



Buckinghamshire Pension Fund

Actuarial valuation as at 31 March 2025

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Barnett Waddingham LLP

30 March 2026



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Executive Summary

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

1. Funding position

- Using the agreed assumptions, the Fund had a funding position of 103% as at 31 March 2025, which has reduced from 104% at the 2022 valuation.

2. Contributions

- Individual employer contributions are set out in Appendix 1 in the Rates and Adjustments Certificate to cover the period from 1 April 2026 to 31 March 2029.

3. Methods and assumptions

- The assumptions are set out in Appendix 2 and we believe they are appropriate for the 31 March 2025 valuation. The key assumptions used are a discount rate assumption of 5.1% p.a. and a CPI inflation assumption of 2.7% p.a.
- Inflation experience has been significant since the 2022 valuation, with pension increases of 10.1% in 2023 and 6.7% in 2024, increasing the liabilities.

4. Investment performance

- Investment returns have been volatile since the previous valuation. Fund returns were lower than the discount rate set at 2022, which all else being equal results in a lower funding level at 2025. However, an increase in future anticipated investment returns net of inflation (i.e. an increase in the real discount rate) has improved the funding level.

5. Regulatory developments

- There have been a number of important regulatory developments since the 2022 valuation which have impacted the valuation including McCloud, Climate risk and the additional reporting requirements on Gender Pensions Gap.
- Details of how we have approached each development, as well as any relevant outcomes, is detailed in this report.

Comparison with other LGPS funds

The funding position and resulting contributions are based on assumptions about future factors such as investment returns, inflation and life expectancy. As these are uncertain, different assumptions and funding parameters are used by each LGPS fund to reflect their own views, circumstances and strategic objectives. These differences (amongst other factors including crucially the previous funding level and employer short and long-term affordability) will lead to differences in funding positions and contributions across LGPS funds.

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 102%.

IMPORTANT NOTE: the SAB assumptions are to allow comparison only, they are not intended to be appropriate for funding purposes or setting contribution rates. As such, this result has no impact on the Fund's funding strategy or employer contribution rates.



Background

We have been asked by Buckinghamshire Council, the administering authority for the Buckinghamshire Pension Fund (the Fund), to carry out an actuarial valuation of the Fund as at 31 March 2025. The Fund is part of the Local Government Pension Scheme (LGPS), a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 (the Regulations) as amended.

The purpose of the valuation is to review the financial position of the Fund and to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2026 to 31 March 2029 as required under Regulation 62 of the Regulations.

This report is provided further to earlier advice dated 1 September 2025 which sets out the background to the valuation and explained the underlying methods and assumptions derivation.

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

Compliance statements

This advice is provided in our capacity as Fund Actuary.

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

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

Valuation methodology

Setting contributions

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

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

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

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

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

The FSS guidance includes further details in the glossary, as follows:

- "**solvency**" means contributions should be set at "such a level as to ensure that the scheme's liabilities can be met as they arise". It is not regarded that this means that the pension fund should be 100% funded at all times, and

- **“long-term cost efficiency”** means that contributions must not be set at a level that gives rise to additional costs. The contributions set will be deemed to ensure long-term cost efficiency if the rate of employer contributions is sufficient to make provision for the cost of current benefit accrual, with an appropriate adjustment to that rate for any surplus or deficit in the fund.

Secondary rate “recovery period”

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

The primary and secondary rate of the individual employer contributions payable are set out in the Rates and Adjustments Certificate in Appendix 8. These will differ from the whole Fund primary rate and differ from each other, as they are either based on the employer’s own membership and experience or they are the employer’s share of the contributions payable within a pool of employers.



Assumptions used

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

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

- The initial results report dated 1 September 2025 provides information and results on a whole fund basis as well as background to the method and derivation of the assumptions.
- The follow up assumptions note dated 7 October 2025 confirming the agreed actuarial assumptions following the Pension Fund Committee meeting of 10 September 2025.
- The longevity analysis report dated 7 October 2025.
- The climate analysis report dated 16 January 2026 which considers climate risk in the context of the Fund’s 2025 actuarial valuation. It considers whether the 2025 valuation funding strategy is sufficiently robust in the context of this climate scenario analysis and any potential contribution impacts.
- The FSS which will confirm the approach in setting employer contributions.

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

The Fund’s FSS has been reviewed in collaboration with the administering authority to ensure that it is consistent with this approach. The FSS complies with the updated FSS guidance published in January 2025 by the Scheme Advisory Board’s Compliance and Reporting Committee, the Chartered Institute of Public Finance and Accountancy (CIPFA) and the Ministry of Housing, Communities and Local Government (MHCLG).

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

Valuation of liabilities

To calculate the value of the liabilities, we estimate the future cashflows which will be made to and from the Fund throughout the future lifetime of existing active members, deferred benefit members, pensioners and their dependants.

We estimate the total value of these projected benefit cashflows as at 31 March 2025, using the membership data and past service at 31 March 2025 and the assumptions set out in Appendix 2, to be c.£12.8bn.

We then discount these projected cashflows using the discount rate assumption which is essentially a calculation of the amount of money which, if invested now, would be sufficient together with the income and growth in the accumulating assets to make these payments in future, using our assumption about investment returns adjusted by the administering authority's chosen level of prudence (as measured by the chosen success probability).

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

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

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

Valuation of assets

We have been provided with audited Fund accounts for each of the three years to 31 March 2025.

The market asset valuation as at 31 March 2025 was £4.31bn. Please note that this excludes members' additional voluntary contributions (AVCs).

For the purposes of the valuation, we use a smoothed value of the assets rather than the market value. The financial assumptions that we use in valuing the liabilities are smoothed around the valuation date so that the market conditions used are the average of the daily observations over the period 1 January 2025 to 30 June 2025. Therefore, we value the assets in a consistent way and apply the same smoothing adjustment to the market value of the assets.

The smoothed asset valuation as at 31 March 2025 was £4.38bn. This was based on a smoothing adjustment of 101.6%,

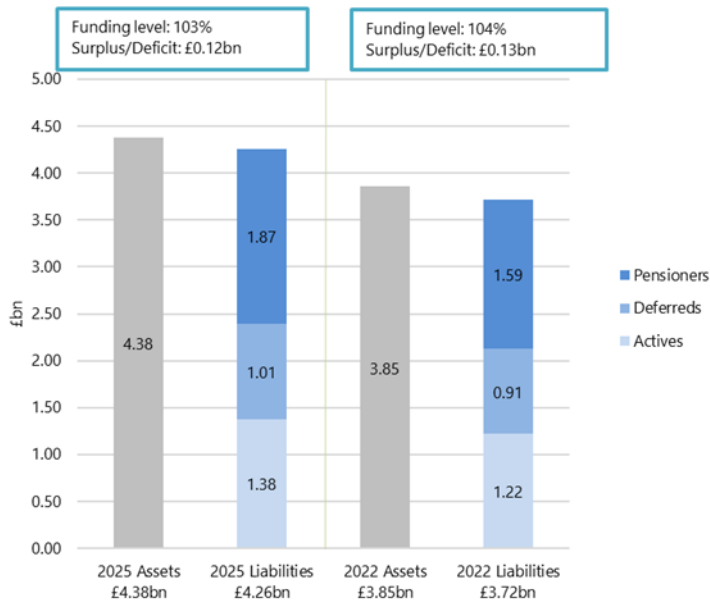
The Fund's long-term investment strategy has been taken into consideration in the derivation of the discount rate assumption. The investment strategy is set out in the Fund's Investment Strategy Statement (ISS) that is available on the Fund's website.

Results

Funding position

A comparison is made of the value of the existing assets with the value of the accrued liabilities. If there are more assets than liabilities, then there is a surplus. If the converse applies there is a deficit. Using the assumptions summarised in Appendix 2, the funding position is set out in the graph below. This shows the funding position of the Fund at the current and previous valuation dates.

There was a surplus of £120m in the Fund at the valuation date, corresponding to a funding level of 103%. The previous valuation was carried out as at 31 March 2022 by Barnett Waddingham. The results are summarised in the report dated 31 March 2023 and reported a surplus of £137m.



Contribution rates

Primary rate

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

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

Primary rate	2025 valuation of payroll p.a.	2022 valuation of payroll p.a.
Average total future service rate	22.5%	26.3%
Less average member rate	6.5%	6.6%
Fund primary rate	16.0%	19.7%

Active members pay contributions to the Fund in line with the rates required under the Regulations.

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

In Appendix 8 we also disclose the sum of the secondary rates for the whole Fund for each of the three years beginning 1 April 2026.

Projected funding position

Based on the assumptions as set out in Appendix 2 and the contributions certified and set out in Appendix 8, we estimate that the funding position of the whole Fund will be 105% by 31 March 2028, the next valuation date. This projection is based on the assumptions made for this valuation and contributions being paid at the agreed amounts. This projection does not allow for any actual experience since 31 March 2025 nor any other risks or uncertainties. Some of these additional risks are set out later in this report and in Appendix 3.

Standardised basis

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

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

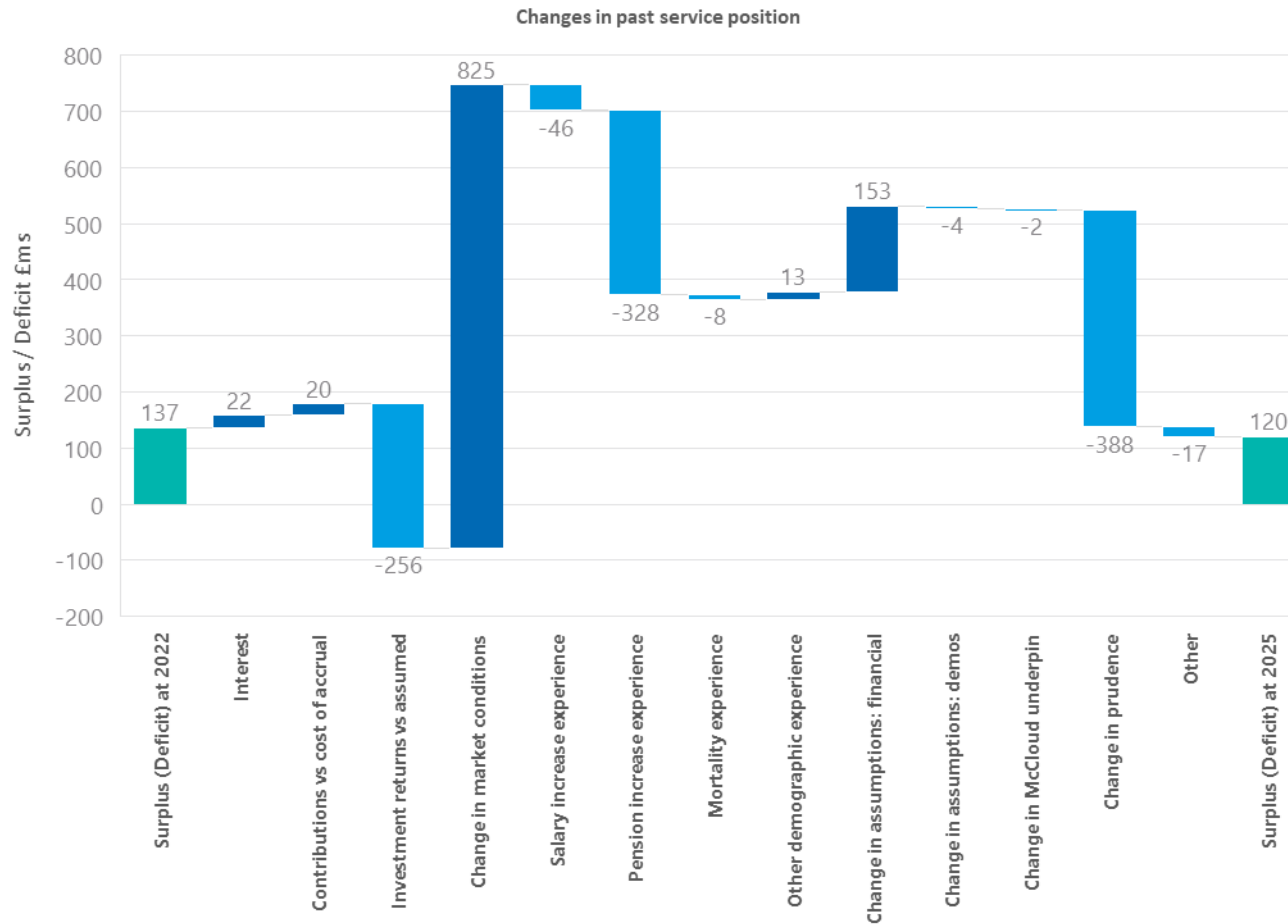
The standardised basis is set using assumptions advice from the Government Actuary's Department (GAD) with some of the assumptions used being set locally (such as mortality) and some are set at Scheme level (including all the financial assumptions). It is not used to set contributions as it does not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

The results on the standardised basis as at 31 March 2025 are set out in the dashboard in Appendix 4. The dashboard should assist readers in comparing LGPS valuation reports and the information will be used by GAD in their "Section 13" report.

Reconciliation to previous valuation

Funding position

The previous valuation revealed a surplus of £137m compared to the surplus of £120m at the 2025 valuation. The key factors that have influenced the funding level of the Fund over the period are illustrated in the chart below.



Experience

Investments returns have been lower than assumed at the 2022 valuation, leading to a loss of £256m.

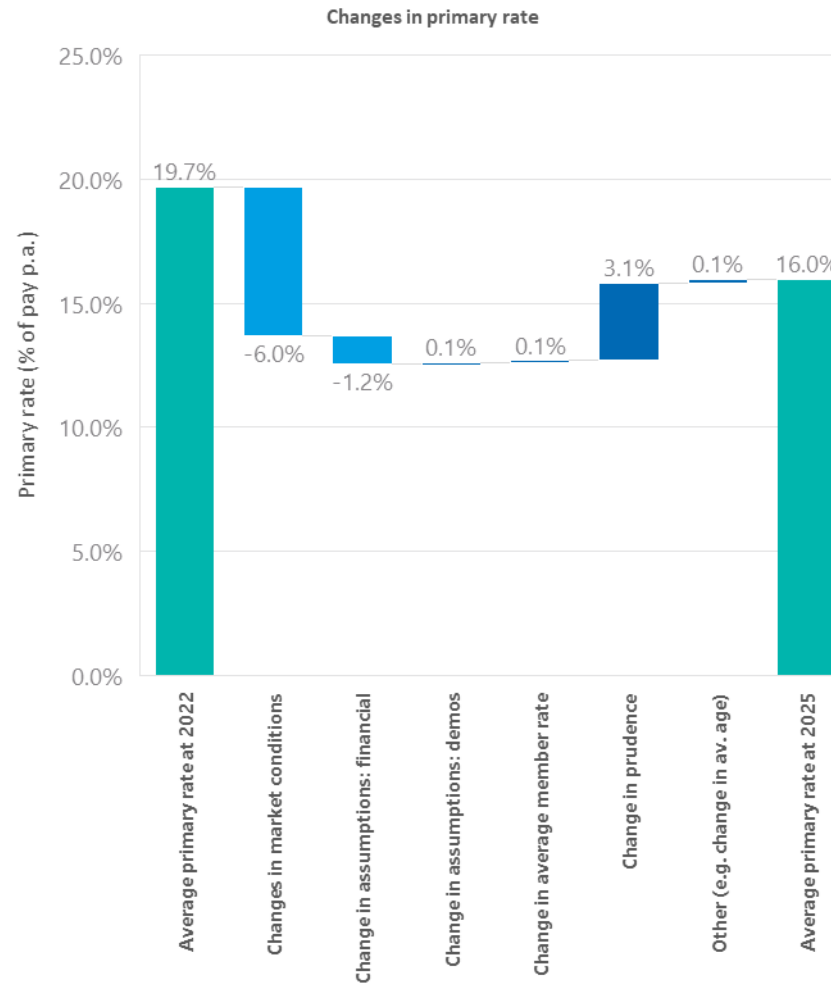
However, market conditions are more favourable at the 2025 valuation which has led to a gain of almost £1bn.

This has been offset by higher than expected pension increases (leading to a loss of £328m).

In addition, the Fund chose a higher success probability for the discount rate assumption (i.e. the probability that future returns are at least as high as the 2025 discount rate assumption) to protect the Fund against expected increased volatility in future investment returns. This is reflected via a higher prudence margin in the discount rate assumption which led to a loss of £388m.

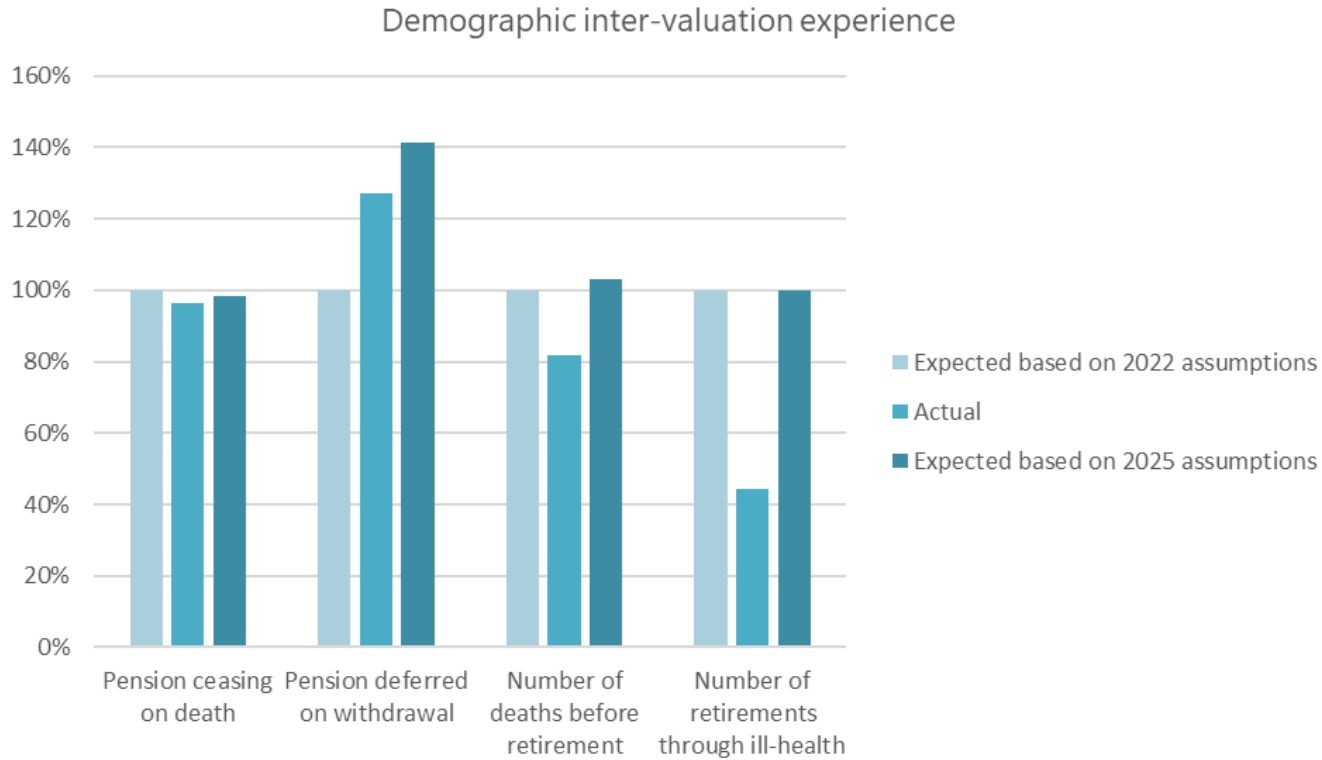
Primary contribution rate

The previous valuation resulted in a whole Fund primary rate of 19.7% of pensionable pay compared to the whole Fund primary rate of 16.0% of pensionable pay at the 2025 valuation. The reasons for the change in the primary rate are set out in the reconciliation chart below.



Comparing experience with assumptions

A comparison of the actual demographic experience of members of the Fund over the intervaluation period, with that assumed by the assumptions adopted at the last valuation in 2022 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2022.



Sensitivities to the liabilities

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

The figures in the table are shown relative to the surplus of £120m and funding level of 103% on the agreed funding basis as at 31 March 2025.

2025 sensitivity analysis of funding position	2025 Valuation basis	Decrease discount rate by 0.1% p.a.	Increase CPI inflation by 0.1% p.a.	Increase salary assumption by 0.5% p.a.	Reduce mortality rate by 10%
	£bn	£bn	£bn	£bn	£bn
Smoothed asset value	4.38	4.38	4.38	4.38	4.38
Total past service liabilities	4.26	4.33	4.33	4.28	4.35
Surplus / (Deficit)	0.12	0.05	0.05	0.10	0.03
Funding level	103%	101%	101%	102%	101%

Sensitivities to the primary rate

The calculated primary rate required to fund benefits as they are earned from year to year will also be affected by the particular set of assumptions chosen. The sensitivity of the primary rate to changes in some key assumptions is shown below. Please note that the primary rate set out below does not include any adjustment via the secondary rate. The total contribution rate payable by employers will be a combination of the primary rate and a secondary rate adjustment, further details can be found in Appendix 8.

The figures in the table are shown relative to the whole Fund primary rate of 16.0% of Pensionable Pay on the agreed funding basis as at 31 March 2025.

2025 sensitivity analysis of primary rate	2025 Valuation basis of payroll p.a.	Decrease discount rate by 0.1% p.a. of payroll p.a.	Increase CPI inflation by 0.1% p.a. of payroll p.a.	Reduce mortality rate by 10% of payroll p.a.
Average total future service rate	22.5%	23.1%	23.1%	22.8%
Less average member rate	6.5%	6.5%	6.5%	6.5%
Fund primary rate	16.0%	16.6%	16.6%	16.3%

Further comments

Funding Strategy Statement (FSS)

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

Risks

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

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

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

Post valuation events

Our funding model is designed to help withstand short-term volatility in markets as it is a longer-term model. We use smoothed assumptions over a six-month period with the ultimate aim of setting stable contributions for employers. The valuation approach and assumptions are not based on gilt yields and the discount rate is derived from the long-term future expected returns on each asset class with a deduction for uncertainty and risk (our prudence adjustment).

We have considered whether there are any developments since 31 March 2025 that are significant enough to review our approach. At this stage, we do not feel that the anticipated effect on the long-term funding position of any market movements is significant enough to revise our approach.

Nevertheless, due to the ongoing uncertainty around the shorter-term impact of these issues, we have considered these issues with the administering authority in setting the employer contribution rates to ensure that contributions in to the Fund remain appropriate.

We will continue to monitor the Fund's funding position and raise any individual employer cases with the Fund that we consider need any special attention. The impact of these events will be fully considered as part of the 2028 valuation when we revisit employer contributions.

The next formal valuation is due to be carried out as at 31 March 2028 however we would recommend that the financial position of the Fund is monitored regularly during the period leading up to the next formal valuation.

Rates and Adjustments Certificate

The primary and secondary contributions payable by each employer have been set out in Appendix 8 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations and cover the period from 1 April 2026 to 31 March 2029. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

The contributions in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, recovery of this deficit is targeted in line with the Fund's FSS and all employers are projected to be fully funded after a recovery period length of no more than 8 years from 1 April 2026.



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

This report must be made available to members on request.

A handwritten signature in black ink, appearing to read 'Roisin McGuire'. The signature is written in a cursive, professional style.

Roisin McGuire FFA
Principal
Barnett Waddingham LLP

Appendix 1 Summary of data and benefits

Membership data

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

Any missing or inconsistent data has been queried with the Fund and estimated where necessary. Namely, we continued with the same approach used at the 2022 valuation to estimate McCloud benefits for eligible members. The Fund have been carrying out a data collection exercise with employers to obtain the additional data required to accurately calculate McCloud benefits, but this information had not been collected in full or reviewed for use in the 2025 valuation. We do not expect the impact to be material to the results.

Changes to the data were summarised in the 2025 valuation member data processing and estimating report dated 7 October 2025 which was provided to the Fund. Whilst this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

Benefits

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

Membership summary

A summary of the membership data used in the valuation is as follows. The membership data from the previous valuation is also shown for comparison.

Please note that the average ages shown for 2025 are weighted by salary for active members and by pension for deferred and pensioner/dependant members. The comparative average ages shown for 2022 are weighted by liability. The change in approach to show average ages weighted by salary/pension was made so to remove the dependency on the basis used for the liability calculation. Liability weighted average ages available on request.

Data used	Data at 31 March 2025			Data at 31 March 2022		
Active members	Number	Pensionable pay £m	Average age (salary-weighted)	Number	Pensionable pay £m	Average age (liability-weighted)
Males	5,412	192	46	5,305	158	52
Females	20,769	485	46	19,754	376	52
Total	26,181	677	46	25,059	534	52
Deferred members (including undecided)	Number	Pension £m	Average age (pension-weighted)	Number	Pension £m	Average age (liability-weighted)
Males	8,308	21	50	7,920	16	51
Females	30,724	51	51	30,088	39	51
Total	39,032	73	51	38,008	55	51
Pensioner and dependant members	Number	Pension £m	Average age (pension-weighted)	Number	Pension £m	Average age (liability-weighted)
Males	7,316	57	74	6,798	47	70
Females	17,462	80	72	15,183	60	69
Total	24,778	136	73	21,981	107	69

Projected retirements

In the table below we have set out the number of members who are assumed to reach retirement age over the period from 1 April 2025 to 31 March 2029 as required under the Regulations.

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

Projected new benefits		
Year to	Number of members	Retirement benefits £m's
31 March 2026	2,096	16
31 March 2027	1,985	14
31 March 2028	2,049	15
31 March 2029	1,779	16

Guaranteed Minimum Pension (GMP) equalisation and indexation

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

Appendix 2 Summary of assumptions

A summary of the assumptions adopted for the valuation at 31 March 2025 and as at 31 March 2022 is set out below.

Assumptions	2025 valuation	2022 valuation
Financial assumptions (p.a.)		
CPI inflation	2.7%	2.9%
Salary increases	3.7%	3.9%
Discount rate	5.1%	4.6%
Pension increases on GMP	Funds will pay limited increases for members reaching SPA by 6 April 2016, and full increases for others	
Demographic assumptions		
Post-retirement mortality		
Pensioners	100%/95% of S4P[M/F]A tables for males/females	110%/95% of S3P[M/F]A tables for males/females
Dependants	100%/90% of S4D[M/F]A tables for males/females	105%/95% of S3D[M/F]A tables for males/females
Actives and deferreds (pre-retirement mortality)	115%/120% of GAD for males/females	115% of GAD
Actives and deferreds (post-retirement mortality)	As for current pensioner assumptions	As for current pensioner assumptions
Future improvements		
CMI model	CMI_2024	CMI_2021
Long-term rate of improvement (p.a.)	1.50%	1.25%
Initial addition parameter (p.a.)	0.0%	0.0%
Overlay half-life (not applicable in 2022)	1 year	n/a
Retirement assumption	Weighted average	Weighted average
Pre-retirement decrements	GAD 2020 scheme val: no salary scale, 50% multiplier to ill-health rates	GAD 2016 scheme val: no salary scale, 50% multiplier to ill-health rates
50:50 assumption	Member data	Member data
Commutation	50% of max	50% of max
Family statistics		
% with qualifying dependant	75% (M) / 65% (F)	75% (M) / 70% (F)
Age difference	Males 3 years older	Males 3 years older

Demographic assumptions – sample rates

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

Allowance for ill-health early retirements

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

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

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

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

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

Death before retirement

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

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

Please note the above rates are the raw decrements as set by GAD. We have applied a 115%/120% multiplier to the rates assumed by GAD.

Allowance for withdrawals

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

Age	Males	Females
25	14%	13%
30	10%	10%
35	8%	8%
40	6%	7%
45	5%	6%
50	4%	5%
55	3%	4%
60	3%	3%
65	2%	2%

Appendix 3 Regulatory uncertainties

There are currently a few important regulatory uncertainties surrounding the 2025 valuation as follows:

- Long-term impact of the McCloud and Sargeant cases;
- Cost management reviews which could affect future and historic LGPS benefits;
- Virgin Media case;
- Gender Pensions Gap reporting; and
- Climate change risks and opportunities;

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

McCloud

At the 2022 valuation we estimated the impact of the McCloud ruling for each active member based on the membership data available. This included looking back at historic valuation data to estimate a payroll history for each member which was then used to determine the equivalent service accrued in the final salary scheme had it not been discontinued. Due to the lack of sufficient data as well as direction from the Ministry of Housing, Communities and Local Government (MHCLG), no estimates were made for deferred and pensioner members.

A similar approach to the 2022 valuation has been followed as part of the 2025 valuation, with estimates made for active members only based on historic data. The liabilities calculated as part of the 2025 valuation reflects the fact that eligible members may receive a pension uplift at retirement if their benefits would have been higher had they continued to accrue service in the discontinued final salary scheme until 31 March 2022.

There still remains uncertainty over the long-term effects of the McCloud judgment but where data has been available, we have been able to estimate the impact of McCloud on individual employers and funding positions and contributions have been set accordingly.

Cost management reviews

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

Virgin Media case

This issue relates to a case where missing actuarial certification resulted in historic benefit changes being void. The Department for Work and Pensions (DWP) published an announcement on 5 June 2025 noting the plan to introduce new legislation in response to the Virgin Media vs NTL Trustees ruling. The legislation will allow affected pension schemes to retrospectively obtain written actuarial confirmation that historic changes to scheme rules met the required standards.

The new legislation is hoped to provide clarity to affected schemes, we have therefore assumed that there will be no impact on the LGPS as a result of the ruling.

Appendix 4 Gender Pensions Gap

On 15 May 2025, Government launched a consultation on changes to the Local Government Pension Scheme (LGPS) in England and Wales. The proposed changes are intended to improve fairness in and access to the LGPS. The proposals include addressing survivor pensions and deaths grants and addressing the Gender Pension Gap in the LGPS.

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.

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.

Active members

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

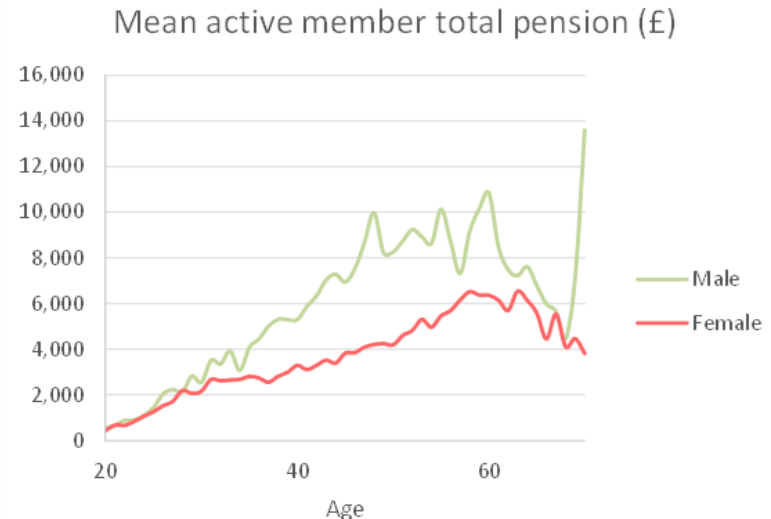
Please note that the number of active members in the table below will differ from the total number of active records as set out in Appendix 1, as in the Gender pension Gap (GPG) analysis we have treated members with multiple records as a single member.

Fund level analysis

At overall fund level, the gender pensions gap (GPG) for active members of the Fund is 36%. Further detail is set out in the table below.

Gender pension gap for active members	Number of members	Percentage of overall membership	Mean age	Mean FTE pay (£)	Mean actual pay (£)	Mean CARE pension (£)	Mean Final Salary pension (£)	Mean combined pension (£)
Females	19,298	79%	46	£36,065	£25,137	£3,132	£3,215	£3,956
Males	5,280	21%	45	£45,121	£36,411	£4,716	£6,110	£6,203
			Gender gap	20%	31%	34%	47%	36%

A chart of mean pensionable pay and pension for males and females by age is shown below.



Employer category analysis

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

Local authorities and connected bodies (SF3 number 1)

All local authority maintained schools have been aggregated with their corresponding local authority for the purposes of this analysis.

GPG for local authorities and connected bodies	Number of members	Percentage of overall membership	Mean age	Mean FTE pay (£)	Mean actual pay (£)	Mean CARE pension (£)	Mean Final Salary pension (£)	Mean combined pension (£)
Females	12,950	76%	45	£37,847	£27,689	£3,574	£3,675	£4,603
Males	4,024	24%	46	£46,697	£38,799	£5,112	£6,511	£6,785
			Gender gap	19%	29%	30%	44%	32%

Centrally funded public sector bodies excluding academies (SF3 number 2, local authority indicator 1)

GPG for centrally funded public sector bodies (exc. academies)	Number of members	Percentage of overall membership	Mean age	Mean FTE pay (£)	Mean actual pay (£)	Mean CARE pension (£)	Mean Final Salary pension (£)	Mean combined pension (£)
Females	731	71%	45	£35,181	£27,368	£3,064	£3,267	£3,712
Males	295	29%	44	£42,364	£34,844	£4,357	£5,437	£5,666
			Gender Gap	17%	21%	30%	40%	34%

Academies (SF3 number 2, local authority indicator 2)

GPG for academies	Number of members	Percentage of overall membership	Mean age	Mean FTE pay (£)	Mean actual pay (£)	Mean CARE pension (£)	Mean Final Salary pension (£)	Mean combined pension (£)
Females	5,468	86%	47	£30,743	£18,808	£2,070	£1,690	£2,412
Males	883	14%	44	£36,515	£25,567	£2,729	£2,912	£3,148
			Gender Gap	16%	26%	24%	42%	23%

Private/voluntary/other bodies (SF3 number 4)

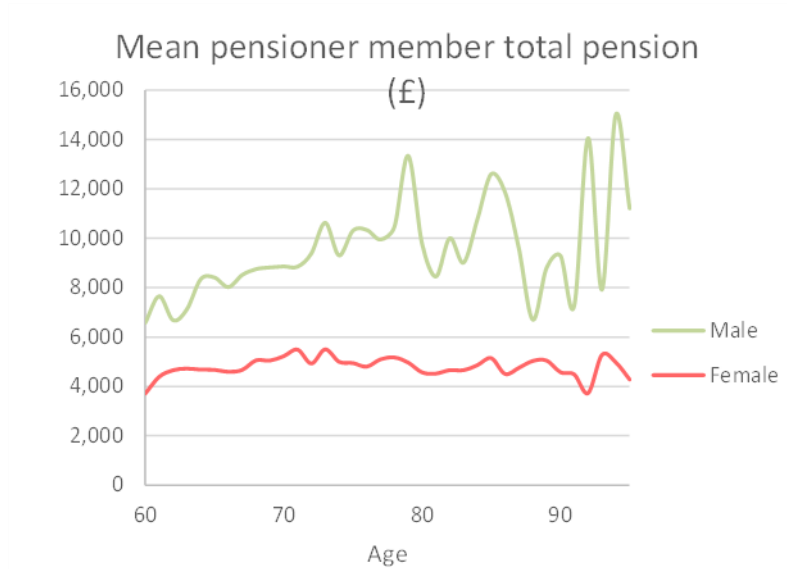
GPG for other private/voluntary/other bodies	Number of members	Percentage of overall membership	Mean age	Mean FTE pay (£)	Mean actual pay (£)	Mean CARE pension (£)	Mean Final Salary pension (£)	Mean combined pension (£)
Females	149	66%	53	£29,549	£24,723	£3,985	£3,434	£5,552
Males	78	34%	53	£38,680	£41,890	£8,151	£6,857	£12,811
			Gender Gap	24%	41%	51%	50%	57%

Pensioner members

The GPG for pensioner members of the Fund is 47%. Further detail is set out in the table below.

Gender pension gap for pensioner members	Number of members	Percentage of overall membership	Mean age	Mean pension (£)
Females	14,507	72%	72	£4,870
Males	5,759	28%	73	£9,244
			Gender Gap	47%

A chart of mean total pension for males and females by age is shown to the below.



Appendix 5 Climate risk analysis

Climate risk is an important consideration for the 2025 valuation. We have carried out scenario analysis on the assets and liabilities of the Fund in-line with the Key Principles drafted by the four actuarial firms who advise the LGPS funds and agreed with the Government Actuary's Department (GAD) for the purpose of the 2025 LGPS valuations in England and Wales. Further information can be found on the climate scenario analysis report dated 16 January 2026.

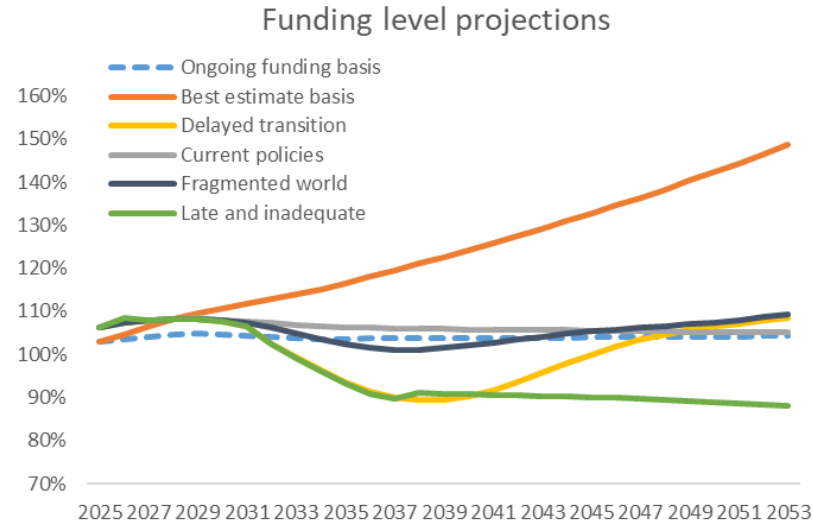
We have also considered the requirements under the Occupational Pension Schemes (Climate Change Governance and Reporting) Regulations 2021 although these regulations do not apply to the LGPS. This is because we anticipate that the equivalent regulations that could ultimately apply to the LGPS will contain similar requirements.

The analysis considered the projected funding level under various climate-related scenarios, alongside the agreed 2025 valuation basis for the Fund. The results thereby allow the administering authority to consider whether the 2025 valuation funding strategy is sufficiently robust in the context of this climate scenario analysis and any potential contribution impacts.

The climate scenarios within Barnett Waddingham's in-house climate scenario framework include three climate scenarios which have been provided by Moody's Analytics and are broadly based on scenarios from the Network for Greening the Financial System (NGFS). A brief description of these scenarios is set out below:

- 1 Base case** – we have assumed the Fund's best estimate funding basis as the base case scenario. All other scenarios are considered relative to this base case, using the relative difference in returns and financial assumptions between Moody's own base case, and each climate scenario.
- 2 Delayed transition** – additional policy implementation is delayed until 2030. Stronger policies are required (versus a scenario whereby policy implementation is not delayed), such as a higher effective carbon price, in order to limit global temperature rises to below 2.0°C.
- 3 Current policies** – no new climate policies are introduced beyond the current policies in place, resulting in a lower effective carbon price, but also a growing concentration of greenhouse gas emissions and a larger increase in global temperatures, relative to a transition scenario.
- 4 Fragmented world** – additional policy implementation is delayed and diverges globally. Those countries with net-zero targets are assumed to meet c.80% of their target, whilst those without follow current policies.
- 5 Late and inadequate action** – this scenario has been created by Barnett Waddingham, and takes the highest negative return impact, on an annual basis, across the other three scenarios. The scenario is assumed to exhibit a mixture of characteristics from the above scenarios (i.e. delayed transition and high temperature rises).

The impact on the funding position of each scenario is considered in the graph below.



Limitations of the analysis

Our quantitative analysis does not consider the impact of many risks associated with climate change due to the current lack of robust data. Examples include certain investment risks and a degree of inflation risk (we believe these are quantified within the model to some extent, but not fully), litigation risk, political risk and geopolitical risk. Furthermore, it is widely believed that climate scenarios fail to exhaustively model transition and physical risks and the impact of tipping points is not included in the data.

Climate scenario modelling is in its infancy and is expected to undergo significant development over time and data quality is generally considered spurious. We intend to develop and build upon this analysis over time as data quality and availability improves. Our analysis recognises these limitations and has addressed them by combining the quantitative and qualitative analyses in the comprehensive report dated 16 January 2026.

Appendix 6 Decisions Log

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 on 1 September 2025, supported by analytics and other information from the Fund Actuary. The assumptions, including the level of prudence, were agreed by the Fund at the Pension Fund Committee meeting on 10 September 2025.

The funding strategy parameters, including management of surpluses (where present) and prudence levels, which feed into the setting of employer contribution rates, were reviewed by the Fund at the meeting on 1 September 2025.

The approach to cessation valuations was agreed with the Fund on 3 November 2025.

The outcomes of these decisions were collated and documented in an updated copy of the Funding Strategy Statement. The draft FSS was discussed at the 10 September Pension Fund Committee meeting. The final version was agreed at the Pension Fund Committee meeting on 17 March 2026.

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.

- Funding Strategy Statement consultation: an updated version of the FSS was issued to employers on 3 November 2025 with the opportunity to feed back comments or ask questions to the Fund by 12 December 2025.
- Employer results: a results schedule setting out their 2025 valuation funding position and contribution rate was issued to relevant employers in October and November 2025.
- Employer forum: the employers forum on 1 December 2025 discussed the key themes of the 2025 valuation and gave employers the opportunity to discuss their results with the Fund and Fund Actuary and ask any questions about the draft FSS.

Appendix 7 Dashboard

GAD Dashboard

		2025 valuation	2022 valuation
Funding position - local funding basis			
Funding level (assets/liabilities)	%	102.8%	103.7%
Funding level (change since previous valuation)	%	-0.9%	9.5%
Asset value used at the valuation	£m	4,379	3,854
Value of liabilities (including McCloud liability)	£m	4,259	3,717
Surplus (deficit)	£m	120	137
Discount rate – past service	% pa	5.1%	4.6%
Discount rate – future service	% pa	5.1%	4.6%
Assumed pension increases (CPI)	% pa	2.7%	2.9%
		In line with the Funding Strategy Statement, with the level of prudence in the ongoing discount rate determined based on a success probability of 70%	In line with the Funding Strategy Statement, with the level of prudence in the ongoing discount rate determined based on a success probability of 65%
Method of derivation of discount rate, plus any changes since previous valuation	Freeform text		
Assumed Life expectancies at age 65			
Life expectancy for current pensioners – men age 65	years	21.75	21.00
Life expectancy for current pensioners – women age 65	years	24.43	23.80
Life expectancy for future pensioners – men age 45	years	23.35	22.26
Life expectancy for future pensioners – women age 45	years	26.15	25.23
Past service funding position - LGPS EW SAB basis (for comparison purposes only)			
Market value of assets	£m	4,311	3,913
Value of liabilities	£m	4,225	3,552
Funding level on SAB basis (assets/liabilities)	%	102.0%	110.2%
Funding level on SAB basis (change since last valuation)	%	-8.1%	8.2%
Contribution rates payable			
Primary contribution rate	% of pay	16.0%	19.7%

		2025 valuation	2022 valuation
Secondary contribution rate (cash amounts in each year)			
Secondary contribution rate - 1st year of rates and adjustment certificate	£m	27.86	8.87
<i>Secondary contribution rate - 2nd year of rates and adjustment certificate</i>	£m	21.68	8.36
Secondary contribution rate - 3rd year of rates and adjustment certificate	£m	15.01	7.92
Giving total expected contributions			
Total expected contributions - 1st year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	140.11	118.12
<i>Total expected contributions - 2nd year of rates and adjustment certificate (£ figure based on assumed payroll)</i>	£m	138.05	121.84
Total expected contributions - 3rd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	135.65	125.81
Assumed payroll (cash amounts in each year)			
Total assumed payroll - 1st year of rates and adjustment certificate (£m)	£m	701.65	554.55
Total assumed payroll - 2nd year of rates and adjustment certificate (£m)	£m	727.44	576.06
Total assumed payroll - 3rd year of rates and adjustment certificate (£m)	£m	754.17	598.40
3-year average total employer contribution rate	% of pay	19.0%	21.2%
Average employee contribution rate (% of pay)	% of pay	6.5%	6.6%
Employee contribution rate (£ figure based on assumed payroll of £m)	£m pa	45.68	36.33
Deficit recovery & surplus management plan for local authorities			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	2034	2034
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	n/a	n/a
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	n/a	n/a
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	n/a	n/a
Surplus Methodology (Explicit contribution stabilisation mechanism; surplus spreading period; surplus buffer and surplus spreading period; Volatility asset reserve and surplus spreading period; other; or N/A)	Drop down	Surplus buffer and surplus spreading period	n/a
Surplus methodology & parameters explanation (including changes since previous valuation)	Freeform text	If over 110% funded, surplus may be repaid over a period of 8 years (some employers are subject to a maximum contribution reduction per annum as per FSS)	n/a

Additional information

Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	n/a	0.0%
Percentage of total liabilities that are in respect of Tier 3 employers	%	4%	7%
Included climate change analysis/comments	Yes/No	Yes	Yes
Gender pension gap statistic - Fund active mean CARE pension GPG	%	33.6%	n/a
Gender pension gap statistic - Fund active mean combined Final Salary and CARE pension GPG	%	36.2%	n/a
Gender pension gap statistic - Fund pensioner mean pension GPG	%	47.3%	n/a

Appendix 8 Rates and Adjustments Certificate

Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2026 to 31 March 2029.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments Certificate are detailed in the Funding Strategy Statement and in Appendix 2 of this report.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2026 to 31 March 2029 is set out in the table overleaf. The primary rate is the employer's contribution towards the cost of benefits accruing in each of the three years beginning 1 April 2026. In addition each employer pays a secondary contribution as required under Regulation 62(7) that when combined with the primary rate results in the minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

Primary and secondary rate summary

The primary rate for the Fund is the weighted average (by payroll) of the individual employers' primary rates and is 16.0% p.a. of payroll.

The secondary rates across the entire Fund (as a percentage of projected Pensionable Pay and as a monetary amount) in each of the three years in the period 1 April 2026 to 31 March 2029 is set out in the table below.

Secondary contributions	2026/27	2027/28	2028/29
Total as a % of payroll	4.0%	3.0%	2.0%
Equivalent to total monetary amounts of	£27,863,000	£21,681,000	£15,007,000

These amounts reflect the individual employers' recovery plans.

General and specific notes

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

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

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

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

- A. The Employer has a separate arrangement in place with the Fund which determines the level of contributions payable.
- B. The Employer participates in the Fund as a deferred employer and has been certified secondary contributions only, in line with the agreement in place.
- C. The Employer participates in the Fund as a deferred employer however based on their funding position, no contributions are due over the next intervaluation period, in line with the agreement in place. . Further contributions may be certified at the next actuarial valuation.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
Government bodies									
<i>Funding Pool</i>	<i>Buckinghamshire Council</i>								
2	Buckinghamshire Council	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
26	Brookmead School	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
28	Overstone Combined School	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
37	Loudwater Combined School	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
39	Danesfield School	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
66	The Cottesloe School	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
67	Brushwood Middle School	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
68	Castlefield School	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
174	Bedgrove Infants	15.8%	5.8%	4.8%	3.8%	21.6%	20.6%	19.6%	
<i>Funding Pool</i>	<i>Milton Keynes City Council</i>								
5	Southwood Middle School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
7	Portfields Combined School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
9	Glastonbury Thorn First School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
10	Germander Park School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
13	St Paul's R C School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
48	Stanton Middle School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
50	Milton Keynes City Council	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
58	The Radcliffe School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
206	Green Park School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
255	Bushfield School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	
256	Wyvern School	16.5%	2.6%	1.6%	0.6%	19.1%	18.1%	17.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
<i>Individual Employers</i>									
20	Bucks MK Fire Authority	15.9%	0.5%	-0.5%	-1.5%	16.4%	15.4%	14.4%	
40	Thames Valley Police	14.8%	2.7%	1.7%	0.7%	17.5%	16.5%	15.5%	
Academies									
<i>Funding Pool</i>	<i>Academy</i>								
145	Milton Keynes Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
153	Aylesbury Vale Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
157	Beaconsfield High Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
164	Oakgrove School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
172	The Premier Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
173	Aylesbury Grammar School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
176	Bourton Meadow Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
177	Dr Challoner's Grammar School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
178	Sir William Ramsay School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
179	Wycombe High School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
181	Olney Infant Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
183	Chalfont St Peter CofE Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
184	Sir William Borlase's Grammar School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
185	Sir Henry Floyd Grammar School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
186	Oxley Park Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
188	John Colet School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
189	Chesham Grammar School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
190	Burnham Grammar School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
191	Amersham School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
192	Royal Latin School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
193	Chiltern Hills Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
194	Highcrest Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
195	Royal Grammar School (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
196	Denbigh School (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
197	Princes Risborough School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
198	Aylesbury High School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
199	Chalfonts Community College (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
200	Great Marlow School (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
201	Hazeley Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
202	John Hampden School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
203	Ousedale School (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
207	Dr Challoner's High School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
209	Waddesdon Church of England School (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
210	Alfriston School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
211	Gerrards Cross C of E School (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
212	Walton High	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
213	Chepping View Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
214	St Nicolas' CE Combined School Taplow	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
216	Holmer Green Senior School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
217	Stephenson Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
221	Shenley Brook End School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
222	Chalfont Valley E-Act Primary Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
223	Two Mile Ash Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
224	Sir Herbert Leon Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
227	Hamilton Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
228	Seer Green CE Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
231	The Beaconsfield School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
232	Brill CofE Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
233	Shepherdswell School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
234	New Chapter School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
235	Orchard Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
236	Rickley Park Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
237	Charles Warren Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
241	Denham Green E-ACT Primary Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
245	Heronsgate School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
252	Bridge Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
257	Kents Hill School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
259	Great Missenden CofE Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
261	Middleton Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
269	Bourne End Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
272	George Grenville Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
273	Khalsa Secondary Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
276	Lent Rise Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
278	Sir Thomas Fremantle Secondary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
282	Lace Hill Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
284	Ivingswood Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
299	Chiltern Way Federation	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
301	Ickford Learning Trust	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
304	Water Hall Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
305	Beechview School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
306	The Chestnuts Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
307	Stantonbury School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
309	Aspire Schools	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
314	Olney Middle School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
315	Dorney School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
316	Monkston Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
317	EMLC Academy Trust	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
318	Princes Risborough Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
320	Whitehouse Primary	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
322	Knowles Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
332	Green Ridge Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
333	Thomas Harding Junior School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
334	New Bradwell School (Academy)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
340	Chesham Bois CofE School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
341	Jubilee Wood Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
342	Padbury CofE School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
344	Inspiring Futures Through Learning	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
345	Fairfield Primary Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
346	Great Horwood CofE School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
347	Loughton School Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
351	Great Kingshill CofE Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
352	West Wycombe Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
353	Great Kimble Church of England School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
354	The Misbourne School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
355	Wooburn Green Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
358	St Johns Church of England School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
359	Lord Grey Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

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			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
360	Waterside Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
363	Oxford Diocesan Bucks Schools Trust office staff	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
364	Longwick C of E Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
365	Kents Hill Park School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
366	Kingsbridge Education Trust office staff	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
370	Heronshaw School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
373	St Marys CofE Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
374	Bedgrove Junior School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
376	Elmhurst School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
377	Bearbrook Combined & Pre School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
378	Abbey View Primary	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
383	Ashbrook School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
384	Holmwood Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
385	Moorland Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
386	Christ the Sower Ecumenical Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
392	Woodside Junior School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
397	Curzon CofE Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

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			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
398	Elmtree Infant & Nursery School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
404	Watling Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
405	Edlesborough School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
406	Holne Chase Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
413	St Mary & St Giles CofE School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
421	Insignis Academy Trust Head Office Staff	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
423	Langland Community School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
425	Kingsbrook View Primary Academy	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
427	Central Team (Head Office Staff)	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
429	St Josephs Catholic Infant School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
430	St Edwards Catholic Junior School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
431	Our Lady's Catholic Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
432	St Joseph's Catholic Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
433	St Louis Catholic Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
434	St Peter's Catholic Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
440	Mandeville School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
443	Manor Farm Junior School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

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446	Glebe Farm School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
447	The Kingsbrook School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
461	The Downley School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
466	Priory Rise School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
474	St Michael's Catholic School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
485	Prestwood Infant School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
486	Prestwood Junior School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
487	Iver Village Infant School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
493	Watling Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
494	Hannah Ball School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
495	Chenies School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
496	Lavendon School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
498	Brookward School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
499	Drayton Park School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
507	Little Chalfont Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
508	Hughenden Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
514	Grendon Underwood Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	

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			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
516	Willen Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
520	St. Mary's Wavendon CofE Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
521	Ashmead Combined School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
522	Emerson Valley School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
523	Merebrook Infant School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
525	Tickford Park Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%	
<i>Individual employers</i>									
240	Bucks University Technical College	14.7%	5.5%	4.5%	3.5%	20.2%	19.2%	18.2%	
Further education bodies									
<i>Individual employers</i>									
29	Milton Keynes College	16.4%	2.9%	1.9%	0.9%	19.3%	18.3%	17.3%	
31	Buckinghamshire College Group	16.9%	3.1%	2.1%	1.1%	20.0%	19.0%	18.0%	
98	Bucks New University	14.7%	2.7%	1.7%	0.7%	17.4%	16.4%	15.4%	
Town & Parish Councils									
<i>Funding Pool</i>									
<i>Town and Parish Council Pool</i>									
11	West Bletchley Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
12	Bletchley & Fenny Stratford T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	

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			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
21	Buckingham Town Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
23	Iver Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
43	Wooburn and Bourne End P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
44	Newport Pagnell T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
71	Amersham T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
72	Aston Clinton P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
73	Beaconsfield T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
75	Burnham P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
76	Chalfont St Giles P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
77	Chalfont St Peter P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
79	Chesham T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
81	Gerrards Cross P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
82	Marlow T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
83	Olney T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
84	Chepping Wycombe P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
86	Lane End P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
87	Wendover P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	

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			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
111	Wolverton and Greenleys T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
113	Woburn Sands T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
114	Aylesbury T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
117	Little Marlow P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
118	Great Missenden P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
121	Campbell Park P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
124	Princes Risborough T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
125	Stony Stratford T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
126	Shenley Church End P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
127	Hazlemere P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
130	Shenley Brook End and Tattenhoe P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
131	Stantonbury P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
134	Chesham Bois P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
136	Woughton Community Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
138	Winslow T.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
151	Hambleden P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
152	West Wycombe P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	

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			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
160	Piddington and Wheeler End P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
182	Newton Longville Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
205	Loughton & Great Holm Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
260	Coldharbour PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
274	Broughton & Milton Keynes PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
292	Waddesdon P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
294	Penn P.C.	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
298	Weston Turville PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
302	Ivinghoe PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
308	Taplow PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
310	New Bradwell PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
311	Kents Hill & Monkston PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
319	Bradwell PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
327	Mentmore PC	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
343	Little Missenden Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
387	Hanslope Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
395	Bow Brickhill Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
396	Marlow Bottom Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
402	Hughenden Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
424	Slapton Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
426	Buckingham Park Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
428	Downley Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
449	Great Marlow Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
471	Berryfields Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
518	Halton Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%	
Admission bodies									
<i>Individual Employers</i>									
91	National Foundation for Educational Research(NFER)	0.0%	Advised separately			Advised separately			A
123	Chilterns Conservation Board	17.7%	-1.4%	-1.4%	-1.4%	16.3%	16.3%	16.3%	
141	Wolverton Leisure Trust	17.6%	-1.7%	-1.7%	-1.7%	15.9%	15.9%	15.9%	
158	Oxford Health NHS Foundation Trust (OBMH)	14.7%	-14.7%	-14.7%	-14.7%	-	-	-	
165	ATG Entertainment Ltd	13.0%	£330	£340	£350	13.0% plus £330	13.0% plus £340	13.0% plus £350	
225	Acorn Childcare Early Years	19.2%	-19.2%	-19.2%	-19.2%	-	-	-	
238	Chiltern Rangers CIC	17.6%	-4.5%	-4.5%	-4.5%	13.1%	13.1%	13.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29	
242	Milton Keynes Development Partnership	13.5%	-	-	-	13.5%	13.5%	13.5%	
249	Places for People Leisure	27.1%	-27.1%	-27.1%	-27.1%	-	-	-	
258	Bucks County Museum Trust	25.2%	-5.8%	-5.8%	-5.8%	19.4%	19.4%	19.4%	
266	Places for People Leisure - WDC	25.2%	-2.8%	-2.8%	-2.8%	22.4%	22.4%	22.4%	
267	Innovate	11.5%	-2.9%	-2.9%	-2.9%	8.6%	8.6%	8.6%	
289	Wycombe Heritage & Arts Trust	21.2%	-9.7%	-9.7%	-9.7%	11.5%	11.5%	11.5%	
295	Cucina Restaurants Ltd	22.5%	-	-	-	22.5%	22.5%	22.5%	
361	Bucks Music Trust	17.3%	-	-	-	17.3%	17.3%	17.3%	
379	Action for Children Services Ltd	20.8%	-	-	-	20.8%	20.8%	20.8%	
380	Avalon Cleaning Systems Ltd	31.3%	-	-	-	31.3%	31.3%	31.3%	
388	Thrift Activity Farm Ltd	16.2%	-5.3%	-5.3%	-5.3%	10.9%	10.9%	10.9%	
391	Cleantec Services Ltd (Radcliffe)	24.5%	-	-	-	24.5%	24.5%	24.5%	
403	Busy Bees Cleaning (BC)	25.1%	£700	£720	£750	25.1% plus £700	25.1% plus £720	25.1% plus £750	
407	Busy Bee Cleaning	25.3%	-5.0%	-5.0%	-5.0%	20.3%	20.3%	20.3%	
412	Birkin Cleaning (Shenley Brook End School)	24.5%	-	-	-	24.5%	24.5%	24.5%	
416	Monitor Cleaning Services Ltd	27.6%	-	-	-	27.6%	27.6%	27.6%	
419	Sasse Facilities Management Ltd	27.0%	-3.4%	-3.4%	-3.4%	23.6%	23.6%	23.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
420	Cucina Restaurants Ltd (Lord Grey)	20.3%	-	-	-	20.3%	20.3%	20.3%	
422	Innovate Services Ltd (Oakgrove)	24.3%	£490	£510	£530	24.3% plus £490	24.3% plus £510	24.3% plus £530	
437	Cucina Restaurants Ltd (Shenley Brook End)	27.3%	£1,730	£1,790	£1,860	27.3% plus £1,730	27.3% plus £1,790	27.3% plus £1,860	
439	Cucina Restaurants (Stantonbury)	24.2%	-8.8%	-8.8%	-8.8%	15.4%	15.4%	15.4%	
445	Caterlink Ltd (Walton High)	17.4%	-	-	-	17.4%	17.4%	17.4%	
450	Turn It On Ltd (SWR School)	24.4%	-	-	-	24.4%	24.4%	24.4%	
451	The Pantry UK (Two Mile Ash)	29.0%	-	-	-	29.0%	29.0%	29.0%	
453	The Pantry UK (Chiltern Hills Academy)	20.6%	-	-	-	20.6%	20.6%	20.6%	
455	Profile Security Services (BC)	25.8%	-	-	-	25.8%	25.8%	25.8%	
462	Pace Security Services Ltd (MK College)	27.0%	-	-	-	27.0%	27.0%	27.0%	
464	Rapidclean (Stokenchurch Primary School)	26.2%	-	-	-	26.2%	26.2%	26.2%	
469	May Harris Multi Services Ltd	26.9%	-	-	-	26.9%	26.9%	26.9%	
470	Innovate Ltd (Buckingham Schl)	18.4%	-	-	-	18.4%	18.4%	18.4%	
473	Balfour Beatty Employment Ltd	30.7%	-	-	-	30.7%	30.7%	30.7%	
476	AtkinsRealis Ltd	30.7%	-	-	-	30.7%	30.7%	30.7%	
477	Acorn Early Years Foundation (Rowans)	21.7%	-	-	-	21.7%	21.7%	21.7%	
480	Glendale Countryside Ltd (MKCC)	27.6%	-	-	-	27.6%	27.6%	27.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
482	Aramark Catering Ltd (Ousedale)	23.0%	-	-	-	23.0%	23.0%	23.0%	
484	Hayward Services Ltd (Chesham Grammar)	23.7%	-	-	-	23.7%	23.7%	23.7%	
489	Cleantec Services Ltd (Lord Grey)	25.2%	-	-	-	25.2%	25.2%	25.2%	
490	Innovate Ltd (Sir William Ramsay School)	19.8%	-	-	-	19.8%	19.8%	19.8%	
491	Tove Trading Ltd (Stantonbury)	19.4%	-	-	-	19.4%	19.4%	19.4%	
492	Aspens Services (Sir Thomas Fremantle School)	16.2%	-	-	-	16.2%	16.2%	16.2%	
497	Edwards & Ward (Buckingham Primary)	27.5%	-	-	-	27.5%	27.5%	27.5%	
505	KGB Cleaning Southwest Ltd	23.0%	-	-	-	23.0%	23.0%	23.0%	
509	ProKleen UK Ltd	27.3%	-	-	-	27.3%	27.3%	27.3%	
511	Caterlink (MK Academy)	25.3%	-	-	-	25.3%	25.3%	25.3%	
512	AIT Ltd (Chiltern Hills Academy)	11.4%	-	-	-	11.4%	11.4%	11.4%	
515	Ringway Infra Vinci MKCC	22.4%	-	-	-	22.4%	22.4%	22.4%	
519	Premier Education Ltd (Christ the Sower)	27.4%	-	-	-	27.4%	27.4%	27.4%	
526	Legacy Leisure Ltd	23.3%	-	-	-	23.3%	23.3%	23.3%	
528	Cucina Restaurants (Priory Rise)	20.2%	-	-	-	20.2%	20.2%	20.2%	
529	Nexgen Facilities Services Ltd (Oakgrove)	34.1%	-	-	-	34.1%	34.1%	34.1%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	
Housing associations									
<i>Individual Employers</i>									
204	Red Kite Community Housing	21.1%	-	-	-	21.1%	21.1%	21.1%	
133	Fairhives Homes Ltd	0.0%	£115k	£115k	£115k	£115k	£115k	£115k	B
97	Paradigm Housing	0.0%	-	-	-	-	-	-	C

Post valuation employers

A number of employers joined the Fund on or after 1 April 2025. For employers that have had a contribution rate certified and/or agreed as part of a pass through arrangement, the contributions due from their start date are set out in the table below.

Any employer that joined the Fund after 31 March 2025 and is not listed below will be advised of their contribution rates separately.

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
527	Ingeus UK Ltd	26.6%	0.0%	0.0%	0.0%	26.6%	26.6%	26.6%
532	Ridge Crest Cleaning (Dr Challoners)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%
534	Culinera Ltd (Beaconsfield High)	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%
538	Stoke Poges Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%
539	Orchard View Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%
540	Brooklands Farm Primary School	17.0%	4.1%	3.1%	2.1%	21.1%	20.1%	19.1%
543	Birkin Cleaning (Emerson Valley)	22.6%	0.0%	0.0%	0.0%	22.6%	22.6%	22.6%
544	Birkin Cleaning (Priory Rise)	23.1%	0.0%	0.0%	0.0%	23.1%	23.1%	23.1%
546	Wing Parish Council	17.9%	4.8%	3.8%	2.8%	22.7%	21.7%	20.7%



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The information in this report is based on our understanding of current taxation law, proposed legislation and HM Revenue & Customs practice, which may be subject to future variation.