

West Sussex 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 West Sussex County Council (“the Administering Authority”) to carry out a valuation of the West Sussex 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	19.3% of pay	18.4% of pay
	2026/27 (4.0%)	2023/24 2.5%
Secondary rate	2027/28 (4.3%)	2024/25 1.7%
	2028/29 (4.5%)	2025/26 1.0%

Table 1: Combined employer contribution rates compared with previous valuation

On average, total employer contribution rates have reduced due to higher assumed future investment returns at 2025 compared to 2022.

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)	5,873	5,501
Liabilities (£m)	3,629	4,402
Surplus / (Deficit) (£m)	2,244	1,099
Funding Level	162%	125%

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 difference (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 142%. **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 has 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)?

The funding decisions will vary between employers within the Fund and 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 achieves 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, [Appendix 2](#) sets out how these have been considered.

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

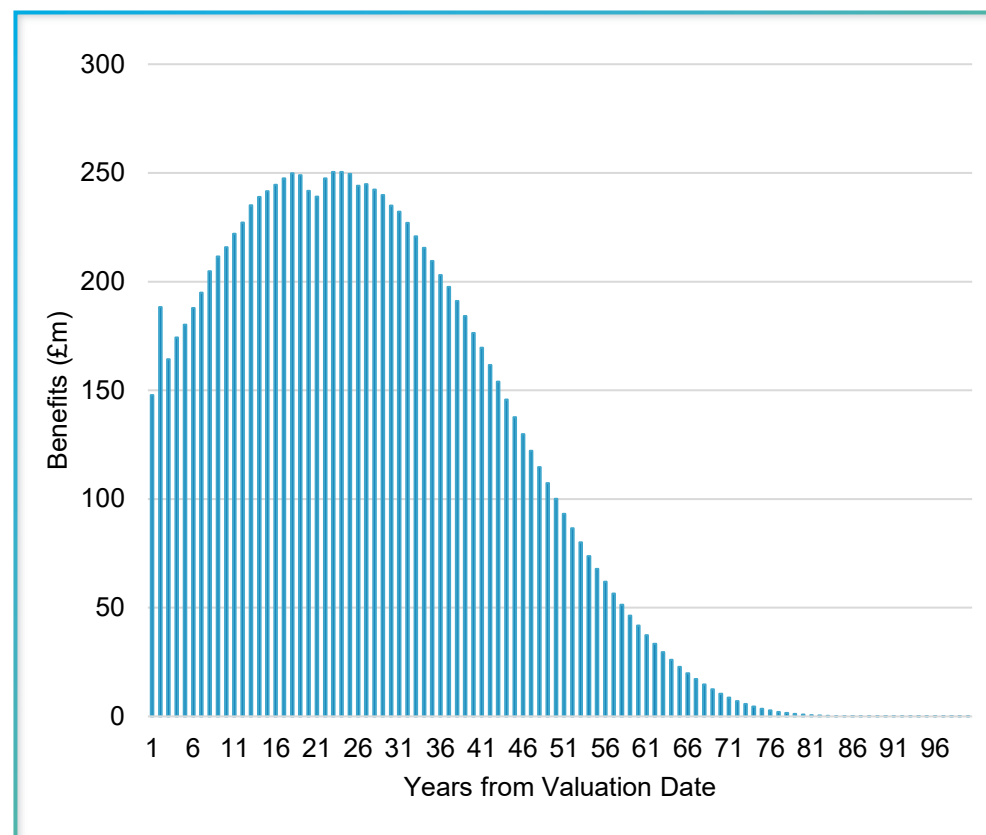
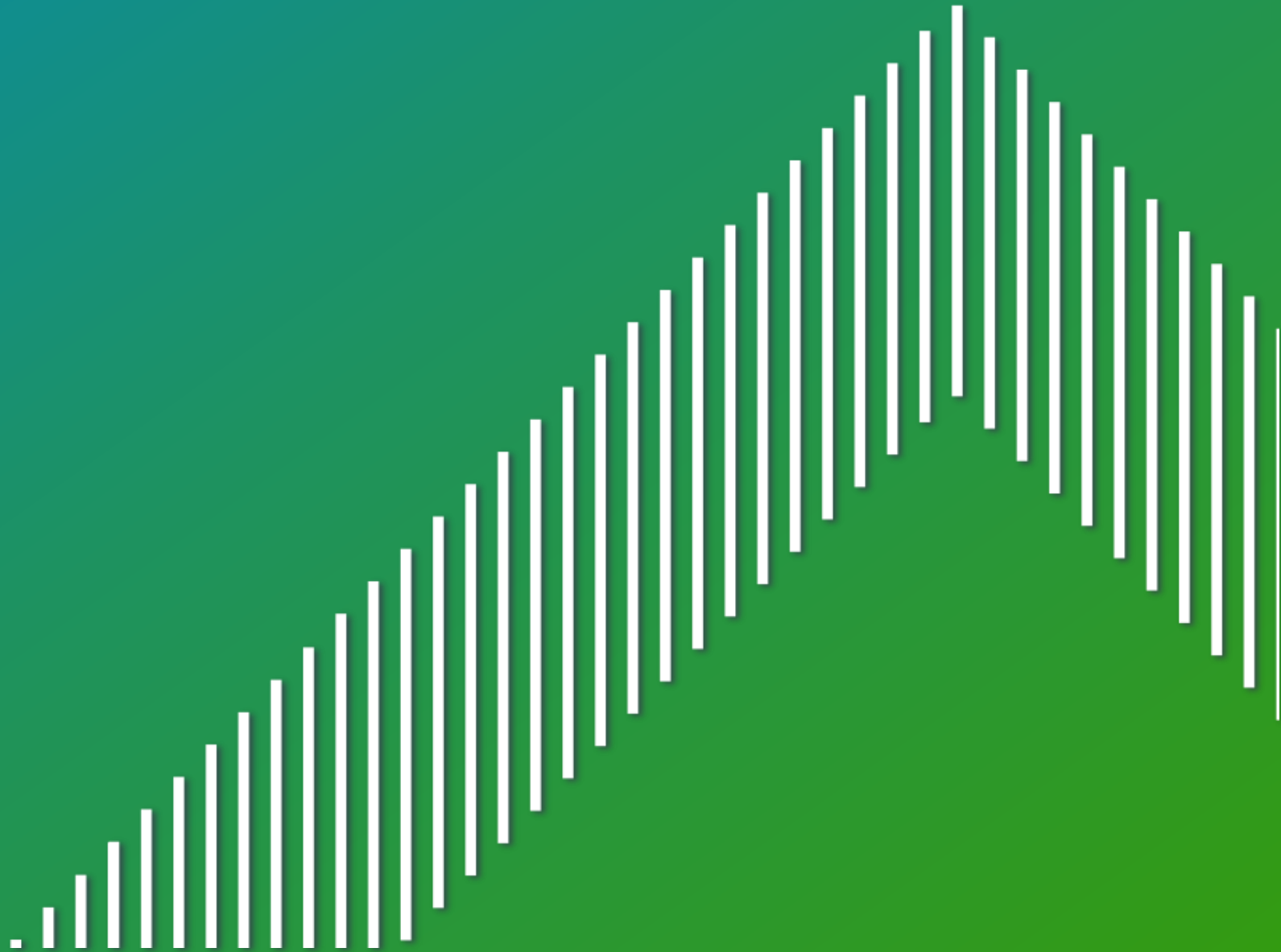


Chart 1: Projected benefit payments for all service earned up to 31 March 2025

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.

- **A primary rate:** the level sufficient to fund benefits that will be accrued in the future.
- **A 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	19.3% of pay		18.4% of pay	
Secondary rate	2026/27	(4.0%)	2023/24	2.5%
	2027/28	(4.3%)	2024/25	1.7%
	2028/29	(4.5%)	2025/26	1.0%

Table 3: Combined employer contribution rates compared with previous valuation

The primary rate includes an allowance of 0.5% of pensionable pay for the Fund's administration and governance expenses (0.5% 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, total employer contribution rates 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 9](#)).

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, 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 142%. **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		5,873	5,501
Liabilities	Actives (£m)	1,115	1,550
	Deferreds (£m)	810	1,128
	Pensioners (£m)	1,704	1,723
Surplus / (Deficit) (£m)		2,244	1,099
Funding Level		162%	125%

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 3.0% p.a. which has increased from the previous valuation (2.3% pa). This means, at 31 March 2025, the Fund needed to earn 3.0% 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 (92% at 2022).

Changes since the last valuation – funding position

The factors that have caused the funding position to changes 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. Further detail on this reconciliation is included in [Appendix 3](#).

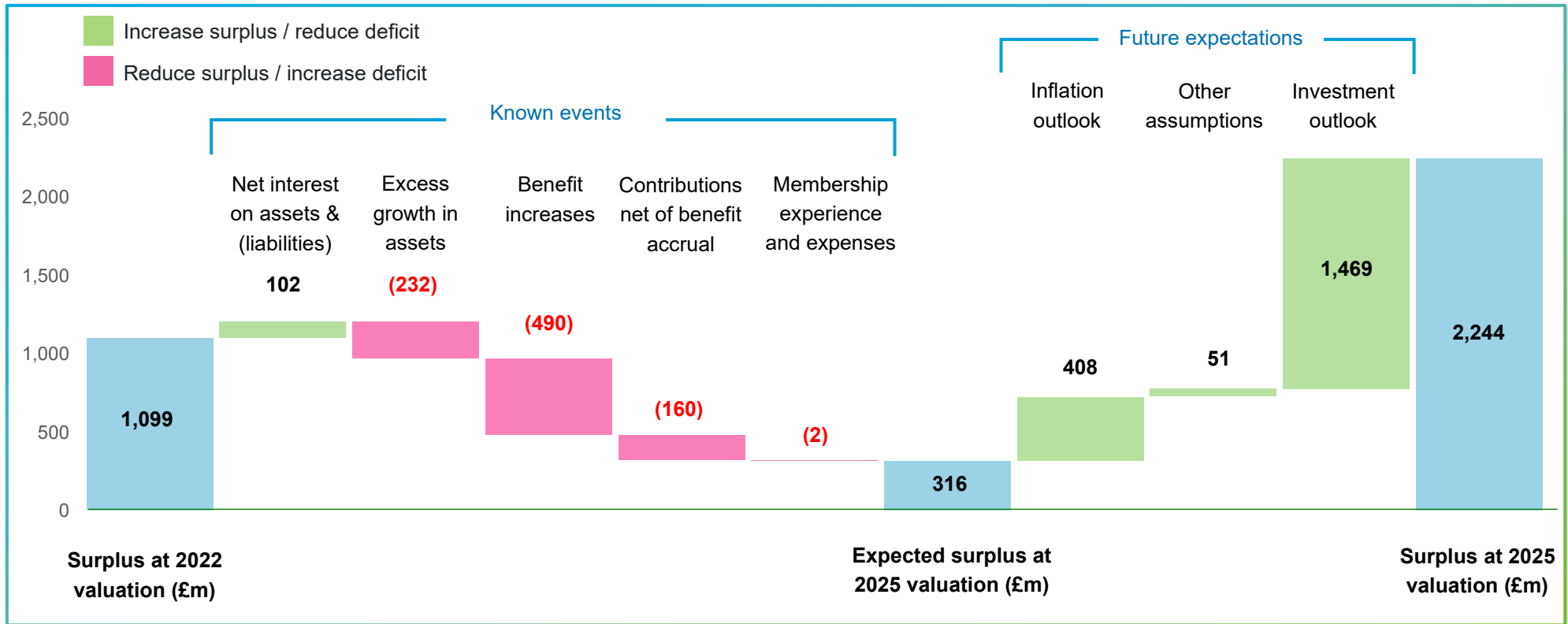


Chart 2: Change in funding position since last valuation

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 reduce slightly to 161%.

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 the Fund's surplus.

Source	Expected	Actual	Funding impact
Investment returns	3.5% p.a.	2.2% p.a.	(£232m)
Benefit increases	2.7% p.a.	6.1% p.a.	(£490m)
Salary increases	4.2% p.a.	6.1% p.a.	(£35m)

Table 5: Impact of known economic events since 2022

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 current estimate of the Fund's liabilities may later prove inaccurate.

Investment returns: Chart 4 on the opposite of the page shows how the funding level at 31 March 2025 changes depending on the level of future investment returns. Each point on the line denotes the estimated likelihood of achieving the level of future return at the relevant valuation date. This indicates that the best estimate (return with an estimated 50% likelihood) funding level at 31 March 2025 is 243%. 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 c2% (with a c£51m fall in the surplus).

Salary increases: if future inflation was 0.5% pa higher than assumed at this valuation then the funding level would reduce by less than 1% (with a c£20m fall in the surplus).

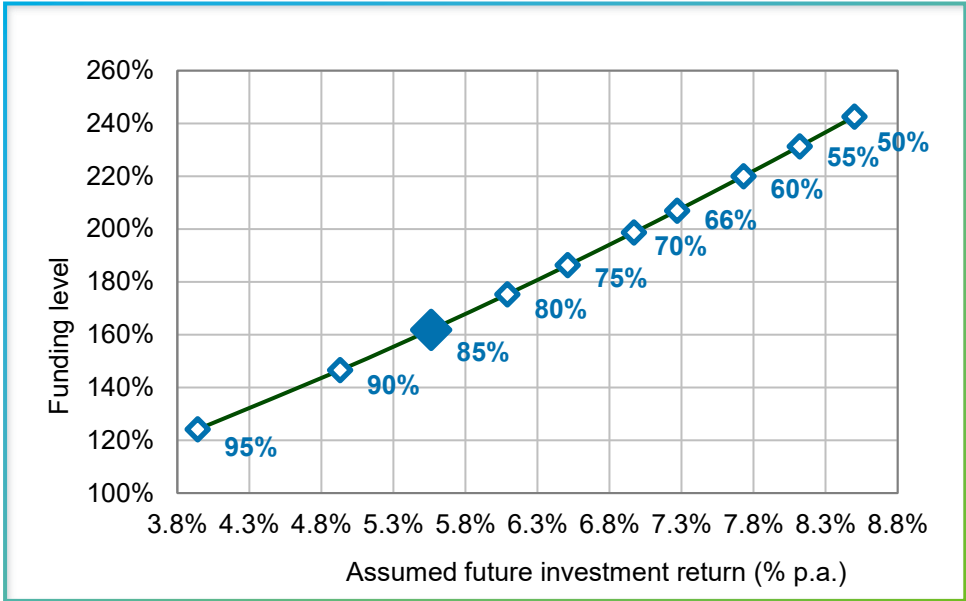


Chart 3: Impact of future return assumption on funding level

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 a positive impact on the funding position, as shown in Table 6.

Mortality experience	
Actual amount of annual pension ceased	£10.0m
Expected amount of annual pension ceased	£10.5m
Difference	£0.5m
Impact on liabilities	(£3.8m)

Table 6: Impact of member mortality experience since 2022

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 a rate of 1.75% p.a. If this rate of reduction turned out to be stronger (2.0% p.a. instead of 1.75% p.a.), then members would live longer than expected. In this scenario, the funding level would fall by c1% (with a c£18m 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 £14m 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, funding levels have generally improved. However, the recent conflicts in the Middle East have led to increased volatility in markets. In general, short-term volatility in the funding position is to be expected and experience since 31 March 2025 has not been abnormal. Given the Fund's approach to long-term, stable funding strategies, no allowance has been made for post-valuation events in 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](#).

5.1 New employers joining the Fund

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

5.2 Cessation and bulk transfers

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

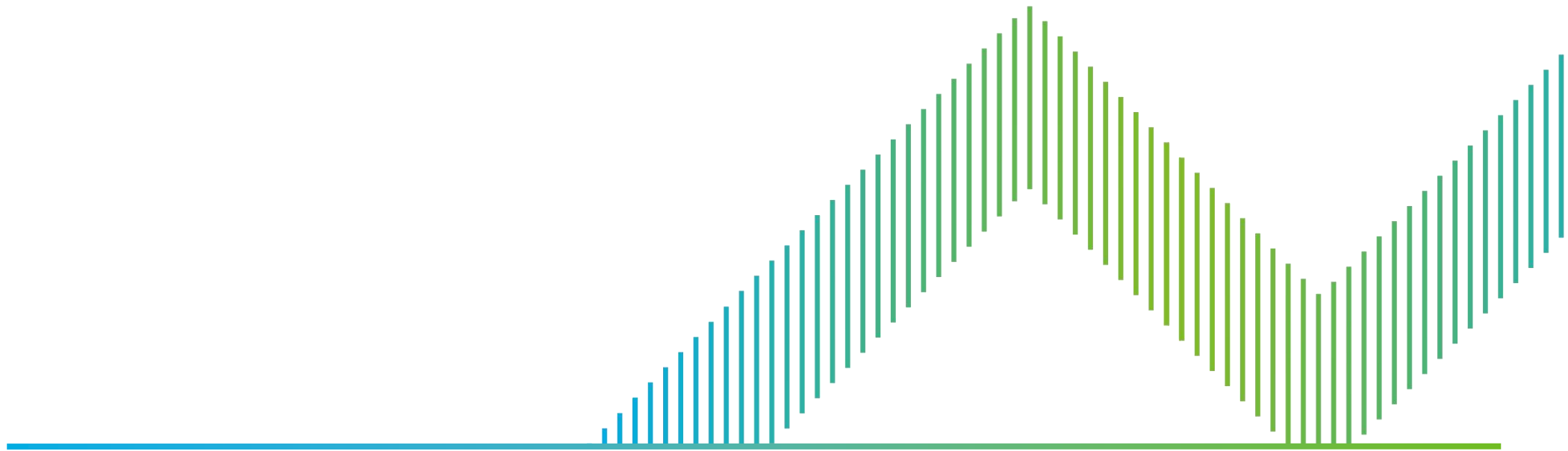
Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund in accordance with Regulation 103 of the LGPS regulations
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement in accordance with Regulation 98 of the LGPS regulations

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

5.3 Valuation frequency

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 26

For and on behalf of Hymans Robertson

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Appendices

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Appendix 1: Data

Membership data

The membership data for this valuation was provided to us by the Fund's administrators on 16 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 '2025 Valuation – Data Report'.

Whole Fund Membership Data	This Valuation 31 March 2025	Last Valuation 31 March 2022
Employee members		
Number	26,415	24,157
Total actual pay (£000)	637,135	486,813
Total accrued pension (£000)	102,150	77,224
Average age (liability weighted)	54	52
Deferred pensioners (including undecideds)		
Number	45,344	42,340
Total accrued pension (£000)	70,030	55,003
Average age (liability weighted)	54	52
Pensioners and dependants		
Number	25,284	22,228
Total pensions in payment (£000)	137,555	108,565
Average age (liability weighted)	71	70

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 on 7 November 2024 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	45%
Private equity	5%
Infrastructure	5%
Property	10%
Private credit	5%
Corporate bonds	30%
Total	100%

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 September 2025 with the final set noted by the Pensions Committee on 17 September 2025.

Summary of assumptions

	31 March 2025	31 March 2022
Financial assumptions		
Discount rate	5.6% p.a. (85% likelihood of success)	3.5% p.a. (78% likelihood of success)
Benefit increases (CPI inflation)	2.3% p.a.	2.7% p.a.
Salary increases	3.8% p.a.	4.2% p.a.
Demographic assumptions		
Baseline longevity	VitaCurves	VitaCurves
Longevity future improvements	CMI 2024 model with core parameterisation except Initial addition = 0.25% (Male and Female) Long-term rate of improvement 1.75% p.a.	CMI 2021 model Initial addition, A = 0.25% (both Male and Female) Smoothing factor, Sk = 7.0 Long-term rate of improvement = 1.75% p.a.
Commutation	50% of maximum under HMRC limits	50% of maximum under HMRC limits
50:50 scheme	0.7% of members elect to change scheme	0.3% of members elect to change scheme
Retirement age	Earliest age at which members can retire with unreduced benefits	
Family statistics	Varying proportion have dependant at death Dependant of a male is 4 years younger than him Dependant of a female is 1 year older than her	Varying proportion have dependant at death Dependant of a male is 4 years younger than him Dependant of a female is 1 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.

		Annualised total returns						Inflation/Yields		
Time period	Percentile	Global Equities	Private Equity	Infrastructure Equity	Property	Private Lending	Corporate Bonds	Inflation (CPI)	17 year real yield (CPI)	17 year yield
5 years	16 th	-0.5%	-2.5%	-1.3%	0.2%	4.5%	2.5%	1.2%	1.5%	4.8%
	50 th	8.2%	10.0%	7.3%	6.8%	8.2%	4.9%	2.8%	2.4%	5.8%
	84 th	16.9%	22.8%	15.5%	14.1%	11.4%	7.1%	4.3%	3.3%	7.1%
10 years	16 th	2.1%	1.2%	1.3%	2.3%	6.4%	4.5%	0.8%	0.8%	3.9%
	50 th	8.5%	10.2%	7.4%	7.3%	8.8%	6.0%	2.5%	2.1%	5.3%
	84 th	14.8%	19.6%	13.6%	12.7%	10.9%	7.3%	4.1%	3.3%	7.1%
20 years	16 th	3.7%	3.4%	2.9%	3.5%	7.0%	5.5%	0.7%	-0.5%	1.6%
	50 th	8.3%	9.9%	7.4%	7.3%	8.8%	6.5%	2.3%	1.3%	3.6%
	84 th	13.1%	17.0%	12.0%	11.3%	10.7%	7.4%	3.9%	3.0%	6.2%
	Volatility (1 yr)	18.6%	26.6%	17.5%	15.2%	9.3%	6.5%	1.4%	-	-

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		III Health Tier 1		II I Health Tier 2		
			FT	PT	FT	PT	FT	PT	
			FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.17	388.14	670.73	0.00	0.00	0.00	0.00	
25	117	0.17	256.38	443.05	0.00	0.00	0.00	0.00	
30	131	0.20	181.91	314.30	0.00	0.00	0.00	0.00	
35	144	0.24	142.13	245.54	0.10	0.07	0.02	0.01	
40	151	0.41	114.43	197.63	0.16	0.12	0.03	0.02	
45	159	0.68	107.48	185.59	0.35	0.27	0.07	0.05	
50	167	1.09	88.60	152.81	0.90	0.68	0.23	0.17	
55	173	1.70	69.77	120.40	3.54	2.65	0.51	0.38	
60	174	3.06	62.19	107.26	6.23	4.67	0.44	0.33	
65	174	5.10	38.17	65.84	11.83	8.87	0.00	0.00	

Table 11: Sample rates for demographic assumptions – Males

Females

Age	Salary Scale	Death Before Retirement	Withdrawals		III Health Tier 1		II I Health Tier 2		
			FT	PT	FT	PT	FT	PT	
			FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.10	338.33	448.68	0.00	0.00	0.00	0.00	
25	117	0.10	227.65	301.86	0.10	0.07	0.02	0.01	
30	131	0.14	190.83	253.00	0.13	0.10	0.03	0.02	
35	144	0.24	164.70	218.28	0.26	0.19	0.05	0.04	
40	151	0.38	137.08	181.61	0.39	0.29	0.08	0.06	
45	159	0.62	127.92	169.45	0.52	0.39	0.10	0.08	
50	167	0.90	107.85	142.71	0.97	0.73	0.24	0.18	
55	173	1.19	80.47	106.59	3.59	2.69	0.52	0.39	
60	174	1.52	64.85	85.79	5.71	4.28	0.54	0.40	
65	174	1.95	30.91	40.88	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	22.2 years	22.3 years
Male non-pensioner	23.0 years	23.2 years
Female pensioner	24.7 years	24.7 years
Female non-pensioner	26.3 years	26.5 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 May 2025, supported by analytics and other information from the Fund Actuary. The assumptions were agreed by the Fund at the Pensions Committee meeting in July 2025.

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

- **Local authorities, colleges, academies and other long term secure employers:** review carried out in December 2024, 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 January 2025 and September 2025 Pensions Committee meetings.
- **Other employers:** the funding strategy for the remaining employers in the Fund was reviewed by the Fund's Officers in early Spring 2025. The outcomes of this review were discussed at the April 2025 Pensions

Committee meeting. Other aspects of the funding strategy, including the approach to cessation valuations, exit credits, bulk transfers and new employers, were reviewed as part of this.

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 April 2025 Pensions Committee meeting. The final version was agreed at the January 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 results:** a results schedule setting out their 2025 valuation funding position and contribution rate was issued to relevant employers in November 2025. Employers were invited to employer forums in November 2025 and offered the opportunity to engage with the Fund to discuss their results.
- **Funding Strategy Statement consultation:** a draft version of the FSS was issued and consulted on with employers in June and July 2025 and a final version issued and consulted on with employers in October and November 2025.

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**. LGPS funds, given their long-term horizons, may face 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 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

We take our usual 5,000 simulations to see how an LGPS 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 new, 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 December 2024, 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%	95%	93%	92%
Worst 5% of outcomes	72%	76%	66%	67%

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: Gender pension gap

As required under the LGPS Regulations 2013, we have reported on the gender pensions 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 Pensions 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 40%. Further detail is set out in the table and charts below.

	Males	Females	
Number of members*	5,829	18,105	-
% of overall membership	24%	76%	-
Mean age	47.4	46.3	-
Mean age the member joined the Fund	39.2	39.2	-
Mean number of jobs held	1.05	1.13	-
Mean employee contribution rate	6.43	6.01	-
Number of members with a Final Salary (FS) pension	1,535	4,080	-
			Gender pay gap
Mean FTE pay	36,314	31,389	14%
Mean actual pay	33,695	24,349	28%
			Gender pensions gap
Mean CARE pension	4,268	2,749	36%
Mean FS pension**	6,513	3,712	43%
Mean total pension	5,983	3,585	40%

Table 16: Gender pensions 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..

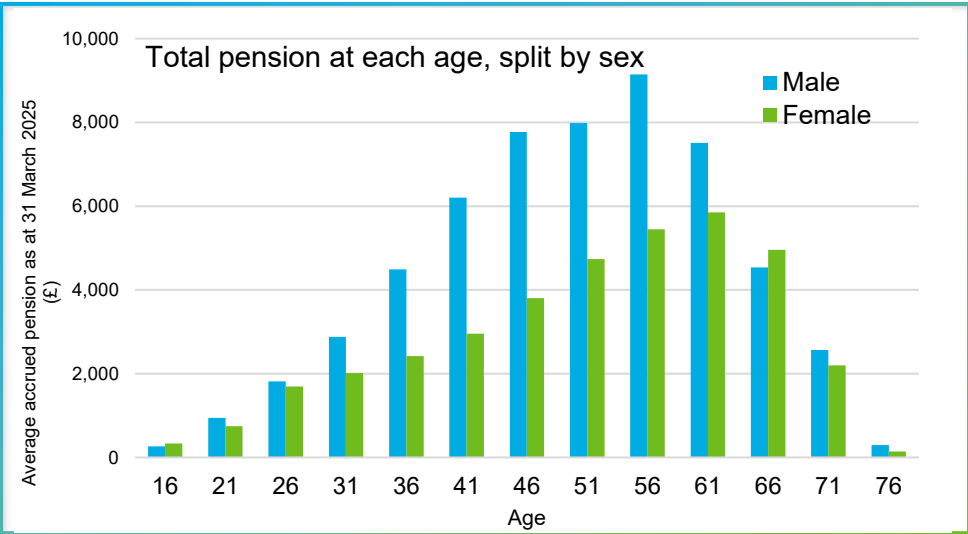


Chart 5: Total pension at each age, split by sex

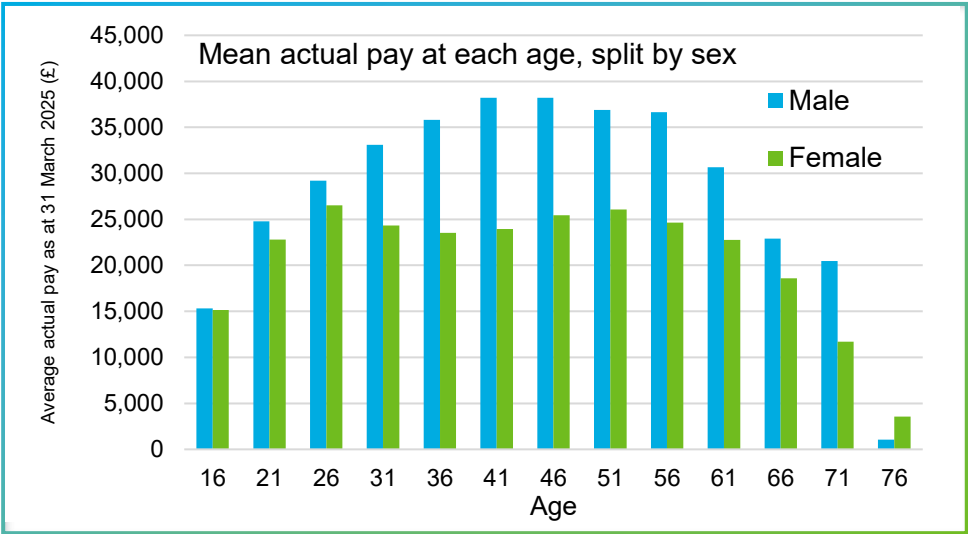


Chart 6: Mean actual pay at each age, split by sex

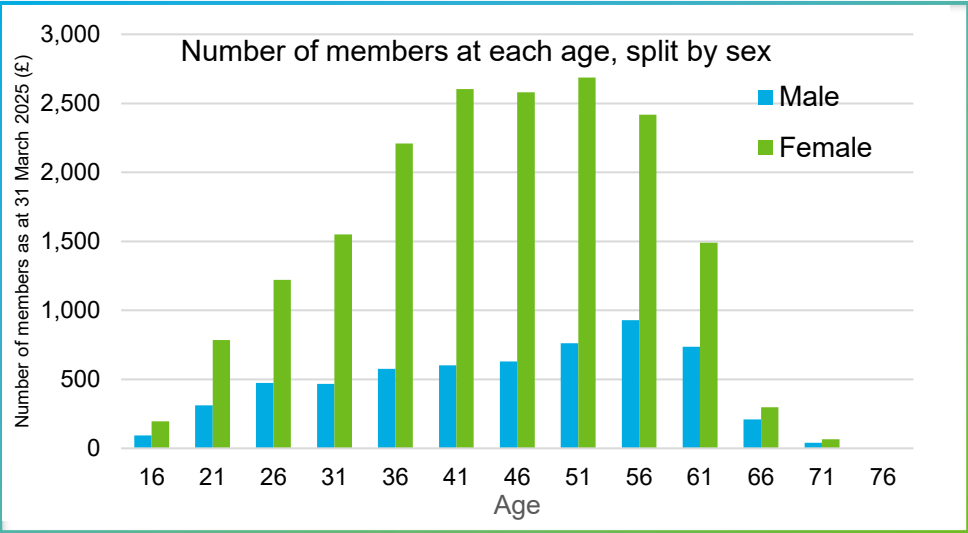


Chart 7: Number of members at each age, split by sex

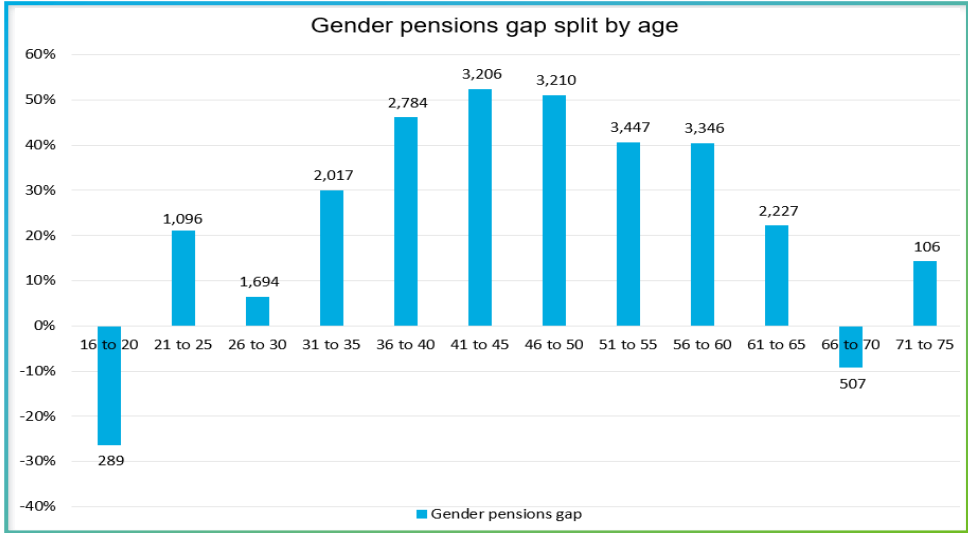


Chart 8: GPG at each age

Employer category analysis

In line with the Guidance, analysis at employer category level is set out below:

Category	CARE pension GPG	Final Salary pension GPG	Total pension GPG
Local authorities and connected bodies	33%	39%	37%
Centrally funded public sector bodies excluding academies	29%	35%	19%
Academies	30%	57%	33%
Other public service bodies	26%	30%	35%
Private/voluntary/other bodies	45%	59%	52%

Table 17: Gender pensions 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*	4,559	12,940	581	1,318	532	3,683	98	125	80	161
% of overall membership	26%	74%	31%	69%	13%	87%	44%	56%	33%	67%
Mean age	47.8	46.1	46.1	47.2	44.7	46.3	46.6	44.9	52.3	53.1
Mean FTE pay	37,578	33,174	31,776	27,946	30,720	26,651	40,854	38,013	34,599	32,158
Mean actual pay	35,656	26,772	26,484	20,356	25,088	17,260	40,817	34,311	26,596	15,294
Mean CARE pension	4,687	3,144	3,150	2,242	2,206	1,549	6,523	4,836	5,675	3,097
Mean Final Salary pension	6,805	4,175	4,537	2,941	4,040	1,722	7,795	5,442	6,057	2,505
Mean total pension	6,556	4,146	4,017	2,736	2,753	1,837	10,023	6,534	9,839	4,731

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

*In line with the guidance, this represents the number of unique members per employer within the Fund i.e. multiple membership records across an employer category have been summed.

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*	6,253	12,739	-
% of overall membership	33%	67%	-
Mean age	73.7	72.3	-
Mean pension	9,841	4,906	50%
Mean CARE pension amount	2,781	1,985	-
Mean FS pension amount	9,351	4,339	-
Mean partner pension amount	4,801	2,267	-
Mean number of retirement pension accounts	1.12	1.21	-
Mean age at retirement	61.1	61.0	-

Table 19: Gender pensions 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.

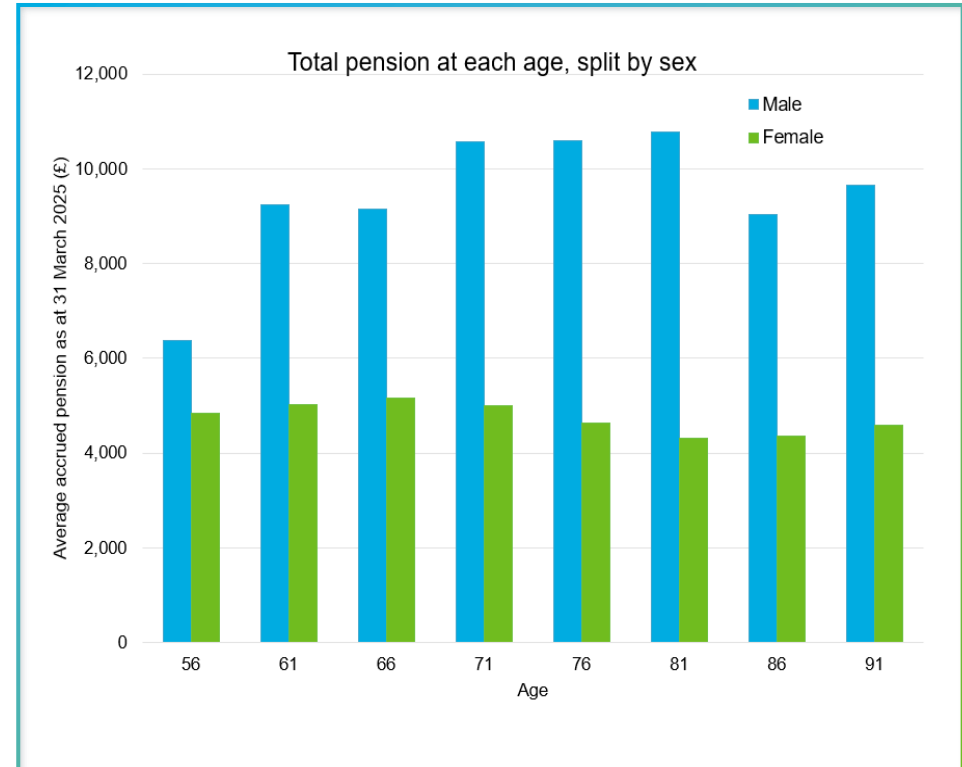


Chart 9: Total pension at each age, split by sex

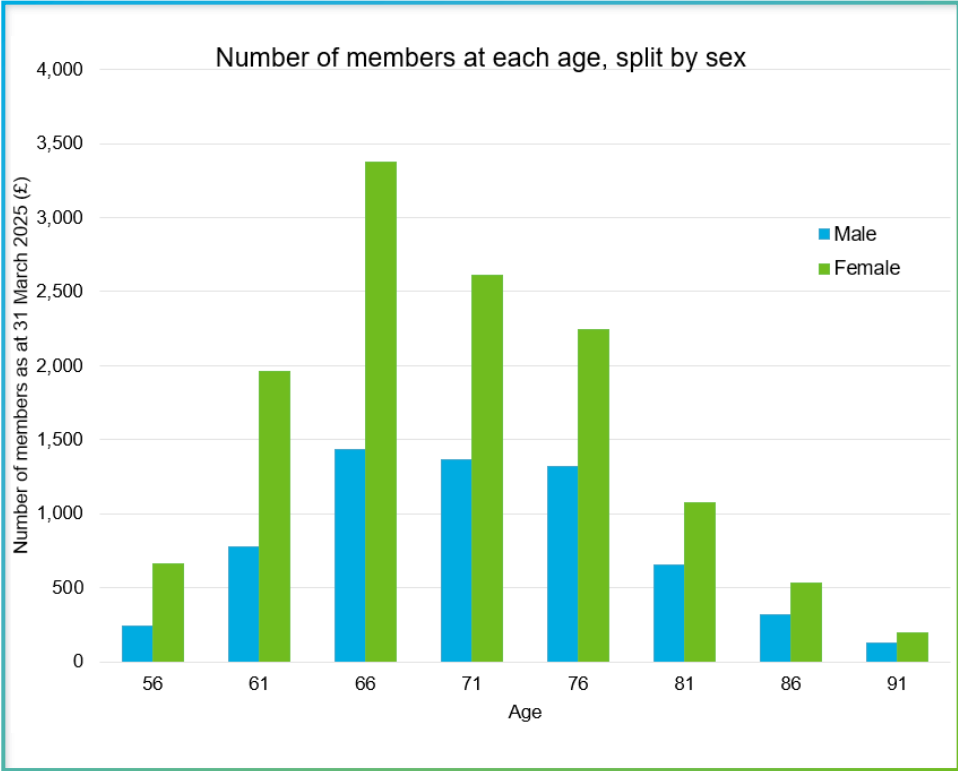


Chart 10: Number of members at each age, split by sex

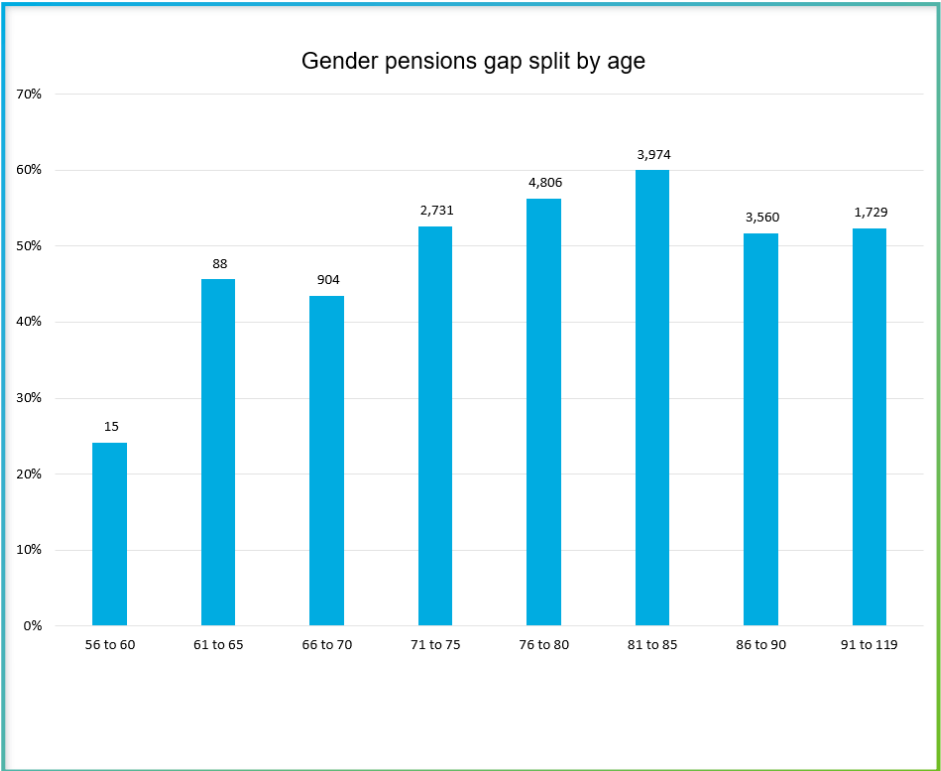


Chart 11: GPG at each age

Pleaset note, we have excluded pensioners under age 55 from Charts 9, 10 and 11 in the above charts as they typically have significant enhancements to their pensions, for example, due to ill-health retirement.

Appendix 6: Section 13 dashboard

Metric	Unit	2025 valuation	2022 valuation
2025 funding position – local funding basis			
Funding level (assets/liabilities)	%	162%	125%
Funding level (change since previous valuation)	%	37% increase	13% increase
Asset value used at the valuation	£m	5,873	5,501
Value of liabilities (including McCloud liability)	£m	3,629	4,402
Surplus (deficit)	£m	2,244	1,099
Discount rate – past service	% p.a.	5.6%	3.5%
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 at least an 85% likelihood that the Fund's assets will return at least 5.6% p.a. over the 20 years following the 2025 valuation date. This is the same methodology used for the 2022 valuation, but the likelihood has been increased compared the 2022 valuation.	There is at least an 75% likelihood that the Fund's assets will return at least 3.5% p.a. over the 20 years following the 2022 valuation date. This is the same methodology and likelihood used for the 2019 valuation.

Metric	Unit	2025 valuation	2022 valuation
Assumed life expectancy at age 65			
Life expectancy for current pensioners – men age 65	years	22.2	22.3
Life expectancy for current pensioners – women age 65	years	24.7	24.7
Life expectancy for future pensioners – men age 45	years	23.0	23.2
Life expectancy for future pensioners – women age 45	years	26.3	26.5
Past service funding position – SAB basis¹ (for comparison purposes only)			
Market value of assets	£m	5,873	5,501
Value of liabilities	£m	4,062	3,457
Funding level on SAB basis (assets/liabilities)	%	145%	159%
Funding level on SAB basis (change since last valuation)	%	14% decrease	11% 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	19.3%	18.4%
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)			
1 st year of rates and adjustments certificate	£m	(26.426)	13.356
2 nd year of rates and adjustments certificate	£m	(28.443)	9.323
3 rd year of rates and adjustments certificate	£m	(30.384)	5.498
Giving total expected contributions			
1st year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	100.242	111.002
2nd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	100.171	111.120
3rd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	100.252	111.622
Assumed payroll (cash amounts in each year)			
1 st year of rates and adjustments certificate	£m	654.497	531.105
2 nd year of rates and adjustments certificate	£m	664.444	553.680
3 rd year of rates and adjustments certificate	£m	674.773	577.215
3 year average total employer contribution rate	% of pay	15.1%	20.3%
Average employee contribution rate	% of pay	6.5%	6.6%
Expected employee contributions (£ figures based on assumed payroll of £654.497m for 2025 valuation and £531m for the 2022 valuation)	£m p.a.	42.489	38.143

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	Maximum 2045	Maximum 2042
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	Minimum 85%	Minimum 80%
Surplus Methodology		Target rate	Target rate
Surplus methodology & parameters explanation (including changes since previous valuation)		Long-term, secure employers pay sustainable target rate of 15% of pay	Long-term, secure employers pay sustainable target rate of 18% of pay
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	%	6%	13%
Included climate change analysis/comments in the 2025 valuation report		Yes	Yes
Gender pension gap statistic - Fund active mean CARE pension GPG	%	36%	N/A
Gender pension gap statistic - Fund active mean combined Final Salary and CARE pension GPG	%	40%	N/A
Gender pension gap statistic - Fund pensioner mean pension GPG	%	50%	N/A

Appendix 7: Reliances & limitations

We have been commissioned by West Sussex County Council ('the Administering Authority') to carry out a full actuarial valuation of West Sussex 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
- papers dated 2 December 2024 and 9 September 2025 which discuss the funding strategy for the Fund's long-term secure employers
- paper dated 16 May 2025 which discusses the valuation assumptions
- paper dated December 2024 which reviewed the impact of climate risk on the funding strategy

- initial results report dated 23 September 2025 which outlines the whole Fund results and inter-valuation experience
- data report dated 12 February 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 8: 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 2023 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 9: 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 coming into force on 1 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 monetary amount and an equivalent percentage of the projected pensionable pay.

Primary rate	19.3% of pay	
Secondary rate	Monetary amount	Equivalent to % of payroll
2026/27	(£26,426,000)	(4.0%)
2027/28	(£28,443,000)	(4.3%)
2028/29	(£30,384,000)	(4.5%)

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.

Steven Law FFA C. Act

Tom Hoare FFA C. Act

30 March 2026

For and on behalf of Hymans Robertson LLP

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
Councils									
	West Sussex County Council Pool	19.2%	-4.2%	-4.2%	-4.2%	15.0%	15.0%	15.0%	
	Adur District Council Pool	18.8%	£422,000	£183,000	-3.8%	18.8% plus £422,000	18.8% plus £183,000	15.0%	
	Arun District Council Pool	18.9%	£466,000	-0.4%	-3.9%	18.9% plus £466,000	18.5%	15.0%	
	Chichester District Council Pool	19.3%	-4.3%	-4.3%	-4.3%	15.0%	15.0%	15.0%	
	Crawley Borough Council Pool	19.1%	-4.1%	-4.1%	-4.1%	15.0%	15.0%	15.0%	
394	Horsham District Council	19.2%	-4.2%	-4.2%	-4.2%	15.0%	15.0%	15.0%	
	Mid Sussex District Council Pool	18.9%	£393,000	-0.1%	-3.9%	18.9% plus £393,000	18.8%	15.0%	
	Worthing Borough Council Pool	19.1%	£657,000	£300,000	-4.1%	19.1% plus £657,000	19.1% plus £300,000	15.0%	
	Sussex Police & Crime Commissioner Pool	18.8%	-3.8%	-3.8%	-3.8%	15.0%	15.0%	15.0%	
Colleges									
	Chichester College Group	18.9%	-3.9%	-3.9%	-3.9%	15.0%	15.0%	15.0%	
Town and Parish Council Pool									
261	Angmering Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
336	Ansty & Staplefield Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
255	Ardingly Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
265	Ashington Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
256	Ashurstwood Village Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
257	Balcombe Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
72	Barnham & Eastergate Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
299	Bersted Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
285	Billingshurst Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
271	Bognor Regis Town Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
301	Bolney Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
278	Broadbridge Heath Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
272	Burgess Hill Town Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
138	Bury Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
300	Chichester City Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
160	Chidham & Hambrook Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
302	Colgate Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
335	Cuckfield Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
337	Donnington Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
339	Earnley Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
345	Easebourne Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
340	East Grinstead Town Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
342	East Preston Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
344	East Wittering & Bracklesham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
131	Felpham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
71	Ferring Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
356	Fishbourne Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
353	Fittleworth Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
384	Hassocks Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
385	Haywards Heath Town Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
77	Henfield Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
396	Hunston Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
397	Hurstpierpoint & Sayers Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
425	Lancing Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
395	Lindfield Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
399	Lindfield Rural Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
431	Littlehampton Town Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
432	Midhurst Town Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
463	North Horsham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
464	North Mundham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
469	Pagham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
467	Plaistow & Ifold Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
473	Pulborough Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
474	Pyecombe Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
481	Rudgwick Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
485	Rustington Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
493	Selsey Town Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
495	Shermanbury Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
512	Shipley Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
498	Singleton & Charlton Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
501	Slaugham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
503	Slinfold Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
117	Southbourne Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
506	Southwater Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
504	Steyning Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
508	Storrington And Sulington Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
522	Tangmere Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
525	Turners Hill Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
526	Twineham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
534	Upper Beeding Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
126	Warnham Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
543	West Chiltington Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
545	West Grinstead Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
551	West Hoathly Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
550	West Itchenor Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
539	Westbourne Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
149	Westhampnett Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
169	Woodmancote Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
132	Worth Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
Academies									
708	Aurora Academies Trust - The Gatwick Free School	19.0%	-4.0%	-4.0%	-4.0%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
712	Barnham Primary School	20.0%	-5.0%	-5.0%	-5.0%	15.0%	15.0%	15.0%	
235	Downview Primary School	20.0%	-3.6%	-3.6%	-3.6%	16.4%	16.4%	16.4%	
95	Greensand MAT - Milton Mount Primary School	19.8%	-4.3%	-4.3%	-4.3%	15.5%	15.5%	15.5%	
700	Harlands Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
209	Hazelwick Academy	19.8%	-4.8%	-4.8%	-4.8%	15.0%	15.0%	15.0%	
237	Ormiston Six Villages Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
2	Solent Academies Trust - Littlegreen Academy	19.4%	-4.4%	-4.4%	-4.4%	15.0%	15.0%	15.0%	
207	Southwater Infant Academy	20.3%	-5.3%	-5.3%	-5.3%	15.0%	15.0%	15.0%	
208	Southwater Junior Academy	20.3%	-5.3%	-5.3%	-5.3%	15.0%	15.0%	15.0%	
229	St Lawrence Primary Academy	19.9%	-4.2%	-4.2%	-4.2%	15.7%	15.7%	15.7%	
Bishop Luffa Learning Partnership									
238	Bishop Luffa School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
172	Fishbourne C of E Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
154	Lavant C of E Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
86	Rumboldswyke C of E Infant School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
Bohunt Education Trust									
74	Bohunt Horsham	19.6%	-3.5%	-3.5%	-3.5%	16.1%	16.1%	16.1%	
168	Rusper Primary School	19.6%	-3.5%	-3.5%	-3.5%	16.1%	16.1%	16.1%	
94	Steyning Grammar School	19.6%	-3.5%	-3.5%	-3.5%	16.1%	16.1%	16.1%	
716	Worthing Academy	19.6%	-3.5%	-3.5%	-3.5%	16.1%	16.1%	16.1%	
BOSCO									
120	BOSCO - Catholic Education Trust	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
133	Our Lady Queen of Heaven	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
176	St Catherine's Catholic Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
84	St Joseph's Catholic Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
486	St Marys Catholic Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
118	St Paul's Catholic College	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
134	St Peter's Catholic Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	

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			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
729	St Philip Howard Catholic High School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
166	St Robert Southwell Catholic Primary	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
137	St Wilfrid's Catholic Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
177	St Wilfrid's Catholic Primary School Burgess Hill	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
Diocese of Chichester Academy Trust									
142	Heene C of E Primary School	19.8%	-2.0%	-2.0%	-2.0%	17.8%	17.8%	17.8%	
723	St Joseph's CofE Junior School	19.8%	-2.0%	-2.0%	-2.0%	17.8%	17.8%	17.8%	
92	St Joseph's Infant School	19.8%	-2.0%	-2.0%	-2.0%	17.8%	17.8%	17.8%	
180	St Margaret's C of E Primary School	19.8%	-2.0%	-2.0%	-2.0%	17.8%	17.8%	17.8%	
128	St Nicholas & St Mary's Primary School	19.8%	-2.0%	-2.0%	-2.0%	17.8%	17.8%	17.8%	
523	The March CofE Primary School	19.8%	-2.0%	-2.0%	-2.0%	17.8%	17.8%	17.8%	
Durrington MAT									
702	Durrington High School	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	
173	Oak Tree Primary School	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
721	The Laurels Primary School	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	
Everychild Partnership Trust									
704	Baldwins Hill Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
88	Blackwell Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
703	Halsford Park Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
GLF MAT									
661	Forge Wood Primary School	19.3%	-4.3%	-4.3%	-4.3%	15.0%	15.0%	15.0%	
108	Greenway Academy	19.3%	-4.3%	-4.3%	-4.3%	15.0%	15.0%	15.0%	
80	Kilnwood Vale Primary School	19.3%	-4.3%	-4.3%	-4.3%	15.0%	15.0%	15.0%	
724	Southgate Primary School	19.3%	-4.3%	-4.3%	-4.3%	15.0%	15.0%	15.0%	
Horsham Learning Alliance									
105	Richard Collyers College	20.0%	-5.0%	-5.0%	-5.0%	15.0%	15.0%	15.0%	
Hurst Education Trust									
121	Albourne C of E Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	

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			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
171	Balcombe C of E Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
143	Bolnore Village Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
181	Crawley Down Village C of E Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
175	Holy Trinity C of E Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
170	St Peter's C of E Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
127	St Wilfrid's C of E Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
Kemnal Academies Trust									
718	Broadfield Primary Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
717	Chichester High School	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
224	Hilltop Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
223	Portfield Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
216	Seal Primary Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
225	Seymour Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
217	Tangmere Primary Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	

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			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
212	The Academy Selsey	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
215	The Bewbush Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
234	The Mill Primary School	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
222	The Oaks Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
219	Thomas Bennett Academy	19.7%	-4.7%	-4.7%	-4.7%	15.0%	15.0%	15.0%	
New Horizons MAT									
720	Seaside Primary Academy	20.2%	-5.2%	-5.2%	-5.2%	15.0%	15.0%	15.0%	
Reach2 Academy Trust									
816	Desmond Anderson Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
230	Eastbrook Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
817	Holmbush Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
815	Poundhill Infant Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
709	The Globe Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
701	White Meadows Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

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			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
Schoolsworks Pool									
730	Downsbrook Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
343	East Preston Junior School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
218	Edward Bryant School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
147	Hawthorns Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
211	Medmerry Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
233	River Beach Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
707	Rose Green Junior School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
228	Rustington Community Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
726	Schoolsworks Multi Academy Trust HQ	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
163	Summerlea Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
116	Whytemead Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
South Downs Education Trust									
89	Clapham & Patching C of E Primary School	19.2%	-4.6%	-4.6%	-4.6%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
110	Worthing High School	19.2%	-4.6%	-4.6%	-4.6%	15.0%	15.0%	15.0%	
Sussex Learning Trust									
165	Billingshurst Primary School	19.6%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
236	Chichester Free School	19.6%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
725	Northlands Wood Primary School	19.6%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
214	Warden Park Primary Academy	19.6%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
210	Warden Park School Academy	19.6%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
141	Woodgate Primary School	19.6%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
Sparkle									
161	Orchards Infant School	19.4%	-4.4%	-4.4%	-4.4%	15.0%	15.0%	15.0%	
715	Orchards Junior School	19.4%	-4.4%	-4.4%	-4.4%	15.0%	15.0%	15.0%	
The Collegiate Trust									
722	Gossops Green Community Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
732	Waterfield Primary School	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
United Learning Trust									
148	Glebe Primary School (ULT)	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	
445	Midhurst Rother College	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	
202	Shoreham Academy	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	
226	Southway Academy	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	
213	The Regis School	19.5%	-4.5%	-4.5%	-4.5%	15.0%	15.0%	15.0%	
University of Brighton Academy Trust									
711	Blackthorns Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
714	Lindfield Primary Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
719	The Burgess Hill Academy	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
University of Chichester Academy Trust									
706	Fernhurst Primary Academy	18.4%	-3.4%	-3.4%	-3.4%	15.0%	15.0%	15.0%	
705	Kingsham Primary Academy	18.4%	-3.4%	-3.4%	-3.4%	15.0%	15.0%	15.0%	
139	UNICAT MAT Central	18.4%	-3.4%	-3.4%	-3.4%	15.0%	15.0%	15.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
Woodard Academies Trust									
203	Sir Robert Woodard Academy	18.9%	-3.9%	-3.9%	-3.9%	15.0%	15.0%	15.0%	
201	The Littlehampton Academy	18.9%	-3.9%	-3.9%	-3.9%	15.0%	15.0%	15.0%	
85	Woodard Academies Trust	18.9%	-3.9%	-3.9%	-3.9%	15.0%	15.0%	15.0%	
Other Scheduled Bodies									
252	Adur & Worthing Joint Committee	19.0%	-4.0%	-4.0%	-4.0%	15.0%	15.0%	15.0%	
320	Chichester Harbour Conservancy	19.3%	-4.3%	-4.3%	-4.3%	15.0%	15.0%	15.0%	
430	Littlehampton Harbour Board	18.5%	-3.5%	-3.5%	-3.5%	15.0%	15.0%	15.0%	
507	South Downs National Parks Authority	19.6%	-4.6%	-4.6%	-4.6%	15.0%	15.0%	15.0%	
Admitted Bodies									
97	Energy Kidz Ltd (Aurora Academies)	27.5%	-12.8%	-12.8%	-12.8%	14.7%	14.7%	14.7%	
167	Glendale Countryside Ltd - Mid Sussex DC	20.1%	0.8%	0.8%	0.8%	20.9%	20.9%	20.9%	
350	Firefighters Charity	33.4%	-33.4%	-33.4%	-33.4%	0.0%	0.0%	0.0%	
	Homes & Communities Agency Pool	34.5%	-34.5%	-34.5%	-34.5%	0.0%	0.0%	0.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
	Martlet Homes Pool	33.2%	-33.2%	-33.2%	-33.2%	0.0%	0.0%	0.0%	
450	Muntham House School	35.7%	-20.7%	-20.7%	-20.7%	15.0%	15.0%	15.0%	
731	Schools plus Ltd	23.2%	-3.5%	-3.5%	-3.5%	19.7%	19.7%	19.7%	
494	Shaw Healthcare	25.3%	-25.3%	-25.3%	-25.3%	0.0%	0.0%	0.0%	
500	Shoreham Port Authority	28.1%	-28.1%	-28.1%	-28.1%	0.0%	0.0%	0.0%	
	University of Chichester Pool	19.1%	-7.1%	-7.1%	-7.1%	12.0%	12.0%	12.0%	
Arun District Council Risk Sharing Employers									
111	Anti-Graffiti Systems Limited (AGS One)	20.1%	1.3%	1.3%	1.3%	21.4%	21.4%	21.4%	
64	NSL (2018)	19.4%	-1.6%	-1.6%	-1.6%	17.8%	17.8%	17.8%	
362	Wealden Leisure Ltd t/as Freedom Leisure	20.1%	8.5%	8.5%	8.5%	28.6%	28.6%	28.6%	
Chichester District Council Risk Sharing Employers									
514	SLM Community Leisure Charitable Trust	19.1%	-19.1%	-19.1%	-19.1%	0.0%	0.0%	0.0%	
515	SLM Fitness & Health Ltd	19.4%	-19.4%	-19.4%	-19.4%	0.0%	0.0%	0.0%	
516	SLM Food & Beverage Ltd	20.8%	-20.8%	-20.8%	-20.8%	0.0%	0.0%	0.0%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
63	Taking Care	20.0%	-2.0%	-2.0%	-2.0%	18.0%	18.0%	18.0%	
Crawley Borough Council Risk Sharing Employers									
119	Mears (2020)	19.9%	1.2%	1.2%	1.2%	21.1%	21.1%	21.1%	
114	Wates Property Services	20.5%	0.6%	0.6%	0.6%	21.1%	21.1%	21.1%	
Mid Sussex District Council Risk Sharing Employers									
468	Places for People Leisure Ltd (Mid Sussex)	18.3%	4.1%	4.1%	4.1%	22.4%	22.4%	22.4%	
West Sussex County Council Risk Sharing Employers									
178	Atlas FM Payroll Ltd (St Mary's C of E Primary School)	20.8%	-0.1%	-0.1%	-0.1%	20.7%	20.7%	20.7%	
174	Carers Support Service West Sussex (2024)	19.8%	-0.1%	-0.1%	-0.1%	19.7%	19.7%	19.7%	
69	Caterlink (Bourne Community College)	20.8%	4.0%	4.0%	4.0%	24.8%	24.8%	24.8%	
157	Change, Grow, Live (2023)	19.9%	0.8%	0.8%	0.8%	20.7%	20.7%	20.7%	
136	Churchill (Billingshurst Primary School)	21.6%				21.6%	21.6%	21.6%	
75	Churchill (Bishop Tufnell)	21.3%	3.5%	3.5%	3.5%	24.8%	24.8%	24.8%	
591	Churchill (The Forest)	20.3%	-3.9%	-3.9%	-3.9%	16.4%	16.4%	16.4%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
130	Churchill (Yapton Primary School)	21.2%	0.4%	0.4%	0.4%	21.6%	21.6%	21.6%	
155	Grace Eyre Foundation (2023)	20.1%	0.6%	0.6%	0.6%	20.7%	20.7%	20.7%	
479	RSPB	24.4%	-2.1%	-2.1%	-2.1%	22.3%	22.3%	22.3%	
585	West Sussex Music Trust	26.9%	-10.5%	-10.5%	-10.5%	16.4%	16.4%	16.4%	
129	XMA Limited	19.0%	2.6%	2.6%	2.6%	21.6%	21.6%	21.6%	
Worthing Borough Council Risk Sharing Employers									
513	South Downs Leisure	19.1%				19.1%	19.1%	19.1%	
83	Worthing Theatres & Museums	18.4%	-0.5%	-0.5%	-0.5%	17.9%	17.9%	17.9%	
Bohunt Education Trust Risk Sharing Employers									
79	Churchill (Steyning Grammar School)	20.8%	3.9%	3.9%	3.9%	24.7%	24.7%	24.7%	
Schoolworks Risk Sharing Employers									
144	Churchill Schoolworks (River Beach Primary School)	19.5%	3.1%	3.1%	3.1%	22.6%	22.6%	22.6%	
Sussex Learning Trust Risk Sharing Employers									
183	Ridge Crest Cleaning Ltd (Sussex Learning Trust - Chichester Free School)	18.5%	1.2%	1.2%	1.2%	19.7%	19.7%	19.7%	

Employer code	Employer Name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
University of Brighton Academy Trust Risk Sharing Employers									
153	Churchill (Blackthorns Academy)	18.7%	5.0%	5.0%	5.0%	23.7%	23.7%	23.7%	
151	Churchill (Burgess Hill Academy)	20.4%	3.3%	3.3%	3.3%	23.7%	23.7%	23.7%	
159	Compass Catering - Burgess Hill Academy (2023)	20.9%	9.1%	9.1%	9.1%	30.0%	30.0%	30.0%	
Woodard Risk Sharing Employers									
140	Ridge Crest Cleaning Ltd (Woodard - Littlehampton Academy) 2021	18.8%	13.8%	13.8%	13.8%	32.6%	32.6%	32.6%	
Pooled with West Sussex County Council									
204	Bourne Community College	18.3%	-3.3%	-3.3%	-3.3%	15.0%	15.0%	15.0%	

Employers with no contributions

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
240	Addaction	Pooled with West Sussex County Council Pool	
253	Age UK (Ex Arun)	Pooled with Arun District Council Pool	
410	Age UK (Horsham)	-	294
254	Age UK (West Sussex)	-	182
81	Aldingbourne Parish Council	Pooled with Town and Parish Council Pool	
262	Arundel Town Council	Pooled with Town and Parish Council Pool	
267	Aspire Sussex Ltd	Pooled with West Sussex County Council Pool	
179	Atlas FM Payroll Ltd (The Meads Primary School)	Pooled with West Sussex County Council Pool	
269	Balfour Beatty	Pooled with West Sussex County Council Pool	
270	Balfour Beatty (2018)	Pooled with West Sussex County Council Pool	
90	Balfour Beatty (2020)	Pooled with West Sussex County Council Pool	
387	BAM UK	Pooled with West Sussex County Council Pool	
104	Brinsbury College	Pooled with Chichester College Group	
220	Broadfield East Infants	Pooled with Kemnal Academies Trust	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
221	Broadfield East Junior	Pooled with Kemnal Academies Trust	
273	Camilia Botnar Foundation	Pooled with West Sussex County Council Pool	
276	Capita	Pooled with West Sussex County Council Pool	
277	Capita SSO	Pooled with West Sussex County Council Pool	
275/328/438	Care Quality Commission	-	1,860
305	Carers Support	Pooled with West Sussex County Council Pool	
624	Carers Support (2017)	Pooled with West Sussex County Council Pool	
626	Caterlink (Chichester High School)	Pooled with Kemnal Academies Trust	
76	Caterlink (Littlehampton Academy)	Pooled with Woodard Academies Trust	
307	Caterlink (Shoreham Academy)	Pooled with United Learning Trust	
156	Caterlink (Shoreham Academy) 2019	Pooled with United Learning Trust	
199	Census (Horsham)	-	2,383
200	Census (Mid Sussex)	-	7,933
113	Census Revenue & Benefits	-	1,482
333	Change, Grow, Live	Pooled with West Sussex County Council Pool	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
100	Chichester College	Pooled with Chichester College Group	
101	Chichester College	Pooled with Chichester College Group	
109	Chichester College (Central Sussex College)	Pooled with Chichester College Group	
107	Chichester College (Worthing Sixth Form College)	Pooled with Chichester College Group	
310	Chichester Diocesan Association F.S.W's	-	1,070
330	Chichester District Community Housing	Pooled with Martlet Homes Pool	
231	Chichester High School for Boys	Pooled with Kemnal Academies Trust	
232	Chichester High School for Girls	Pooled with Kemnal Academies Trust	
614	Churchill (Balcombe)	Pooled with West Sussex County Council Pool	
615	Churchill (Bersted Green Primary School)	Pooled with West Sussex County Council Pool	
801	Churchill (Bognor Regis Nursey School)	Pooled with West Sussex County Council Pool	
87	Churchill (St Joseph's C of E Junior School)	Pooled with Diocese of Chichester Academy Trust	
603	Churchill (Chatsmore)	Pooled with West Sussex County Council Pool	
604	Churchill (Coastal)	Pooled with West Sussex County Council Pool	
846	Churchill (Corporate)	Pooled with West Sussex County Council Pool	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
122	Churchill (Felpham Community College)	Pooled with West Sussex County Council Pool	
602	Churchill (Field Place)	Pooled with West Sussex County Council Pool	
135	Churchill (Fordwater Specialist School)	Pooled with West Sussex County Council Pool	
607	Churchill (Gossops Green)	Pooled with West Sussex County Council Pool	
605	Churchill (Hazelwick)	Pooled with West Sussex County Council Pool	
62	Churchill (Northolmes Junior School)	Pooled with West Sussex County Council Pool	
616	Churchill (Nyewood Jnr School)	Pooled with West Sussex County Council Pool	
611	Churchill (Oak Grove)	Pooled with West Sussex County Council Pool	
91	Churchill (St Joseph's C of E Primary)	Pooled with Diocese of Chichester Academy Trust	
145	Churchill (St Mary's Primary School)	Pooled with West Sussex County Council Pool	
612	Churchill (St Wilfrids)	Pooled with West Sussex County Council Pool	
124	Churchill (The Meads Primary School)	Pooled with West Sussex County Council Pool	
152	Churchill (UBAT Pound Hill Infant School)	Pooled with Reach2 Academy Trust Pool	
613	Churchill (West Chiltington)	Pooled with West Sussex County Council Pool	
99	Churchill Services (WSCC)	Pooled with West Sussex County Council Pool	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
325	Commission for New Towns	Pooled with Homes & Communities Agency Pool	
150	Compass (Burgess Hill Academy UBAT)	Pooled with University of Brighton Academy Trust Pool	
329	Compass Travel (Sussex) Ltd	Pooled with West Sussex County Council Pool	
102	Crawley College	Pooled with Chichester College Group	
728	Desmond Anderson Primary Academy	Pooled with Reach2 Academy Trust Pool	
206	Discovery New School	-	60
341	Eastergate Parish Council	Pooled with Town and Parish Council Pool	
96	Energy Kidz Ltd (Chichester Free School)	Pooled with Chichester Free School Pool	
622	English Partnerships	Pooled with Homes & Communities Agency Pool	
349	Essex Cares Ltd	Pooled with West Sussex County Council Pool	
355	Essex Cares Ltd	Pooled with West Sussex County Council Pool	
418	Intouch / Family Mosaic / Peabody	Pooled with West Sussex County Council Pool	
352	Felpham Parish Council	Pooled with Town and Parish Council Pool	
351	Findon Parish Council	Pooled with Town and Parish Council Pool	
360	Freedom Leisure (Ex Mid Sx Dc)	Pooled with Mid Sussex District Council Pool	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
361	Freedom Leisure (Six Villages Sports Centre)	Pooled with West Sussex County Council Pool	
378	Grace Eyre (Coastal)	Pooled with West Sussex County Council Pool	
375	Grace Eyre Foundation	Pooled with West Sussex County Council Pool	
377	Grace Eyre Northern	Pooled with West Sussex County Council Pool	
376	Grace Eyre Western	Pooled with West Sussex County Council Pool	
380	Greater Brighton Metropolitan College	Pooled with Chichester College Group	
379	Groundworks South Trust Ltd	Pooled with Crawley Borough Council Pool	
189	Hall's Cleaning Services Ltd (Manor Green)	Pooled with West Sussex County Council Pool	
106	Haywards Heath 6th Form	Pooled with Chichester College Group	
205	Hazelwick Trust School	Pooled with West Sussex County Council Pool	
386	Health Management Ltd	Pooled with Sussex Police & Crime Commissioner Pool	
710	Holmbush Primary Academy	Pooled with Reach2 Aacedmy Trust Pool	
389	HSSA Homespace	Pooled with West Sussex County Council Pool	
390	HSSA Withy Patch	Pooled with West Sussex County Council Pool	
419	Impact Initiatives	Pooled with West Sussex County Council Pool	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
398	Impact Initiatives	Pooled with West Sussex County Council Pool	
417	Impulse Leisure	Pooled with Adur District Council Pool	
401	Innovate Services Ltd (St Pauls CC)	Pooled with West Sussex County Council Pool	
416	Inspire Leisure	Pooled with Arun District Council Pool	
625	ISS Facilities Services	Pooled with West Sussex County Council Pool	
426	Learning & Skills Council	Pooled with West Sussex County Council Pool	
60	Magistrates Court Committee	-	9,376
435	May Gurney	Pooled with West Sussex County Council Pool	
436	Mears	Pooled with Crawley Borough Council Pool	
621	Medisort Ltd	Pooled with Chichester District Council Pool	
437	Mitie	Pooled with Crawley Borough Council Pool	
447	Monitor Cleaning Services	Pooled with Crawley Borough Council Pool	
455	National Car Parks	Pooled with Worthing Borough Council Pool	
901	National Health	-	(127)
900	National Water Council	-	3,785

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
461	New Concept	Pooled with West Sussex County Council Pool	
727	New Horizons MAT	Pooled with New Horizons MAT	
460	New Shoreham Port Health	-	(31)
103	Northbrook College	Pooled with Chichester College Group	
462	NSL Ltd	Pooled with Arun District Council Pool	
465	Pallant House Gallery Trust	-	572
115	Peabody (was InTouch/Family Mosaic)	Pooled with West Sussex County Council Pool	
629	Petworth Town Council	Pooled with Town and Parish Council Pool	
466	Places for People	Pooled with West Sussex County Council Pool	
713	Pound Hill Infant Academy	Pooled with Reach2 Academy Trust Pool	
470	Portsmouth Water Company	-	(685)
475	Reliance Secure Task Management	Pooled with Sussex Police & Crime Commissioner Pool	
477	Ridge Crest Cleaning Ltd (Littlehampton Academy)	Pooled with Woodard Academies Trust	
78	Ridge Crest Cleaning Ltd (Manor Field Primary)	Pooled with West Sussex County Council Pool	
478	Ridge Crest Cleaning Ltd (Sir Robert Woodard)	Pooled with Woodard Academies Trust	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
125	Ridge Crest Cleaning Ltd (St Francis of Assisi)	Pooled with West Sussex County Council Pool	
480	Royal Town Planning Institute	-	7,357
491	Saxon Weald	-	11,871
93	Seeclear (Cornfield Primary School)	Pooled with West Sussex County Council Pool	
487	Sodexo Chichester High School	Pooled with Kemnal Academies Trust	
98	Sompting Parish Council	Pooled with Town and Parish Council Pool	
502	Spurgeons	Pooled with West Sussex County Council Pool	
490	St Thomas More School	-	(88)
511	Superclean Services	Pooled with West Sussex County Council Pool	
509	Superclean Services Wothorpe Ltd	Pooled with West Sussex County Council Pool	
158	Taylor Shaw Ltd - United Learning Trust (Shoreham Academy)	Pooled with United Learning Trust	
428	The Listening Company	Pooled with West Sussex County Council Pool	
73	Tivoli Group Ltd	Pooled with Arun District Council Pool	
530	University College Chichester	Pooled with University of Chichester Pool	
536	Village Coaches	Pooled with West Sussex County Council Pool	

Employer code	Employer Name	Pool	Surplus / (deficit) on ongoing basis for non-pooled employers (£000)
538	Viridor Waste Management Ltd	Pooled with West Sussex County Council Pool	
570	West Sussex Economic Partnership	-	217
540	Westbourne & Southbourne J B C	-	4
620	Worthing Society for the Blind	-	83
580	WSIHE	Pooled with University of Chichester Pool	

Employers who joined post 2025 valuation

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
804	A.B.M Catering Ltd - The Weald	17.7%	1.0%	1.0%	1.0%	18.7%	18.7%	18.7%	
803	Aspens Services Ltd - Warden Park (Sussex Learning Trust)	19.9%	-0.3%	-0.3%	-0.3%	19.6%	19.6%	19.6%	
192	Bishop Luffa Trust - Nyewood CofE Infant School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
187	Bishop Luffa Trust - West Dean CofE Primary School	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
805	Caterlink (Bourne Community College) 2025	19.2%	-0.5%	-0.5%	-0.5%	18.7%	18.7%	18.7%	
190	Churchill - Felpham Community College (2025)	17.7%	1.0%	1.0%	1.0%	18.7%	18.7%	18.7%	
800	Cowfold Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
184	Essex Cares Ltd (2025)	18.7%	0.0%	0.0%	0.0%	18.7%	18.7%	18.7%	
802	Fernhurst Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
197	Horsham Learning Alliance –Richard Collyers College	20.0%	-5.0%	-5.0%	-5.0%	15.0%	15.0%	15.0%	
196	Horsham Learning Alliance – The Forest School	20.0%	-5.0%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
191	Hurst Education Trust - St Mary's C of E Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
198	Hurst Education Trust - Turners Hill CofE Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
194	Hurst Education Trust - West Hoathly CofE Primary School	20.2%	-0.6%	-0.6%	-0.6%	19.6%	19.6%	19.6%	
188	Medisort Ltd (2025)	17.6%	-2.6%	-2.6%	-2.6%	15.0%	15.0%	15.0%	
808	South Downs Education Trust - MAT Central	19.6%	-4.6%	-4.6%	-4.6%	15.0%	15.0%	15.0%	
809	St Mary's Catholic Primary School (Bognor Regis) (BOSCO)	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
807	St Philip's Catholic Primary School (BOSCO)	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
810	St Richard's Catholic Primary School (BOSCO)	19.9%	-4.1%	-4.1%	-4.1%	15.8%	15.8%	15.8%	
806	Sussex Learning Trust - MAT Central	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
146	The Collegiate Trust - Ifield Community College	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
186	Volker Highways Limited	17.7%	1.0%	1.0%	1.0%	18.7%	18.7%	18.7%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay and monetary amount)			Total contributions (Primary rate plus secondary rate)			Notes
813	West Wittering Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	
182	Yapton Parish Council	19.9%	-4.9%	-4.9%	-4.9%	15.0%	15.0%	15.0%	

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.
- 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.