



VALUATION REPORT

# Kent Pension Fund

Actuarial valuation as at 31 March 2022

**Graeme D Muir FFA**

**Roisin McGuire FFA**

**Barnett Waddingham LLP**

**31 March 2023**



# Contents

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

## Executive summary

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

### 1. Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 102% of the accrued liabilities as at 31 March 2022, which has increased from 98% at the 2019 valuation.

### 2. Contributions

Individual employer contributions are set out in Appendix 5 in the Rates and Adjustments Certificate to cover the period from 1 April 2023 to 31 March 2026. No employer is permitted to pay their deficit over a period greater than 11 years from 1 April 2023.

### 3. Method and assumptions

The resulting method and assumptions are set out in Appendix 2 and we believe they are appropriate for the 31 March 2022 valuation. The key assumptions used are a discount rate assumption of 4.5% p.a. and a CPI inflation assumption of 2.9% p.a.

### 4. Investment performance

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

### 5. Regulatory changes

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

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

## Background

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

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

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

This report is provided further to earlier advice dated 3 November 2022 which set out the background to the valuation and explained the underlying methods and assumptions derivation.

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

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

## Valuation methodology

### Setting contributions

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

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

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

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

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

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

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

## Assumptions used

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

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

- The initial results report dated 3 November 2022 provides information and results on a whole fund basis as well as background to the method and derivation of the assumptions.
- The follow up assumptions paper dated 23 December 2022 confirming the agreed actuarial assumptions following the meeting of 3 November 2022.
- The climate analysis report dated 29 November 2022 which considers climate risk in the context of the Fund's 2022 actuarial valuation. It considers whether the 2022 valuation funding strategy is sufficiently robust in the context of this climate scenario analysis and any potential contribution impacts.
- The FSS which will confirm the approach in setting employer contributions.

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

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

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

## Valuation of liabilities

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

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

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

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

## Valuation of assets

We have been provided with audited Fund accounts for each of the three years to 31 March 2022. We understand that the audit for Fund accounts to 31 March 2022 has been completed but is yet to be finalised.

The market asset valuation as at 31 March 2022 was £7.70bn. Please note that this excludes members' additional voluntary contributions (AVCs).

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

The smoothed asset valuation as at 31 March 2022 was £7.55bn. This was based on a smoothing adjustment of 98.1%. More detail can be found in Appendix 1.

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 should be made publicly available on the Fund's website.

## Previous valuation results

The previous valuation was carried out as at 31 March 2019 by Barnett Waddingham LLP. The results are summarised in the valuation report dated 31 March 2020 and reported a deficit of £129m.

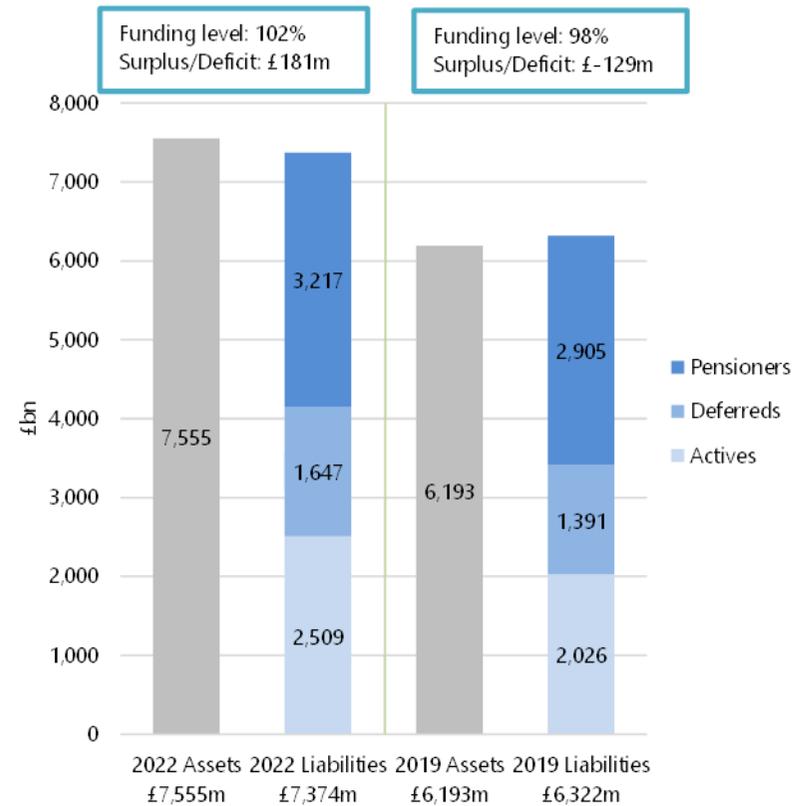
# Results

## Funding position

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

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

There was a surplus of £181m in the Fund at the valuation date, corresponding to a funding level of 102%.



## Contribution rates

### Primary rate

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

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

Primary rate	2022 valuation of payroll p.a.	2019 valuation of payroll p.a.
Average total future service rate	14.1%	24.8%
Less average member rate	6.4%	6.4%
<b>Fund primary rate</b>	<b>20.5%</b>	<b>18.4%</b>

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

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

### Secondary rate

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

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

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

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

The secondary contributions agreed with the administering authority have been set at this valuation in order to restore the Fund to a funding position of 100% by no later than 2034.

## Projected funding position

Based on the assumptions as set out in Appendix 2 and the contributions certified and set out in Appendix 5, we estimate that the funding position of the whole fund may increase to 105% by 31 March 2025, the next valuation date. This projection is based on the assumptions made for this valuation and contributions being paid at the agreed amounts. This projection does not allow for any actual experience since 31 March 2022 nor any other risks or uncertainties. Some of these additional risks are set out later in this report and in Appendix 3.

## Standardised basis

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

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

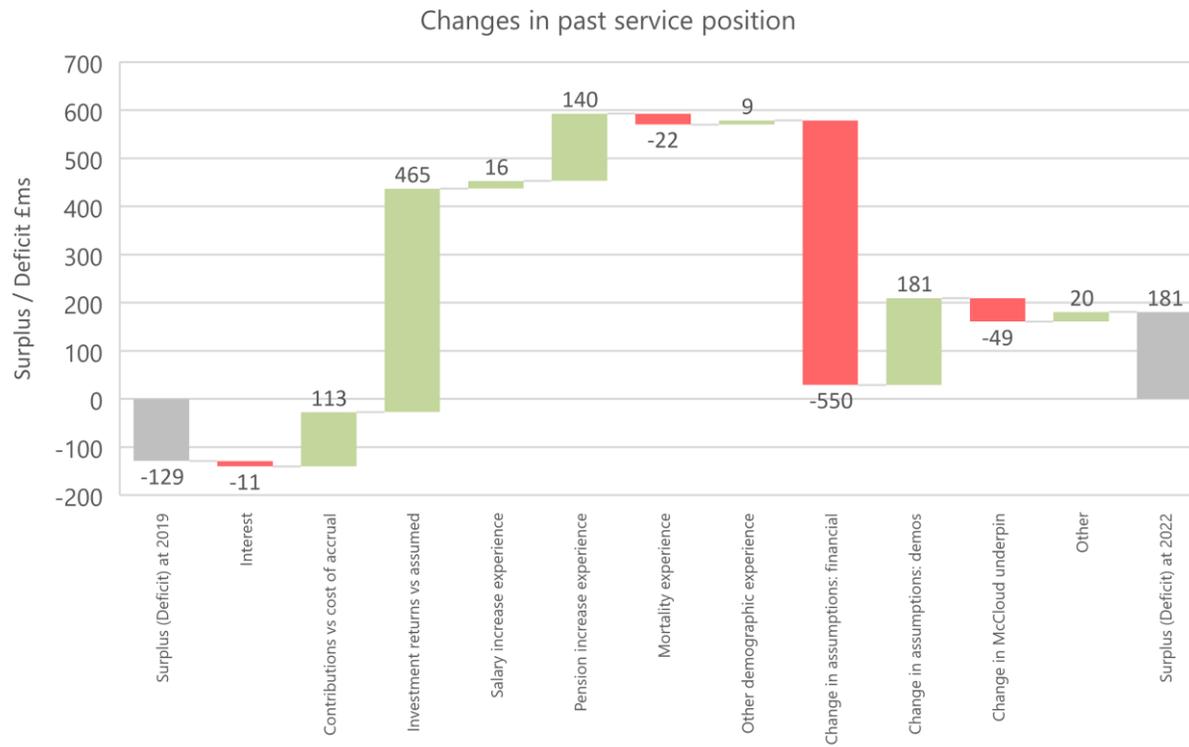
The standardised basis is set using assumptions advice from the Government Actuary's Department (GAD) with some of the assumptions used being set locally (such as mortality) and some are set at Scheme level (including all the financial assumptions). It is not used to set contributions as it does not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

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

# Reconciliation to previous valuation

## Funding position

The previous valuation revealed a deficit of £129m. The key factors that have influenced the funding level of the Fund over the period are illustrated in the chart below.



## Experience

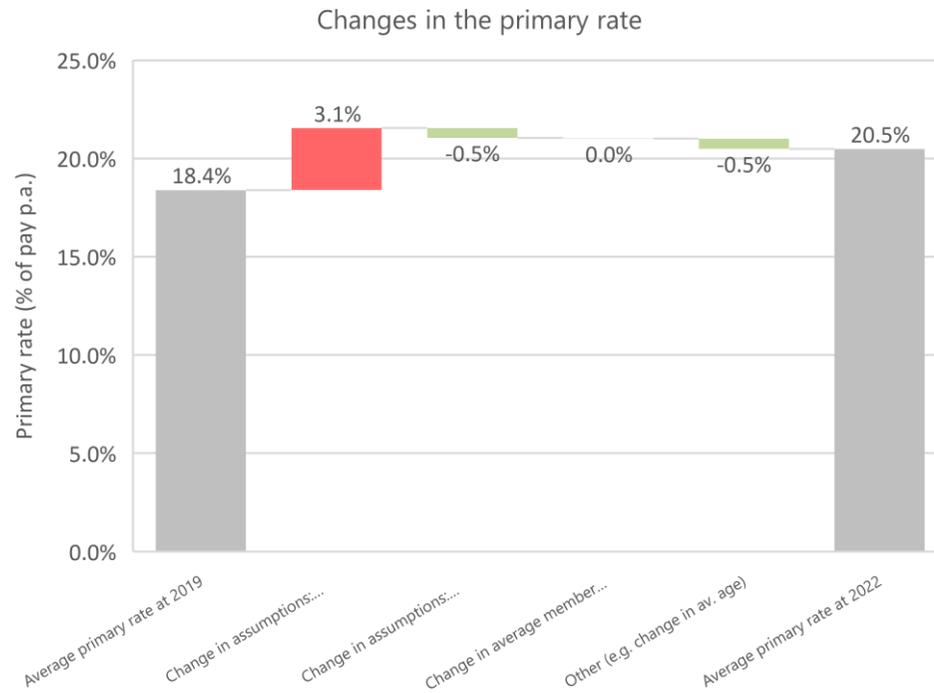
- Higher than assumed investment returns have decreased the Fund's deficit by approximately £465m.
- Actual inflation over the previous three years has been lower than assumed leading to a decrease of the deficit by approximately £140m.
- The increase in Fund liability on the ongoing basis due to allowing for the McCloud ruling is £49m

## Assumptions

- The change in financial assumptions, including changes in market conditions, increased the deficit by approximately £550m.
- This was slightly offset by the change in demographic assumptions which led to a fall in life expectancies and decreased the deficit by approximately £181m.

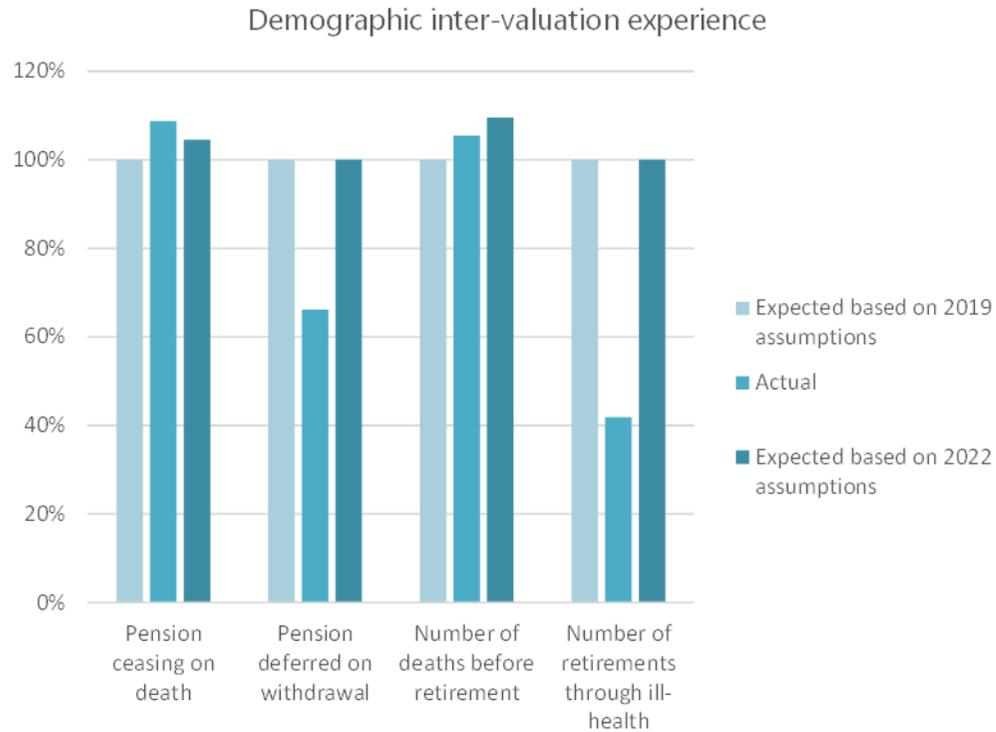
## Primary contribution rate

The previous valuation resulted in an average primary rate of 18.4% of Pensionable Pay. The reasons for the change in the cost of future benefit accrual are set out in the reconciliation chart below.



## Comparing experience with assumptions

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



## Sensitivities to the liabilities

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

The figures in the table are shown relative to the surplus of £181m and funding level of 102% on the agreed funding basis.

2022 sensitivity analysis of funding position	2022 Valuation basis	Decrease discount rate by 0.1% p.a.	Increase CPI inflation by 0.1% p.a.	Increase salary assumption by 0.5% p.a.	Increase long-term rate of mortality improvement by 0.25% p.a.	Increase initial addition to mortality improvement by 0.5%	Decrease 2020/21 weighting parameter by 5%
	£m	£m	£m	£m	£m	£m	£m
Smoothed asset value	7,555	7,555	7,555	7,555	7,555	7,555	7,555
Total past service liabilities	7,374	7,500	7,490	7,420	7,432	7,481	7,419
<b>Surplus / (Deficit)</b>	<b>181</b>	<b>54</b>	<b>65</b>	<b>134</b>	<b>123</b>	<b>73</b>	<b>136</b>
<b>Funding level</b>	<b>102%</b>	<b>101%</b>	<b>101%</b>	<b>102%</b>	<b>102%</b>	<b>101%</b>	<b>102%</b>

## Sensitivities to the primary contribution rate

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

The figures in the table are shown relative to the primary rate of 20.5% of Pensionable Pay on the agreed funding basis.

2022 sensitivity analysis of primary rate	2022 Valuation basis	Decrease discount rate by 0.1% p.a.	Increase CPI inflation by 0.1% p.a.	Increase long-term rate of mortality improvement by 0.25% p.a.	Increase initial addition to mortality improvement by 0.5%	Decrease 2020/21 weighting parameter by 5%
	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.
Average total future service rate	26.9%	27.7%	27.7%	27.2%	27.3%	27.1%
Less average member rate	6.4%	6.4%	6.4%	6.4%	6.4%	6.4%
<b>Fund primary rate</b>	<b>20.5%</b>	<b>21.2%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>20.8%</b>	<b>20.6%</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

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

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

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

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

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

The next formal valuation is due to be carried out as at 31 March 2025 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 contributions payable in respect of benefit accrual and any deficit contributions under each employer's recovery period have been set out in Appendix 5 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations and cover the period from 1 April 2023 to 31 March 2026. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

The contributions in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, recovery of this deficit is targeted in line with the Fund's FSS and all employers are projected to be fully funded after a recovery period length of no more than 11 years from 1 April 2023.

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

This report must be made available to members on request.



**Graeme D Muir FFA**  
**Partner**  
**Barnett Waddingham LLP**



**Roisin McGuire FFA**  
**Associate**  
**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.

### 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 at 31 March 2022 are weighted by salary for active members and by pension for deferred and pensioner/dependant members, the average ages at 2019 are weighted by liability.

Data used	Data at 31 March 2022			Data at 31 March 2019		
Active members	Number	Pensionable pay £m	Average age	Number	Pensionable pay £m	Average age
Males	10,591	278	46	10,174	250	52
Females	42,067	723	46	39,801	603	52
Total	52,658	1,001	46	49,975	853	52
Deferred members (including undecided)	Number	Pension £m	Average age	Number	Pension £m	Average age
Males	16,332	30	50	15,210	27	51
Females	53,105	67	51	49,228	56	52
Total	69,437	98	50	64,438	83	52
Pensioner and dependant members	Number	Pension £m	Average age	Number	Pension £m	Average age
Males	15,163	107	73	14,175	100	71
Females	31,684	115	72	27,597	98	69
Total	46,847	222	73	41,772	198	70

## Projected retirements

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

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

Projected new benefits		
Year to	Number of members	Retirement benefits £m's
31 March 2023	3,433	27
31 March 2024	3,455	28
31 March 2025	3,647	29
31 March 2026	3,063	25

## Guaranteed Minimum Pension (GMP) equalisation and indexation

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

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

## Appendix 2 Summary of assumptions

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

Assumptions	2022 valuation	2019 valuation
<b>Financial assumptions (p.a.)</b>		
CPI inflation	2.9%	2.6%
Salary increases	3.9%	3.6%
Discount rate	4.5%	4.7%
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		
Base table pensioners	110% of S3PA tables	110% / 115% of S3PA tables
Base table dependants	100% of S3DA tables	95% of S3DA tables
CMI Model	CMI 2021	CMI 2018
Long-term rate of improvement (p.a.)	1.25%	1.25%
Smoothing parameter	7.0	7.5
Initial addition to improvement (p.a.)	0%	0.5%
2020/21 weighting parameter	5%	n/a
Retirement assumption	Weighted average	Weighted average
Pre-retirement decrements	GAD 2016 scheme val: no salary scale, 50% multiplier to ill-health rates and 115% multiplier to pre-retirement mortality rates	GAD 2016 scheme val: no salary scale, 50% multiplier to ill-health rates and 105% multiplier to pre-retirement mortality rates
50:50 assumption	Member data	Member data
Commutation	50% of max	50% of max
Family statistics		
% with qualifying dependant	75% (M) / 70% (F)	75% (M) / 70% (F)
Age difference	3 years	3 years

## Demographic assumptions – sample rates

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

### Allowance for ill-health early retirements

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

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

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

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

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

## Death before retirement

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

Age	Males	Females
25	0.02%	0.01%
30	0.03%	0.01%
35	0.05%	0.02%
40	0.06%	0.03%
45	0.09%	0.05%
50	0.13%	0.08%
55	0.21%	0.12%
60	0.32%	0.19%
65	0.50%	0.29%

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

## Allowance for withdrawals

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

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

## Appendix 3 Regulatory uncertainties

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

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

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

### McCloud

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

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

## Change in timing of future actuarial valuations from a triennial cycle

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

### Cost management reviews

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

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

## Climate change risks and opportunities

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

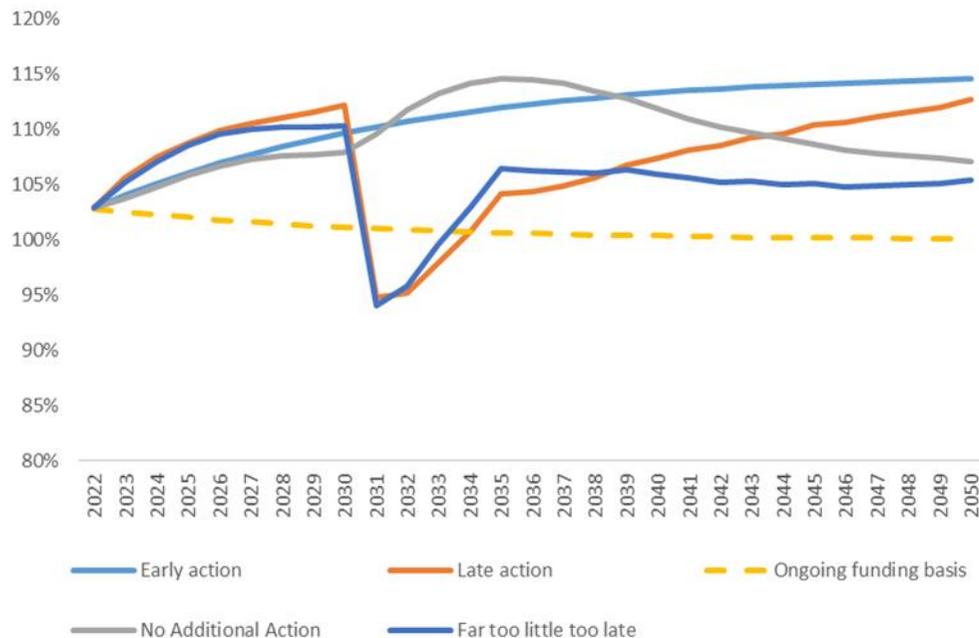
Our analysis considered the potential impact on the future investment return outlook (and therefore discount rate) and inflation (and therefore inflation-linked assumptions), for the purpose of projecting asset and liability values and primary rates. We have also considered additional elements such as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

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

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

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

Funding level projections



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

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

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

### COVID-19 crisis

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

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

## Appendix 4 Dashboard

### GAD Dashboard

#### 2022 Funding position - local funding basis

		2022 valuation
Funding level (assets/liabilities)	%	102.4%
Funding level (change since previous valuation)	%	4.5%
Asset value used at the valuation	£m	7,555
Value of liabilities (including McCloud liability)	£m	7,374
Surplus (deficit)	£m	181
Discount rate – past service	% pa	4.5%
Discount rate – future service	% pa	4.5%
Assumed pension increases (CPI)	% pa	2.9%
Method of derivation of discount rate, plus any changes since previous valuation		In line with the Funding Strategy Statement

#### Assumed Life expectancies at age 65

		2022 valuation
Life expectancy for current pensioners – men age 65	years	21.00
Life expectancy for current pensioners – women age 65	years	23.47
Life expectancy for future pensioners – men age 45	years	22.26
Life expectancy for future pensioners – women age 45	years	24.91

#### Past service funding position - SAB basis (for comparison purposes only)

		2022 valuation
Market value of assets	£m	7,702
Value of liabilities	£m	6,954
Funding level on SAB basis (assets/liabilities)	%	110.8%
Funding level on SAB basis (change since last valuation)	%	3.4%

GAD Dashboard

<b>Contribution rates payable</b>		<b>2022 Valuation</b>	<b>2019 Valuation</b>
Primary contribution rate	% of pay	20.5%	18.4%
<i>Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)</i>			
Secondary contribution rate - 1st year of rates and adjustment certificate	£m	8.17	24.93
Secondary contribution rate - 2nd year of rates and adjustment certificate	£m	9.33	28.68
Secondary contribution rate - 3rd year of rates and adjustment certificate	£m	10.59	33.57
<i>Giving total expected contributions</i>			
Total expected contributions - 1st year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	220.86	177.51
Total expected contributions - 2nd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	230.28	186.82
Total expected contributions - 3rd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	240.10	197.48
<i>Assumed payroll (cash amounts in each year)</i>			
Total assumed payroll - 1st year of rates and adjustment certificate (£m)	£m	1038.06	899.16
Total assumed payroll - 2nd year of rates and adjustment certificate (£m)	£m	1078.33	931.94
Total assumed payroll - 3rd year of rates and adjustment certificate (£m)	£m	1120.15	959.92
3-year average total employer contribution rate	% of pay	21.4%	20.1%
Average employee contribution rate (% of pay)	% of pay	6.4%	6.4%
Employee contribution rate (£ figure based on assumed payroll of £m)	£m pa	66.76	57.55
<b>Deficit recovery and surplus spreading plan</b>			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	2033	2033
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	2025	2022
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	n/a	n/a
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	n/a	n/a
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	0.0%	0.0%

---

[GAD Dashboard](#)

---

**Additional information**

Percentage of total liabilities that are in respect of Tier 3 employers	%	16%
Included climate change analysis/comments in the 2022 valuation report	Yes/No	Yes
Value of McCloud liability in the 2022 valuation report (on local funding basis)	£m	49

## Appendix 5 Rates and Adjustments Certificate

### Regulatory background

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

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments Certificate are detailed in the Funding Strategy Statement and our report on the actuarial valuation dated 31 March 2023.

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

### Primary and secondary rate summary

The primary rate for the Fund is the weighted average (by payroll) of the individual employers' primary rates and is 20.5% p.a. of payroll.

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

Secondary contributions	2023/24	2024/25	2025/26
Total as a % of payroll	0.8%	0.9%	0.9%
Equivalent to total monetary amounts of	£8,165,536	£9,334,498	£10,587,180

These amounts reflect the individual employers' deficit recovery plans.

## General and specific notes

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

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

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

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

- A. Academy Trusts and the participating academies are listed in Appendix 6 below. The rates certified to each of the Academy Trusts also apply to the individual academies which form part of the Trust.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
<b>Kent County Council</b>									
1	(70000) Kent County Council	20.5%	-	-	-	20.5%	20.5%	20.5%	
<b>Other major scheduled bodies</b>									
<i>Funding Pool</i>									
16	(70001) Medway Council	20.2%	-1.9%	-0.9%	0.1%	18.3%	19.3%	20.3%	
2	(70004) Ashford Borough Council	19.8%	£1.07m	£1.11m	£1.15m	19.8% plus £1.07m	19.8% plus £1.11m	19.8% plus £1.15m	
3	(70005) Canterbury City Council	20.0%	£1.30m	£1.30m	£1.30m	20.0% plus £1.30m	20.0% plus £1.30m	20.0% plus £1.30m	
4	(70007) Dartford Borough Council	21.2%	£1.37m	£1.42m	£1.48m	21.2% plus £1.37m	21.2% plus £1.42m	21.2% plus £1.48m	
5	(70008) Dover District Council	20.2%	£1.25m	£1.30m	£1.35m	20.2% plus £1.25m	20.2% plus £1.30m	20.2% plus £1.35m	
7	(70009) Gravesham Borough Council	20.8%	£565k	£424k	£271k	20.8% plus £565k	20.8% plus £424k	20.8% plus £271k	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
8	(70010) Maidstone Borough Council	19.9%	£637k	£662k	£688k	19.9% plus £637k	19.9% plus £662k	19.9% plus £688k	
10	(70011) Sevenoaks District Council	20.8%	£1.19m	£1.24m	£1.29m	20.8% plus £1.19m	20.8% plus £1.24m	20.8% plus £1.29m	
11	(70012) Folkestone & Hythe District Council	20.2%	£958k	£958k	£958k	20.2% plus £958k	20.2% plus £958k	20.2% plus £958k	
12	(70013) Swale Borough Council	20.5%	£850k	£850k	£850k	20.5% plus £850k	20.5% plus £850k	20.5% plus £850k	
13	(70014) Thanet District Council	20.7%	£2.02m	£2.10m	£2.18m	20.7% plus £2.02m	20.7% plus £2.10m	20.7% plus £2.18m	
14	(70015) Tonbridge and Malling District Council	20.7%	£1.43m	£1.48m	£1.54m	20.7% plus £1.43m	20.7% plus £1.48m	20.7% plus £1.54m	
15	(70016) Tunbridge Wells Borough Council	19.7%	£700k	£623k	£539k	19.7% plus £700k	19.7% plus £623k	19.7% plus £539k	
899	(70210) Kent Fire Service	19.3%	-2.8%	-1.8%	-0.8%	16.5%	17.5%	18.5%	
900	(70212) Kent Police Authority	19.0%	-6.8%	-6.8%	-6.8%	12.2%	12.2%	12.2%	
<b>Colleges</b>									
<i>Funding Pool</i>									
College									
203	(70203) Mid-Kent College of Higher & Further Education	20.5%	-2.1%	-2.1%	-2.1%	18.4%	18.4%	18.4%	
208	(70202) Hilderstone College	20.5%	-2.1%	-2.1%	-2.1%	18.4%	18.4%	18.4%	
464	(70206) EKC Group	20.5%	-2.1%	-2.1%	-2.1%	18.4%	18.4%	18.4%	
723	(70204) North Kent College	20.5%	-2.1%	-2.1%	-2.1%	18.4%	18.4%	18.4%	
930	(70215) Capel Manor College	20.5%	-2.1%	-2.1%	-2.1%	18.4%	18.4%	18.4%	
<i>Individual Employers</i>									
951	(70216) Kite College	25.0%	1.8%	1.8%	1.8%	26.8%	26.8%	26.8%	
<b>Academy</b>									
<i>Funding Pool</i>									
Academy									
	(75029) The Turner Schools	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
295	(70502) Spires Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
296	(70503) Marsh Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	(75007) Future Schools Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
301	(71072) The Maplesden Noakes Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
302	(71033) Folkestone School for Girls Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
311	(71011) Highworth Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75000) Pathway Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75019) Swale Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75010) Leigh Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
316	(71012) Tonbridge Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(71255) Chatham and Claredon Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
319	(71014) St Stephens Jnr School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
321	(71017) Weald of Kent Gram Sch Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
322	(71013) Herne Bay High School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
323	(71018) Amherst School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
324	(71024) Wrotham School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
326	(71019) Rainham School For Girls Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
327	(71025) Oakwood Park Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75022) The Tenax Schools Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75016) Valley Invicta Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
331	(71046) Hartsdown Technology College Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
332	(71022) Dane Court Grammar Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
333	(71023) King Ethelbert Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
335	(71021) Sir Roger Manwoods School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(74004) The Thinking Schools Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
344	(71041) Queen Elizabeth Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
345	(71029) The Towers School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
346	(71070) Pluckley Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
347	(71039) The Abbey School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(74001) Beyond Schools Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75032) Endeavour - MAT	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75031) Barton Court Multi Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75033) Our Community Multi Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75008) The Decus Educational Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
360	(71063) Sheldwich Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
362	(71037) St Augustine Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
363	(71040) Hillview School for Girls Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75028) Tenterden School Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
365	(71065) Brockhill Park School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
366	(71020) Horizons Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
367	(71069) St Johns Church of England Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75003) Aletheia Anglican Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(74009) Rainham Mark Education Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
371	(71071) Smarden Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
372	(71074) Joydens Wood Infant School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
373	(71073) Joydens Wood Jnr School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(74015) University of Kent Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75017) The Skinners' Kent Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75013) Oasis Community Learning Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
388	(71075) Chiddingstone Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
392	(71078) Wilmington Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
397	(70511) Duke of York Military School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
402	(70515) Dover Christ Church Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
403	(70512) John Wallis Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
405	(70516) Knole Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
409	(71002) Highsted Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
410	(71004) The Canterbury Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75006) Fulston Manor Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
413	(71009) Orchards Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
416	(71008) Sandwich Technology School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
417	(71006) Dartford Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
418	(71079) Graveney Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(74002) Skills for Life Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
420	(71083) Borden Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
421	(71045) Cranbrook School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
422	(71059) Mayfield Grammar School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
424	(71084) Wentworth Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
425	(71091) Luddenham Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
426	(71092) Hampton Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
427	(71080) Norton Knatchbull School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75005) The Dover Federation for the Arts Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
440	(71095) St James The Great Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(71094) Grove Park Primary School (GPAT)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
447	(71201) Newlands Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
449	(71204) Northdown Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
450	(70520) Chattenden Primary Acad	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
451	(71099) The Harvey Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
452	(71076) Salmestone Primary School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	(75020) The Stour Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(74016) Inspire Partnership Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75018) REAch2 Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
466	(71097) Dame Janet Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75023) Orchard Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
468	(71212) St Laurence in Thanet Church of England Jnr Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
469	(71098) Drapes Mills Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
470	(71207) St Marys Church of England Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
471	(71206) Temple Grove Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
472	(70524) St James Ce Primary Acad	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75037) Veritas Multi Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
474	(71211) St Eanswythes CEP Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
475	(71208) Christchurch CEP School (Academy) Folkestone	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
477	(70526) The Academy Of Woodlands	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75009) Kent Catholic Schools Partnership Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
487	(71218) Christ Church Church of England Academy (Ramsgate)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
489	(70529) Kingfisher Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
490	(70527) Saxon Way Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
491	(70528) Lordswood Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
497	(71242) The Wells Free School	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
498	(71237) Trinity (Free) School	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
611	(71241) Wye (Free) School	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
614	(71234) Cliftonville Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
615	(71258) Hadlow Rural Comm (Free) School	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75002) ACE Learning Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	(74007) The Primary First Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
622	(71262) The Skinners School Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75004) The Diocese of Canterbury Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
629	(71243) The Gateway Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
637	(70535) Bradfields Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
644	(71251) Timu Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
660	(70538) Inspire Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
662	(70539) Napier Community Primary Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
667	(71245) Jubilee Primary (Free) School	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(74006) The Westbrook Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(74003) The Howard Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
694	(71307) Godinton Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
704	(74000) Medway Anglican Schools Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
721	(71311) The Lilac Sky School Trust	21.1%	-	-	-	21.1%	21.1%	21.1%	
734	(74008) Rivermead Inclusive Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75021) Cygnus Academies Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75025) Whinless Down Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75026) The Galaxy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75027) The Island Learning Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(74011) The Pilgrim Multi Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
816	(75034) Dartford Grammar Girls Academy	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
830	(74013) Rowans Pupil Referral Unit	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(74014) Maritime Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75040) Connect Schools Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75036) The Pioneer Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75038) Coppice Primary Partnership	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
865	(70838) Churchill Cont Ltd (Williamson)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
881	(75039) Deal Education Alliance for Learning Trust (DEALT)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
932	Alternative Learning Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
942	(75041) EKC Schools Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
	(75043) Inspira Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
	(75001) Viking Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	A
668	(75030) The Woodland Academy Trust	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%	
<b>Admission bodies</b>									
<i>Individual Employers</i>									
268	(70364) Shaw Healthcare (FM Services) Ltd	27.4%	-7.2%	-7.2%	-7.2%	20.2%	20.2%	20.2%	
283	(70367) Fusion Lifestyle	26.8%	-10.9%	-10.9%	-10.9%	15.9%	15.9%	15.9%	
286	(70368) Mitie PFI Ltd	22.2%	-3.5%	-3.5%	-3.5%	18.7%	18.7%	18.7%	
287	(70366) Vinci Construction UK Ltd	18.5%	-3.4%	-3.4%	-3.4%	15.1%	15.1%	15.1%	
325	(70354) Mytime Active	23.2%	-3.0%	-3.0%	-3.0%	20.2%	20.2%	20.2%	
330	(70355) Veolia Environmental Services	24.2%	-2.9%	-2.9%	-2.9%	21.3%	21.3%	21.3%	
352	(70356) Project Salus C.I.C.	23.8%	-10.1%	-10.1%	-10.1%	13.7%	13.7%	13.7%	
380	(70384) Enterprise (AOL) Ltd	26.5%	-5.9%	-5.9%	-5.9%	20.6%	20.6%	20.6%	
387	(70358) Apcoa Parking UK Ltd (2)	29.1%	-14.0%	-14.0%	-14.0%	15.1%	15.1%	15.1%	
390	(70376) Orchard Theatre Dartford Ltd	21.9%	-6.0%	-6.0%	-6.0%	15.9%	15.9%	15.9%	
404	(70380) Sodexo Catering	27.2%	-5.0%	-5.0%	-5.0%	22.2%	22.2%	22.2%	
407	(70379) Kier Facilities Services Ltd	31.9%	-8.9%	-8.9%	-8.9%	23.0%	23.0%	23.0%	
428	(70386) NSL Limited	26.8%	-2.9%	-2.9%	-2.9%	23.9%	23.9%	23.9%	
478	(70398) Strode Park Foundation	27.5%	-3.0%	-3.0%	-3.0%	24.5%	24.5%	24.5%	
480	(70394) MCH Balfour	30.2%	-2.8%	-2.8%	-2.8%	27.4%	27.4%	27.4%	
485	(70801) Medway Norse Ltd	24.5%	-1.3%	-1.3%	-1.3%	23.2%	23.2%	23.2%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
488	(70802) Tonbridge & Malling Leisure Trust	22.4%	£79,850	£82,950	£86,150	22.4% plus £79,850	22.4% plus £82,950	22.4% plus £86,150	
495	(70397) Biffa Municipal Ltd	25.2%	1.8%	1.8%	1.8%	27.0%	27.0%	27.0%	
654	(70807) MCH Balfour (Drivers)	36.4%	-7.9%	-7.9%	-7.9%	28.5%	28.5%	28.5%	
659	(70806) Project Salus (2)	28.1%	3.0%	3.0%	3.0%	31.1%	31.1%	31.1%	
729	(70825) Agilisys Ltd	24.4%	£33,000	£34,000	£35,000	24.4% plus £33,000	24.4% plus £34,000	24.4% plus £35,000	
848	(70837) Civica Uk Ltd	21.8%	-	-	-	21.8%	21.8%	21.8%	
849	(70835) Pabulum Ltd	23.6%	2.2%	2.2%	2.2%	25.8%	25.8%	25.8%	
850	(70823) Caterlink Ltd (Dover Grammar)	27.5%	3.6%	3.6%	3.6%	31.1%	31.1%	31.1%	
851	(70839) Nourish Cont Catering (Swale)	27.2%	-2.0%	-1.0%	-	25.2%	26.2%	27.2%	
866	(70842) The Marlowe Trust	22.0%	-	-	-	22.0%	22.0%	22.0%	
869	(70843) Kingdom Services Group	26.0%	3.1%	4.1%	5.1%	29.1%	30.1%	31.1%	
870	(70847) Sodexo Ltd (OCL)	24.3%	2.1%	2.1%	2.1%	26.4%	26.4%	26.4%	
871	(70845) Compass Contract Services (UK) Ltd ta Chartwells - primary schools	22.9%	2.2%	2.2%	2.2%	25.1%	25.1%	25.1%	
872	(70846) Compass Contract Services Ltd - KCP (Sec)	24.4%	-	-	-	24.4%	24.4%	24.4%	
878	(70849) Compass Contract Services Ltd - Bradfields	32.0%	£5,490	£5,700	£5,920	32.0% plus £5,490	32.0% plus £5,700	32.0% plus £5,920	
879	(70848) Monitor Services Ltd	21.3%	£1,930	£2,000	£2,080	21.3% plus £1,930	21.3% plus £2,000	21.3% plus £2,080	
904	(70852) Contract Dining - Barnsole	23.0%	2.1%	2.1%	2.1%	25.1%	25.1%	25.1%	
905	(70856) Alliance In Partnership Ltd	22.0%	2.0%	2.0%	2.0%	24.0%	24.0%	24.0%	
935	(70862) Freedom Leisure Ltd	20.9%	-	-	-	20.9%	20.9%	20.9%	
946	(70729) Canterbury Environment Company Limited	28.8%	-	-	-	28.8%	28.8%	28.8%	
950	(70858) Churchill Contract Services Ltd (TSAT)	24.6%	-	-	-	24.6%	24.6%	24.6%	
956	(70865) CleanTec Services Ltd (Dartford Girls Grammar)	25.4%	1.4%	1.4%	1.4%	26.8%	26.8%	26.8%	
908	(70861) Ton&Mall Leisure Trust (Limbc)	17.6%	1.0%	1.0%	1.0%	18.6%	18.6%	18.6%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
914	(70853) Cleantec Services Ltd (Re Lat)	26.3%	-4.0%	-2.0%	-	22.3%	24.3%	26.3%	
943	(70864) Independent Catering Management Ltd	33.5%	1.9%	1.9%	1.9%	35.4%	35.4%	35.4%	
875	(70854) Exclusive Contract Services Ltd	23.4%	-	-	-	23.4%	23.4%	23.4%	
985	(70878) Sports and Leisure Management Ltd	27.7%	-	-	-	27.7%	27.7%	27.7%	
964	(70877) Town and Country Cleaners Ltd (re Stour Academy Trust)	28.2%	0.7%	0.7%	0.7%	28.9%	28.9%	28.9%	
	(70876) Birkin Cleaning Services (Maritime Academy Trust)	26.3%	-	-	-	26.3%	26.3%	26.3%	
966	(70871) Independent Catering Management Ltd	26.3%	-	-	-	26.3%	26.3%	26.3%	
<b>Scheduled Bodies</b>									
<i>Individual Employers</i>									
27	(70235) Romney Marsh Levels Internal Drainage Board	21.7%	1.3%	2.3%	3.3%	23.0%	24.0%	25.0%	
41	(70232) Upper Medway Internal Drainage Board	18.0%	14.1%	14.1%	14.1%	32.1%	32.1%	32.1%	
42	(70231) Lower Medway Internal Drainage Board	20.5%	18.0%	18.0%	18.0%	38.5%	38.5%	38.5%	
72	(70227) Kent and Essex Sea Fisheries	18.0%	5.0%	5.0%	5.0%	23.0%	23.0%	23.0%	
93	(70234) River Stour IDB	19.7%	1.3%	1.3%	1.3%	21.0%	21.0%	21.0%	
334	(70240) East Kent Services (Thanet)	19.2%	-2.1%	-2.1%	-2.1%	17.1%	17.1%	17.1%	
378	(70701) Commercial Services Ltd	23.0%	-	-	-	23.0%	23.0%	23.0%	
719	(70706) Ebbsfleet Development Corporation	21.9%	-2.0%	-1.0%	-	19.9%	20.9%	21.9%	
747	(70708) Kyndi Ltd	21.6%	-	-	-	21.6%	21.6%	21.6%	
815	(70724) Invicta Law	21.0%	-	-	-	21.0%	21.0%	21.0%	
858	(70728) Cantium Business Solutions Ltd	20.4%	-	-	-	20.4%	20.4%	20.4%	
862	(70726) Edseco Ltd (T/A The Education People)	23.0%	-	-	-	23.0%	23.0%	23.0%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
<b>Town Councils</b>									
<i>Individual Employers</i>									
31	(70260) Faversham Town Council	24.0%	-3.6%	-3.6%	-3.6%	20.4%	20.4%	20.4%	
50	(70270) Sevenoaks Town Council	24.3%	£76,950	£79,950	£83,050	24.3% plus £76,950	24.3% plus £79,950	24.3% plus £83,050	
57	(70272) Southborough Town Council	21.7%	2.4%	1.4%	0.4%	24.1%	23.1%	22.1%	
62	(70259) Edenbridge Town Council	23.9%	-	-	-	23.9%	23.9%	23.9%	
71	(70275) Swanley Town Council	19.7%	0.8%	0.8%	0.8%	20.5%	20.5%	20.5%	
86	(70277) Tenterden Town Council	25.1%	-0.6%	-0.6%	-0.6%	24.5%	24.5%	24.5%	
92	(70264) Hythe Town Council	21.8%	4.0%	3.0%	2.0%	25.8%	24.8%	23.8%	
96	(70278) Westerham Town Council	24.4%	-	-	-	24.4%	24.4%	24.4%	
99	(70268) Sandwich Town Council	25.4%	-5.1%	-5.1%	-5.1%	20.3%	20.3%	20.3%	
225	(70271) Snodland Town Council	23.9%	-2.1%	-1.1%	-0.1%	21.8%	22.8%	23.8%	
232	(70256) Dover Town Council	21.4%	-	-	-	21.4%	21.4%	21.4%	
235	(70233) Ramsgate Town Council	21.2%	-0.9%	-0.9%	-0.9%	20.3%	20.3%	20.3%	
253	(70284) Deal Town Council	24.0%	2.4%	2.4%	2.4%	26.4%	26.4%	26.4%	
277	(70221) Folkestone Town Council	22.4%	-2.8%	-1.8%	-0.8%	19.6%	20.6%	21.6%	
289	(70296) Hawkinge Town Council	23.6%	£1,190	£1,240	£1,280	23.6% plus £1,190	23.6% plus £1,240	23.6% plus £1,280	
754	(70714) New Romney Town Council	24.6%	-	-	-	24.6%	24.6%	24.6%	
774	(70722) Walmer Town Council	24.8%	£1,170	£1,220	£1,270	24.8% plus £1,170	24.8% plus £1,220	24.8% plus £1,270	
776	(70720) Lydd Town Council	30.9%	1.1%	1.1%	1.1%	32.0%	32.0%	32.0%	
857	(70727) Westgate On Sea Town Council	26.8%	£3,840	£3,990	£4,150	26.8% plus £3,840	26.8% plus £3,990	26.8% plus £4,150	
<b>Parish Councils</b>									
<i>Individual Employers</i>									
34	(70254) Darenth Parish Council	25.2%	10.3%	10.3%	10.3%	35.5%	35.5%	35.5%	
49	(70274) Stone Parish Council	17.1%	0.7%	0.7%	0.7%	17.8%	17.8%	17.8%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
85	(70276) Swanscombe Parish Council	23.3%	-2.1%	-1.1%	-0.1%	21.2%	22.2%	23.2%	
100	(70255) Ditton Parish Council	26.4%	-2.8%	-2.8%	-2.8%	23.6%	23.6%	23.6%	
198	(70711) Wrotham Parish Council	30.1%	-0.1%	0.9%	1.9%	30.0%	31.0%	32.0%	
210	(70267) Otford Parish Council	29.6%	-1.7%	-0.7%	0.3%	27.9%	28.9%	29.9%	
218	(70251) Borough Green Parish Council	26.4%	-1.1%	-1.1%	-1.1%	25.3%	25.3%	25.3%	
234	(70253) Cranbrook Parish Council	26.8%	-0.4%	-0.4%	-0.4%	26.4%	26.4%	26.4%	
236	(70261) Hartley Parish Council	24.2%	-3.5%	-3.5%	-3.5%	20.7%	20.7%	20.7%	
237	(70269) Seal Parish Council	22.0%	-	-	-	22.0%	22.0%	22.0%	
248	(70262) Herne and Broomfield Parish Council	24.5%	-	-	-	24.5%	24.5%	24.5%	
252	(70282) Ash Parish Council	26.6%	-2.8%	-2.8%	-2.8%	23.8%	23.8%	23.8%	
254	(70285) Chestfield Parish Council	25.3%	-3.4%	-3.4%	-3.4%	21.9%	21.9%	21.9%	
255	(70286) Leigh Parish Council	26.0%	8.9%	8.9%	8.9%	34.9%	34.9%	34.9%	
270	(70291) Eastry Parish Council	24.9%	-0.6%	-0.6%	-0.6%	24.3%	24.3%	24.3%	
275	(70290) Woodnesborough Parish Council	24.9%	-0.6%	-0.6%	-0.6%	24.3%	24.3%	24.3%	
276	(70292) Great Mongham Parish Council	24.9%	-	-	-	24.9%	24.9%	24.9%	
278	(70293) Pembury Parish Council	23.3%	-2.4%	-1.4%	-0.4%	20.9%	21.9%	22.9%	
280	(70294) West Kingsdown Parish Council	24.8%	-2.3%	-1.3%	-0.3%	22.5%	23.5%	24.5%	
288	(70295) Minster On Sea Parish Council	23.8%	-0.2%	-0.2%	-0.2%	23.6%	23.6%	23.6%	
300	(70297) Eythorne Parish Council	21.1%	-2.2%	-1.2%	-0.2%	18.9%	19.9%	20.9%	
303	(70298) Eynsford Parish Council	20.4%	3.0%	3.0%	3.0%	23.4%	23.4%	23.4%	
337	(70248) Otham Parish Council	30.7%	-1.8%	-0.8%	0.2%	28.9%	29.9%	30.9%	
338	(70247) Downswood Parish Council	30.7%	0.1%	1.1%	2.1%	30.8%	31.8%	32.8%	
393	(70299) Kings Hill Parish Council	17.1%	2.6%	2.6%	2.6%	19.7%	19.7%	19.7%	
743	(70712) Great Chart & Singleton Parish Council	18.4%	0.9%	0.9%	0.9%	19.3%	19.3%	19.3%	
749	(70709) Chiddingstone Parish Council	26.1%	2.7%	2.7%	2.7%	28.8%	28.8%	28.8%	
756	(70715) Swingfield Parish Council	28.6%	1.4%	1.4%	1.4%	30.0%	30.0%	30.0%	

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
766	(70716) Meopham Parish Council	15.7%	-	-	-	15.7%	15.7%	15.7%	
768	(70719) Westbere Parish Council	26.7%	-	-	-	26.7%	26.7%	26.7%	
769	(70718) Smeeth Parish Council	28.2%	0.3%	0.3%	0.3%	28.5%	28.5%	28.5%	
770	(70717) Harrietsham Parish Council	24.4%	1.4%	1.4%	1.4%	25.8%	25.8%	25.8%	
775	(70721) Platt Parish Council	27.3%	0.6%	0.6%	0.6%	27.9%	27.9%	27.9%	
813	(70723) Barham Parish Council	27.4%	0.9%	0.9%	0.9%	28.3%	28.3%	28.3%	
835	(70725) Hever Parish Council	24.9%	2.7%	2.7%	2.7%	27.6%	27.6%	27.6%	
957	(70730) Leybourne Parish Council	24.9%	0.5%	0.5%	0.5%	25.4%	25.4%	25.4%	
<b>Community admission bodies</b>									
<i>Individual Employers</i>									
39	(70331) Sevenoaks School	26.6%	-	-	-	26.6%	26.6%	26.6%	
59	(70329) Rochester Bridge Trust	20.8%	-2.9%	-1.9%	-0.9%	17.9%	18.9%	19.9%	
70	(70303) Caldecott Community	21.1%	-2.1%	-1.1%	-0.1%	19.0%	20.0%	21.0%	
94	(70330) Tourism South East	17.6%	0.4%	0.4%	0.4%	18.0%	18.0%	18.0%	
109	(70325) MHS Homes Ltd	22.3%	3.4%	3.4%	3.4%	25.7%	25.7%	25.7%	
110	(70341) West Kent Housing Association	24.0%	3.3%	3.3%	3.3%	27.3%	27.3%	27.3%	
220	(70230) Margate Charter Trustees	32.7%	-2.9%	-1.9%	-0.9%	29.8%	30.8%	31.8%	
238	(70338) Your Leisure Kent Ltd	22.6%	1.3%	1.3%	1.3%	23.9%	23.9%	23.9%	
239	(70310) Gravesham Community Leisure	25.6%	-2.0%	-1.0%	-	23.6%	24.6%	25.6%	
246	(70340) Town & Country Housing Group	21.9%	-	-	-	21.9%	21.9%	21.9%	
249	(70300) Active Life Ltd	25.7%	-2.7%	-1.7%	-0.7%	23.0%	24.0%	25.0%	
261	(70346) Golding Homes Limited	25.9%	-2.1%	-1.1%	-0.1%	23.8%	24.8%	25.8%	
273	(70306) Canterbury Christchurch University	19.5%	-2.0%	-1.0%	-	17.5%	18.5%	19.5%	
389	(70320) Avante Care & Support Ltd	24.0%	22.5%	22.5%	22.5%	46.5%	46.5%	46.5%	
395	(70334) Southern Housing Ltd	24.2%	-	-	-	24.2%	24.2%	24.2%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
655	(70313) Pathways To Independence Ltd	29.1%	£3,650	£3,800	£3,950	29.1% plus £3,650	29.1% plus £3,800	29.1% plus £3,950	
842	(70339) Clarion Housing Association	22.1%	-1.7%	-0.8%	-	20.4%	21.3%	22.1%	
<b>Payment plan employers</b>									
89	(70321) Kent Music School	-	£11,000	£11,000	£11,000	£11,000	£11,000	£11,000	
297	(70336) Orbit Housing Association Limited	-	-	-	-	-	-	-	

## Appendix 6 List of academy trusts

These are the individual academies we understand are within each of the academy trusts set out in the Rates and Adjustments certificate as at 31 March 2022. For completeness these have been listed along with their employer code under which membership data is held

### **(75010) Leigh Academies Trust**

291 (70501) Leigh Technology Academy  
 309 (70507) Longfield Academy  
 343 (71055) Sir J Williamson's Mathematical Academy  
 355 (71056) Mascalls Academy  
 375 (70605) The Hundred Of Hoo Academy  
 391 (70510) Strood Academy  
 398 (70517) Wilmington Academy  
 423 (71042) Milestone Academy  
 438 (71086) Oaks Primary Academy  
 439 (71085) Tree Tops Academy  
 441 (71044) York Junior Academy  
 443 (70519) High Halstow Primary Academy  
 444 (71093) Molehill Academy  
 457 (71096) Hartley Primary Academy  
 493 (70530) All Hallows Academy  
 635 (70544) Stoke Primary Academy  
 665 (71302) The Leigh UTC  
 682 (71304) St Albans Rd Infant Academy  
 691 (75010) Dartford Primary Academy  
 763 (75010) Langley Park Academy  
 822 (75010) Cherry Orchard Academy  
 860 (70510) Horsmonden Primary School

### **(75010) Leigh Academies Trust**

861 (70510) Paddock Wood Primary School  
 936 (70510) Marden Primary  
 925 (75010) Bearsted Academy  
 952 (75010) Leigh Academy Rainham  
 926 (75010) Snowfields Academy  
 314 (71005) The Hayesbrook School Academy  
 448 (71081) The High Weald Academy  
 494 (71067) The Ebbsfleet Academy  
 724 (75014) Brook Learning Trust

### **(74004) The Thinking Schools Trust**

341 (71048) Holcombe Grammar Academy  
 401 (70513) Bishop Of Rochester Academy  
 408 (71000) Castle Community College Academy  
 415 (70601) Rochester Grammar Academy  
 446 (70518) All Faiths Academy  
 634 (70534) Gordon Schools Federation  
 663 (70540) New Horizons Childs Academy  
 750 (74004) Victory Academy  
 752 (74004) Cedar Primary Academy  
 791 (75024) Goodwin Academy  
 797 (74004) Thinking School Academy Trust

**(75029) The Turner Schools**

294 (70504) Folkestone All Age Academy  
717 (75029) Martello Grove Academy  
793 (75029) Morehall Academy  
844 (75029) Folkestone Academy  
852 (75029) Turner School Trust  
890 (75029) Turner Free School  
638 (71250) Morehall Academy

**(75007) Future Schools Trust**

298 (70505) New Line Learning Academy  
299 (70506) Cornwallis Academy  
462 (71209) The Tiger Primary (Free) School

**(75000) Pathway Academy Trust**

312 (71007) Meopham Community Academy  
706 (75000) The Pathway Academy Trust

**(75022) The Tenax Schools Trust**

328 (71026) Bennett Memorial Sch Academy  
453 (71203) West Malling Academy  
740 (75022) Brenchley & Matfield Academy  
762 (75022) Bennett Memorial Academy  
780 (75016) Leybourne Academy  
825 (75022) Bishop Chavasse Academy  
856 (75022) Fordcombe Academy

**(75028) Tenterden School Trust**

364 (71064) Homewood School Academy  
783 (75028) Tenterden Infants Academy  
784 (75028) Tenterden Junior Academy  
785 (75028) St Michaels Primary Academy  
867 (75028) Rolvenden Primary School

**(75003) Aletheia Anglican Academies Trust**

348 (70602) Cliffe Woods Primary Academy  
368 (71068) St Georges Church of England School Academy  
684 (71279) Rosherville CoE Academy  
686 (71280) St Botolphs Academy  
687 (71253) Shorne Cep Sch Academy  
788 (75003) Horton Kirby Academy  
789 (75003) Stone Primary Academy  
826 (75003) Sutton At Hone Academy  
892 (75003) Halling Primary School  
937 (75003) Holy Trinity CofE Primary School

**(74001) Beyond Schools Trust**

351 (70606) Thomas Aveling Academy  
414 (70600) Fort Pitt Grammar Academy  
459 (70521) The Robert Napier Academy  
460 (70522) Phoenix Academy  
773 (74001) Balfour Junior Academy  
880 (74001) F Pitt & T Aveling Trust

**(71255) Chatham and Clarendon Grammar School Academy**

- 317 (71015) Chatham House Grammar School Academy
- 318 (71016) Clarendon Hse Gram Sch Academy
- 496 (71255) Chatham & Clarendon Grammar School

**(75019) Swale Academies Trust**

- 313 (71010) Westlands Primary School Academy
- 349 (71061) Meopham School Academy
- 350 (71038) Regis Manor Cp School Academy
- 374 (71062) Sittingbourne Comm Academy
- 412 (71003) The Westlands School Academy
- 692 (71298) Southborough Primary Academy
- 699 (71308) Beaver Green School Academy
- 712 (71285) Istead Rise Primary Academy
- 827 (75019) Whitstable C C Academy
- 953 (75019) The North Academy

**(75016) Valley Invicta Academies Trust**

- 329 (71027) Valley Park School Academy
- 336 (71047) Invicta Grammar School Academy
- 617 (71228) Aylesford Prim Sch Academy
- 713 (75016) Vips At Holborough Lakes
- 714 (75016) Vips At Kings Hill
- 715 (75016) Vips At Leybourne Chase
- 726 (75016) Valley Invicta Academy Trust
- 781 (75016) The Lenham Academy
- 828 (75016) East Borough Academy
- 924 (75016) Maidstone S&T Academy

**(75032) Endeavour - MAT**

- 353 (71057) Wilmington Boys Grammar School Academy
- 361 (71058) Wilmington Girls Grammar School Academy
- 847 (75032) Endeavour Academy Trust
- 894 (75032) Stone Lodge Free School

**(75031) Barton Court Multi Academy Trust**

- 354 (71060) Barton Court Grammar School Academy
- 790 (75031) The Charles Dickens Academy

**(75033) Our Community Multi Academy Trust**

- 356 (71053) Milstead & Frinsted Academy
- 357 (71052) Selling Primary Academy
- 358 (71051) Lynsted & Norton Academy
- 610 (71235) Petham Primary Academy
- 693 (71286) Lydd Primary School Academy
- 720 (75015) Dymchurch Primary Academy
- 819 (75033) The Oaks Infants Academy
- 820 (75033) Bredgar Primary Academy
- 821 (75033) Borden Primary Academy
- 824 (75033) Minterne Junior Academy
- 845 (75033) Potential In Everyone

**(75008) The Decus Educational Trust**

- 359 (71032) Gravesend Grammar School Academy
- 641 (71261) Whitehill Primary Academy

**(74009) Rainham Mark Education Trust**

370 (71028) Rainham Mark Grammar Academy  
739 (74009) Twydall Primary Academy  
811 (74009) Riverside Primary Academy

**(74015) University of Kent Academies Trust**

383 (71049) Chatham Grammar Girls Academy  
400 (70514) Brompton Academy  
837 (74015) Chatham Gram Girls Academy  
838 (74015) Brompton Academy

**(75017) The Skinners' Kent Academy Trust**

385 (70508) The Skinners Kent Academy  
722 (75017) The Skinners Kent Academy Trust

**(75013) Oasis Community Learning Trust**

492 (70525) Skinner Street Academy  
619 (70509) Isle Of Sheppey Academy

**(75006) Fulston Manor Academies Trust**

411 (71001) Fulston Manor School Academy  
623 (71254) South Ave Junior School Academy  
624 (71260) South Ave Infant School Academy

**(75002) ACE Learning Trust**

616 (71247) Furley Park Primary Academy  
618 (71248) Hamstreet Academy

**(75009) Kent Catholic Schools Partnership Trust**

483 (71214) St Gregory's Catholic Academy  
499 (71257) Kent Catholic School Partnership  
625 (71224) St Josephs Academy Aylesham  
626 (71215) St Simon Stock School Academy  
632 (71276) St Josephs Acad B/Stairs  
643 (71226) St Anselms Catholic School Academy  
645 (71266) St Thomas (Sevenoaks) Academy  
646 (71230) Holy Family Rcp School Academy  
647 (71225) St Gregorys Primary Academy  
648 (71271) St Marys (Deal) Prim Academy  
653 (71284) St Simon Of England Academy  
664 (71222) Ursuline College Academy  
669 (71275) St Margaret Clitherow Academy  
671 (71282) St Peters Cp Sch Academy  
672 (71269) More Park School Academy  
673 (71236) St Richards Primary School Academy  
675 (71274) Our Lady Of Hartley Academy  
688 (71295) St Josephs Academy Northfleet  
690 (71301) Stella Maris School Academy  
707 (71290) St Johns Cp Sch Academy  
708 (71300) St Marys Cp Sch Academy  
741 (75009) St Edmunds Catholic School  
742 (75009) St Edwards Rcp School  
814 (75009) St Teresa Primary Academy  
818 (75009) St Augustines T/Wells

**(74002) Skills for Life Trust**

- 419 (70603) Walderslade Girls Academy
- 442 (70604) Greenacre Academy
- 484 (71210) Chantry Community Academy
- 649 (70536) Warren Wood Primary Acad
- 841 (74002) Hilltop Primary Academy
- 921 (74002) Skills For Life Central

**(75005) The Dover Federation for the Arts Trust**

- 434 (71088) Whitecliffs Primary Academy
- 435 (71087) Shatterlocks Infants Academy
- 436 (71090) Barton Junior School Academy
- 437 (71089) Astor College Academy

**(71094) Grove Park Primary School (GPAT)**

- 445 (71094) Grove Park Primary School Academy
- 923 (71094) Aspire Academy

**(75037) Veritas Multi Academy**

- 454 (71082) Pilgrims Way Primary Academy
- 473 (71054) Warden House Primary Academy
- 955 (75037) Mundella Primary School

**(74016) Inspire Partnership Academy Trust**

- 458 (70523) Elaine Primary Academy
- 636 (70532) Delce Junior Academy
- 843 (74016) Maundene Primary Academy

**(74007) The Primary First Trust**

- 621 (70531) Wayfield Primary Academy
- 656 (70543) Cuxton Infants Academy
- 658 (70537) Cuxton Juniors Academy
- 782 (74007) Westcourt Academy
- 933 (74007) Springhead Park Academy
- 888 (74007) Wainscott Academy

**(75004) The Diocese of Canterbury Academies Trust**

- 627 (71216) Temple Ewell Academy
- 670 (71232) Archbishop Courtnay School Academy
- 674 (71303) Kennington Junior School Academy
- 696 (71270) Charlton Primary Academy
- 697 (71278) Reculver Primary Academy
- 709 (71287) St Mary Of Charity Academy
- 718 (75004) St Georges C Of E Academy
- 728 (75004) Kingsnorth Primary Academy
- 732 (75004) Tst-Diocese Of Canterbury Academy
- 746 (75004) St Nicholas New Romney
- 765 (75004) Brenzett Academy
- 817 (75004) Charing Primary Academy
- 887 (75004) All Soul's CoE Primary School
- 922 (75004) Eastchurch CofE Primary
- 947 (75004) Sandwich Infant School

**(75020) The Stour Academy Trust**

455 (71202) Sturry Primary School Academy  
456 (71200) Hersden Prim Sch Academy  
640 (71263) Adisham Cep Sch Academy  
683 (71273) Lansdowne Primary Academy  
711 (75020) Finberry Park Primary Academy  
716 (75020) Thistle Hill Academy  
792 (75020) Richmond Academy  
889 (75020) Chilmington Green School  
639 (71249) Richmond Academy

**(75018) REAch2 Academy Trust**

463 (71220) Kemsley Primary Academy  
476 (71219) Milton Court Academy  
620 (71217) Dover Road Primary Academy  
633 (71238) Tymberwood Academy  
661 (71217) Copperfield Academy

**(75023) Orchard Academy Trust**

467 (71034) Allington Primary Academy  
744 (75023) Barming Primary Academy

**(75025) Whinless Down Academy Trust**

751 (75025) Priory Fields Academy  
786 (75025) St Martin'S Primary Academy  
836 (75025) Vale View Academy

**(75021) Cygnus Academies Trust**

630 (71244) The Brent Primary School Academy  
735 (75021) Cygnus Academies Trust  
895 Dartford Bridge Community Primary School  
909 (75021) Greenlands Academy  
912 (75021) Manor Academy  
913 (75021) Royal Rise Academy  
910 (75021) Westgate Academy

**(74006) The Westbrook Trust**

676 (70541) Brompton Westbrook Academy  
736 (74006) Byron Primary Academy  
810 (74006) St Margarets Inf Academy  
940 (74006) Oaklands School

**(74003) The Howard Academy Trust**

677 (70542) The Howard Academy  
703 (70545) Medway University Technology College  
730 (74003) The Howard Academy Trust  
737 (74003) Temple Mill Academy  
771 (74003) Deanwood Academy  
812 (74003) Thamesview Primary Academy  
831 (74003) Mierscourt Academy

## Post valuation employers

The table below shows the contribution rate for employers that joined the Fund between 1 April 2022 and 31 March 2023. We understand that there are other employers who have joined the Fund since the valuation date. However, the Fund have confirmed that admission agreements are still to be finalised for these employers therefore we have not included them in the table below.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
<b>Admission bodies</b>								
<i>Individual Employers</i>								
989	(70882) Caterlink Ltd (Sir Roger Manwood's School Academy)	24.5%	0.0%	0.0%	0.0%	24.5%	24.5%	24.5%
<b>Academies</b>								
<i>Academy Pool</i>								
968	(75044) Shears Green Infant Academy (Hornchurch Academy Trust)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%
818	(75009) St Augustine's Catholic Primary School (Kent Catholic Schools Partnership Trust)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%
960	(75041) East Stour Primary School (EKC Schools Trust)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%
961	(75041) Palm Bay Primary School (EKC Schools Trust)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%
962	(75042) Will Adams Academy (Alternative Learning Trust)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%
	(75003) Sedley's Church of England Primary School (Aletheia Anglican Academies Trust)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%
	(75019) The Holmesdale School (Swale Academies Trust)	21.1%	1.4%	1.4%	1.4%	22.5%	22.5%	22.5%