



## Essex Pension Fund

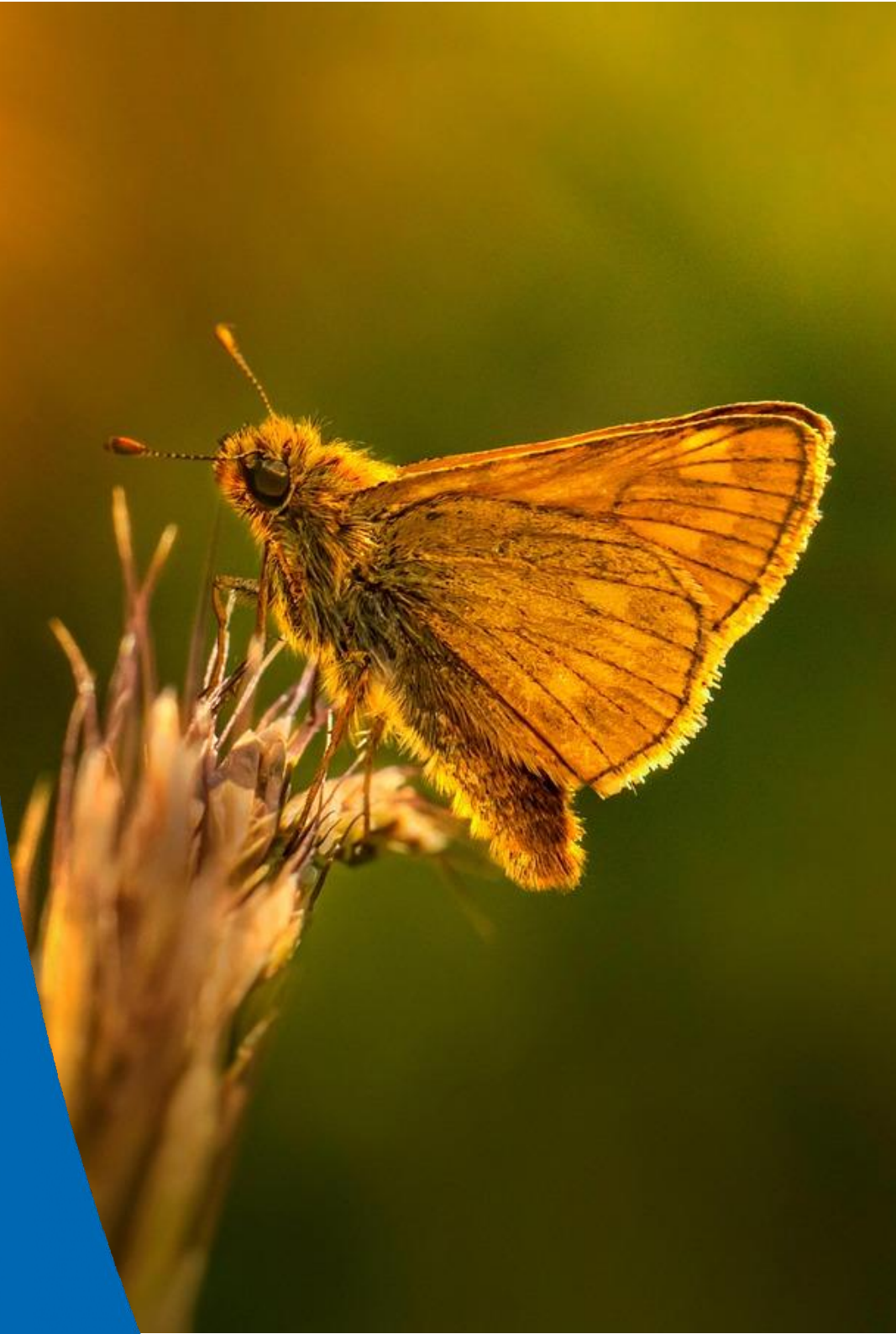
### Actuarial valuation as at 31 March 2025

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**Barnett Waddingham LLP**

31 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 108% as at 31 March 2025, which has increased from 102% at the 2022 valuation.

## 2. Contributions

- Individual employer contributions are set out in Appendix 8 in the Rates and Adjustments Certificate to cover the period from 1 April 2026 to 31 March 2029. No employer is permitted to pay their deficit over a period greater than 15 years from 1 April 2026.

## 3. Methods and assumptions

- The resulting method and 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 4.7% p.a. and a CPI inflation assumption of 2.7% p.a.

## 4. Investment performance

- Investment returns have been strong since the previous valuation, but gains in the funding position have been partially offset by higher than expected pension increases over the intervalation period.

## 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 133%.

**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 Essex County Council, the administering authority for the Essex Pension Fund (the Fund), to carry out an actuarial valuation of the Fund as at 31 March 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 9 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 9 September 2025 provides information and results on a whole fund basis as well as background to the method and derivation of the assumptions.
- The longevity assumptions advice paper dated 9 September 2025.
- The follow up assumptions paper dated 13 October 2025 confirming the agreed actuarial assumptions following the meeting on 9 September 2025 and the Pension Strategy Board meeting on 24 September 2025.

- The climate analysis report dated 6 October 2025 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 that the total value of these projected benefit cashflows as at 31 March 2025, using the membership data and accrued service to 31 March 2025 and the assumptions set out in Appendix 2, to be c. £24.96bn.

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 Fund accounts for each of the three years to 31 March 2025.

The market asset valuation as at 31 March 2025 was £11.5bn. 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 value as at 31 March 2025 used for funding was £9.94bn. This was based on a smoothing adjustment of 101.8% as well as the deduction of a 15% asset volatility reserve.

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

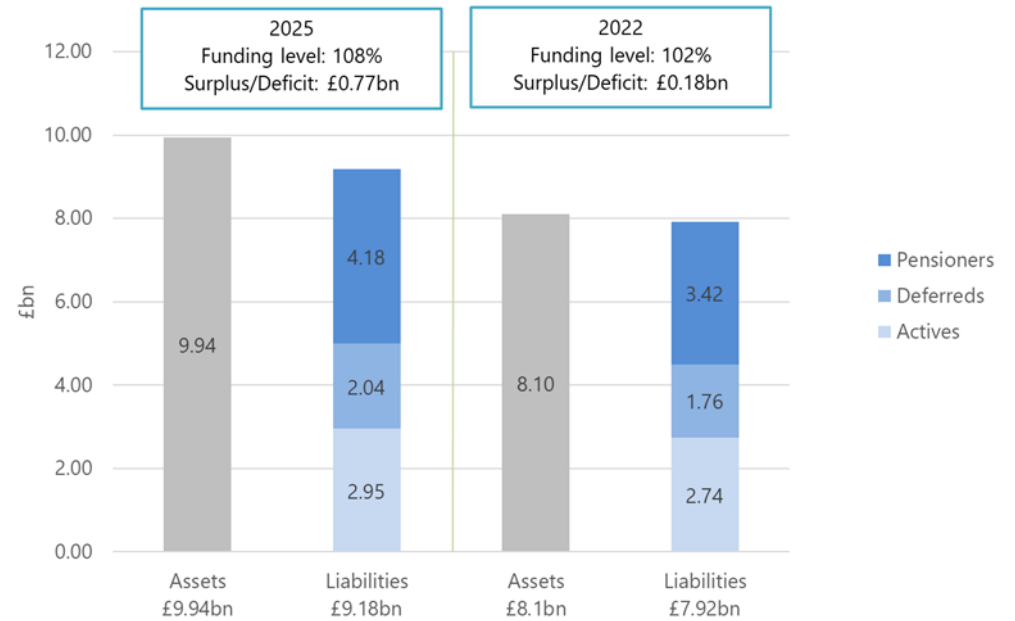
A comparison is made of the value of the existing assets with the value of the accrued liabilities. If there are more assets than liabilities, then there is a surplus. If the converse applies there is a deficit.

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 £766m in the Fund at the valuation date, corresponding to a funding level of 108%.

## Previous valuation results

The previous valuation was carried out as at 31 March 2022 by Barnett Waddingham. The results are summarised in the valuation report dated 29 March 2023 and reported a surplus of £182m.



## 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	25.0%	28.5%
Less average member rate	6.4%	6.5%
<b>Fund primary rate</b>	<b>18.6%</b>	<b>22.0%</b>

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 107% 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.

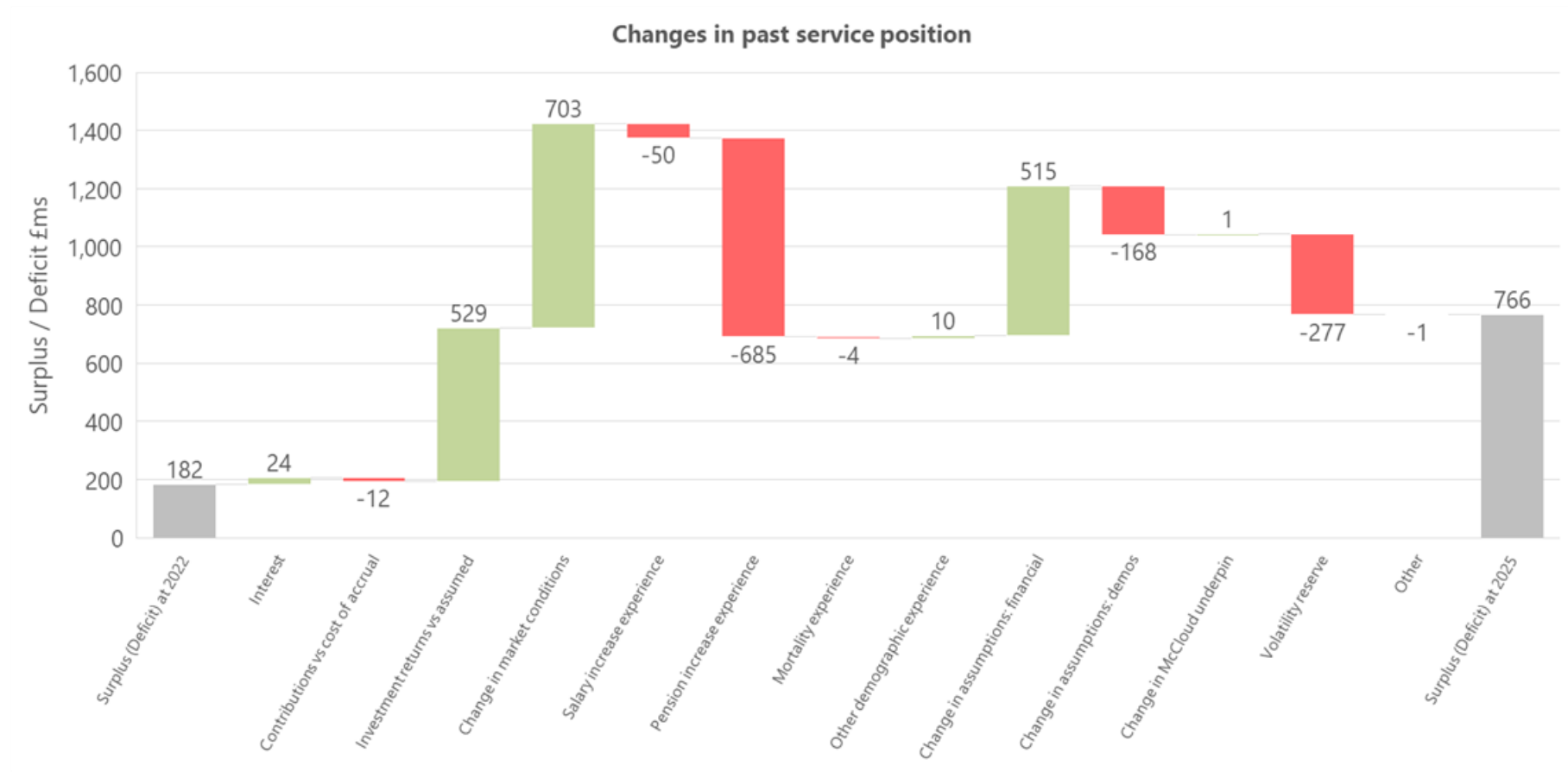
The results on the standardised basis as at 31 March 2025 are set out in the dashboard in Appendix 7. The dashboard should assist readers in comparing LGPS valuation reports and the information will be used by GAD in their "Section 13" report.



# Reconciliation to previous valuation

## Funding position

The previous valuation revealed a surplus of £182m. The key factors that have influenced the funding level of the Fund over the period are illustrated in the chart below.



## Experience

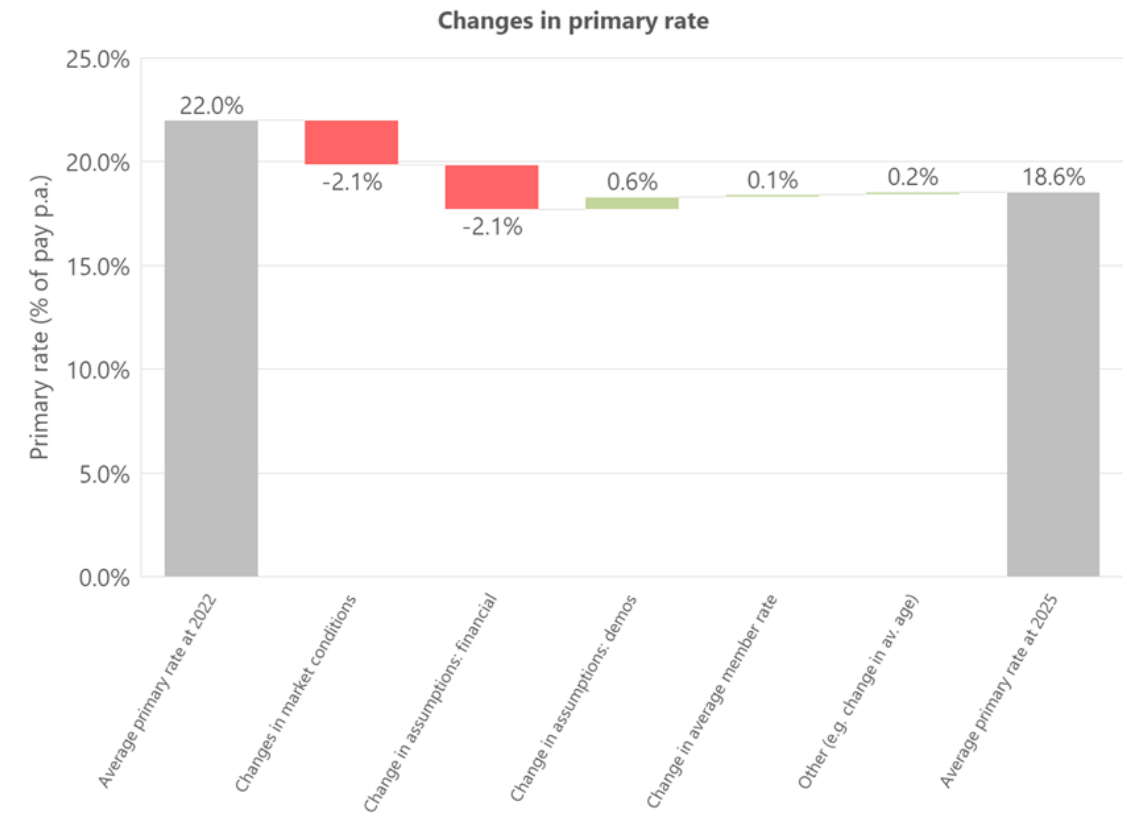
- Strong investment returns since 2022 have led to a gain of £529m
- Actual inflation over the period has been higher than assumed leading to a loss of £685m

## Assumptions

- The change in market conditions and financial assumptions have led to a gain of £1,218m
- The updates to the demographic assumptions have led to a loss of £168m

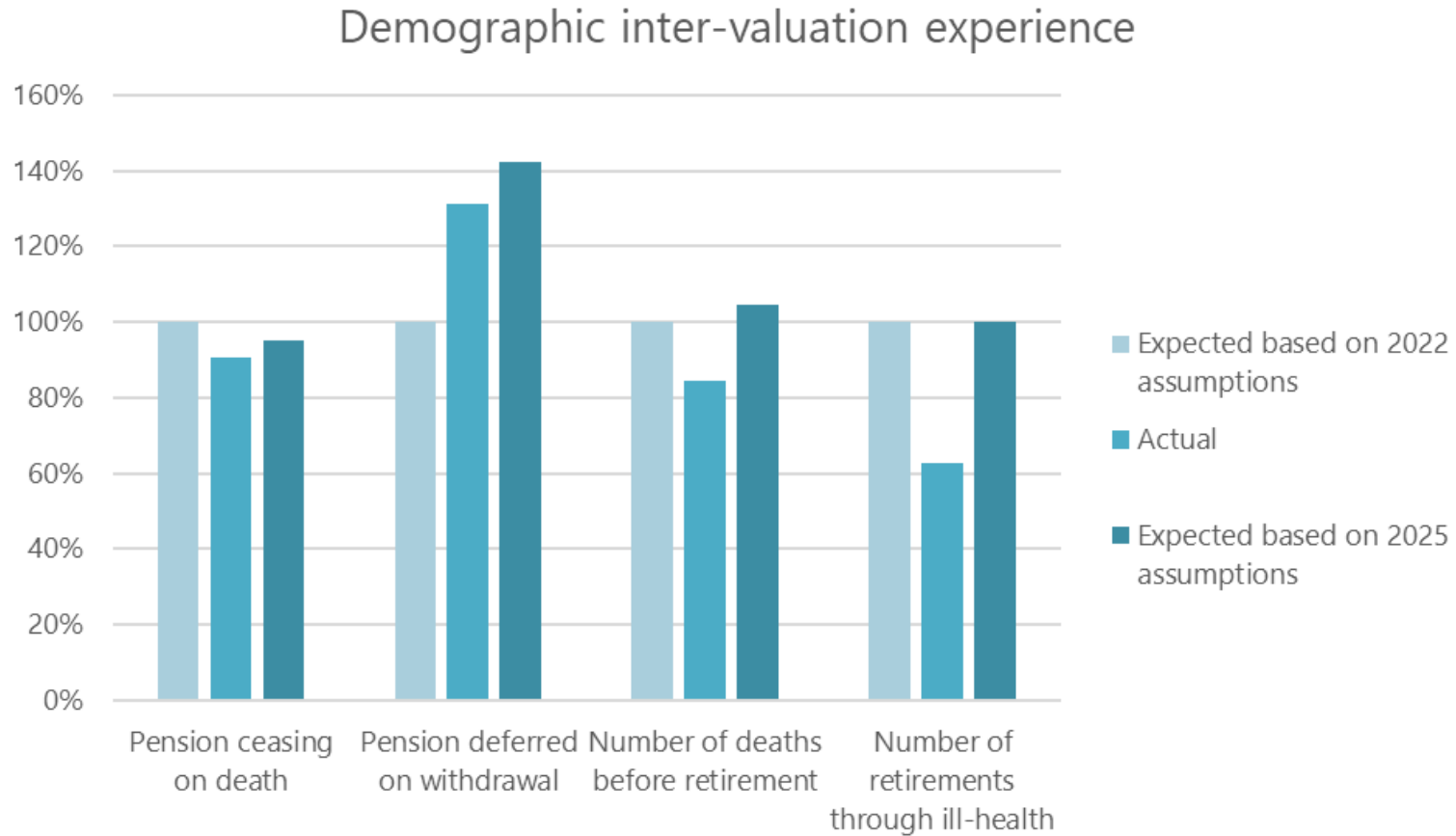
## Primary contribution rate

The previous valuation resulted in a whole Fund primary rate of 22.0% of Pensionable Pay. 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 £766m and funding level of 108% 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	9.94	9.94	9.94	9.94	9.94
Total past service liabilities	9.18	9.33	9.33	9.23	9.37
<b>Surplus / (Deficit)</b>	<b>0.77</b>	<b>0.61</b>	<b>0.62</b>	<b>0.72</b>	<b>0.57</b>
<b>Funding level</b>	<b>108%</b>	<b>107%</b>	<b>107%</b>	<b>108%</b>	<b>106%</b>



## 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 18.6% 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	25.0%	25.6%	25.6%	25.4%
Less average member rate	6.4%	6.4%	6.4%	6.4%
<b>Fund primary rate</b>	<b>18.6%</b>	<b>19.2%</b>	<b>19.2%</b>	<b>19.0%</b>



## 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 15 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.



Handwritten signature of Melanie Durrant in black ink.

**Melanie Durrant FIA**  
**Partner**  
**Barnett Waddingham LLP**

Handwritten signature of Hagen Eichel in black ink.

**Hagen Eichel FFA**  
**Actuary**  
**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. 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. No additional data with respect to the McCloud remedy could be provided for the valuation and we therefore made estimates consistent the 2022 actuarial 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 are 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	11,575	379.8	47.2	11,176	318	53.1
Females	45,348	921.7	46.5	43,257	717	52.2
Total	56,923	1,302	46.7	54,433	1,035	52.5
Deferred members (including undecided)	Number	Pension £m	Average age (pension-weighted)	Number	Pension £m	Average age (liability-weighted)
Males	16,814	40.9	50.1	15,043	31	51.7
Females	66,664	96.6	50.8	62,225	70	52.1
Total	83,478	137	50.6	77,268	101	52.0
Pensioner and dependant members	Number	Pension £m	Average age (pension-weighted)	Number	Pension £m	Average age (liability-weighted)
Males	17,142	135.7	73.5	15,909	111	69.9
Females	37,514	161.9	72.4	32,212	120	68.5
Total	54,656	298	72.9	48,121	231	69.2

## 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.

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Projected new benefits

Year to	Number of members	Retirement benefits £m's
31 March 2026	4,481	34
31 March 2027	3,980	31
31 March 2028	4,178	32
31 March 2029	3,648	28

## 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
<b>Financial assumptions (p.a.)</b>		
CPI inflation	2.7%	2.9%
Salary increases	3.7%	3.9%
Discount rate	4.7%	4.3%
Pension increases on GMP	Funds will pay limited increases for members reaching SPA by 6 April 2016, and full increases for others	
<b>Demographic assumptions</b>		
Post-retirement mortality		
Pensioners	100% of S4PA tables	110% of S3PA tables
Dependants	100%(M) and 105%(F) of S4DA tables	100%(M) and 110%(F) of S3DA tables
Actives and deferreds (pre-retirement mortality)	115%(M) and 120%(F) of GAD	110%(M) and 115%(F) of GAD
Actives and deferreds (post-retirement mortality)	100% of S4PA tables	110% of S4PA tables
Future improvements		
CMI model	CMI_2024	CMI_2021
Long-term rate of improvement (p.a.)	1.5%	1.25%
Initial addition parameter (p.a.)	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
IH assumed proportion in each tier (T1/T2/T3)	85% / 5% / 10%	75% / 15% / 10%
50:50 assumption	Member data	Member data
Commutation	50% of max	50% of max
<b>Family statistics</b>		
% with qualifying dependant	80% (M) / 75% (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
85%	5%	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%(M) and 120%(F) 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.

The LGPS McCloud remedy regulations became law on 1 October 2023. Since the 2022 valuation Funds have been collecting additional data for each member to allow for a more data-driven approach at the 2025 valuation which relies less on actuarial and data estimates. However, at the time of the valuation the software providers were not able to provide complete McCloud data so estimates consistent with the approach from the last valuation were used.

As part of the 2025 valuation, we calculated each member's liabilities which includes an allowance for the McCloud underpin for eligible members as determined by the remedy regulations. 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

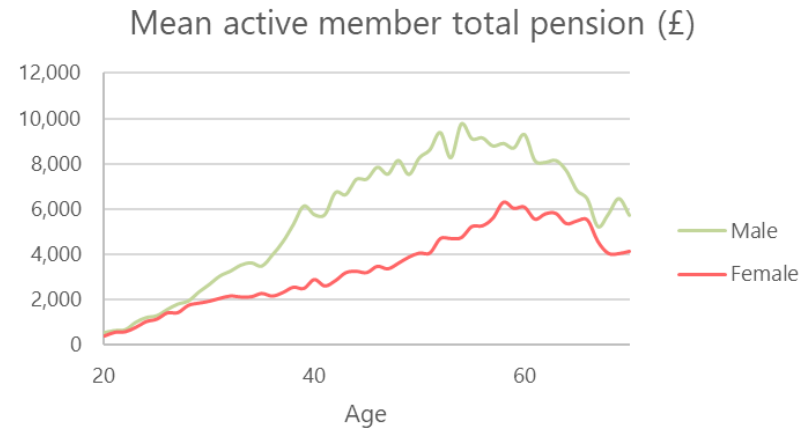
The results in this section set out the analysis for members who were active at 31 March 2025.

### Fund level analysis

At overall fund level, the GPG for active members of the Fund is 41.0%. Further detail is set out in the table and charts 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	39,279	78%	46	£34,936	£23,306	£2,803	£3,386	<b>£3,631</b>
Males	11,133	22%	46	£42,517	£34,045	£4,463	£6,337	<b>£6,157</b>
			Gender gap	18%	32%	37%	47%	<b>41%</b>

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.



## Employer category analysis

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

### 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	19,816	73%	46	£38,066	£27,526	£3,486	£4,229	<b>£4,655</b>
Males	7,247	27%	47	£44,175	£36,500	£4,958	£6,765	<b>£6,927</b>
			Gender gap	14%	25%	30%	37%	<b>33%</b>

### 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	2,145	68%	45	£37,512	£27,310	£3,278	£3,758	<b>£4,189</b>
Males	989	32%	45	£43,651	£35,206	£4,450	£5,399	<b>£5,787</b>
			Gender Gap	14%	22%	26%	30%	<b>28%</b>

### 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	16,637	88%	47	£29,484	£17,636	£1,846	£1,828	<b>£2,208</b>
Males	2,359	12%	44	£35,934	£25,159	£2,463	£3,592	<b>£2,993</b>
			Gender Gap	18%	30%	25%	49%	<b>26%</b>

**Other bodies (SF3 number 3)** – No employers in the Fund are classified as SF3 number 3



## 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	681	56%	53	£33,323	£29,865	£4,789	£4,343	<b>£6,887</b>
Males	538	44%	52	£37,104	£37,803	£6,593	£7,374	<b>£10,349</b>
			Gender Gap	10%	21%	27%	41%	<b>33%</b>

## Pensioner members

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



Gender pension gap for pensioner members	Number of members	Percentage of overall membership	Mean age	Mean pension (£)
Females	30,787	69%	71	<b>£4,618</b>
Males	13,843	31%	73	<b>£9,264</b>
			Gender Gap	<b>50%</b>

## 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 6 October 2025.

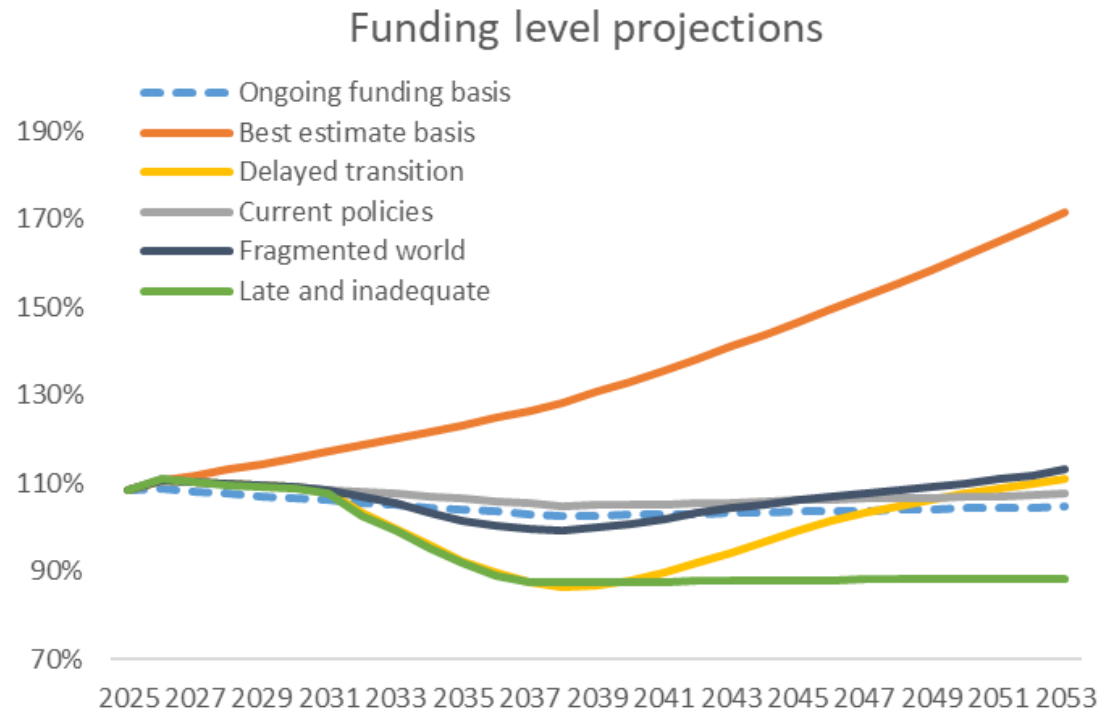
We have also considered the requirements under the Occupational Pension Schemes (Climate Change Governance and Reporting) Regulations 2021 although these regulations do not apply to the LGPS. This is because we anticipate that the equivalent regulations that could ultimately apply to the LGPS will contain 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 6 October 2025.



## 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 9 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 Strategy Board meeting on 24 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 and agreed on 10 December 2025. This included other aspects like the approach to bulk transfers, new employers and pooling.

The employer flexibility policies including the approach towards cessation valuations and exit credits were agreed by the Fund at the Pension Strategy Board meeting on 24 September 2025.

The outcomes of these decisions were collated and documented in an updated copy of the Funding Strategy Statement (FSS). The draft FSS was discussed at the 10 December 2025 Pension Strategy Board meeting. The final version was agreed at the 18 March 2026 Pension Strategy Board 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.

- Fund results: Employers were notified about the initial Fund results via a webinar which was uploaded in October 2025.
- Employer results: a results schedule setting out their 2025 valuation funding position and contribution rate was issued to relevant employers from October 2025. Employers were then offered the opportunity to engage with the Fund to discuss their results.
- Funding Strategy Statement consultation: a formal employer consultation ran for 6 weeks starting in January 2026 that gave employers the opportunity to provide feedback on all aspects of the Funding Strategy Statement.



# Appendix 7 Dashboard

## GAD Dashboard

		2025 valuation	2022 valuation
<b>Funding position - local funding basis</b>			
Funding level (assets/liabilities)	%	108.3%	102.3%
Funding level (change since previous valuation)	%	6.0%	5.3%
Asset value used at the valuation	£m	9,944	8,103
Value of liabilities (including McCloud liability)	£m	9,178	7,921
Surplus (deficit)	£m	766	182
Discount rate – past service	% pa	4.7%	4.3%
Discount rate – future service	% pa	4.7%	4.3%
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 70%
Method of derivation of discount rate, plus any changes since previous valuation	Freeform text		
<b>Assumed Life expectancies at age 65</b>			
Life expectancy for current pensioners – men age 65	years	21.7	21.0
Life expectancy for current pensioners – women age 65	years	24.0	23.5
Life expectancy for future pensioners – men age 45	years	23.4	22.3
Life expectancy for future pensioners – women age 45	years	25.8	24.9
<b>Past service funding position - LGPS EW SAB basis (for comparison purposes only)</b>			
Market value of assets	£m	11,492	9,646
Value of liabilities	£m	8,615	7,259
Funding level on SAB basis (assets/liabilities)	%	133.4%	132.9%
Funding level on SAB basis (change since last valuation)	%	0.5%	17.8%



		2025 valuation	2022 valuation
<b>Contribution rates payable</b>			
Primary contribution rate	% of pay	18.6%	22.0%
Secondary contribution rate (cash amounts in each year)			
Secondary contribution rate - 1st year of rates and adjustment certificate	£m	27.2	0.9
Secondary contribution rate - 2nd year of rates and adjustment certificate	£m	25.2	1.7
Secondary contribution rate - 3rd year of rates and adjustment certificate	£m	18.2	5.2
Giving total expected contributions			
Total expected contributions - 1st year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	278	238
Total expected contributions - 2nd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	285	247
Total expected contributions - 3rd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	288	261
Assumed payroll (cash amounts in each year)			
Total assumed payroll - 1st year of rates and adjustment certificate (£m)	£m	1,350	1,075
Total assumed payroll - 2nd year of rates and adjustment certificate (£m)	£m	1,399	1,116
Total assumed payroll - 3rd year of rates and adjustment certificate (£m)	£m	1,451	1,160
3-year average total employer contribution rate	% of pay	20.3%	22.2%
Average employee contribution rate (% of pay)	% of pay	6.4%	6.5%
Employee contribution rate (£ figure based on assumed payroll of £m)	£m pa	86.24	70.04
<b>Deficit recovery &amp; surplus management plan for local authorities</b>			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	2041	2041
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	2041	2026
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)		Other	Other

		2025 valuation	2022 valuation
Surplus methodology & parameters explanation (including changes since previous valuation)	Freeform text	Approach to surplus depends on employer category, please see details in the Fund's Funding Strategy Statement	Approach to surplus depends on employer category, please see details in the Fund's Funding Strategy Statement
<b>Additional information</b>			
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	n/a	n/a
Percentage of total liabilities that are in respect of Tier 3 employers	%	8%	12%
Included climate change analysis/comments	Yes/No	Yes	Yes
Gender pension gap statistic - Fund active mean CARE pension GPG	%	37.2%	n/a
Gender pension gap statistic - Fund active mean combined Final Salary and CARE pension GPG	%	41.0%	n/a
Gender pension gap statistic - Fund pensioner mean pension GPG	%	50.1%	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.

## General 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.

## 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 18.6% 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.

<b>Secondary contributions</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>
Total as a % of payroll	2.0%	1.8%	1.3%
Equivalent to total monetary amounts of	£27.2m	£25.2m	£18.2m

These amounts reflect the individual employers' recovery plans.

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.



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
<b>Major tax raising bodies</b>								
<i>Funding Pool</i> <i>Police</i>								
72	Police, Fire and Crime Commissioner	17.8%	2.7%	1.8%	1.0%	20.5%	19.6%	18.8%
784	Essex Chief Constable	17.8%	2.7%	1.8%	1.0%	20.5%	19.6%	18.8%
<i>Funding Pool</i> <i>Colchester Borough Council</i>								
7	Colchester Borough Council	18.3%	2.9%	1.7%	0.5%	21.2%	20.0%	18.8%
854	Colchester Commercial (Holdings) Ltd	19.0%	0.0%	0.0%	0.0%	19.0%	19.0%	19.0%
866	Colchester Amphora Trading Ltd	19.0%	0.0%	0.0%	0.0%	19.0%	19.0%	19.0%
<i>Individual Employers</i>								
1	Essex County Council	18.2%	1.8%	1.8%	0.6%	20.0%	20.0%	18.8%
2	Basildon Borough Council	18.4%	2.1%	1.2%	0.4%	20.5%	19.6%	18.8%
3	Braintree District Council	18.9%	-0.1%	-0.1%	-0.1%	18.8%	18.8%	18.8%
4	Brentwood District Council	18.7%	2.2%	1.1%	0.1%	20.4%	20.4%	18.8%
5	Castle Point Borough Council	18.0%	0.8%	0.8%	0.8%	18.8%	18.8%	18.8%
6	Chelmsford City Council	18.3%	2.6%	1.6%	0.5%	20.9%	19.9%	18.8%
8	Epping Forest District Council	19.3%	2.5%	1.0%	-0.5%	21.8%	20.3%	18.8%
9	Harlow District Council	18.6%	0.2%	0.2%	0.2%	18.8%	18.8%	18.8%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
10	Maldon District Council	18.2%	3.1%	1.8%	0.6%	21.3%	20.0%	18.8%
11	Rochford District Council	18.3%	2.0%	1.3%	0.5%	20.0%	20.0%	18.8%
12	Southend-on-Sea City Council	18.0%	0.8%	0.8%	0.8%	18.8%	18.8%	18.8%
13	Tendring District Council	18.4%	0.4%	0.4%	0.4%	18.8%	18.8%	18.8%
14	Thurrock Borough Council	18.8%	0.0%	0.0%	0.0%	18.8%	18.8%	18.8%
15	Uttlesford District Council	18.8%	3.3%	1.7%	0.0%	22.1%	20.5%	18.8%
66	Essex Fire Authority	18.1%	4.4%	2.5%	0.7%	22.5%	20.6%	18.8%
<b>Academies pool employers</b>								
<i>Funding Pool</i>	<i>Academies</i>							
278	Shoeburyness High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
279	Our Lady Immaculate Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
280	The Pioneer School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
282	St Thomas More Catholic Primary School, Saffron Walden	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
283	St Teresa's Catholic Primary School, Colchester	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
284	Belmont Castle Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
285	West Thurrock Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
286	White Hall Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
287	Newlands Spring Primary and Nursery School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
289	Beacon Hill Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
290	Belfairs Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
291	Joyce Frankland Academy, Newport	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
292	Becket Keys Church Of England Free School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
293	Kenningtons Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
294	Briscoe Primary School & Nursery Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
295	Harris Primary Academy Chafford Hundred	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
297	The James Hornsby School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
300	Thameside Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
301	Brentwood Ursuline Convent High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
302	Cann Hall Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
303	Notley Green Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
304	Heybridge Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
305	The Bromfords School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
306	Kingsmoor Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
307	Dilkes Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
308	Woodside Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
309	Shaw Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
310	Hedingham School and Sixth Form	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
311	Tabor Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
312	Kelvedon St Mary's Church of England Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
313	Benyon Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
314	Alec Hunter Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
315	The Sweyne Park School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
316	Highwoods Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
317	Rayleigh Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
318	Purfleet Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
319	Abbots Hall Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
320	Graham James Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
321	Mark Hall Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
322	Stanford-Le-Hope Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
323	Shenfield St. Mary's Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
324	Powers Hall Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
326	Quarry Hill Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
327	The Hathaway Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
328	St Luke's Catholic Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
330	Messing Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
331	Purford Green Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
332	Ravens Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
333	St Clare's Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
334	Freshwaters Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
335	The Ramsey Academy, Halstead	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
336	Potter Street Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
337	Kirby Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
338	Ortu Corringham Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
339	Weeley St Andrew's CofE Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
340	The Cornelius Vermuyden School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
341	Southminster Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
342	Woodville Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
343	St Teresa's Catholic Primary School, Basildon	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
344	Burrsville Infant Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
345	Cooks Spinney Primary Academy and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
346	Roydon Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
347	Rolph Church of England Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
348	Darlinghurst Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
349	Great Clacton Church of England Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
350	Little Parndon Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
351	Giffards Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
352	Meadgate Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
353	Monkwick Infant and Nursery School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
354	Monkwick Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
355	Prince Avenue Academy and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
356	Purleigh Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
357	Rochford Primary and Nursery School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
358	Brentwood County High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
359	Tilbury Pioneer Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
360	St Cedd's Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
361	Grove Wood Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
362	Larchwood Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
363	Tudor Court Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
364	Beckmead Moundwood Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
365	Holt Farm Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
367	Castle View School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
368	Montgomerie Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
369	Pear Tree Mead Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
370	Willow Brook Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
371	BMAT Stem	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
372	Howbridge Church of England Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
373	Unity Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
374	East Tilbury Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
375	Water Lane Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
376	Harris Primary Academy Mayflower	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
377	Southend YMCA Community School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
378	Katherine Semar Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
379	katherine Semar Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
381	Parkwood Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
382	Northwick Park Primary and Nursery Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
383	Thundersley Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
384	Abbotsweld Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
385	Latton Green Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
386	Longwood Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
387	Woodham Ley Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
388	Forest Hall School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
389	Hatfield Heath Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
390	Mistley Norman Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
391	Stambridge Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
392	Waterman Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
393	Castledon School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
394	The Fitzwimarc School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
395	Leigh Beck Infant School and Nursery Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
396	St James Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
397	Langham Oaks	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
398	Chase High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
399	Woodlands School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
400	Olive AP Academy - Thurrock	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
401	Deneholm Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
402	Stifford Clays Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
403	Braiswick Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
404	Grove House School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
405	Winter Gardens Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
406	Maltese Road Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
407	Roseacres Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
408	The Ongar Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
409	Pemberley Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
410	Chigwell Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
411	Cherry Tree Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
412	Iceni Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
413	Latchingdon Church of England Voluntary Controlled Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
414	Cecil Jones Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
415	Maylandsea Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
416	Henry Moore Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
417	TAKELEY PRIMARY SCHOOL	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
418	Porters Grange Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
419	West Leigh Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
420	Ramsden Hall Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
421	Alton Park Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
422	Holland Park Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
423	St Osyth Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
424	Templars Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
425	The Deanes	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
427	Hamstel Infant School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
428	Hamstel Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
430	Larkrise Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
432	Diocese of Chelmsford Vine Schools	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
433	Sir Martin Frobisher Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
434	Thorpedene Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
435	Merrylands Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
436	Whitmore Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
437	The Willows Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
438	Camulos Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
439	Lubbins Park Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
440	Friars Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
441	Arthur Bugler Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
442	Blenheim Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
443	Bournes Green Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
444	Richard de Clare Community Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
445	Magna Carta Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
446	Hinguar Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
447	Chadwell St Mary Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
448	Bardfield Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
450	Greenways Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
451	St James' Church of England Primary School (Colchester)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
452	St Margaret's Church of England Academy, Bowers Gifford	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
453	Market Field School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
454	Perryfields Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
455	Shalford Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
456	Debden Church of England Voluntary Controlled Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
457	Bournemouth Park Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
458	Barling Magna Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
459	Great Wakering Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
460	Kings Road Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
461	Lawford Mead Primary & Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
462	John Ray Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
463	Treetops School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
464	Maple Grove Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
465	Somers Heath Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
466	Orsett Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
467	Milwards Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
468	Katherines Primary Academy and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
469	BMAT	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
470	Sutton House Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
471	Victory Park Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
472	Bournes Green Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
473	Richmond Avenue Primary and Nursery School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
474	Bulphan Church of England Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
475	Belchamp St Paul Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
476	Ridgewell Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
477	Stapleford Abbotts Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
478	Mid Essex Co-Operative Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
479	North East Essex Co-Operative Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
480	Silver End Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
481	Hilltop Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
482	Kingswode Hoe School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
483	Kingsdown School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
484	Lancaster School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
485	St Nicholas School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
486	Maldon Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
487	Leigh Beck Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
488	Harris Academy Riverside	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
489	Fawbert and Barnard's Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
490	Harlowbury Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
491	Tany's Dell Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
492	Glebe Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
493	Epping St Johns Church of England School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
494	Janet Duke Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
495	Noak Bridge Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
498	Rayne Primary and Nursery School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
609	The Gateway Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
630	Greensward Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
631	New Rickstones Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
632	Maltings Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
637	Clacton Coastal Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
638	Ormiston Park Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
640	The Basildon Lower Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
641	The Basildon Upper Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
651	Colchester Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
654	King Harold Business & Enterprise Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
655	Chelmsford County High School for Girls	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
656	The Flitch Green Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
658	Debden Park High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
659	The Appleton School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
660	William de Ferrers School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
661	The King John School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
662	The Ockendon Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
663	Buttsbury Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
664	West Hatch High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
665	Saffron Walden County High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
667	Chelmer Valley High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
668	Colne Community School and College (Secondary and 16 to 19 Provision)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
669	Davenant Foundation School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
670	Great Baddow High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
671	The Honywood Community Science School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
672	King Edward VI Grammar School, Chelmsford	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
673	The King Edmund School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
674	Moulsham Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
675	R A Butler Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
676	R A Butler Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
677	Southend High School for Girls	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
678	St Martin's School Brentwood	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
679	Westborough Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
680	Westcliff High School for Boys Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
681	Ashingdon Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
682	Great Berry Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
683	Hadleigh Infant and Nursery School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
684	Hilltop Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
685	Holy Cross Catholic Primary School, Harlow	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
686	Jotmans Hall Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
687	Kingston Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
689	Notley High School and Braintree Sixth Form	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
690	Plumberow Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
691	The Robert Drake Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
692	Runwell Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
693	South Benfleet Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
694	St Alban's Catholic Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
695	St Helen's Catholic Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
696	Westwood Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
697	Hylands School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
698	Tendring Technology College	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
699	St Mark's West Essex Catholic School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
702	Westcliff High School for Girls	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
703	Southend High School for Boys	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
704	The Eastwood Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
710	Kents Hill Infant Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
711	Hadleigh Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
712	Ormiston Rivers Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
713	Passmores Academy Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
714	Westerings Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
715	The Tyrrells School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
716	Great Chesterford Church of England Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
717	Stewards Academy - Science Specialist, Harlow	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
718	Stisted Church of England Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
719	Thriftwood School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
720	Burnt Mill Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
721	Hutton All Saints' Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
722	The Wickford Church of England School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
723	Colchester Royal Grammar School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
727	The Boswells School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
728	Shenfield High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
732	Manningtree High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
733	St Helena School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
734	The Stanway School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
735	The Thomas Lord Audley School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
736	Columbus School and College	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
737	Harris Academy Chafford Hundred	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
738	Clacton County High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
739	Moulsham Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
740	Helena Romanes School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
741	Anglo European School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
742	The Billericay School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
743	Gable Hall Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
744	The Gilberd School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
745	Harwich and Dovercourt High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
746	Hassenbrook Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
747	Hockerill Anglo-European College	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
748	Philip Morant School and College	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
749	Plume School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
750	The Sandon School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
751	St Bernards High School Southend	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
752	St Clere's School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
753	St Thomas More High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
754	St Thomas More's Catholic Primary School, Colchester	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
755	Thurstable School Sports College and Sixth Form Centre	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
756	William Edwards School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
757	Mayflower High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
758	Moulsham High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
759	Kents Hill Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
760	Colchester County High School for Girls	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
761	St Christophers Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
762	Lyons Hall School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
763	Hamford Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
764	Lansdowne Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
765	Herringham Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
776	Academies Enterprise Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
870	Compass Contract Services (Chase High)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
872	L & L Cleaning Services Ltd (Silver End)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
894	Compass Contract Services (Portico)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
902	North Crescent Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
903	Wyburns Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
904	SEAX Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
905	Sigma Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
906	Epping Upland CofE Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
907	Ivy Chimneys Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
908	Lambourne Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
909	St John's Church of England Voluntary Controlled Primary School, Buckhurst Hill	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
910	White Bridge Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
911	St Andrew's Church of England Primary School, Halstead	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
912	Southview School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
913	Steeple Bumpstead Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
914	Crays Hill Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
915	Mountnessing Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
916	William Martin Church of England Infant and Nursery School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
917	William Martin Church of England Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
918	Our Lady of Lourdes Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
919	Sacred Heart Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
920	Roding Valley High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
921	Chigwell Row Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
922	Hereward Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
923	Hillhouse CoFE Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
924	Limes Farm Infant School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
925	Oak View School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
926	Staples Road Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
927	Theydon Bois Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
928	Feering Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
929	Jerounds Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
930	Barnes Farm Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
932	Perryfields Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
933	Chipping Ongar Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
934	High Ongar Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
935	Oaklands Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



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		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
936	Ongar Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
937	The Alderton Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
938	The Alderton Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
939	Holy Family Catholic Primary School, Benfleet	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
940	Our Lady of Ransom Catholic Primary School, Rayleigh	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
941	St George's Catholic Primary School, Shoeburyness	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
942	St Helen's Catholic Primary School, Westcliff-on-sea	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
943	St Joseph's Catholic Primary School, Canvey Island	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
944	St Teresa's Catholic Primary School, Rochford	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
945	The Downs Primary School and Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
946	Felmore Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
948	Hockley Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
949	Laindon Park Primary School & Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
950	Margaretting Church of England Voluntary Controlled Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
951	Rivenhall Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
952	Temple Sutton Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
953	Newhall Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
954	The Beaulieu Park School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
955	Southchurch High School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
956	SWECET	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
957	Endeavour Co-Operative Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
958	High Beech CofE Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
959	Elm Hall Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
960	Gosfield Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
961	Aveley Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
962	St Thomas of Canterbury Catholic Primary School, Grays	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
963	St Joseph's Catholic Primary School, Stanford-le-hope	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
964	Cherry Tree Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
965	Colne Engaine Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
966	St Andrew's Church of England Primary School, Great Yeldham	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
967	Horndon-On-the-Hill CofE Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
968	St Mary's Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
969	Zenith Multi Academy Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
970	Mildmay Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
971	Fairhouse Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
972	The Gateway Primary Free School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
973	Doddinghurst Church of England Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
974	Little Thurrock Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
975	Acorn Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
976	Paxman Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
977	Sir Frederick Gibberd College	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
978	Roxwell Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
979	Tolleshunt D'Arcy St Nicholas Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
980	Southend East Community Academy Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
981	The Chelmsford Learning Partnership	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
982	Buckhurst Hill Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
983	Tiptree Heath Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
984	Waltham Holy Cross Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
985	Holy Cross Catholic Primary School, Ockendon	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
986	St Nicholas Church of England Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
987	St Pius X Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate (% pay)	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
988	Finchingfield St John the Baptist CofE Primary Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
989	Home Farm Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
990	St Peter's Catholic Primary School, Billericay	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
991	St Mary's Church of England Primary School, Woodham Ferres	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
992	Thames Park Secondary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
994	Orsett Heath Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1001	Town & Country	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1009	Kindred (formerly Ridge Crest Cleaning Services, transfer from BMAT)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1012	Sansum Cleaning Solutions	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1021	Compass Contract Services (Purfleet Catering)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1022	Kindred (formerly Ridge Crest Cleaning Services, transfer from Hold Farm Junior School)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1028	Kindred (SWECET)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1032	Aspens (AET)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1036	Hertfordshire Catering (Pemberley)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1037	Chartwells (Lion MAT)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1038	Caterlink (Glebe Primary)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1040	Caterlink Ltd (Willowbrook)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
1043	Caterlink Ltd (Hylands)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1058	Great Baddow High School - Cleaning	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1060	Compass Contract Services (Prince Avenue)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1063	Pinnacle FM Ltd (PCLC)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1065	Ridge Crest Cleaning Ltd (Hylands)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1066	Aspen Service Ltd (Lions Trust)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1069	Priority Support Services Ltd	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1073	Innovate (Impact Food)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1078	Crystal Facilities Management Ltd	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1081	Atlas FM Payroll Ltd (Bridge Academy Trust)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1083	Elite Cleaning (Bromfords School)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1084	Elite Cleaning Service Ltd (Billericay)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1085	OCS Food Co Ltd (Bournemouth Park)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1088	Compass Partnership - Catering	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1089	Aspens (Belfairs Academy)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1092	ASPENS SERVICES LTD (WHSG)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1093	Kindred (Mayflower High School)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%

Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
1095	Compass Contract Services (Discovery Education)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1099	OCS Group UK Ltd (Cornelius Vermuyden)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1100	Two Village Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1101	Beckers Green Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1102	St Joseph's Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1103	Holy Family Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1104	de Vere Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1105	Warren Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1106	Bonnygate Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1107	Ford End Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1108	Bocking Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1109	Cressing Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1110	Berlesduna Academy Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1111	Christus Catholic Trust	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1112	Wells Park	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1113	The Trinity School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1114	Chatten Free School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
1115	Edwards Hall Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1116	William Read Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1117	St Luke's Park Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1118	St John Fisher Catholic Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1119	South Essex Alliance MAT Central	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1120	The Hawthorns School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1121	Lee Chapel MAT	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1122	Kelvedon Hatch Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1123	Hogarth Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1124	St Andrews Primary School (Marks Tey)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1125	Canewdon CE VC Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1126	St Nicholas CE VA Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1127	Wimbish Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1128	Bentley St Pauls Church of England Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1129	Elmstead Primary	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1130	Frinton on Sea Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1131	Great Bentley Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
1132	The Greenwell Academy	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1133	The Learning Partnership Trust (Central Office)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1134	Chappel C of E Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1135	Fordham All Saints CE (VC) Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1136	Holy Trinity C of E Eight Ash Green Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1137	Barons Court Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1138	Langenhoe Community Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1139	Heycroft Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1140	St Anne Line Catholic Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1141	Ardleigh St Mary's Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1142	John Ray Infants School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1143	The Sixth Form College Trust Colchester	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1144	Kindred (Tendring Technology College)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1145	Limebrook Primary & Nursery	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1146	Ingatestone & Fryerning C of E (VA) Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1147	Ingatestone Infant School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1148	Lincewood Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
1151	Writtle Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1155	Lexden Spring School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2000	Nourish Contract Catering Ltd (DCVST)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2003	Ridge Crest Cleaning Ltd (TKAT)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2004	Reef Solutions	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%

#### Scheduled bodies

##### Individual Employers

56	University Of Essex	22.3%	-22.3%	-22.3%	-22.3%	0.0%	0.0%	0.0%
84	Anglia Ruskin University	17.2%	£1.44m	£1.50m	£1.55m	17.2% + £1.44m	17.2% + £1.50m	17.2% + £1.55m
100	Colchester Borough Homes Ltd	19.5%	0.0%	0.0%	0.0%	19.5%	19.5%	19.5%
148	Colchester Institute	18.8%	2.5%	1.3%	0.0%	18.8%	18.8%	18.8%
149	Chelmsford Fe College	19.5%	2.7%	1.4%	0.0%	19.5%	19.5%	19.5%
162	USP College	17.8%	0.0%	0.0%	0.0%	17.8%	17.8%	17.8%
165	Harlow College	17.3%	0.0%	0.0%	0.0%	17.3%	17.3%	17.3%
274	South Essex College	19.1%	0.0%	0.0%	0.0%	19.1%	19.1%	19.1%
597	South Essex Homes Ltd	23.5%	-23.5%	-23.5%	-23.5%	0.0%	0.0%	0.0%

Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
<b>Individual employers</b>								
<i>Individual Employers</i>								
586	Ashlyn Healthcare Ltd	23.4%	-23.4%	-23.4%	-23.4%	0.0%	0.0%	0.0%
587	Goldenley Healthcare Ltd	27.3%	-27.3%	-27.3%	-27.3%	0.0%	0.0%	0.0%
590	Longfield Healthcare Ltd	16.7%	-16.7%	-16.7%	-16.7%	0.0%	0.0%	0.0%
607	Trafalgar UK Theatres Ltd	20.6%	1.4% plus £4,790	0.7% plus £2,390	0.0%	22.0% plus £4,790	21.3% plus £2,390	20.6%
621	Pinnacle F M	21.2%	-21.2%	-21.2%	-21.2%	0.0%	0.0%	0.0%
646	Idverde	28.3%	-28.3%	-28.3%	-28.3%	0.0%	0.0%	0.0%
725	Compass Contract Services (Boswells)	18.9%	2.6%	1.3%	0.0%	21.5%	20.2%	18.9%
767	Mitie Technical Fm Ltd	32.6%	-32.6%	-32.6%	-32.6%	0.0%	0.0%	0.0%
779	Mitie Security Limited	20.2%	-20.2%	-20.2%	-20.2%	0.0%	0.0%	0.0%
781	Ringway Jacobs Limited	25.2%	2.0%	1.0%	0.0%	27.2%	26.2%	25.2%
798	Mears Limited	22.9%	-22.9%	-22.9%	-22.9%	0.0%	0.0%	0.0%
799	Capita Shared Service	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%
802	Skanska (Woodlands School)	27.8%	-27.8%	-27.8%	-27.8%	0.0%	0.0%	0.0%
838	Schools Offices Services Ltd	25.7%	0.8%	0.4%	0.0%	26.5%	26.1%	25.7%
851	Places for People Leisure Ltd	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
860	Harrison Services Ltd (Tabor)	27.5%	-0.6%	-0.3%	0.0%	26.9%	27.2%	27.5%
1007	Hertfordshire NHS Foundation Trust	21.0%	1.3% plus £3,170	0.7% plus £1,590	0.0%	22.3% plus £3,170	21.7% plus £1,590	21.0%
1008	Pinnacle Housing Ltd (Basildon)	17.6%	0.0%	0.0%	0.0%	17.6%	17.6%	17.6%
1010	Everyone Health Ltd	24.6%	-0.1%	-0.1%	0.0%	24.5%	24.5%	24.6%
1046	Ridge Crest Cleaning Ltd (Woodlands)	35.2%	£13,700	0.0%	0.0%	35.2% plus £13,700	35.2%	35.2%
1049	L&L Cleaning	13.8%	8.3%	4.2%	0.0%	22.1%	18.0%	13.8%
1054	SPS UK&I	24.6%	1.2%	0.0%	0.0%	25.8%	24.6%	24.6%
1056	Elite Cleaning (White Ct Sch)	31.4%	0.0%	0.0%	0.0%	31.4%	31.4%	31.4%
1059	Medequip Assistive Technology Ltd	23.9%	0.0%	0.0%	0.0%	23.9%	23.9%	23.9%
1062	Pinnacle FM Ltd (Castle Point BC)	29.0%	£470	£450	0.0%	29.0% plus £470	29.0% plus £450	29.0%
1072	South Essex Property Services	22.9%	1.9%	0.9%	0.0%	24.8%	23.8%	22.9%
1074	Aramark (USP College)	18.0%	0.0%	0.0%	0.0%	18.0%	18.0%	18.0%
1079	Premier Sportscoach Solution Ltd	22.1%	3.2%	1.6%	0.0%	25.3%	23.7%	22.1%
1082	Nourish Contract catering (Epping Primary)	23.7%	0.0%	0.0%	0.0%	23.7%	23.7%	23.7%
1094	Axis Europe PLC	25.4%	0.4%	0.2%	0.0%	25.8%	25.6%	25.4%
1098	Dolce Ltd (Quilters)	21.9%	1.6%	0.8%	0.0%	23.5%	22.7%	21.9%



Employer code	Employer name	Primary rate (% pay)	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
<b>Other admission bodies (typically used to be CABs)</b>								
<i>Individual Employers</i>								
31	Ardleigh Reservoir Committee	24.9%	-24.9%	-24.9%	-24.9%	0.0%	0.0%	0.0%
44	Harlow District Sports Trust	21.9%	-21.9%	-21.9%	-21.9%	0.0%	0.0%	0.0%
64	The Community Council Of Essex	24.0%	-24.0%	-24.0%	-24.0%	0.0%	0.0%	0.0%
501	Changing Pathways	20.8%	-20.8%	-20.8%	-20.8%	0.0%	0.0%	0.0%
511	Chelmsford Council For Vol Ser	27.7%	-27.7%	-27.7%	-27.7%	0.0%	0.0%	0.0%
516	UOE Campus Services	31.2%	-31.2%	-31.2%	-31.2%	0.0%	0.0%	0.0%
518	Race Equality Foundation	23.4%	-23.4%	-23.4%	-23.4%	0.0%	0.0%	0.0%
531	Chelmsford Citizens Advice Bureau	28.5%	£7,930	0.0%	0.0%	28.5% plus £7,930	28.5%	28.5%
539	Thurrock Community Leisure Ltd	20.4%	£28,550	£29,600	£30,700	20.4% plus £28,550	20.4% plus £29,600	20.4% plus £30,700
544	Essex Association of Local Councils	18.6%	-8.5%	-8.5%	-8.5%	10.1%	10.1%	10.1%
553	Chelmer Housing Partnership	19.5%	£150k	£156k	£161k	19.5% plus £150k	19.5% plus £156k	19.5% plus £161k
617	Orchestras Live	20.2%	-3.3%	-3.3%	-3.3%	16.9%	16.9%	16.9%
644	Brentwood Community Transport	29.5%	-13.9%	-13.9%	-13.9%	15.7%	15.7%	15.7%
785	Thurrock Lifestyle Solutions CIC	22.1%	-22.1%	-22.1%	-22.1%	0.0%	0.0%	0.0%
801	Essex Partnership University NHS Foundation Trust (EPUNFT)	22.9%	-22.9%	-22.9%	-22.9%	0.0%	0.0%	0.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
			(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28
814	Epping Forest Community Transport	26.9%	£800	£820	£850	26.9% plus £800	26.9% plus £820	26.9% plus £850
868	Braintree District Museum Trust	22.2%	£4,060	£4,210	£4,370	22.2% plus £4,060	22.2% plus £4,210	22.2% plus £4,370
<b>Designated Bodies</b>								
<i>Individual Employers</i>								
844	HTS (Property and Environment) Ltd	21.1%	1.9%	0.9%	0.0%	23.0%	22.0%	21.1%
849	Southend Care Ltd	23.4%	0.0%	0.0%	0.0%	23.4%	23.4%	23.4%
888	Juniper Education (Essex Education Services)	25.7%	0.0%	0.0%	0.0%	25.7%	25.7%	25.7%
1004	Qualis Property Solutions Ltd	23.6%	1.5%	0.8%	0.0%	25.1%	24.4%	23.6%
1018	Juniper Education	14.9%	8.0% plus £13,75	4.0% plus £6,850	0.0%	22.9% plus £13,750	18.9% plus £6,850	14.9%
<b>Town and Parish Councils</b>								
<i>Funding Pool</i>	<i>Town and parish councils pool</i>							
16	Brightlingsea Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
17	Epping Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
18	Frinton & Walton T C	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
19	Halstead Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
20	Saffron Walden Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
21	Waltham Abbey Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
22	West Mersea Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
27	Great Baddow Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
29	St Osyth Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
30	South Woodham Ferrers Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
60	Wivenhoe Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
63	Stansted Mountfitchet Par Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
65	Kelvedon Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
75	Tollesbury Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
80	Ingatestone & Fryerning Pc	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
82	Earls Colne Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
89	Chappel Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
90	Hullbridge Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
91	Springfield Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
92	Galleywood Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
98	Maldon Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
502	Danbury Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
503	Witham Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
504	Heybridge Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
510	Broomfield Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
513	Blackmore Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
514	Burnham On Crouch Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
515	South Hanningfield P C	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
519	Gt Dunmow Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
520	North Weald Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
521	Hawkwell Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
522	Chigwell Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
523	Loughton Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
524	Harwich Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
525	Leigh On Sea Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
526	Buckhurst Hill Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
527	Great Wakering Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
528	Rayleigh Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
530	Billericay Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
536	Little Yeldham Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
545	Tiptree Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
546	Ongar Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
550	Stanway Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
551	Runwell Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
562	Writtle Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
581	Sandon Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
596	Sible Hedingham Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
598	Feering Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
599	Great Notley Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
603	Coggeshall Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
608	Ashingdon Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
619	Canvey Island Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
620	Myland Community Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
642	Thaxted Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
649	Little Waltham Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
666	Herongate And Ingrave Pc	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
775	Hockley Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
787	Great Yeldham Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
804	Fordham Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
806	Copford with Easthorpe Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
807	Boxted Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
811	Barling Magna Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
817	Little Clacton Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
819	East Donyland Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
821	Canewdon Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
822	Purleigh Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
831	Boreham Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
832	Great Horkesley Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
833	Nazeing Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
835	Great Waltham Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
840	Silver End Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
843	West Bergholt Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
845	Pleshey Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
853	Terling and Fairstead Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
867	Great Bentley Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
869	Chignal Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
879	Little Canfield Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
880	Mistley Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
882	Great Chesterford Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
890	Ardleigh Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
891	Southminster Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
897	Stondon Massey Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1002	Kelvedon Hatch Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1003	Althorne Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1013	Pebmarsh Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1020	Stock Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1033	Lawford Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1047	Takely Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1048	Wickford Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1051	Great Easton & Tilty Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1052	Chelmsford Garden Community Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
1055	Great Bromley Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1064	Messing-Cum-Inworth Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1067	Manningtree Town Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1068	Layer de la Haye Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1070	Hatfield Broad Oak Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1086	Weeley Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1096	Thorrington Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
1097	Flitch Green Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
<b>Contractors</b>								
<i>Funding Pool</i>	<i>Essex Cares</i>							
633	Essex Cares Ltd	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%
634	Essex Inclusion And Employment	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%
636	Essex Community Support Limited	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%
790	ECS Ltd Reablement South East	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%
884	Essex Community Support Mid	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%
885	Essex Community Support North East	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%
886	Essex Community Support South West	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%



Employer code	Employer name	Primary rate	Secondary contribution rates (% of pay plus monetary amount)			Total contribution rates (% of pay plus monetary amount)		
		(% pay)	2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
887	Essex Community Support West	23.3%	-23.3%	-23.3%	-23.3%	0.0%	0.0%	0.0%
<i>Funding Pool</i>	<i>SLM</i>							
773	SLM Charitable Trust (SV)	19.8%	-3.0%	-3.0%	-3.0%	16.7%	16.7%	16.7%
774	SLM Charitable Trust (LM)	19.8%	-3.0%	-3.0%	-3.0%	16.7%	16.7%	16.7%



## Post valuation employers

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
<b>Academies pool employers</b>								
<i>Funding Pool</i>	<i>Academies</i>							
1150	Writtle Infants	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1151	Writtle Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1153	Langham Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1154	St Peter's CofE Primary Academy West Hanningfield	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1156	East Hanningfield	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1157	Woodham Walter Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1158	Rettendon Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1159	Downham CofE (VC) Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1160	Nazeing Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1161	Chalkwell Hall Junior School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1162	Eastwood Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1163	Dr Walker Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
1164	Spring Meadow Primary School	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2005	Purgo Supply Services Ltd	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2008	The Stambridge Group	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2009	Junior Adventure Groups	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2010	Cater Link Ltd	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2013	Neatwork Services (St Bernard's Academy)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2014	Kindred (Hockerhill)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2015	The Pantry (UK) Ltd	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2016	Birkin (Mossbourne Federation)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2017	Innovate Services Ltd	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2019	Atlas FM (Southchurch Primary school)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
2021	Nourish Contract Catering (Assisi)	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%



Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2026/27	2027/28	2028/29	2026/27	2027/28	2028/29
2026	KGB Cleaning South West Ltd	19.1%	2.9%	2.9%	2.9%	22.0%	22.0%	22.0%
<b>Designated Bodies</b>								
<i>Individual Employers</i>								
2001	Terra Verde Services	15.9%	0%	0%	0%	15.9%	15.9%	15.9%
<b>Individual employers</b>								
<i>Individual Employers</i>								
2002	Premier Education (Oakfield)	20.5%	0%	0%	0%	20.5%	20.5%	20.5%
2006	Dolce Warley	21.9%	0%	0%	0%	21.9%	21.9%	21.9%
2007	Axis Europe Ltd	22.5%	0%	0%	0%	22.5%	22.5%	22.5%
2012	Freedom Leisure (Braintree District Council)	26.6%	0%	0%	0%	26.6%	26.6%	26.6%
2020	Kindred (Chelmsford College Cleaning)	25.5%	0%	0%	0%	25.5%	25.5%	25.5%
2023	Metal Culture	28.8%	0%	0%	0%	28.8%	28.8%	28.8%
2025	Churchill Contract Services Ltd	23.4%	0%	0%	0%	23.4%	23.4%	23.4%
2027	South Essex Property Services (SCC)	34.7%	0%	0%	0%	34.7%	34.7%	34.7%
<b>Town and Parish Councils</b>								
<i>Funding Pool</i>								
<i>Town and parish councils pool</i>								
2018	Bradfield Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
2028	Steeple Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%
2030	Great Tey Parish Council	21.5%	2.3%	1.3%	0.3%	23.8%	22.8%	21.8%



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