-pensioner	22.2 years	22.2 years
Female pensioner	24.3 years	24.3 years
Female non-pensioner	25.6 years	25.7 years

Table 13: Average life expectancies

The average life expectancies are from the age of 65. They assume that pensioners are aged 65 at the respective valuation date and non-pensioners are aged 45.

Benefit structure

Results are based on our understanding of the benefit structure of the LGPS in England and Wales on 31 March 2025 – see www.lgpsregs.org. However, there are areas of uncertainty and potential change.

- **McCloud:** in line with the 2022 valuation, we have made an allowance for the cost of these potential improvements, including McCloud data (where available). Further detail on the assumption is available on request.
- **Cost sharing mechanism:** we have assumed that there will be no changes required to the LGPS benefit structure due to this mechanism.
- **Guaranteed Minimum Pension equalisation and revaluation:** in line with the 2022 valuation, we have assumed that all increases on GMP for members with a State Pension Age after 5 April 2016 will be funded by the Fund.
- **Virgin Media case:** we have made no allowance for any impact that the Virgin Media case may have on the LGPS benefit structure.
- **Other benefit changes:** there may be benefit changes due to the current “Access and Fairness” consultation. We have not made any allowance for any changes to the benefit structure proposed in this consultation as we would not expect them to be material if implemented.
- **Local Government re-organisation:** there may be a change in administering authority and participating employers due to Local-Government re-organisation. Consideration has been given to this potential transition when setting contribution rates for councils, however, final proposals for re-organisation are still under consideration.

Appendix 3: Governance audit trail

The triennial actuarial valuation is a significant exercise carried out by the Fund. This report is a summary of the main outputs from the triennial actuarial valuation. The outputs are the result of funding strategy analysis, discussions and Fund decisions throughout the valuation process. A high-level audit trail of the key funding strategy decisions is set out below.

Funding strategy

The **actuarial assumptions** were reviewed by the Fund in November 2024, supported by analytics and other information from the Fund Actuary. The assumptions were agreed by the Fund at the Pensions Committee meeting in December 2024.

The funding strategy parameters, which feed into the setting of employer contribution rates, were considered in stages.

- **Local authorities:** review carried out in Q1 2025, including consideration of funding target, funding time horizon, likelihood of success, contribution stability mechanism and interaction with the Fund's investment strategy. The outcomes were discussed at the March 2025 Pensions Committee meeting.
- **Academies:** a full in-depth review of the funding strategy for academy schools was carried out in Q3 2024 and expanded on in Q3 2025.
- **Other employers:** other aspects of the funding strategy, including the approach to cessation valuations, exit credits, bulk transfers and new employers, were reviewed in Q3 2025.

The outcomes of these decisions were collated and documented in an updated copy of the Funding Strategy Statement. The draft FSS was discussed at the

December 2025 Pensions Committee meeting. The final version was approved at the March 2026 Pensions Committee meeting.

Stakeholder engagement

In addition, the Fund has engaged with employers and the Local Pensions Board throughout the valuation exercise. A summary of the engagement is detailed below.

- **Employer forum:** the employer forum in November 2024 discussed the upcoming valuation and background to the process that it will follow. The forum in 6 November 2025 discussed the key themes and outcomes of the 2025 valuation.
- **Employer results:** a results schedule setting out their 2025 valuation funding position and contribution rate was issued to relevant employers in November 2025. Employers were then offered the opportunity to engage with the Fund to discuss their results.
- **Funding Strategy Statement consultation:** an updated version of the FSS was issued to employers in November 2025 with the opportunity to feed back comments or ask questions to the Fund.

Appendix 4: Climate change scenario analysis

Climate change is regarded as a material source of risk for pension funds, with potential implications for future **inflation, investment returns** and **longevity**. Given the long-term nature of the Fund, it arguably faces greater exposure to climate risks compared to other funds with shorter time horizons (for instance, private sector schemes nearing buy-out).

We have used two sets of scenario analysis to test the resilience of the Fund's funding strategy under potential climate-related risks.

Scenario analysis helps assess risks and tests the resilience of current and long-term strategies under various scenarios. This helps to identify vulnerabilities across both assets and liabilities.

Identification of these vulnerabilities can inform risk management processes helping to ensure that appropriate controls and mitigations are in place. Scenario analysis can therefore also support informed decision making, as well as ensuring compliance with regulations, including TCFD.

Scenario approach 1 – Stress testing

As part of the valuation, we carry out 5,000 simulations to see how the Fund could evolve over 20 years. We then consider how quickly the world responds to climate risk in three scenarios (broadly speaking now, later or even later), with the simple assumption that in every case the response leads to intense disruption and a period of heightened market volatility. The scenarios are not explicitly designed to be “good” or “bad”, and we tend to see a modest impact on high level risk metrics.

Scenario approach 2 – Narrative driven

The narrative analysis complements the stress tests by imagining a specific climate-related trigger event and considering how that plays out under three different pathways.

We take a specific, extreme, downside risk event (in this instance a shock to the planet's food supply) that could occur in the coming years. We then map out distinctive potential reactions to the event, considering things like market changes and policy responses and how these may evolve differently over time. This results in three distinct pathways.

Challenges and limitations

When interpreting the results, users should be aware of the following challenges and limitations in addition to the usual limitations of asset-liability modelling:

- All of the modelling results are ultimately based on the original 5,000 projections from our core model, so we are implicitly assuming that markets continue to function and that the assumed correlations, risk premia, volatilities etc are still valid.
- Neither set of climate scenarios is intended to be exhaustive, and other outcomes beyond what the scenarios cover are of course possible

Full details and results are included in the 2025 Climate Scenario Analysis Output Report dated June 2025, and further detail on the scenario methodology is included in the [2025 valuation toolkit](#) .

Climate scenario stress test analysis – output summary

Below we set out the quantitative outputs from the ‘stressed’ climate scenarios. These reflect how the Fund may be impacted over the coming years should the world’s response to climate change reflect the one of our three qualitative scenario descriptions. The base case reflects the market having already priced in climate change, but not any one specific climate scenario.

Modelling results at 20-year time horizon				
Metric	Base case	Green revolution	Delayed transition	Head in the sand
Likelihood of success	93%	94%	92%	92%
Worst 5% of outcomes (average funding level)	71%	76%	67%	65%

Table 14: Summary modelling results in the base case and stress test scenarios

Overall, the impact on likelihood of success is modest over the 20-year horizon, suggesting that the level of prudence in the funding strategy has not been drastically underestimated due to climate risk. There is generally a greater impact on downside risk which is to be expected given that higher volatility will lead to a broader range of outcomes and this means that the worst outcomes get even worse.

The stress test scenarios are designed to test the entire range of funding outcomes. The above impact on downside risk suggests that the extremes merit further, dedicated investigation, particularly as climate change has the potential to make “extreme” outcomes more likely.

The narrative-driven scenario approach was introduced at the 2025 valuation to complement the stress tests by digging further into potential downside risks.

Narrative-driven scenario analysis – output summary

The chart below shows the likelihood of success in each of the three narrative scenarios. All of them begin with the same initial shock, and then the results diverge based on different imagined responses.

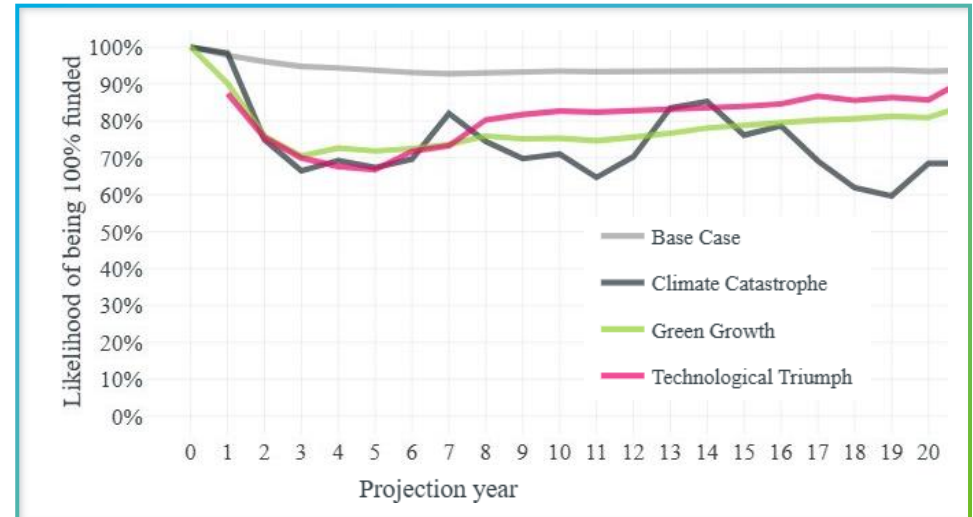


Chart 4: Likelihood of success in the base case and narrative-driven scenarios

Over medium time horizons of 5-10 years, we see improvement in the likelihood of success under each of the three scenarios, although all remain below both the base case and the level of success that is required by the Fund. Over longer time horizons of 10+ years we begin to see a divergence in the likelihood of success, with rapid response and technology investment supporting regrowth under the Green Growth and Technological Triumph pathways, but delayed action under Climate Catastrophe, instead leading to prolonged economic and social disruption and a likelihood of success below the Fund’s desired threshold.

There is therefore a plausible downside scenario prompted by a climate-related event that would put the Fund’s funding strategy at risk.

Appendix 5: Section 13 dashboard

Metric	Unit	2025 valuation	2022 valuation
2025 funding position – local funding basis			
Funding level (assets/liabilities)	%	155%	120%
Funding level (change since previous valuation)	%	35% increase	21% increase
Asset value used at the valuation	£m	7,758	6,833
Value of liabilities (including McCloud liability)	£m	4,995	5,696
Surplus (deficit)	£m	2,763	1,137
Discount rate – past service	% p.a.	5.9%	4.4%
Discount rate – future service	% p.a.	Past service and future service are consistently valued with the same underlying assumptions, methodologies and models regarding future expected levels of inflation, interest rates and investment returns.	Past service and future service are consistently valued with the same underlying assumptions, methodologies and models regarding future expected levels of inflation, interest rates and investment returns.
Assumed pension increase (CPI)	% p.a.	2.3%	2.7%
Method of derivation of discount rate, plus any changes since previous valuation		There is a 80% likelihood that the Fund's assets will return at least 5.9% p.a. over the 20 years following the 2025 valuation date. This is the same methodology used for the 2022 valuation but with a higher likelihood (72% at 2022).	There is a 72% likelihood that the Fund's assets will return at least 4.4% over the 20 following the 2022 valuation date. This is the same methodology used for the 2019 valuation but with a higher likelihood (70% at 2019).

Metric	Unit	2025 valuation	2022 valuation
Assumed life expectancy at age 65			
Life expectancy for current pensioners – men age 65	years	21.4	21.4
Life expectancy for current pensioners – women age 65	years	24.3	24.3
Life expectancy for future pensioners – men age 45	years	22.2	22.2
Life expectancy for future pensioners – women age 45	years	25.6	25.7
Past service funding position – SAB basis¹ (for comparison purposes only)			
Market value of assets	£m	7,758	6,833
Value of liabilities	£m	6,075	5,344
Funding level on SAB basis (assets/liabilities)	%	128%	128%
Funding level on SAB basis (change since last valuation)	%	No change	16% increase

¹ [SAB basis for standardised funding calculations for LGPS \(England & Wales\) Fund valuations as at 31 March 2025](#)

Metric	Unit	2025 valuation	2022 valuation
Contribution rates payable			
Primary contribution rate	% of pay	19.1%	21.5%
Secondary contribution rate (cash amounts in each year)			
Secondary contribution rate - 1 st year of rates and adjustments certificate	£m	6.236	48.410
Secondary contribution rate - 2 nd year of rates and adjustments certificate	£m	(2.143)	51.314
Secondary contribution rate - 3 rd year of rates and adjustments certificate	£m	16.856	54.194
Giving total expected contributions			
Total expected contributions - 1 st year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	153.826	181.729
Total expected contributions - 2 nd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	149.596	188.930
Total expected contributions - 3 rd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	172.861	196.246
Assumed payroll (cash amounts in each year)			
Total assumed payroll - 1 st year of rates and adjustments certificate	£m	773.968	618.955
Total assumed payroll - 2 nd year of rates and adjustments certificate	£m	795.728	638.907
Total assumed payroll - 3 rd year of rates and adjustments certificate	£m	818.100	659.503
3 year average total employer contribution rate	% of pay	19.9%	29.6%
Average employee contribution	% of pay	6.4%	6.4%
Expected employee contribution rate (2025 valuation £ figure based on assumed payroll of £774m)	£m p.a.	49.275	39.603

Metric	Unit	2025 valuation	2022 valuation
Deficit recovery and surplus spreading plan			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	2045	2042
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	Minimum 80%	Minimum 72%
Surplus Methodology		Explicit contribution stabilisation mechanism	Explicit contribution stabilisation mechanism
Surplus methodology & parameters explanation (including changes since previous valuation)		Employer contributions are limited to increase/decrease at most by 1% or 1.5% of pay pa (depending on funding profile) to support long-term stability. The Fund has allowed a one-off immediate reduction to the 2028/29 rate to support affordability. Further detail is in the FSS.	Employer contributions are limited to increase/decrease at most by 1% of pay pa to support long-term stability.

Metric	Unit	2025 valuation	2022 valuation
Additional information			
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	0%	0%
Percentage of total liabilities that are in respect of Tier 3 employers	%	8%	14%
Included climate change analysis/comments in the 2025 valuation report		Yes	Yes
Gender pension gap statistic - Fund active mean CARE pension GPG	%	31%	N/A
Gender pension gap statistic - Fund active mean combined Final Salary and CARE pension GPG	%	34%	N/A
Gender pension gap statistic - Fund pensioner mean pension GPG	%	50%	N/A

Appendix 6: Reliances & limitations

We have been commissioned by Staffordshire County Council ('the Administering Authority') to carry out a full actuarial valuation of Staffordshire Pension Fund ('the Fund') at 31 March 2025, as required under Regulation 62 of the Local Government Pension Scheme Regulations 2013 ('the Regulations').

This report is addressed to the Administering Authority. It has been prepared by us as actuaries to the Fund and is solely for the purpose of summarising the main outcomes of the 2025 actuarial valuation. It has not been prepared for any other third party or for any other purpose. We make no representation or warranties to any third party as to the accuracy or completeness of this report, no reliance should be placed on this report by any third party and we accept no responsibility or liability to any third party in respect of it.

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

- [2025 valuation toolkit](#) which sets out the methodology used when reviewing funding plans
- paper dated 9 January 2025 which discusses the funding strategy for the Fund's local authorities
- paper dated 29 November 2024 which discusses the valuation assumptions
- paper dated 2 December 2024 which discussed the funding strategy for academy schools

- initial results report dated 29 August 2025 which outlines the whole Fund results and inter-valuation experience
- data report dated March 2026 which summarises the data used for the valuation, the approach to ensuring it is fit for purpose and any adjustments made to it during the course of the valuation

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

We have also prepared the valuation with regard to the Funding Strategy Statement which details the approach taken by the Fund to fund the current and future benefits due to members.

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

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

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Appendix 7: Glossary

➤ **50:50 option**

An option for LGPS members to pay half employee contributions and earn half the retirement benefit (pre-retirement protection benefits are unreduced).

➤ **Asset-liability modelling**

An approach to modelling and understanding risk for a pension fund. The assets and liabilities are projected forwards into the future under many different future scenarios of inflation, investment returns and interest rates. The future scenarios are then analysed to understand the risk associated with a particular combination of contribution rates and investment strategy. Different combinations of contribution rates and/or investment strategies may be tested.

➤ **Baseline longevity**

The rates of death (by age and sex) in a given group of people based on current observed data.

➤ **VitaCurves**

The assumptions used for baseline longevity. These assumptions are provided by Club Vita, a firm of longevity experts we partner with for longevity analysis. They combine data from thousands of pension schemes and use it to create detailed longevity assumptions at member-level, as well as insight on general longevity trends and future improvements.

➤ **Commutation**

The option for members to exchange part of their annual pension for a one-off lump sum at retirement. In the LGPS, every £1 of pension exchanged gives the member £12 of lump sum. The amounts that members commute is heavily influenced by tax rules which set an upper limit on how much lump sum can be taken tax-free.

➤ **CPI inflation**

The annual rate of change of the Consumer Prices Index (CPI). The CPI is the UK government's preferred measure of inflation and is the measure used to increase LGPS (and all other public sector pension scheme) benefits each year.

➤ **Deferred pensioner**

A former employee who has left employment (or opted out of the pension fund) but is not yet in receipt of their benefits from the fund.

➤ **Demographic assumptions**

Assumptions concerned with member and employer choices rather than macroeconomic or financial factors. For example, retirement age or promotional salary scales. Demographic assumptions typically determine the timing of benefit payments.

➤ **Discount rate**

A number used to place a single value on a stream of future payments, allowing for expected future investment returns.

➤ **Employee (or active) members**

Members who are currently employed by employers who participate in the Fund and are paying contributions into the Fund.

➤ **ESS**

Economic Scenario Service - Hymans Robertson's proprietary economic scenario generator used to create thousands of simulations of future inflation, asset class returns and interest rates.

➤ Funding position

The extent to which the assets held by the Fund at 31 March 2025 cover the accrued benefits ie the liabilities.

The two measures of the funding position are:

- the funding level - the ratio of assets to liabilities; and
- the funding surplus/deficit - the difference between the asset and liabilities values.

➤ Inflation

Prices tend to increase over time, which is called inflation. Inflation is measured in different ways, using a different 'basket' of goods and mathematical formulas.

➤ Liabilities

An employer's liability value is the single value at a given point in time of all the benefit payments expected to be made in future to all members. Benefit payments are projected using demographic and financial assumptions and the liability is calculated using a discount rate.

➤ Longevity improvements

An assumption about how rates of death will change in future. Typically, we assume that death rates will fall and life expectancies will improve over time, continuing the long-running trend.

➤ Pensioner

A former employee who is in receipt of their benefits from the fund. This category includes eligible dependants of the former employee.

➤ Primary rate

The estimated cost of future benefits, expressed in percentage of pay terms. The primary rate will include an allowance to cover the Fund's expenses.

➤ Prudence

To be prudent means to err on the side of caution in the overall set of assumptions. We build prudence into the choice of discount rate by choosing an assumption with a prudence level of more than 50%. All other assumptions aim to be best estimate.

➤ Prudence level

A percentage indicating the likelihood that the assumed rate of investment return will be achieved in practice, based on the ESS model.

The higher the prudence level, the more prudent the assumed rate of investment return.

➤ Secondary rate

An adjustment to the primary rate, generally to reflect costs associated with benefits that have already been earned up to the valuation date. This may be expressed as a percentage of pay and/or monetary amount.

➤ Withdrawal

Refers to members leaving the scheme before retirement. These members retain an entitlement to an LGPS pension when they retire but are no longer earning new benefits.

Appendix 8: Rates and Adjustments Certificate

In accordance with Regulation 62 of the Regulations, we have assessed the contributions that should be paid into the Fund by participating employers for the period 1 April 2026 to 31 March 2029 to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in this Rates and Adjustments Certificate are detailed in the Funding Strategy Statement dated April 2026 and in [Appendix 2](#) of the report on the 2025 actuarial valuation dated March 2026. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

Table 15 sets out the combined individual employer primary and secondary contribution rates for the period 1 April 2026 to 31 March 2029. The primary rate is the payroll weighted average of the underlying individual employer primary rates and the secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the LGPS regulations and CIPFA guidance. The secondary rate has been shown both as a percentage of the projected pensionable pay and the equivalent monetary amount.

Primary rate	19.1% of pay	
Secondary rate	% of payroll	Equivalent monetary amount
2026/27	0.8%	6,236,000
2027/28	-0.3%	(2,143,000)
2028/29	2.1%	16,856,000

Table 15: Combined individual employer rates from 1 April 2026 to 31 March 2029

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

Robert Bilton FFA C. Act

Paula Picken FFA C. Act

27 March 2026

For and on behalf of Hymans Robertson LLP

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Major scheduled bodies									
Staffordshire County Council Pool									
101	Staffordshire County Council (excl. schools)	19.0%	£14,198,000	£8,182,000	£8,412,000	19.0% plus £14,198,000	19.0% plus £8,182,000	19.0% plus £8,412,000	1
101	Staffordshire County Council LEA Schools	19.0%	9.1%	5.1%	5.1%	28.1%	24.1%	24.1%	
2	West Midlands Employers	19.0%	0.0%	0.0%	0.0%	19.0%	19.0%	19.0%	2
97	Nexus	19.0%	0.0%	0.0%	0.0%	19.0%	19.0%	19.0%	
212	Make Some Noise West Midlands Ltd	28.1%	0.0%	0.0%	0.0%	28.1%	28.1%	28.1%	
214	Entrust	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
221	Midlands Partnership NHS Foundation Trust - ACM	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
222	Midlands Partnership NHS Foundation Trust – Reablement	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
255	Tiny Toez Ltd	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
334	Amey Services Ltd	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	
3AF	Mellors - Thomas Russell Jr School	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
3GR	Aspens Services Ltd - St Mary's CE (VA) First School	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3IA	Edwards & Ward - Entrust	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
3JB	Prime Facility Services - Glenthorne Community Primary School	29.6%	0.0%	0.0%	0.0%	29.6%	29.6%	29.6%	
3OA	Glen Group Cleaning - Entrust	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
3OB	Glen Group Grounds - Entrust	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
3OC	Glen Group - St Anne's Vale	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	28.6%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
3OE	Glen Group - Grove Academy	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3OF	Glen Group - Pye Green Academy	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3OG	Glen Group - SCC (Domestic Assistants)	29.6%	0.0%	0.0%	0.0%	29.6%	29.6%	29.6%	
3OH	Glen Group - Alpha Academies	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3PV	Spotless Clean- Holy Trinity	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	28.6%	
3WA	Alliance In Partnership Ltd - Norton Canes	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	28.6%	
Staffordshire Moorlands District Council Pool									
102	Staffordshire Moorlands District Council	19.1%	£678,000	£697,000	£717,000	19.1% plus £678,000	19.1% plus £697,000	19.1% plus £717,000	
314	NEC Software Solutions	19.3%	11.2%	11.2%	11.2%	30.5%	30.5%	30.5%	
347	NEC Software Solutions	19.3%	11.2%	11.2%	11.2%	30.5%	30.5%	30.5%	
3JP	Staffordshire Wildlife – SMDC	19.1%	0.0%	0.0%	0.0%	19.1%	19.1%	19.1%	
3ZL	Alliance Environmental Services Limited (ANSA) - Staffordshire Moorlands	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
3ZM	Alliance Environmental Services Limited (ANSA) - Staffordshire Moorlands	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
Stafford Borough Council Pool									
105	Stafford Borough Council	19.0%	£1,012,000	£1,041,000	£1,070,000	19.0% plus £1,012,000	19.0% plus £1,041,000	19.0% plus £1,070,000	1
3PL	Freedom Leisure - Stafford Borough Council	24.8%	0.0%	0.0%	0.0%	24.8%	24.8%	24.8%	
3UL	Veolla - SBC Waste	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
East Staffordshire Borough Council Pool									
106	East Staffordshire Borough Council	18.7%	£1,119,000	£1,150,000	£1,183,000	18.7% plus £1,119,000	18.7% plus £1,150,000	18.7% plus £1,183,000	1
318	Idverde	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	
3XL	Sports Leisure Management LTD - Community Leisure Charitable Trust	16.4%	0.0%	0.0%	0.0%	16.4%	16.4%	16.4%	
3XM	Sports Leisure Management LTD - Food & Beverage Limited	16.4%	0.0%	0.0%	0.0%	16.4%	16.4%	16.4%	
3XN	Sports Leisure Management LTD - Fitness & Health	16.4%	0.0%	0.0%	0.0%	16.4%	16.4%	16.4%	
Lichfield District Council Pool									
109	Lichfield District Council	18.8%	£527,000	£542,000	£557,000	18.8% plus £527,000	18.8% plus £542,000	18.8% plus £557,000	1
3PN	LWM Traded Services	19.7%	0.0%	0.0%	0.0%	19.7%	19.7%	19.7%	
Tamworth Borough Council Pool									
110	Tamworth Borough Council	19.2%	£315,000	£324,000	£333,000	19.2% plus £315,000	19.2% plus £324,000	19.2% plus £333,000	1
3LA	ENGIE Regeneration Ltd	19.0%	0.0%	0.0%	0.0%	19.0%	19.0%	19.0%	
103	Newcastle Under Lyme Borough Council Pool	19.0%	£1,190,000	£1,223,000	£1,258,000	19.0% plus £1,190,000	19.0% plus £1,223,000	19.0% plus £1,258,000	
104	Stoke-on-Trent City Council	18.7%	-12.2%	-12.2%	0.0%	6.5%	6.5%	18.7%	
107	South Staffordshire District Council	18.8%	£444,000	£456,000	£469,000	18.8% plus £444,000	18.8% plus £456,000	18.8% plus £469,000	1
108	Cannock Chase District Council Pool	19.3%	£1,968,000	£2,024,000	£2,081,000	19.3% plus £1,968,000	19.3% plus £2,024,000	19.3% plus £2,081,000	1

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Other employing authorities									
Stoke And Staffs Comb Fire Authority Pool									
198	Stoke And Staffs Comb Fire Authority	19.0%	1.5%	1.5%	1.5%	20.5%	20.5%	20.5%	
3ZR	Samsic - South Staffordshire Fire	26.5%	0.0%	0.0%	0.0%	26.5%	26.5%	26.5%	
1AA	Staffordshire Police Authority	18.5%	-1.5%	-1.5%	-1.5%	17.0%	17.0%	17.0%	
Further education establishments									
100	South Staffordshire College Pool	19.0%	-1.1%	-1.1%	-1.1%	17.9%	17.9%	17.9%	
133	Newcastle and Stafford Colleges Group	18.7%	4.1%	4.1%	4.1%	22.8%	22.8%	22.8%	
154	Stoke On Trent College	19.2%	3.9%	3.9%	3.9%	23.1%	23.1%	23.1%	
156	Burton & South Derbyshire College	19.1%	0.2%	0.2%	0.2%	19.3%	19.3%	19.3%	
Minor Employers Pool									
70	Alrewas Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
72	Heath Hayes And Wimblebury P C	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
73	Swinfen And Packington P C	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
75	Cheslyn Hay Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
115	Cheadle Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
119	Burntwood Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
121	Great Wyrley Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
130	Uttoxeter Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
134	Anglesey Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
136	Lichfield City Council (Former Charter Trustees)	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
140	Penkridge Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
141	Wombourne Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
142	Stone Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
143	Norton Canes Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
146	Brereton And Ravenhill Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
147	Codsall Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
148	Kinver Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
149	Brewood & Coven Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
171	Lapley, Stretton & Wheaton Aston Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
172	Perton Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
176	Hednesford Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
177	Essington Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
183	Kidsgrove Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
184	Eccleshall Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
187	Audley Rural Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
188	Biddulph Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
189	Horninglow Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
190	Colwich Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
191	Draycott In The Clay Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
193	Abbots Bromley Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
195	Gnosall Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
196	Branston Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
197	Rugeley Town Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AF	Tatenhill Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
1AI	Tutbury Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AK	Billbrook Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AL	Forsbrook Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AN	Barlaston Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AP	Berkswich Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AQ	Checkley Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AR	Fulford Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AS	Hopton & Coton Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AE	Loggerheads Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AJ	Silverdale Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AM	Doxey Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
2ZA	Armitage and Handsacre Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AU	Werrington Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AV	Mavesyn Ridware Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AW	Betley, Balterley & Wrinehill Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AX	Kingstone Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AY	Croxden Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
1AZ	Streehay Parish Council	20.1%	-0.5%	-0.5%	-0.5%	19.6%	19.6%	19.6%	
Multi Academy Trusts / Academies									
Affinity Learning Partnership									
54	Affinity Learning Partnership - De Ferrers Academy	18.9%	2.3%	2.3%	2.3%	21.2%	21.2%	21.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
54A	Affinity Learning Partnership - Lansdowne Academy	18.9%	2.3%	2.3%	2.3%	21.2%	21.2%	21.2%	
54B	Affinity Learning Partnership - Horninglow Academy	18.9%	2.3%	2.3%	2.3%	21.2%	21.2%	21.2%	
54C	Affinity Learning Partnership - Eton Park Academy	18.9%	2.3%	2.3%	2.3%	21.2%	21.2%	21.2%	
54D	Affinity Learning Partnership - Richard Wakefield Primary School	18.9%	2.3%	2.3%	2.3%	21.2%	21.2%	21.2%	
Alpha Academies Trust									
12	Alpha Academies Trust - Eaton Park Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
16B	Alpha Academies Trust - Discovery Academy (Mitchell-Edensor)	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
16C	Alpha Academies Trust - Maple Court Primary Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
16E	Alpha Academies Trust - The Excel Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
16G	Alpha Academies Trust - Sneyd Academy Ex 104	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
16H	Alpha Academies Trust - Holden Lane Primary	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
3WQ	Alliance In Partnership Ltd - Excel Academy	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Central Co-operative Learning Trust									
79A	Central Co-operative Learning Trust - Burton Fields	19.9%	1.3%	1.3%	1.3%	21.2%	21.2%	21.2%	
1JK	Central Co-operative Learning Trust - John of Rolleston Primary School	19.9%	1.3%	1.3%	1.3%	21.2%	21.2%	21.2%	
1JL	Central Co-operative Learning Trust - William Shrewsbury Primary School	19.9%	1.3%	1.3%	1.3%	21.2%	21.2%	21.2%	
1JM	Central Co-operative Learning Trust - Outwoods Primary School	19.9%	1.3%	1.3%	1.3%	21.2%	21.2%	21.2%	
1JN	Central Co-operative Learning Trust - Grange Infants	19.9%	1.3%	1.3%	1.3%	21.2%	21.2%	21.2%	
1JP	Central Co-operative Learning Trust - Redbrook Hayes Primary	19.9%	1.3%	1.3%	1.3%	21.2%	21.2%	21.2%	
3AU	Mellors - Central Co-op Learning trust	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
Children First Learning Partnership									
1UK	Kingsfield First School - Children First Learning Partnership	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
1UL	Knypersley First School - Children First Learning Partnership	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
1UM	Children First Learning Partnership - Oxhey First School	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
1UN	Children First Learning Partnership - The Reginald Mitchell Primary	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
1UP	Castlechurch Primary School	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
1UQ	Children First Learning Partnership - Springhead Primary	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
3IF	Edwards and Ward - CFLP	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
City Learning Trust									
20	City Learning Trust - Haywood Engineering Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
20B	The City learning Trust - Smallthorne Primary Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
20C	The City Learning Trust - Mill Hill Primary	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
20D	The City learning Trust - Trentham High	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
3YQ	Caterlink - City Learning Trust	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
Codsall MAT									
1RB	Codsall MAT - Codsall Middle School	20.2%	1.0%	1.0%	1.0%	21.2%	21.2%	21.2%	
1RC	Codsall MAT - St Nicholas First School	20.2%	1.0%	1.0%	1.0%	21.2%	21.2%	21.2%	
1RD	Codsall MAT - Birches First School	20.2%	1.0%	1.0%	1.0%	21.2%	21.2%	21.2%	
Collective Vision Trust									
13	The Collective Vision Trust - Bursley Academy	19.1%	2.4%	2.4%	2.4%	21.5%	21.5%	21.5%	
47A	Collective Vision Trust - Chesterton Community Sports College	19.1%	2.4%	2.4%	2.4%	21.5%	21.5%	21.5%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
47B	Collective Vision Trust - Churchfields Primary Academy	19.1%	2.4%	2.4%	2.4%	21.5%	21.5%	21.5%	
47C	Collective Vision Trust - Chesterton Primary	19.1%	2.4%	2.4%	2.4%	21.5%	21.5%	21.5%	
47D	Collective Vision Trust - Crackley Bank	19.1%	2.4%	2.4%	2.4%	21.5%	21.5%	21.5%	
3KS	Chartwells - Collective Vision Trust	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
Community Academies Trust									
	Community Academies Trust	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
1QB	Community Academies Trust - Wilnecote High Academy	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
1QC	Community Academies Trust - Chadsmead Primary Academy	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
1QD	Community Academies Trust - Stoneydelph Primary	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
1QE	Woodlands Primary - Community Academies Trust	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
1QF	Community Academies Trust - Millfield Primary	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
3BE	ABM - Wilnecote	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3FX	Miquill - Chadsmead	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3LP	Reef Cleaning - Wilnecote	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
Creative Learning Partnership									
1LB	Creative Learning Partnership - Hempstalls Primary	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
1LC	Creative Learning Partnership - Parkside Primary School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LD	Creative Learning Partnership - Thursfield Primary	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LE	James Bateman Middle School - Creative Learning Partnership	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LF	Manor Hill First - Creative Learning Partnership	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LG	Langdale Primary School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LH	Greenhall Nursery School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LI	Green Lea First School - Creative Learning Partnership	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LU	Creative Learning Partnership - Beaconfields Primary	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1LV	Creative Learning Partnership - Doxey Primary	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
Endeavour Academy Trust									
1GK	Endeavour Multi Academy Trust - Cherry Trees	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1GL	Endeavour Multi Academy Trust - Wightwick Hall	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1GM	Endeavour Multi Academy Trust - Two Rivers High School	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1GN	Endeavour Multi Academy Trust - Two Rivers Primary School	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
1GP	Endeavour Multi Academy Trust - River View	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
3FP	Miquill Catering Ltd - Two Rivers	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
Esteem Multi Academy Trust									
1QK	Esteem Multi Academy Trust - The Fountains High School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1QL	Esteem Multi Academy Trust - The Fountains Primary School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
Fierte MAT									
57	Fierte MAT - Violet Way Academy	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57B	Fierte MAT - Glascote Heath Academy	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57C	Fierte MAT - Anker Moor Primary	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57D	Fierte MAT - Dosthill Primary School	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57E	Edge Hill Junior School	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57F	Heathfields Infant School	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57G	Wilnecote Junior School	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57H	Fierte Multi Academy Trust - Anker Valley Primary Academy	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57J	Manor Primary School - Fierte MAT	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	
57K	Fierte Multi Academy Trust - Garden Village	19.5%	1.4%	1.4%	1.4%	20.9%	20.9%	20.9%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Future Generation Trust									
1CB	Future Generation Trust - St John's Primary Academy	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1CC	Future Generation Trust - Gentle Shaw Academy	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1CD	Future Generation Trust - St Peters Primary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1CE	Future Generation Trust - Etching Hill CofE Primary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1CF	Moat Hall Primary - Future Generation Trust	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1CG	Future Generation Trust - Cheslyn Hay Primary	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1CH	Future Generation Trust - Willows Primary	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
Greenheart Learning Partnership									
77A	Featherstone Academy	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
77B	Pye Green Academy	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
Inspirational Learning Academies Trust									
45A	Inspirational Learning Academy Trust - Newstead Primary Academy	18.9%	1.4%	1.4%	1.4%	20.3%	20.3%	20.3%	
45B	Inspirational Learning Academy Trust - Norton Le Moors Primary Academy	18.9%	1.4%	1.4%	1.4%	20.3%	20.3%	20.3%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
45C	Inspirational Learning Academy Trust - Whitfield Valley Academy	18.9%	1.4%	1.4%	1.4%	20.3%	20.3%	20.3%	
Invictus Trust									
1BK	Invictus Trust - Kinver High School and Sixth Form	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
1BL	Invictus Trust - Ounsdale High School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
John Taylor Multi Academy Trust									
21	John Taylor MAT - Mosley School Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53	John Taylor MAT - John Taylor High School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
1VB	Chase Terrace	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53A	John Taylor MAT - Kingsmead Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53B	John Taylor MAT - Thomas Russell	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53C	John Taylor MAT - Yoxall St Peters	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53D	John Taylor MAT - Rykneld Primary School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53E	John Taylor MAT - Shobnall Primary School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53G	John Taylor MAT - Winshill Village Primary and Nursery School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53H	John Taylor Multi Academy Trust - John Taylor Free School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
53J	John Taylor Multi Academy Trust - Needwood CofE VA Primary School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53K	John Taylor MAT - All Saints Rangemore C of E Primary School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53L	Paulet High School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53M	Fradley Park Primary and Nursery School	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53N	Whittington Primary - John Taylor Trust	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53P	Blyth Bridge High - 53P - John Taylor MAT	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53Q	John Taylor Multi Academy Trust - All Saints (Alrewas)	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
53R	John Taylor Multi Academy Trust - Branston Locks	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
3AH	Mellors - Shobnall Primary	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
3AV	Mellors - Rykneld Primary	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3GU	Aspens - Blythe Bridge (John Taylor MAT)	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
3QU	Kindred - John Taylor MAT	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
Landau Forte Academy Trust									
26A	Landau Forte Academy Trust - Woodhouse	19.6%	0.1%	0.1%	0.1%	19.7%	19.7%	19.7%	
26B	Landau Forte Academy Trust - Quems	19.6%	0.1%	0.1%	0.1%	19.7%	19.7%	19.7%	
26C	Landau Forte Academy Trust - Greenacres Academy	19.6%	0.1%	0.1%	0.1%	19.7%	19.7%	19.7%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Lift Schools Multi Academy Trust									
17A	Lift Schools - Anglesey	19.8%	1.4%	1.4%	1.4%	21.2%	21.2%	21.2%	
17B	Lift Schools - Rawlet	19.8%	1.4%	1.4%	1.4%	21.2%	21.2%	21.2%	
17C	Lift Schools - Tamworth	19.8%	1.4%	1.4%	1.4%	21.2%	21.2%	21.2%	
3BN	Hutchinson Catering – AET	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3TC	Churchills Service Solutions - Academies Enterprise Trust	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
Manor Hall Academy Trust									
1DB	Manor Hall Academy Trust Loxely Hall Academy	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DC	Manor Hall Academy Trust - Cicely Haughton Academy	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DD	Manor Hall Academy Trust - Meadows Special School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DE	Manor Hall Academy Trust - Springfield Special School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DF	Manor Hall Academy Trust - Merryfields	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DG	Manor Hall Academy Trust - Rocklands School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DH	Chaselea PRU - Manor Hall Academy Trust	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DU	Manor Hall Academy Trust - Bailey Street Alternative Provision Academy	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1DV	Sherbrook Primary - Manor Hall Multi Academy Trust	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	

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1DW	Manor Hall Academy Trust - Abbey Manor	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
Manor Multi Academy Trust									
1TK	Brindley Heath Jr School - Manor Multi Academy Trust	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
1TL	Foley Infant School - Manor Multi Academy Trust	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
Mercia Primary Academy Trust									
48A	Mercia Primary Academy Trust - Larkhall Infants Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
48B	Mercia Primary Academy Trust - Flaxhill Junior Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
48C	Mercia Primary Academy Trust - Lakeside Primary	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
3FT	Miquill - Mercia PAT	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
Mid Trent Academy Trust									
1GB	Mid Trent Academy Trust - St Andrews CE Primary	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
1GC	Mid Trent Academy Trust - Colwich CE Primary	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
1GD	Mid Trent Academy Trust - St Peters CE Primary	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Moorlands Primary Federation									
13A	Manifold Primary School - The Moorlands Primary Federation	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
13B	Hollinsclough Primary School - The Moorlands Primary Federation	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
1FB	The Moorlands Primary Federation - Dilhorne Academy	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
1FC	The Moorlands Primary Federation - St Werburghs Academy	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
1FD	The Moorlands Primary Federation - Valley Primary Academy	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
1FE	The Moorlands Primary Federation - Great Wood Primary	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
1FF	The Moorlands Primary Federation - Bishop Rawle CofE School	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
1FG	The Moorlands Primary Federation - St Peters	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
1FH	The Moorlands Primary Federation - Talbot First	20.1%	1.8%	1.8%	1.8%	21.9%	21.9%	21.9%	
Orchard Community Trust									
1VK	Abbey Hulton Primary School - Orchard Community Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1VL	Forest Park Primary - Orchard Community Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1VM	Oakhill Primary - Orchard Community Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	

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1VN	Kemball Special School - Orchard Community Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1VP	Watermill Special School - Orchard Community Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1VR	St Marks Primary	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1VQ	Etruscan Primary	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
Ormiston									
28A	Ormiston - Sir Stanley Matthews Academy	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
28B	Ormiston - Horizon Academy	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
28C	Ormiston - Packmoor Academy	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
28D	Ormiston - Meridian Academy	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
3RD	Taylor Shaw - Ormiston Meridian	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
Penk Valley Academy Trust									
15	The Rural Enterprise Academy	20.0%	1.0%	1.0%	1.0%	21.0%	21.0%	21.0%	
1MK	Penk Valelly Academy Trust - Marshbrook First School	20.0%	1.0%	1.0%	1.0%	21.0%	21.0%	21.0%	
1ML	Penk Valley Academy Trust - Penkridge Middle School	20.0%	1.0%	1.0%	1.0%	21.0%	21.0%	21.0%	
1MM	Penk Valley Academy Trust - Princefield First School	20.0%	1.0%	1.0%	1.0%	21.0%	21.0%	21.0%	
1MN	Penk Valley Academy Trust - St John Bishopwood School	20.0%	1.0%	1.0%	1.0%	21.0%	21.0%	21.0%	

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1MO	Penk Valley Academy Trust - Wolgarston High School	20.0%	1.0%	1.0%	1.0%	21.0%	21.0%	21.0%	
1MP	St Mary & St Chads First School Brewood	20.0%	1.0%	1.0%	1.0%	21.0%	21.0%	21.0%	
Perry Hall MAT									
1NK	Birds Bush Primary	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
1NL	Forest Hills Primary School	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
1NM	Tillington Manor - Perry Hall MAT	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
3YN	Caterlink - Perry Hall MAT	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
Potteries Educational Trust									
66	Potteries Educational Trust - The Biddulph Academy	19.2%	0.2%	0.2%	0.2%	19.4%	19.4%	19.4%	
1YB	Sixth Form College - Stoke On Trent	19.2%	0.2%	0.2%	0.2%	19.4%	19.4%	19.4%	
1YC	Moorside High School	19.2%	0.2%	0.2%	0.2%	19.4%	19.4%	19.4%	
1YD	Werrington Primary	19.2%	0.2%	0.2%	0.2%	19.4%	19.4%	19.4%	
3AQ	Mellors - Potteries Education Trust	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3MQ	Vertas - Potteries Trust	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
Primitas Learning Partnership									
58	Primitas Learning Partnership - Erasmus Darwin Academy	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
58B	Highfields Primary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	

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58C	Ridgeway Primary School - Primitas Learning Partnership	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
58D	Holly Grove Primary	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1WK	Primitas Learning Partnership - Friary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1WL	Primitas Learning Partnership - Henry Chadwick Primary	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1WM	Primitas Learning Partnership - Queens Croft High	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
QEGS MAT									
1XB	Waterhouses Primary	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
1XC	St Johns CE Primary	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
3BF	ABM Catering - St Johns - Qegsmat	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
REACH2 Staffordshire									
27A	Reach 2 - Scentia Academy	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	
27B	Reach 2 - Springhill Academy	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	
27C	Reach 2 - Norton Canes Community Primary School	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	
27D	Reach 2 - Heath Hayes Primary School	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	
27E	Reach2 - Silkmore Academy	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	
27F	Reach2 - Five Spires Academy	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	
27G	Reach2 - Veritas Primary School	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	

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27H	Reach2 - Henhurst Ridge Primary Academy	19.3%	-0.8%	-0.8%	-0.8%	18.5%	18.5%	18.5%	
Sir Graham Balfour									
1NB	Sir Graham Balfour	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
3GP	Aspens Services Ltd - Sir Graham Balfour	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
Societas MAT									
411	Carmountside Primary Academy	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
1SB	Societas MAT - Ellison Primary	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
1SC	Societas MAT - Goldenhill Academy	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
1SD	Societas MAT - Summerbank Primary	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
1SE	Societas MAT - Gladstone Primary Academy	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
1SF	Societas MAT - Ash Green Primary	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
1SG	Alsagers Bank Primary Academy - Societas MAT	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
1SH	Societas Multi Academy Trust - Burnwood Primary Academy	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
3EP	Servicemaster – Summerbank Primary	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
South East Stafford MAT									
1KB	South East Stafford MAT - Barnfields Primary	20.2%	1.0%	1.0%	1.0%	21.2%	21.2%	21.2%	

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1KC	South East Stafford MAT - Leasowes Primary	20.2%	1.0%	1.0%	1.0%	21.2%	21.2%	21.2%	
St Bartholomew's CE MAT									
1BB	St Bartholomews Multi Academy Trust - Houghton Primary St Giles	19.9%	1.2%	1.2%	1.2%	21.1%	21.1%	21.1%	
1BC	St Bartholomews Multi Academy Trust - St Lawrence Primary	19.9%	1.2%	1.2%	1.2%	21.1%	21.1%	21.1%	
1BD	St Bartholomews Multi Academy Trust - Woodseaves Primary	19.9%	1.2%	1.2%	1.2%	21.1%	21.1%	21.1%	
1UB	St Benedict Biscop	19.9%	1.2%	1.2%	1.2%	21.1%	21.1%	21.1%	
1UC	All Saints Primary School - Trysull	19.9%	1.2%	1.2%	1.2%	21.1%	21.1%	21.1%	
3FU	Miquill - St Bartholomews	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
St Barts MAT									
	St Barts MAT	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
46H	St Chads Academy Trust - Stoke Minster	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55	St Barts MAT - Belgrave St Bartholomew Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55A	St Barts MAT - St Nathaniel Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55B	St Barts MAT - Knutton St Mary's	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55C	St Barts MAT - Park Hall	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55D	St Barts MAT - Meir Heath	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55E	St Barts MAT - St Saviours Primary	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
55G	St Barts MAT - Kingsland CE Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55H	St Barts MAT - Weston Junior Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55J	St Barts MAT - Weston Infant Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55K	St Barts MAT - Longford Primary Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55L	St Barts MAT - Hazel Slade Primary School	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55M	Woodcroft First School - St Barts MAT	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55N	Priory CEC Primary School - St Barts Multi Academy Trust	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55P	Abbey Hill Academy and College - St Barts MAT	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
55Q	St Barts Multi Academy Trust - St Johns CE Primary	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
3FV	Miquill - St Barts MAT	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3TD	Churchills Service Solutions -St Barts MAT	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
St Chads Academy Trust									
46A	St Chads Academy Trust - St Mathews Primary Academy	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46B	St Chads Academy Trust - Havergal Primary Academy	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46C	St Chads Academy Trust - St Peter's Church of England School	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
46D	St Chads Academy Trust - Bishop Lonsdale CofE Primary	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46E	St Chads Academy Trust - St John's Primary	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46F	St Chads Academy Trust - St James Lonsdale	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46G	St Chads Academy Trust - Churchfield Academy	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46J	St Chads Academy Trust - Christ Church Ce Primary Academy	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46K	St Mary's Wheaton Aston	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
46L	Brewood Middle	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
3KA	MCS Cleaning & Maintenance Ltd - St Chads Academy Trust	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
St Edwards C E Academy									
23	St Edwards C E Academy	19.4%	1.8%	1.8%	1.8%	21.2%	21.2%	21.2%	
3GJ	Aspens Services Ltd -St Edwards Academy	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
St Gabriel the Archangel Catholic MAT									
									3
44A	All Saints Catholic Collegiate - St Thomas More Catholic College	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
44B	All Saints Catholic Collegiate - Our Lady's	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
44C	All Saints Catholic Collegiate - St Augustines Academy	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
44D	All Saints Catholic Collegiate - St Gregory's Catholic College Academy	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
44E	All Saints Catholic Collegiate - St Maria Goretti Academy	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
39A	Chirst The King Catholic Collegiate - St John Fisher Catholic College	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
39B	Christ The King Catholic Collegiate - St Mary's Catholic Primary School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
39C	Christ The King Catholic Collegiate - St Teresa's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
39D	Christ The King Catholic Collegiate - St Thomas Aquinas Catholic Primary School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
39E	Christ The King Catholic Collegiate - St Wulstan's Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
39F	Christ The King Catholic Collegiate - Our Lady and St Werburghs Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42A	Newman Catholic Collegiate - St Margaret Ward Academy	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42B	Newman Catholic Collegiate - St Peter's Primary School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42C	Newman Catholic Collegiate - Our Lady and St Benedicts Catholic School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42D	Newman Catholic Collegiate - St George and St Martin Catholic School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
42E	Newman Catholic Collegiate - St Joseph's Catholic Primary School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42F	Newman Catholic Collegiate - St Mary's Catholic School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42G	Newman Catholic Collegiate - St Wilfred's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42H	Newman Catholic Collegiate - St. John the Evangelist Catholic Primary School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
42J	Newman Catholic Collegiate - Our Lady of Grace (English Martyrs)	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18A	Painsley Catholic College	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18B	Painsley Catholic College - St Filumenas	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18C	Painsley Catholic College - St Giles Cheadle	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18D	Painsley Catholic College - St Josephs Uttoxeter	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18E	Painsley Catholic College - St Marys Leek	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18F	Painsley Catholic College - St Thomas Kidsgrove	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18G	Painsley Catholic College - Faber Cotton	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1HI	Painsley Catholic College - Blessed William Howard Catholic High School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1HB	Painsley Catholic College - St Anne's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
1HC	Painsley Catholic College - St Austin's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1HD	Painsley Catholic College - St Dominic's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1HE	Painsley Catholic College - St John's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1HF	Painsley Catholic College - St Mary's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1HG	Painsley Catholic College - St Patrick's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1HH	Painsley Catholic College - Blessed Mother Teresa's Catholic Primary	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
18H	Painsley Catholic College - Cardinal Griffin	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
1EK	St Francis & St Clare Catholic Mac St Christopher's Catholic Primary School	19.5%	-0.5%	-0.5%	-0.5%	19.0%	19.0%	19.0%	
3YP	Caterlink - St Christophers	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
St Ralph Sherwin MAT									
1RK	St Ralph Sherwin MAT - Holy Rosary Catholic Voluntary Academy	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
1RL	St Ralph Sherwin MAT - Blessed Robert Sutton	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
3MP	Vertas - St Ralph Sherwin	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Staffordshire University Academies Trust									
63	Staffordshire University MAT - Staffordshire University Academy	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63B	Staffordshire University MAT - Moorgate Primary Academy	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63C	Staffordshire University MAT - John Wheeldon Academy	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63D	Staffordshire University MAT - Perton Sandown First	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63E	Staffordshire University MAT - Boney Hay	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63F	Staffordshire University MAT - Littleton Green Community Primary	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63G	Staffordshire University MAT - St Edwards First School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63H	Staffordshire University MAT - Tynsel First School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63J	Staffordshire University MAT - All Saints CofE First School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63K	Staffordshire University MAT - Charmwood Primary School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63L	Staffordshire University MAT - St Augustine's First School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63M	Staffordshire University MAT - St Peter's CofE Academy Alton	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63N	Staffordshire University MAT - St Lukes Endon Primary School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	

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			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
63P	Staffordshire University MAT - Horton St Michaels CofE First School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63Q	Dove First VC School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63R	St Pauls First	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63S	Church Eaton - SUAT	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63T	All Saints Primary School - Bednall	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63U	St Leonards CofE First School	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63V	Little Aston Primary	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
63W	Westlands Primary School - Staffordshire University Academy Trust	19.2%	2.1%	2.1%	2.1%	21.3%	21.3%	21.3%	
3EN	Servicemaster – Westlands Primary	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	28.6%	
3RT	Workplace Ltd - SUAT	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
Talentum Learning Trust									
1JB	Talentum Learning Trust - Westwood College	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1JC	Talentum Learning Trust - Leek High School	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1JD	Talentum Learning Trust - Churnet View Middle	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1JE	All Saints CofE First School - Talentum Learning Trust	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1JF	Leek First School - Talentum Learning Trust	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1JG	Rushton CofE First School	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	

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1JH	Westwood First - Talentum Learning Trust	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1JI	Beresford Memorial CofE First School	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
1ZK	Blackshaw Moor First	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
The Academy Transformation Trust									
24A	The Academy Transformation Trust - Star Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
24B	The Academy Transformation Trust - Sun Academy	19.4%	1.3%	1.3%	1.3%	20.7%	20.7%	20.7%	
The Arthur Terry Learning Partnership									
1KK	The Arthur Terry Learning Partnership - Scotch Orchard Infants	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KL	The Arthur Terry Learning Partnership - William MacGregor Primary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KM	The Arthur Terry Learning Partnership - Nether Stowe School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KN	The Arthur Terry Learning Partnership - Two Gates Primary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KP	Coton Green Primary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KQ	Greysbrooke Primary School	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KR	St Chads CoE VC Pimrany - Arthur Terry Learning Partnership	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KS	St Michaels CE© Primary School - Arthur Terry Learning Partnership	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	

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1KT	Bridge Short Stay School - Arthur Terry Learning Partnership	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
1KU	The Arthur Terry Learning Partnership - Anna Seward Primary	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
3BU	Easy Clean - ATLP	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
The Co-operative Academy Trust									
	The Co-operative Academy Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
51	The Co-operative Academy Trust - The Co-op Stoke Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
51B	The Co-operative Academy Trust - Friaswood Primary School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
51C	The Co-operative Academies Trust - Clarice Cliff	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
51D	The Co-operative Academies Trust - Florence MacWilliams Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
414	Co-op Academies Trust - Glebe Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1ZB	The Co-operative Academy Trust - Grove Junior School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1ZC	The Co-operative Academy Trust - Hamilton Infant School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1ZD	The Co-operative Academy Trust - Northwood Broom Community School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
3ES	Servicemaster - Glebe Academy	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	

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The Creative Education Academies Trust									
25D	The Creative Education Academies Trust - Harpfield	19.0%	2.2%	2.2%	2.2%	21.2%	21.2%	21.2%	
25E	The Creative Education Academies Trust - Thistley Hough	19.0%	2.2%	2.2%	2.2%	21.2%	21.2%	21.2%	
25F	The Creative Education Academies Trust - Three Peaks Primary Academy	19.0%	2.2%	2.2%	2.2%	21.2%	21.2%	21.2%	
25G	The Creative Education Academy Trust - The Hart School	19.0%	2.2%	2.2%	2.2%	21.2%	21.2%	21.2%	
3YR	Caterlink - Harpfield Primary	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
3QV	Kindred - Three Peakes - CET	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3QW	Kindred - The hart School - CET	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
The Key Educational Trust									
59	The Key Educational Trust - Christchurch Academy	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
59A	The Key Educational Trust - Oulton CofE (Vc) First School	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
59B	The Key Educational Trust - Christ Church CofE (VC) First School	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
59C	The Key Educational Trust - St Peter's Primary	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
59D	The Key Educational Trust - St Mary's Primary	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
3FS	Miquill - Key Education Trust	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	

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The Learning Partnership Academies Trust									
1CK	Castle Primary Mow Cop	20.1%	2.6%	2.6%	2.6%	22.7%	22.7%	22.7%	
1CL	The Learning Partnership - Dove Bank	20.1%	2.6%	2.6%	2.6%	22.7%	22.7%	22.7%	
The New Guild Trust									
1PK	The New Guild Trust - Alexandra Infants	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1PL	The New Guild Trust - Alexandra Junior	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1PM	The New Guild Trust - Jackfield Infants	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1PN	The New Guild Trust - Moorpark Junior	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
3ET	Servicemaster - New Guild Trust	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
The Shaw Trust									
29A	Shaw Education Trust - Kidsgrove Secondary	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
29B	Shaw Education Trust - Kidsgrove Primary	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78A	Shaw Education Trust - Black Friars Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78B	Shaw Education Trust - The Coppice Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78C	Shaw Education Trust - Walton Hall Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78D	Shaw Education Trust - Wolstanton High School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
78E	Shaw Education Trust - Saxon Hill Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78F	Shaw Education Trust - Madeley Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78G	Shaw Education Trust - Seabridge Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78H	Shaw Education Trust - The Meadows Primary Academy	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78K	Streethay Primary School - Shaw Education Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78L	Meadows (Blurton) Primary - Shaw Education Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78M	Endon High School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78N	Waterside Primary	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78P	Shaw Education Trust - Moorhill Primary School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78Q	Shaw Education Trust - Redhill Primary School	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
78R	Portland School and Specialist College - Shaw Trust	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
31B	Edwards and Ward - Endon Hall Primary	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	28.6%	
3FR	Miquill - Endon High (Shaw Trust)	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
3YM	Caterlink - Shaw Trust	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
The Staffordshire Schools Multi Academy Trust									
1DK	The Staffordshire Schools Multi Academy Trust - Howard Primary Academy	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
1DL	The Staffordshire Schools Multi Academy Trust - St Mary'S Primary Academy Colton	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
1DM	The Staffordshire Schools Multi Academy Trust - Richard Crosse Primary Academy	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
1DN	The Staffordshire Schools Multi Academy Trust - Anson CofE Primary	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
1DP	The Staffordshire Schools Multi Academy Trust - Mary Howard Primary	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
1DQ	The Staffordshire Schools Multi Academy Trust - St Andrews Primary	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
1DR	The Staffordshire Schools Multi Academy Trust - All Saints Church of England Primary	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
Three Spires Trust									
417	Three Spires MAT - St. Giles And St. Georges Academy	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1YL	The Kings CE School	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1YM	St Thomas CE Primary	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	
1YN	Hanley St Lukes - Three Spires Trust	19.1%	2.1%	2.1%	2.1%	21.2%	21.2%	21.2%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
Victoria Academy Trust									
76A	Rowley Park Primary Academy	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
76B	Poppyfield Primary Academy - Victoria Academy Trust	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
3FW	Miquill - Rowley Park Primary	25.2%	0.0%	0.0%	0.0%	25.2%	25.2%	25.2%	
Walton MAT									
1MB	Walton Multi Academy Trust - Walton High	19.8%	1.4%	1.4%	1.4%	21.2%	21.2%	21.2%	
1MC	King Edward VI High School - Walton MAT	19.8%	1.4%	1.4%	1.4%	21.2%	21.2%	21.2%	
3QM	Cleantec Services Ltd - Walton Multi Academy Trust	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
3WN	Alliance In Partnership Ltd - Walton MAT	27.2%	0.0%	0.0%	0.0%	27.2%	27.2%	27.2%	
Windsor Academy Trust									
	Windsor Academy Trust	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	
1FK	Windsor Academy Trust - Newcastle Academy	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	
1FL	Windsor Academy Trust - Clayton Hall Academy	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	
1FM	Windsor Academy Trust - Sir Thomas Boughy High	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	
1SK	Windsor Academy Trust - Great Wyrley High School	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
1SL	Windsor Academy Trust - Cheslyn Hay Sport and Community High School	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	
1TB	Windsor Academy Trust - Greenways Primary	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	
1TC	Windsor Academy Trust - Milton Primary Academy	19.1%	1.5%	1.5%	1.5%	20.6%	20.6%	20.6%	
10	Cannock Chase Academy	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
11	Weston Road Academy	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
14	St Joseph Edmund. Rice Academy Trust	19.4%	0.7%	0.7%	0.7%	20.1%	20.1%	20.1%	
19	Sutherland Academy	19.3%	1.9%	1.9%	1.9%	21.2%	21.2%	21.2%	
56	JCB Academy	19.4%	-3.7%	-3.7%	-3.7%	15.7%	15.7%	15.7%	
61	The Crescent Academy	19.2%	0.0%	0.0%	0.0%	19.2%	19.2%	19.2%	
62	The Cheadle Academy	19.5%	1.7%	1.7%	1.7%	21.2%	21.2%	21.2%	
69	St Peter's CofE Academy	18.8%	2.4%	2.4%	2.4%	21.2%	21.2%	21.2%	
412	Alleyes Academy	19.9%	1.3%	1.3%	1.3%	21.2%	21.2%	21.2%	
415	Sandon Primary Academy	18.8%	2.4%	2.4%	2.4%	21.2%	21.2%	21.2%	
416	Woodhouse Academy	19.6%	1.6%	1.6%	1.6%	21.2%	21.2%	21.2%	
49A	Silverdale Primary Academy	20.1%	1.1%	1.1%	1.1%	21.2%	21.2%	21.2%	
1LK	St Mary's CofE Primary	19.0%	2.2%	2.2%	2.2%	21.2%	21.2%	21.2%	
1PB	New Ford Primary	19.2%	2.0%	2.0%	2.0%	21.2%	21.2%	21.2%	
1WA	Innovate2Educate Partnership Ltd	19.8%	1.4%	1.4%	1.4%	21.2%	21.2%	21.2%	
1XK	Birches Head Academy	18.8%	2.4%	2.4%	2.4%	21.2%	21.2%	21.2%	

Employer codes	Employer name	Primary rate (% of pay)	Secondary rate (% of pay)			Total contributions (Primary rate plus secondary rate)			Notes
			2026 /27	2027/28	2028/29	2026/27	2027/28	2028/29	
2AA	Ignite Learning Partnership - Bhylls Acre	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
Admitted bodies with individually assessed rates									
210	MPFT (Previously SSSFT ex 101)	37.1%	-37.1%	-37.1%	-37.1%	0.0%	0.0%	0.0%	
353	Inspiring Healthy Lifestyles	20.7%	-20.7%	-20.7%	-20.7%	0.0%	0.0%	0.0%	
3HR	Chartwells - Ormiston Sir Stanley Matthews Academy	20.6%	-20.6%	-20.6%	-20.6%	0.0%	0.0%	0.0%	
3LU	KGB Cleaning & Support Services Northern Ltd	24.6%	-24.6%	-24.6%	-24.6%	0.0%	0.0%	0.0%	
3NK	Biffa Municipal Limited	18.1%	-18.1%	-18.1%	-18.1%	0.0%	0.0%	0.0%	
3TB	Churchills Service Solutions - United Endeavour Trust	20.9%	-20.9%	-20.9%	-20.9%	0.0%	0.0%	0.0%	
78J	Newfriars College	21.0%	-2.1%	-2.1%	-2.1%	18.9%	18.9%	18.9%	
Housing Plus Group									
287	Housing Plus Ltd	20.8%	-20.8%	-20.8%	-20.8%	0.0%	0.0%	0.0%	
295	Housing Plus Ltd (formerly SARH)	20.8%	-20.8%	-20.8%	-20.8%	0.0%	0.0%	0.0%	
297	Housing Plus Group Ltd	20.8%	-20.8%	-20.8%	-20.8%	0.0%	0.0%	0.0%	

Notes to the Rates & Adjustments Certificate

1. This employer has elected to pre-pay elements of their contributions set out in this Rates and Adjustments Certificate. A discount has been applied to the pre payment amount to reflect the early payment of contributions. The table below sets out more details relating to the pre-payment amount:

Employer	Staffordshire County Council (excl schools)	Staffordshire Borough Council	Cannock Chase District Council	East Staffordshire Borough Council	South Staffordshire District Council	Lichfield District Council	Tamworth Borough Council
Pre-payment amount	£28.594	£2.865m	£5.572m	£3.167m	£1.255m	£1.492m	£0.892m
Date payment to be made by	17 April 2026	17 April 2026	17 April 2026	17 April 2026	17 April 2026	17 April 2026	17 April 2026
Amount payable in respect of							
- 2026/27	£14.198m	£1.012m	£1.968m	£1.119m	£0.444m	£0.527m	£0.315m
- 2027/28	£8.182m	£1.041m	£2.024m	£1.150m	£0.456m	£0.542m	£0.324m
- 2028/29	£8.412m	£1.070m	£2.081m	£1.183m	£0.469m	£0.557m	£0.333m
Rate of discount	5.9% pa	5.9% pa	5.9% pa	5.9% pa	5.9% pa	5.9% pa	5.9% pa
Revised contributions due*							
- 2026/27	19.0%	19.0%	19.3%	18.7%	18.8%	18.8%	19.2%
- 2027/28	19.0%	19.0%	19.3%	18.7%	18.8%	18.8%	19.2%
- 2028/29	19.0%	19.0%	19.3%	18.7%	18.8%	18.8%	19.2%

* In addition to the pre-payment amount

2. This employer is set to become a standalone employer from 1 May 2026 with a contribution rate of 17.6% of pay.

3. This MAT joined the Fund in 2025/26 as a merger of previous MATs participating in the Fund at 31 March 2025.

Futher notes to the Rates & Adjustments Certificate

- Contributions expressed as a percentage of payroll should be paid into the Fund at a frequency in accordance with the requirements of the Regulations.
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- Payments may be required to be made to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions.
- Any new employers or admission bodies joining the Fund should be referred to the Fund Actuary to assess the required level of contribution. Depending on the number of transferring members the ceding employer's rate may also need to be reviewed.
- Any employer who ceases to participate in the Fund should be referred to the Fund Actuary in accordance with Regulation 64 of the LGPS regulations.
- The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.

Appendix 9: Gender pension gap

As required under the LGPS Regulations 2013, we have reported on the gender pension gap within the Fund. The reporting approach, including derivation of statistics, is consistent with the guidance '2025 Fund Valuations: Guidance for Gender Pension Gap reporting' dated 2 February 2026.

For the purpose of this analysis, we have

- relied upon the membership data provided by the Fund for the purpose of the 2025 actuarial valuation
- used the gender information provided in the submitted membership data

The Gender Pension Gap (GPG) is calculated as:

$$GPG = \frac{\text{Mean pension value for males} - \text{Mean pension value for females}}{\text{Mean pension value for males}}$$

The GPG is expressed as a percentage. For example, a GPG of 10% indicates that, on average within the population analysed, for every £1 of pension accrued by males, females will have accrued £0.90. A negative GPG implies the mean pension value for females is greater than the mean pension value for males.

Active members

The results in this section set out the analysis for members who were active at 31 March 2025.

Fund level analysis

At overall fund level, the GPG for active members of the Fund is 34%. Further detail is set out in the table and charts below.

	Males	Females	
Number of members*	6,774	22,724	-
% of overall membership	23%	77%	-
Mean age	46.7	46.3	-
Mean age the member joined the Fund	37.1	37.1	-
Mean number of jobs held	1.09	1.18	-
Mean employee contribution rate (%)	6.27	5.91	-
Number of members with a Final Salary pension	2,232	7,646	-
			Gender pay gap
Mean FTE pay (£)	34,050	30,039	12%
Mean actual pay (£)	31,616	22,908	28%
			Gender pension gap
Mean CARE pension (£)	4,457	3,074	31%
Mean Final Salary pension (£)**	6,240	3,579	43%
Mean total pension (£)	6,513	4,278	34%

Table 16: Gender pension gap for active members – Fund level analysis

* In line with the guidance, this represents the number of unique members within the Fund i.e. all multiple membership records have been summed for the purpose of the Fund calculation.

** In line with the guidance, this represents the mean for active members with a non-zero final salary pension.

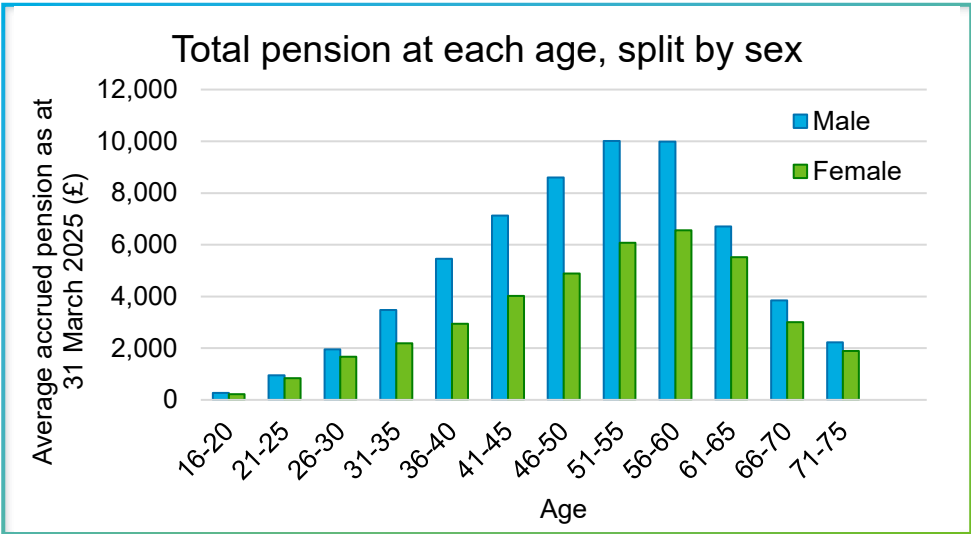


Chart 5: Total pension at each age, split by sex

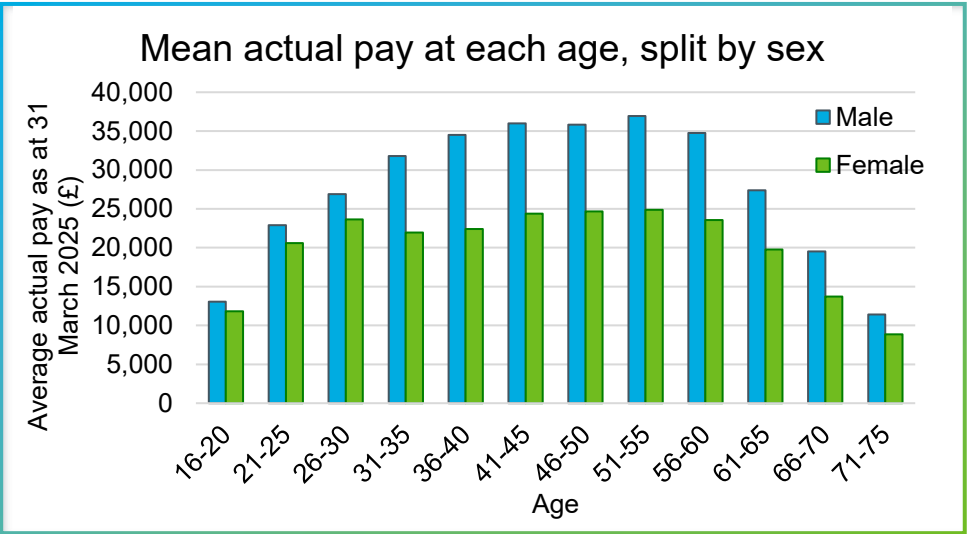


Chart 6: Mean actual pay at each age, split by sex

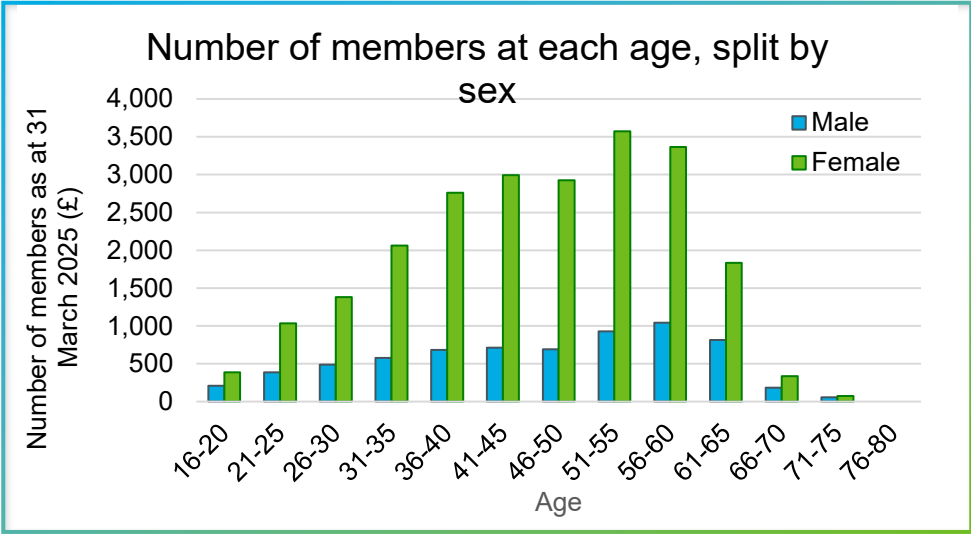


Chart 7: Number of members at each age, split by sex

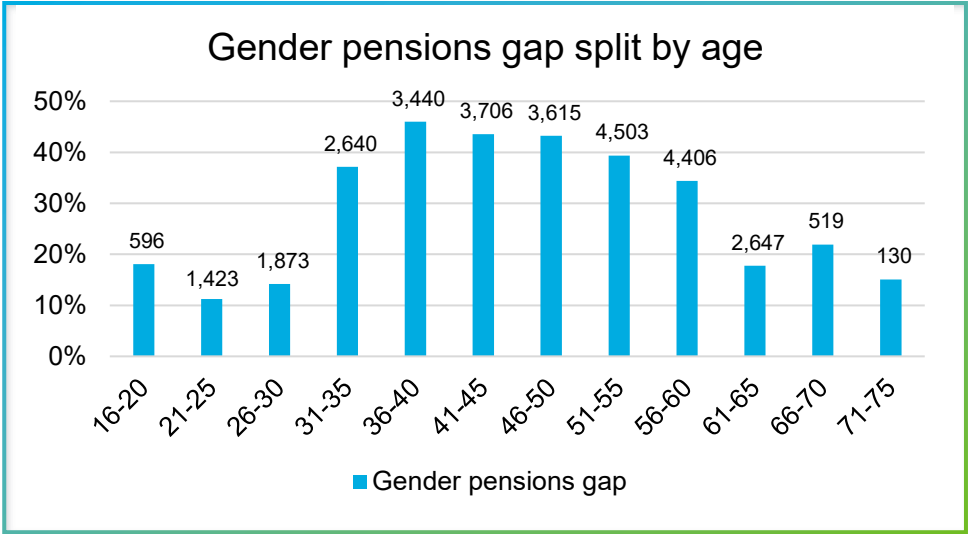


Chart 8: GPG at each age (number of members shown)

Employer category analysis

In line with the Guidance, analysis at employer category level is set out below (N/A entries apply where the number of active members in a group is less than 100):

Category	CARE pension GPG	Final Salary pension GPG	Total pension GPG
Local authorities and connected bodies	15%	24%	17%
Centrally funded public sector bodies excluding academies	21%	34%	21%
Academies	9%	26%	5%
Other public service bodies	1%	15%	-6%
Private/voluntary/other bodies	55%	66%	59%

Table 17: Gender pension gap for active members – Employer category analysis

Employer category Additional statistics	Local authorities		Central PS bodies		Academies		Other PS bodies		Private/voluntary	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Number of members	4,513	8,963	321	903	1,530	10,216	226	2,518	245	477
% of overall membership	33%	67%	26%	74%	13%	87%	8%	92%	34%	66%
Mean age	46.5	46.4	45.7	45.6	46.7	46.0	47.3	46.2	53.1	55.1
Mean FTE pay (£)	35,981	35,073	31,082	27,279	28,908	26,862	26,732	25,642	39,225	27,427
Mean actual pay (£)	35,316	30,774	27,561	20,442	21,283	17,301	17,280	15,977	38,783	19,486
Mean CARE pension (£)	5,089	4,313	3,250	2,568	2,386	2,165	1,983	1,971	8,569	3,866
Mean Final Salary pension (£)	6,829	5,160	5,027	3,310	2,949	2,196	2,206	1,882	7,327	2,520
Mean total pension (£)	7,590	6,312	4,331	3,436	2,952	2,792	2,354	2,502	14,071	5,794

Table 18: Gender pension gap for active members – Employer category analysis (additional statistics)

Pensioner members

The GPG for pensioner members of the Fund is 50%. Further detail is set out in the table and charts below.

	Males	Females	GPG
Number of members*	8,666	20,080	-
% of overall membership	30%	70%	-
Mean age	70.9	70.0	-
Mean pension (£)	9,084	4,541	50%
Mean CARE pension amount (£)	2,516	1,691	33%
Mean Final Salary pension amount (£)	8,554	4,013	53%
Mean partner pension amount (£)	4,574	2,217	-
Mean number of retirement pension accounts	1.14	1.25	-
Mean age at retirement	59.8	60.2	-

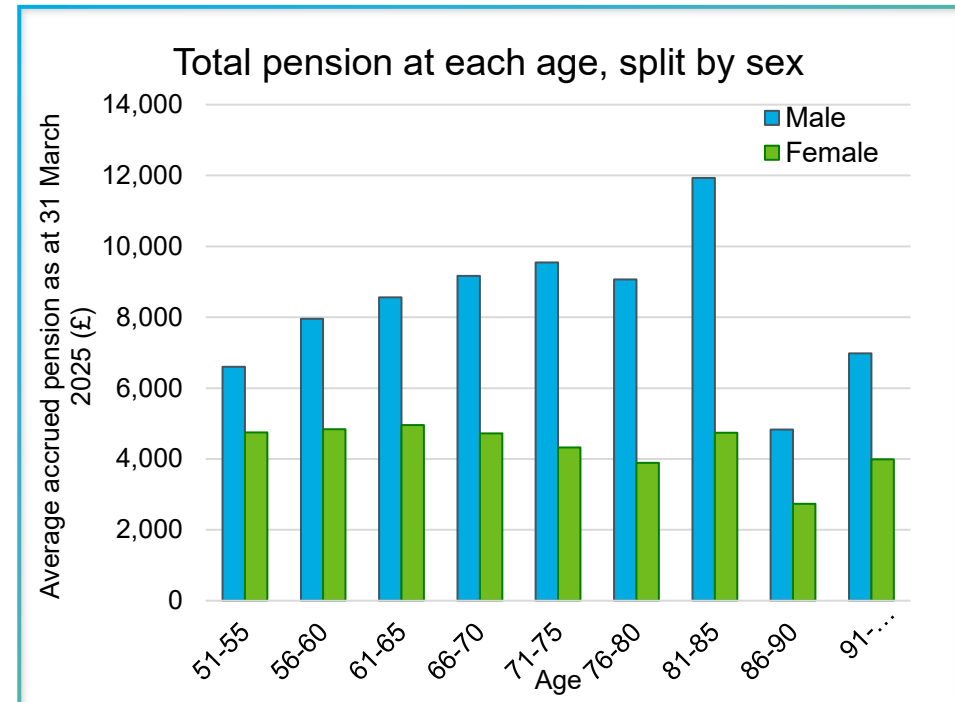


Chart 9: Total pension at each age, split by sex

Table 19: Gender pension gap for pensioner members – Fund level analysis

* In line with the guidance, this represents the number of unique members within the Fund i.e. all multiple membership records have been summed for the purpose of the Fund calculation.

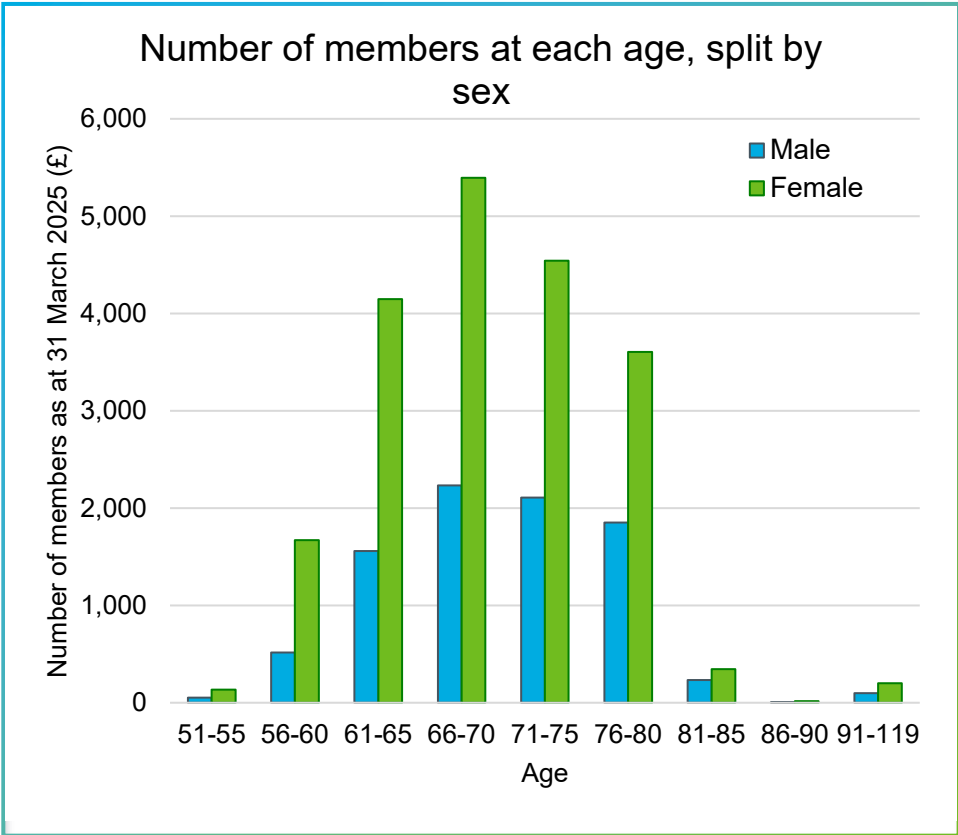


Chart 10: Number of members at each age, split by sex

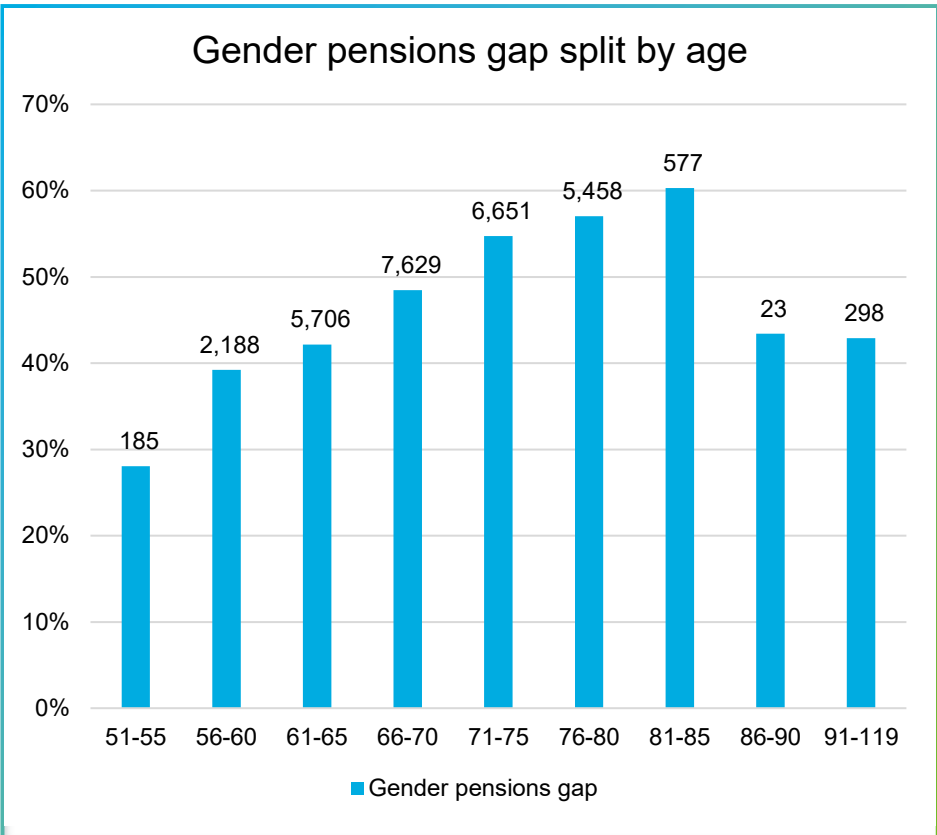


Chart 11: GPG at each age (number of members shown)