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Executive Summary

The key result of the valuation of the Cheshire Pension Fund as at 31 March 2022 are set out below. Further explanation of the outcomes of the valuation are contained in the remainder of this report.

Contribution rates

The contribution rates for individual employers set at this valuation can be found in the <u>Rates & Adjustments certificate</u>. Table 1 shows the combined individual employer rates set at this valuation and the last valuation (31 March 2019).

Table 1: Whole fund contribution rates compared with the previous valuation

	This valuation 31 March 2022			aluation ch 2019
Primary Rate	21.9% of pay		20.8%	% of pay
Secondary Rate	2023/2024	£5,846,000	2020/2021	£23,310,000
	2024/2025	£893,000	2021/2022	£18,956,000
	2025/2026	-£868,000	2022/2023	£14,333,000

- The Primary rate has increased mainly due to higher inflation
- The Secondary rate has decreased due to good investment performance since the last valuation

Funding position

At 31 March 2022, the past service funding position has improved from the last valuation at 31 March 2019. Table 2 shows the single reported funding position at the current and previous valuation.

Table 2: Single reported funding position at 31 March 2022 compared with 31 March 2019

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	2,165	2,057
Deferred Pensioners	1,245	1,112
Pensioners	2,736	2,570
Total Liabilities	6,146	5,739
Assets	6,968	5,583
Surplus/(Deficit)	822	(156)
Funding Level	113%	97%

The required investment return to be 100% funded is now c3.1% pa (3.4% pa at 2019). The likelihood of the Fund's Open Employers investment strategy achieving the required return is 80% (66% at 2019).

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Approach to valuation



Valuation Purpose

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

We have been commissioned by Cheshire West and Chester Council (the Administering Authority) to carry out a valuation of the Cheshire Pension Fund (the Fund) as at 31 March 2022. This fulfils Regulation 62 of the Local Government Pension Scheme Regulations 2013. This report marks the culmination of the valuation process and contains its two key outcomes:



Employer contribution rates for the period 1 April 2023 to 31 March 2026.



The funding level of the Fund at 31 March 2022.

Further information on the valuation process, methodology and strategy is set out in the publicly available Funding Strategy Statement, Investment Strategy Statement and published papers and minutes of the Fund's Pensions Committee. Additional material is also contained in
Hymans Robertson's LGPS 2022 valuation toolkit">Hymans Robertson's LGPS 2022 valuation toolkit.





Setting employer contribution rates

Employer contributions need to be set at a level which ensures the Fund has a reasonable likelihood of having enough money to pay members' benefits. Identifying the amount of benefits that may be paid is complex as those earned today might only start being paid in 50 years' time. Over that time period, there is significant uncertainty over factors which affect the cost of benefits, eg inflation, investment returns. These uncertainties are allowed for by taking a risk-based approach to setting employer contribution rates. This approach is built around three key funding decisions set by the Fund and asset-liability modelling.

Key funding decisions

For each employer, the Fund determines the most appropriate choice for the following three funding decisions. Further detail is set out in the Funding Strategy Statement.



What is the funding target for each employer?

Will the employer remain in the Fund for the long-term or exit at some point



What is the funding time horizon?

How long will the employer participate in the Fund



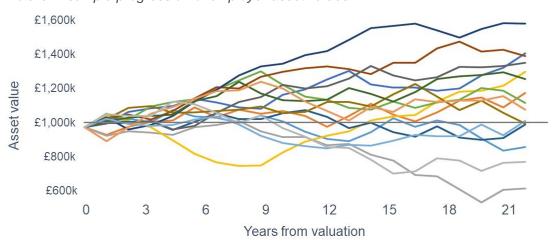
What is the required likelihood?

How much funding risk can the employer's covenant support

Modelling approach

Asset-liability modelling is used to project each employer's assets and benefit payments into the future using 5,000 different economic scenarios. The economic scenarios are generated using Hymans Robertson's Economic Scenario Service (ESS) (further information in Appendix 2).

Picture 1: sample progression of employer asset values







Measuring the funding level

The past service funding level is measured at the valuation. Whilst it is limited in providing insight into a funding plan, it is a useful high-level summary statistic. To measure the funding level, a market-related approach is taken to calculating both the assets and the liabilities (so they are consistent with each other).

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

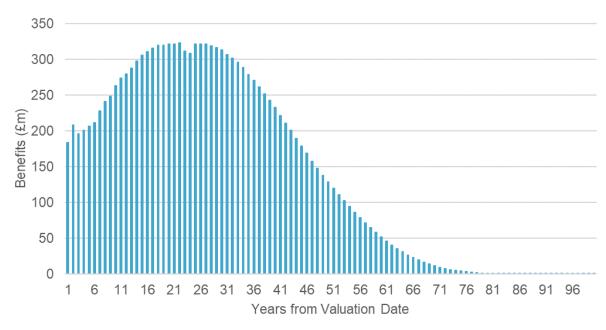
Further detail on the liabilities

The liabilities are the value of all future payments to members based on all benefits earned up to the valuation date, expressed in today's money.

Chart 1 shows the projected payments for all members in the Fund at the valuation date. The projections are based on the membership data provided for the valuation (<u>Appendix 1</u>), the assumptions (<u>Appendix 2</u>) and our understanding of the LGPS benefit structure as at 31 March 2022 (details at <u>www.lgpsregs.org</u>).

To express the future payments in today's money, the projections are discounted with an assumed future investment return on the Fund's assets (the discount rate).

Chart 1: projected benefit payments for all service earned up to 31 March 2022







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Valuation results





Employer contribution rates

The primary objective of the Fund is to set employer contribution rates that will adequately cover the cost of benefits which will accrue in the future and any costs related to benefits already earned. A secondary objective is to ensure the rates are as stable as possible. The risk-based approach detailed earlier is used to meet both these objectives.

The employer contribution rate is made up of two components.

- 1. A primary rate: the level sufficient to cover all new benefits.
- 2. A secondary rate: the costs associated with sufficiently funding benefits accrued up to the valuation date.

Each employer has a contribution rate which is appropriate to their circumstances and these can be found in the Rates & Adjustments
Certificate. Broadly speaking:

- Primary rates have increased since the last valuation due to rising inflation.
- Secondary rates have decreased due to strong investment performance since the previous valuation.

However all employers will be different and the contribution rate will reflect the membership and experiences of each employer.

Table 3 shows the total of all employer contribution rates to be paid into the Fund over the period 1 April 2023 to 31 March 2026.

Table 3: Whole-fund contribution rate, compared with the previous valuation

	This valuation 31 March 2022			aluation rch 2019
Primary Rate	21.9% of pay		20.8%	% of pay
Secondary Rate	2023/2024	£5,846,000	2020/2021	£23,310,000
	2024/2025	£893,000	2021/2022	£18,956,000
	2025/2026	-£868,000	2022/2023	£14,333,000

The primary rate includes an allowance of 0.7% of pensionable pay for the Fund's expenses (0.6% at 31 March 2019).

Employees pay a contribution to the Fund in addition to these rates. These rates are set by the LGPS Regulations. The average employee contribution rate at 31 March 2022 is 6.4% of pay (6.3% at 31 March 2019).



Funding level

The funding level is the ratio of assets to liabilities. The market value of the assets at the valuation date are known. The value of the liabilities is uncertain given that the level of future investment returns are unknown.

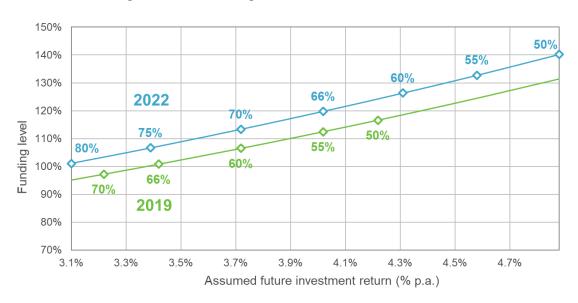
Therefore, the liabilities and funding level have been calculated across a range of different investment returns (the discount rate).

To help better understand funding risk, the likelihood of the Fund's investment strategy (detailed in <u>Appendix 1</u>) achieving certain levels of return has also been calculated.

Chart 2 shows how the funding level varies with future investment return assumptions at 31 March 2022 (blue line). The green line shows the same analysis at 31 March 2019.

- The funding level is 100% if future investment returns are c.3.1% pa.
- The likelihood of the Fund's assets yielding at least this return is around 80%.
- The comparator at 2019 was a return of 3.4% pa which had a likelihood of 66%.
- The funding position at 2022 is stronger than 2019.
- There is a 50% likelihood of an investment return of 4.9% pa. So the best-estimate funding level is 140% at 31 March 2022 (116% at 2019).

Chart 2: funding level across a range of future investment returns



Figures on each line show the likelihood of the Fund's assets exceeding that level of return over the next 20 years





Single funding level as at 31 March 2022

Whilst the chart on the previous page provides a better understanding of the past service funding position, there is still a requirement to report a single funding level at 31 March 2022.

To report a single funding level and funding surplus/deficit for the 2022 valuation, a discount rate of 3.7% pa has been used. There is a 70% likelihood associated with a future investment return of 3.7% pa on the Fund's Open investment strategy.

Table 4 details the liabilities, split by member status and the market value of assets at the valuation date. The results at the 2019 formal valuation are shown for comparison.

The funding level and surplus/deficit figures provide a high-level snapshot of the funding position of the Fund as at 31 March 2022, however there are limitations:

- The liabilities are calculated using a single set of assumptions about the future and so are very sensitive to the choice of assumptions.
- The market value of assets held by the Fund will change on a daily basis.

The future progression of the funding position is uncertain. If the financial and demographic assumptions made at this valuation actually occur, employers pay contributions in line with the R&A certificate and there are no other changes in the financial or demographic environment, we project that the funding level at the next valuation (31 March 2025) will be approximately 112%.

Table 4: single reported funding level

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	2,165	2,057
Deferred Pensioners	1,245	1,112
Pensioners	2,736	2,570
Total Liabilities	6,146	5,739
Assets	6,968	5,583
Surplus/(Deficit)	822	(156)
Funding Level	113%	97%

Important: the reported funding level does not directly drive the contribution rates for employers. The contribution rates consider how assets and liabilities will evolve over time in different economic scenarios and also reflect each employer's funding profile and covenant.



Changes since the last valuation

Events between 2019 and 2022

The most significant external event to occur since the last valuation has been the Covid-19 pandemic. The experience analysis below shows that there has sadly been a higher than expected number of deaths over the period. However, the impact on the funding position has been small. This is likely due to the age profile of the excess deaths and the level of pension.

Other significant factors occurring which affect the funding strategy of the Fund have been the better than expected investment returns. This has had a material positive impact on the funding position and employers' secondary contribution rates.

Financial

Table 5: analysis of financial experience between 2019 and 2022 valuations

	Expected	Actual	Difference	Impact on funding position
3 year period	9.9%	24.5%	14.6%	+£851m
Annual	3.2% pa	7.6% pa	4.4% pa	

Membership

Table 6: analysis of membership experience between 2019 and 2022 valuations

	Expected	Actual	Difference	Impact on funding position
Early leavers	9,901	15,879	5,978	+£25m
Ill-health retirements	177	143	-34	+£12m
Salary increases	3.7% pa	4.5% pa	0.8% pa	-£30m
Benefit increases	2.3% pa	1.8% pa	-0.6% pa	+£80m
Pension ceasing	£12.5m	£13.2m	£0.7m	+£15m





Changes since the last valuation

Future outlook

Expectations about the future, which inform the assumptions used to value the liabilities, have changed since the last valuation. The most significant changes are:

- Future inflation: this is expected to be on average higher than at 2019 due to the current level of high inflation.
- Investment returns: due to changes in the Fund's investment strategy and financial markets, future investment returns are now expected to be higherthan at the last valuation.

Table 7: summary of change in future outlook

Factor	What does it affect?	What's changed?	Impact on liabilities
Future investment returns	The rate at which future benefit payments are discounted back, ie the discount rate assumption	Future investment returns slightly higher at 2022 than at 2019. The required return is now 3.7% pa vs. 3.2% pa at 2019.	Decrease of £609m
Inflation	The rate at which pensions in payment and deferment and CARE pots increase	Significant increase in short-term future inflation expectations.	Increase of £474m
Salary increases	The rate at which future salaries increase. This affects benefits that are still linked to final salary, ie accrued before 1 April 2014	No material change since last valuation given competing factors e.g. tighter budgetary conditions vs. strong job market and pressure from National Living Wage increases.	Broadly neutral
Current life expectancy	How long we expect people to live for based on today's current observed mortality rates.	Slight increase in life expectancy based on current observed data (not allowing for Covid-related excess deaths)	Increase of £6m
Future improvements in life expectancy	How we expect life expectancies to change (increase) in the future.	Uncertainty about effectiveness of mitigations against life expectancy increases in the LGPS i.e. State Pension Age increases and Cost Cap. Need to better reflect wider pension and insurance industry long-term expectations.	Increase of £45m



Reconciling the overall change in funding position

The tables below provide insight into the funding position change between 31 March 2019 and 31 March 2022. Firstly, the changes we expect to happen (Table 8), which relate mostly to items on the asset side. Then the impact of actual experience (Table 9), which mainly affects the liabilities.

Expected development

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Table 8: expected development of funding position between 2019 and 2022 valuations

Change in the surplus/deficit position	Surplus / Deficit
	£m
Last valuation at 31 March 2019	(156)
Cashflows	
Employer contributions paid in	442
Employee contributions paid in	120
Benefits paid out	0
Net transfers into / out of the Fund	(9)
Other cashflows (e.g. Fund expenses)	(13)
Expected changes	
Expected investment returns	579
Interest on benefits already accrued	(572)
Accrual of new benefits	(659)
Expected position at 31 March 2022	(268)

^{*} We have insufficient data to value the impact on the liabilities as a result of transfers in/out Numbers may not sum due to rounding

Impact of actual events

Table 9: impact of actual events on the funding position at 31 March 2022

Change in the surplus/deficit position	Surplus / Deficit
	£m
Expected position at 31 March 2022	(268)
Events between 2019 and 2022	
Salary increases greater than expected	(30)
Benefit increases less than expected	80
Pension ceasing greater than expected	15
Early retirement strain (and contributions)**	(10)
III health retirement strain	12
Early leavers less than expected	25
Commutation less than expected	(5)
McCloud remedy	(18)
Other membership experience	55
Higher than expected investment returns	851
Changes in future expectations	
Investment returns	609
Inflation	(474)
Salary increases	0
Longevity	(51)
Other demographic assumptions	33
Actual position at 31 March 2022	822







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Sensitivity & risk analysis



Sensitivity and risk analysis: assumptions

There is risk and uncertainty inherent with funding benefit payments that will be paid out many years in the future. The Fund is aware of these and has in place a risk register which is regularly reviewed. Additionally, as part of the valuation, the Fund reviews sources of risk that may impact its funding position and the contribution rates payable by employers.

This section discusses some of the most significant sources of funding risk (assumptions, regulatory, administration and governance and climate change). Further information of the Fund's approach to funding risk management, including monitoring, mitigation and management, is set out in the Funding Strategy Statement.

The valuation results depend on the actuarial assumptions made about the future. By their nature, these assumptions are uncertain which means its important to understand their sensitivity and risk levels.

Contribution rates

The risk-based approach to setting employer contribution rates mitigates the limitation of relying on one set of assumptions. Therefore, there is no need to carry out additional analysis of the sensitivity of contribution rates to changes in financial assumptions. The contribution rates are sensitive to changes in demographic assumptions. The results in this section in relation to the funding position can be broadly applied to the contribution rates.

Funding level

Financial assumptions

On page 10, we have already set out how the results vary with the assumed future investment return. The table below considers inflation.

Table 10: sensitivity of funding position to inflation assumption

CPI Assumption	Surplus/ (Deficit)	Funding Level
% pa	(£m)	%
2.5%	1,016	117%
2.7%	822	113%
2.9%	621	110%

Demographic assumptions

The main area of demographic risk is if people live longer than expected. The table below shows the impact of longer term longevity rates improving at a faster rate (1.75% pa vs 1.5% pa used in the results)

Table 11: sensitivity of funding position to longevity assumption

Long term rate of improvement	Surplus/ (Deficit)	Funding Level
% pa	(£m)	%
1.5%	822	113%
1.75%	767	112%



Sensitivity and risk analysis: other risks & climate change

Regulatory, Administration and Governance risks

Potential risks in this area include change in central government legislation which changes the future cost of the LGPS and failures in administration processes leading to incorrect data and inaccuracies in actuarial calculations. At this valuation, specific risks include:

- **McCloud:** the remedy to resolve the McCloud case is yet to be formalised in regulations. However, an allowance has been included for this expected benefit change at the 2022 valuation as directed by the Department of Levelling Up, Housing and Communities in their letter dated March 2022¹.
- **Goodwin:** the remedy to this issue is still uncertain, it is difficult to identify who it would apply to and its impact is estimated to be very small for a LGPS fund (0.1-0.2% of liabilities). Therefore, no allowance has been made for this case at the 2022 valuation.
- Cost Cap: a legal challenge is ongoing in relation to the 2016 cost cap valuation and no information is known about the outcome of the 2020 cost cap valuation. At this valuation, no allowance has been made for any changes to the benefit structure that may occur as a result of a cost cap valuation.
- **GMP indexation:** it is assumed that all increases on GMPs for members reaching State Pension Age after 6 April 2016 will be paid for by LGPS employers. This is the same approach that was taken for the 2019 valuation.

Post valuation events

Since 31 March 2022, there has been significant volatility in the financial markets, short-term inflation expectations and rises in interest rates by central banks. These events affect the value of the Fund's assets and liabilities.

- The Fund's investment return (across it's four investment strategies) since 31 March 2022 is estimated to be somewhere between -7% and -12%.
- Liability valuations are likely to be lower now than at 31 March 2022 due to rises in expected future investment returns more than offsetting the higher than expected (10.1%) pension increase at April 2023.

As an open scheme, with a strong covenant, the Fund takes a long-term view when considering the funding impact of such events. For employers who have a very short time horizon, recent volatility may be more immediately impactful, and the Fund has engaged with these employers as appropriate.

No explicit allowance has been made for this volatility in the valuation results or contribution rates detailed in the Rates & Adjustments Certificate. The Fund will continue to monitor changes in the financial and demographic environment as part of its ongoing risk management approach.



Sensitivity and risk analysis: climate change

Background

Climate change is a major source of uncertainty which could affect future investment returns, inflation and life expectancies. Therefore, the Fund has explicitly explored the resilience of its funding and investment strategy to future potential climate change outcomes.

It is impossible to confidently quantify the effect of climate risk given the significant uncertainty over the impact of different possible climate outcomes. Instead, three different climate change scenarios have been considered as a stress-test (instead of trying to predict how climate change affects the funding level in the future).

All the scenarios assume that there will be a period of disruption linked either to the response to climate risk (transition risks) or the effect of it (physical risks). This disruption will lead to high volatility in financial markets, and the later the disruption, the more pronounced it will be.

Further detail on the scenarios is in guide 10 of <u>Hymans Robertson's LGPS</u> 2022 valuation toolkit¹

Outcome of analysis

The Fund has set its funding and investment strategy using asset-liability modelling and considering two main risk metrics:

- Likelihood of success the chance of being fully funded in 20 years' time
- Downside risk the average worst 5% of funding levels in 20 years' time

When exploring the potential impact of climate change, the Fund has compared how these risk metrics change under each climate change scenario (against the 'Core' model used when setting the funding and investment strategy). The stress test results for the Fund are shown in Table 12 below.

Table 12: sensitivity of funding strategy to climate change

Scenario	Likelihood of success	Downside risk
Core	73%	49%
Green Revolution	72%	44%
Delayed Transition	70%	51%
Head in the Sand	71%	50%

The results are worse in the climate scenarios. This is to be expected given that they are purposefully stress-tests and all the scenarios are bad outcomes. Whilst the risk metrics are weaker, they are not materially so and not enough to suggest that the funding and investment strategy are unduly exposed to climate change risk. The Fund will continue to monitor this risk as more information emerges and climate change modelling techniques evolve.



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Final comments



Final comments

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

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

New employers joining the Fund

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

Cessations and bulk transfers

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

Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement

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

Valuation frequency

Under the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2025 where contribution rates payable from 1 April 2026 will be set.

Gemma Sefton FFA

30 March 2023 For and on behalf of Hymans Robertson LLP





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Appendices



Data

Membership data

A summary of the membership data provided by the Fund for the 2022 valuation is set out in Table 13. The corresponding membership data from the previous valuation is also shown for reference.

The results of the valuation are dependent on the quality of the data used. We have carried out a series of validation checks on the data supplied to us by the Administering Authority to ensure that it is fit for purpose.

As part of our data cleansing and validation we have created 9,081 deferred follow-on records and 103 pensioner follow-on records.

Asset data

To check the membership data and derive employer asset values, we have used asset and accounting data and employer level cashflow data provided by the Fund.

Table 13: Whole fund membership data as at 31 March 2022 and 31 March 2019

Whole Fund Membership Data	This Valuation 31 March 2022	
Employee members		
Number	31,882	33,070
Total actual pay (£000)	605,991	589,506
Total accrued pension (£000)	117,439	105,750
Average age (liability weighted)	51.9	50.6
Future working lifetime (years)	6.9	8.5
Deferred pensioners (including undecideds)		
Number	44,373	37,515
Total accrued pension (£000)	63,910	54,625
Average age (liability weighted)	51.2	50.5
Pensioners and dependants		
Number	32,140	28,816
Total pensions in payment (£000)	165,995	151,766
Average age (liability weighted)	69.0	HYMANS # ROBERTSON





Data

Investment strategy

A summary of the investment strategy allocation used for the calculation of employer contribution rates and to derive the future assumed investment return is set out in Table 14.

This information is as set out in the Fund's Investment Strategy Statement.

Table 14: Investment strategy used for the 2022 valuation

	Strategy allocation						
Asset class	Open Employers	Academies	Exiting/Closed Employers	Exited Employers			
Global equities	24.0%	24.0%	24.0%	0.0%			
Private equity	5.0%	7.5%	5.0%	0.0%			
Property	7.5%	7.5%	10.0%	0.0%			
Infrastructure equity	5.0%	7.5%	5.0%	0.0%			
Multi Asset Credit	15.0%	15.0%	15.0%	0.0%			
Emerging Market Debt	5.0%	5.0%	5.0%	0.0%			
High yield bonds	6.0%	6.0%	6.0%	0.0%			
UK index linked government bonds	25.0%	20.0%	30.0%	100.0%			
Private lending	7.5%	7.5%	0.0%	0.0%			
Total	100.0%	100.0%	100.0%	100.0%			





Assumptions

To set and agree assumptions for the valuation, the Fund carried out in-depth analysis and review in February 2022 with the final set agreed by the Pensions Committee on 25 February 2022.

Financial assumptions

Setting employer contribution rates

An asset-liability model is used to set employer contributions at the 2022 valuation. This model relies on Hymans Robertson's proprietary economic model, the Economic Scenario Service (ESS). The ESS reflects the uncertainty associated with future levels of inflation and asset returns and the interactions and correlations between different asset classes and wider economic variables. In the short term (first few years), the models are fitted with current financial market expectations. Over the longer term, models are built around views of fundamental economic parameters, for example equity risk premium, credit spreads and long term inflation. The table below shows the calibration of the ESS at 31 March 2022. Further information on the assumptions used for contribution rate setting is included in the Funding Strategy Statement.

Table 15: ESS individual asset class return distributions at 31 March 2022

						Asset clas	s annualised t	otal returns						lr	nflation/Yield	s
Time period	Percentile	Index Linked Gilts (medium)	Index Linked Gilts (long)	UK Equity	Private Equity	Property	Emerging Market Debt (local currency)	Emerging Markets Equity	Listed Infrastructure Equity	Unlisted Infrastructure Equity	Developed World Equity	Multi Asset Credit (Sub inv grade)	Absolute Return Bonds (inv grade)	Inflation (CPI)	17 year yield (CPI)	17 year yield
	16 th	-1.9%	-3.1%	-0.4%	-1.2%	-0.6%	-1.5%	-2.5%	-1.1%	0.7%	-0.6%	1.7%	0.9%	1.6%	-1.7%	1.1%
10 years	50 th	0.2%	-0.7%	5.7%	9.4%	4.4%	3.4%	5.8%	4.9%	5.9%	5.6%	3.5%	2.3%	3.3%	-0.5%	2.5%
	84 th	2.4%	2.0%	11.6%	20.1%	9.5%	8.6%	14.4%	10.9%	11.2%	11.6%	5.2%	3.7%	4.9%	0.7%	4.3%
	16 th	-1.5%	-2.6%	1.7%	2.4%	1.4%	0.5%	0.1%	1.2%	2.6%	1.6%	2.8%	1.4%	1.2%	-0.7%	1.3%
20 years	50 th	0.1%	-0.9%	6.2%	10.0%	5.0%	4.2%	6.3%	5.6%	6.5%	6.1%	4.4%	2.9%	2.7%	1.1%	3.2%
	84 th	1.9%	0.8%	10.6%	17.6%	8.9%	8.1%	12.8%	10.1%	10.6%	10.8%	6.0%	4.6%	4.3%	2.7%	5.7%
	16 th	-0.3%	-1.1%	3.2%	4.7%	2.6%	1.9%	2.1%	2.6%	3.9%	3.2%	3.6%	1.6%	0.9%	-0.6%	1.1%
40 years	50 th	1.2%	0.3%	6.7%	10.3%	5.5%	5%	6.8%	6.1%	7.0%	6.6%	5.3%	3.3%	2.2%	1.3%	3.3%
	84 th	3.1%	1.9%	10.2%	16.1%	8.8%	8.2%	11.7%	9.8%	10.3%	10.2%	7.1%	5.4%	3.7%	3.2%	6.1%
Volatili	ty (5yr)	7%	9%	18%	30%	15%	15%	26%	18%	15%	18%	6%	3%	3%	VMANS:	# ROBERT



Assumptions

Financial assumptions

Calculating the funding level

The table below summarises the assumptions used to calculate the funding level at 31 March 2022, along with a comparison at the last valuation.

Table 16: Summary of assumptions used for measuring the funding level, compared to last valuation on 31 March 2019

Assumption	31 March 2022	Required for	31 March 2019
Discount rate	3.7% pa	To place a present value on all the benefits promised to scheme members at the valuation date. The Fund's assets are estimated to have a 70% likelihood of returning above the discount rate.	3.2% pa
Benefit increases/CARE revaluation	2.7% pa	To determine the size of future benefit payments.	2.3% pa
Salary increases	3.4% pa	To determine the size of future final-salary linked benefit payments.	3.0% pa

Allowing for the McCloud remedy

Allowance has been included for this expected benefit change at the 2022 valuation as directed by the Department of Levelling Up, Housing and Communities in their letter dated March 2022¹. Further technical detail about this assumption is set out in guide 13 of Hymans Robertson's LGPS 2022 valuation toolkit²



Assumptions

Demographic assumptions

The same demographic assumptions are used in setting contribution rates and assessing the current funding level.

Longevity

Table 17: Summary of longevity assumptions

	This valuation 31 March 2022	Last valuation 31 March 2019
Baseline assumption	VitaCurves based on member- level lifestyle factors	VitaCurves based on member- level lifestyle factors
Future improvements	CMI 2021 model Initial addition = 0.25% (both Female and Male) Smoothing factor = 7.0 1.5% pa long-term rate of improvement	CMI 2018 model Initial addition = 0.25% (Female), 0.5% (Male) Smoothing factor = 7.0 1.25% pa long-term rate of improvement

Further information on these assumptions can be provided upon request. Sample rates are included on the next page.

Other demographic assumptions

Table 18: Summary of other demographic assumptions

Death in service	See sample rates in Tables 19 & 20
Retirements in ill health	See sample rates in Tables 19 & 20
Withdrawals	See sample rates in Tables 19 & 20
Promotional salary increases	See sample rates in Tables 19 & 20
Commutation	65% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits
50:50 option	0.5% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option
Retirement age	The earliest age at which a member can retire with their benefits unreduced
Family details	A varying proportion of members are assumed to have a dependant at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. The dependant of a male member is assumed to be 3 years younger than him and the dependent of a female member is assumed to be 3 years older than her.







Assumptions

Sample rates for demographic assumptions

Males

Table 19: Sample rates of male demographic assumptions

Females

Table 20: Sample rates of female demographic assumptions

Age	Salary Scale	Death Before Retirement	Withd	rawals	III Healtl	n Tier 1	III Hea	lth Tier 2	Age	Salary Scale	Death Before Retirement	Withd	rawals	III Healt	h Tier 1	III Hea	Ith Tier 2
		FT & PT	FT	PT	FT	PT	FT	PT			FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.17	363.88	813.01	0	0	0	0	20	105	0.10	281.94	467.37	0	0	0	0
25	117	0.17	240.35	537.03	0	0	0	0	25	117	0.10	189.71	314.44	0.1	0.07	0.02	0.01
30	131	0.20	170.54	380.97	0	0	0	0	30	131	0.14	159.02	263.54	0.13	0.10	0.03	0.02
35	144	0.24	133.24	297.63	0.10	0.07	0.02	0.01	35	144	0.24	137.25	227.38	0.26	0.19	0.05	0.04
40	150	0.41	107.28	239.55	0.16	0.12	0.03	0.02	40	150	0.38	114.23	189.18	0.39	0.29	0.08	0.06
45	157	0.68	100.77	224.96	0.35	0.27	0.07	0.05	45	157	0.62	106.60	176.51	0.52	0.39	0.10	0.08
50	162	1.09	83.06	185.23	0.90	0.68	0.23	0.17	50	162	0.90	89.87	148.65	0.97	0.73	0.24	0.18
55	162	1.70	65.41	145.94	3.54	2.65	0.51	0.38	55	162	1.19	67.06	111.03	3.59	2.69	0.52	0.39
60	162	3.06	58.30	130.02	6.23	4.67	0.44	0.33	60	162	1.52	54.04	89.37	5.71	4.28	0.54	0.4
65	162	5.10	0	0	11.83	8.87	0	0	65	162	1.95	0	0	10.26	7.69	0	0

Figures are incidence rates per 1,000 members except salary scale. FT and PT denoted full-time and part-time members respectively.



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APPENDIX 3

Reliances and limitations

We have been commissioned by Cheshire West and Chester Council ("the Administering Authority") to carry out a full actuarial valuation of the Cheshire Pension Fund ("the Fund") as at 31 March 2022 as required under Regulation 62 of the Local Government Pension Scheme Regulations 2013 ("the Regulations").

This report is addressed to the Administering Authority. It has been prepared by us as actuaries to the Fund and is solely for the purpose of summarising the main outcomes of the 2022 actuarial valuation. It has not been prepared for any other third party or for any other purpose. We make no representation or warranties to any third party as to the accuracy or completeness of this report, no reliance should be placed on this report by any third party and we accept no responsibility or liability to any third party in respect of it.

Hymans Robertson LLP is the owner of all intellectual property rights in this report. All such rights are reserved.

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

- Our <u>2022 valuation toolkit</u> which sets out the methodology used when reviewing funding plans
- Our paper to the Fund's Pension Committee dated 25 November 2021 which discusses the funding strategy for the Fund's councils
- Our paper to the Fund's Pension Committee dated 22 February 2022 which discusses the valuation assumptions
- Our initial results report dated 23 November 2022 which outlines the whole fund results and inter-valuation experience

- Our data report dated 28 March 2023 which summarises the data used for the valuation, the approach to ensuring it is fit for purpose and any adjustments made to it during the course of the valuation
- The Funding Strategy Statement which details the approach taken to adequately fund the current and future benefits due to members

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

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

- TAS100 Principles for technical actuarial work
- TAS300 Pensions

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Glossary

Term	Explanation
50:50 option	An option for LGPS members to pay half contributions and earn half the retirement benefit (pre-retirement protection benefits are unreduced).
Asset-liability modelling	An approach to modelling and understanding risk for a pension fund. The assets and liabilities are projected forward into the future under many different future scenarios of inflation, investment returns and interest rates. The future scenarios are then analysed to understand the risk associated with a particular combination of contribution rates and investment strategy. Different combinations of contribution rates and/or investment strategies may be tested.
Baseline longevity	The rates of death (by age and sex) in a given group of people based on current observed data.
Club Vita	A firm of longevity experts we partner with for longevity analysis. They combine data from thousands of pension schemes and use it to create detailed baseline longevity assumptions at member-level, as well as insight on general longevity trends and future improvements.
Commutation	The option for members to exchange part of their annual pension for a one-off lump sum at retirement. In the LGPS, every £1 of pension exchanged gives the member £12 of lump sum. The amounts that members commute is heavily influenced by tax rules which set an upper limit on how much lump sum can be taken tax-free.
CPI inflation	The annual rate of change of the Consumer Prices Index (CPI). The CPI is the UK government's preferred measure of inflation and is the measure used to increase LGPS (and all other public sector pension scheme) benefits each year.
Deferred pensioners	A former employee who has left employment (or opted out of the pension fund) but is not yet in receipt of their benefits from the fund.
Demographic assumptions	Assumptions concerned with member and employer choices rather than macroeconomic or financial factors. For example, retirement age or promotional salary scales. Demographic assumptions typically determine the timing of benefit payments.
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Glossary

Term	Explanation
Discount rate	A number used to place a single value on a stream of future payments, allowing for expected future investment returns.
Employee members	Members who are currently employed by employers who participate in the fund and paying contributions into the fund.
ESS	Economic Scenario Service - Hymans Robertson's proprietary economic scenario generator used to create thousands of simulations of future inflation, asset class returns and interest rates.
Funding position	The extent to which the assets held by the fund at 31 March 2022 cover the accrued benefits ie the liabilities. The two measures of the funding position are: • the funding level - the ratio of assets to liabilities; and • the funding surplus/deficit - the difference between the asset and liabilities values.
Inflation	Prices tend to increase over time, which is called inflation. Inflation is measured in different ways, using a different 'basket' of goods and mathematical formulas.
Liabilities	An employer's liability value is the single value at a given point in time of all the benefit payments expected to be made in future to all members. Benefit payments are projected using demographic and financial assumptions and the liability is calculated using a discount rate.
Longevity improvements	An assumption about how rates of death will change in future. Typically we assume that death rates will fall and life expectancies will improve over time, continuing the long-running trend.
Pensioners	A former employee who is in receipt of their benefits from the fund. This category includes eligible dependants of the former employee.



Glossary

Term	Explanation
Primary rate	The estimated cost of future benefits, expressed in percentage of pay terms. The primary rate will include an allowance to cover the fund's expenses.
Prudence	To be prudent means to err on the side of caution in the overall set of assumptions. We build prudence into the choice of discount rate by choosing an assumption with a prudence Level of more than 50%. All other assumptions aim to be best estimate.
Prudence Level	A percentage indicating the likelihood that a discount rate assumption will be achieved in practice, based on the ESS model. The higher the prudence level, the more prudent the discount rate is.
Secondary rate	An adjustment to the primary rate, generally to reflect costs associated with benefits that have already been earned up to the valuation date. This may be expressed as a percentage of pay and/or monetary amount.
Withdrawal	Refers to members leaving the scheme before retirement. These members retain an entitlement to an LGPS pension when they retire, but are no longer earning new benefits.





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Rates & Adjustments certificate



Rates and Adjustments Certificate

In accordance with Regulation 62 of the LGPS regulations, we have assessed the contributions that should be paid into the Cheshire Pension Fund (the Fund) by participating employers for the period 1 April 2023 to 31 March 2026 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in this Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated March 2023 and in Appendix 2 of the report on the actuarial valuation dated 31 March 2023. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

The table below summarises the whole fund primary and secondary contribution rates for the period 1 April 2023 to 31 March 2026. The primary rate is the payroll weighted average of the underlying individual employer primary rates and the secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the LGPS regulations and CIPFA guidance. The secondary rate has been shown both as a monetary amount and an equivalent percentage of the projected pensionable pay.

	This valuation 31 March 2022						
Primary rate	21.9% of pay						
Secondary rate		Monetary amount	Equivalent to % of payroll				
	2023/24	£5,846,000	0.9%				
	2024/25	£893,000	0.1%				
	2025/26	-£868,000	-0.1%				

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



Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Cheshire We	est & Chester Council Pool				:	:	;	:	
101	Cheshire West & Chester Council	20.9%	-0.3%	-0.9%	-0.9%	20.6%	20.0%	20.0%	1
284	Starcare	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
437	Cheshire West Recycling Limited	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
443	Hutchinson Catering	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
445	Westminster Drug Project	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
771	Schools Cheshire West and Chester Council	20.9%	-0.3%	-0.9%	-0.9%	20.6%	20.0%	20.0%	
816	Edsential	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
848	Avenue Services (NW) Limited	23.0%	0.0%	0.0%	0.0%	23.0%	23.0%	23.0%	
942	Brio Leisure	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
Cheshire Ea	st Council Pool								
102	Cheshire East Council	21.0%	5.7%	4.2%	2.7%	26.7%	25.2%	23.7%	1
747	Ansa Environmental Services	18.8%	0.0%	0.0%	0.0%	18.8%	18.8%	18.8%	
748	Orbitas Bereavement Services	18.6%	0.0%	0.0%	0.0%	18.6%	18.6%	18.6%	
953	Ringway Jacobs	20.1%	0.0%	0.0%	0.0%	20.1%	20.1%	20.1%	
Halton Boro	ugh Council Pool								
480	Halton Borough Council	21.1%	-0.6%	-1.1%	-1.1%	20.5%	20.0%	20.0%	1
438	Mellors Catering Services Limited - St Basils	21.4%	0.0%	0.0%	0.0%	21.4%	21.4%	21.4%	
Warrington	Borough Council Pool								
680	Warrington Borough Council	20.9%	-0.4%	-0.9%	-0.9%	20.5%	20.0%	20.0%	1
581	Warrington Borough Transport	27.5%	0.0%	0.0%	0.0%	27.5%	27.5%	27.5%	





Employer	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
code			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Cheshire Fire	Pool	:			:	•	·	;	
161	Cheshire Fire Authority	20.6%	-1.0%	-0.5%	0%	19.6%	20.1%	20.6%	1
Police & Crim	ne Commissioner Pool								
172	Police & Crime Commissioner	20.6%	-0.3%	0%	0%	20.3%	20.6%	20.6%	1
Riverside Col	llege Pool								
897	Riverside College	24.7%	-0.2%	-0.2%	-0.2%	24.5%	24.5%	24.5%	1
The Cheshire	College Pool								
861	The Cheshire College	24.8%	0.1%	0.1%	0.1%	24.9%	24.9%	24.9%	1
Warrington a	nd Vale Royal College Pool								
875	Warrington & Vale Royal College	24.5%	-1.8%	-1.8%	-1.8%	22.7%	22.7%	22.7%	1
Torus62 Pool									
285	Torus 62	45.2%	-7.2%	-7.2%	-7.2%	38.0%	38.0%	38.0%	1
Guinness Par	rtnership Pool								
847	Guinness Partnership	27.8%	0.0%	0.0%	0.0%	27.8%	27.8%	27.8%	1
Parish Counc	ils Pool								
4	Alderley Edge Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
7	Northwich Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
8	Winsford Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
11	Nantwich Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
20	Knutsford Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
42	Bollington Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	





Employer code	Employer name	Primary	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
		rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Parish Cour	ncil Pool (Continued)								
44	Middlewich Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
48	Poynton Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
80	Disley Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
84	Winwick Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
87	Nether Alderley Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
88	Birchwood Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
89	Grappenhall & Thelwall Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
90	Odd Rode Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
92	Congleton Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
93	Frodsham Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
95	Sandbach Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
432	Brereton Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
737	Crewe Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
745	Appleton Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
746	Stockton Heath Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
810	Macclesfield Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
819	Delamere and Oakmere Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
828	Hartford Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
878	Barnton Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
912	Poulton with Fearnhead Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
919	Neston Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	





Employer	Familian	Primary	Secondary r	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Parish Cour	cil Pool (Continued)								
956	Wilmslow Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
964	Alsager Town Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
974	Handforth Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
977	Holmes Chapel Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
979	Lymm Parish Council	21.5%	0.6%	0.0%	0.0%	22.1%	21.5%	21.5%	
Academies									
230	Kassia Academy and Support Services	19.7%	0.0%	0.0%	0.0%	19.7%	19.7%	19.7%	
247	Brookfields School	18.9%	0.0%	0.0%	0.0%	18.9%	18.9%	18.9%	
256	St Chads Catholic and Church of England Academy	20.7%	0.9%	0.9%	0.9%	21.6%	21.6%	21.6%	
463	Cornerstone Academy	21.1%				21.1%	21.1%	21.1%	
535	Sandbach School	19.5%	-0.1%	-0.1%	-0.1%	19.4%	19.4%	19.4%	
710	The Catholic High School Chester	20.3%				20.3%	20.3%	20.3%	1
712	Rudheath Community Primary School	20.3%				20.3%	20.3%	20.3%	
713	Birchwood High School	19.9%				19.9%	19.9%	19.9%	1
715	Worth Primary School	20.9%	0.7%	0.7%	0.7%	21.6%	21.6%	21.6%	
716	St Thomas More Catholic High School	20.4%				20.4%	20.4%	20.4%	
717	Stapeley Broad Lane	20.9%				20.9%	20.9%	20.9%	
727	Cloughwood School	19.5%	-0.2%	-0.2%	-0.2%	19.3%	19.3%	19.3%	
732	Over Hall Community School	19.9%	0.6%	0.6%	0.6%	20.5%	20.5%	20.5%	





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Employer	Employer name	Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies	(Continued)					•			
741	The Quinta Primary School	20.6%	0.4%	0.4%	0.4%	21.0%	21.0%	21.0%	
743	The Cavendish High Academy	19.9%	-0.3%	-0.3%	-0.3%	19.6%	19.6%	19.6%	
744	Wistaston Academy	19.6%	-1.6%	-1.6%	-1.6%	18.0%	18.0%	18.0%	
749	The Hermitage Trust	20.7%	2.8%	2.8%	2.8%	23.5%	23.5%	23.5%	
750	Tytherington School	20.3%	3.1%	3.1%	3.1%	23.4%	23.4%	23.4%	
751	Pear Tree School	20.9%	2.5%	2.5%	2.5%	23.4%	23.4%	23.4%	
758	Marlfields Primary Academy	21.2%	-0.4%	-0.4%	-0.4%	20.8%	20.8%	20.8%	
759	St Bernards Rc Primary School	20.2%	1.4%	1.4%	1.4%	21.6%	21.6%	21.6%	
762	Smallwood CofE Primary Academy	20.9%	0.1%	0.1%	0.1%	21.0%	21.0%	21.0%	
765	Mossley CofE Primary School	20.7%	1.6%	1.6%	1.6%	22.3%	22.3%	22.3%	
799	St Augustine's Catholic Primary School, a Voluntary Academy	20.0%	0.6%	0.6%	0.6%	20.6%	20.6%	20.6%	
804	Shavington Academy	20.4%	3.8%	3.8%	3.8%	24.2%	24.2%	24.2%	
807	The Russett School	20.8%	1.8%	1.8%	1.8%	22.6%	22.6%	22.6%	
818	University Technical College (UTC) Warrington	19.5%	-1.8%	-1.8%	-1.8%	17.7%	17.7%	17.7%	
835	Gorsey Bank Primary School	21.3%	15.5%	15.5%	15.5%	36.8%	36.8%	36.8%	
928	Sandbach High School & Sixth Form	20.1%	-1.3%	-1.3%	-1.3%	18.8%	18.8%	18.8%	
934	Bishops Blue Coat COE High School	20.3%	1.1%	1.1%	1.1%	21.4%	21.4%	21.4%	
937	Mottram St Andrew Primary Academy	21.3%	-1.8%	-1.8%	-1.8%	19.5%	19.5%	19.5%	
946	Macclesfield Academy	20.7%	8.1%	8.1%	8.1%	28.8%	28.8%	28.8%	
947	Lacey Green Primary Academy	19.5%	-0.9%	-0.9%	-0.9%	18.6%	18.6%	18.6%	
948	Holmes Chapel Comprehensive School	20.6%	-1.6%	-1.6%	-1.6%	19.0%	19.0%	19.0%	





Employer		Primary	Secondary r	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies ((Continued)	:			:	:	;	;	•
965	Neston High School	20.6%	1.7%	1.7%	1.7%	22.3%	22.3%	22.3%	
971	Lymm High School	19.8%	-0.1%	-0.1%	-0.1%	19.7%	19.7%	19.7%	
976	Kings Leadership Academy Warrington	18.2%	0.8%	0.8%	0.8%	19.0%	19.0%	19.0%	
Alexandra A	cademy Trust								
453	Haslington Primary School	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%	
824	Monks Coppenhall Academy	20.5%	2.2%	2.2%	2.2%	22.7%	22.7%	22.7%	
Alsager Mul	ti Academy								
240	Weston Village Primary School	20.5%	1.4%	1.4%	1.4%	21.9%	21.9%	21.9%	
442	Alsager Highfield Community Primary School	20.8%	1.1%	1.1%	1.1%	21.9%	21.9%	21.9%	
730	Alsager School	20.6%	1.3%	1.3%	1.3%	21.9%	21.9%	21.9%	
Brine Multi A	Academy Trust								
469	Audlem St James CofE Primary School	21.6%	0.3%	0.3%	0.3%	21.9%	21.9%	21.9%	
925	Brine Leas School	20.9%	1.0%	1.0%	1.0%	21.9%	21.9%	21.9%	1
Chancery M	ulti Academy Trust								
238	Excalibur Primary School	20.9%	0.9%	0.9%	0.9%	21.8%	21.8%	21.8%	
239	Pikemere School	20.7%	1.6%	1.6%	1.6%	22.3%	22.3%	22.3%	
805	The Berkeley Academy	20.5%	-0.6%	-0.6%	-0.6%	19.9%	19.9%	19.9%	
806	Willaston Primary Academy	20.3%	0.5%	0.5%	0.5%	20.8%	20.8%	20.8%	





Employer	F	Primary	Secondary r	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies ((Continued)								
Cheshire Ac	ademies Trust								
266	Bexton Primary School	21.0%	3.7%	3.7%	3.7%	24.7%	24.7%	24.7%	
450	Manor Park School and Nursery	20.6%	0.0%	0.0%	0.0%	20.6%	20.6%	20.6%	
973	Kelsall Primary School	19.4%	0.0%	0.0%	0.0%	19.4%	19.4%	19.4%	
775	Boughton Heath Academy	21.7%	2.1%	2.1%	2.1%	23.8%	23.8%	23.8%	
776	Mill View Academy	20.7%	0.8%	0.8%	0.8%	21.5%	21.5%	21.5%	
Chester Dio	cesan Academy Trust								
236	Brereton CoE Primary	21.1%	-0.5%	-0.5%	-0.5%	20.6%	20.6%	20.6%	
276	Astbury St Mary's CoE Primary School	20.9%	-0.3%	-0.3%	-0.3%	20.6%	20.6%	20.6%	
439	Little Bollington CoE Primary School	21.4%	-0.8%	-0.8%	-0.8%	20.6%	20.6%	20.6%	
446	Utkinton St Pauls CE Primary School	20.8%	-0.2%	-0.2%	-0.2%	20.6%	20.6%	20.6%	
466	Bosley St Mary's Primary School	19.4%	1.2%	1.2%	1.2%	20.6%	20.6%	20.6%	
865	Wybunbury Delves	19.7%	0.9%	0.9%	0.9%	20.6%	20.6%	20.6%	
Concordia	1								
242	Parklands Community Primary School	-6.0%	26.1%	26.1%	26.1%	20.1%	20.1%	20.1%	
244	Wolverham Primary and Nursery School	19.2%	0.0%	0.0%	0.0%	19.2%	19.2%	19.2%	
245	Childer Thornton Primary School	20.4%	-0.3%	-0.3%	-0.3%	20.1%	20.1%	20.1%	
832	Highfield Community Primary School	21.0%	4.6%	4.6%	4.6%	25.6%	25.6%	25.6%	





Employer	Employer name	Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies ((Continued)								
Create Learn	ning Trust								
259	Cuddington Primary School	21.6%	3.5%	3.5%	3.5%	25.1%	25.1%	25.1%	
261	Little Leigh Primary School	20.2%	0.3%	0.3%	0.3%	20.5%	20.5%	20.5%	
262	Sandiway Primary School	20.9%	2.1%	2.1%	2.1%	23.0%	23.0%	23.0%	
Frank Field	Education Trust								
283	Handforth Grange Community Primary and Nursery School	19.8%	1.8%	1.8%	1.8%	21.6%	21.6%	21.6%	
918	Ellesmere Port Church of England College	19.6%	-0.1%	-0.1%	-0.1%	19.5%	19.5%	19.5%	
Liverpool Di	ocesan Schools Trust								
253	Glazebury CoE Primary School	20.2%	-0.3%	-0.3%	-0.3%	19.9%	19.9%	19.9%	
254	Hollins Green St Helen's CoE Primary School	19.9%	0.0%	0.0%	0.0%	19.9%	19.9%	19.9%	
Manor Hall A	Academy Trust								
738	Adelaide School	19.7%	-0.6%	-0.6%	-0.6%	19.1%	19.1%	19.1%	
833	Adelaide Heath Academy	19.9%	0.7%	0.7%	0.7%	20.6%	20.6%	20.6%	
North West	Academies Trust Limited								
429	Acresfield Primary School	19.5%	0.0%	0.0%	0.0%	19.5%	19.5%	19.5%	
723	St Martins Academy Chester	19.0%	-1.1%	-1.1%	-1.1%	17.9%	17.9%	17.9%	
726	Grosvenor Park CofE Academy	20.4%	-0.1%	-0.1%	-0.1%	20.3%	20.3%	20.3%	
742	Weaverham Primary Academy	19.3%	0.0%	0.0%	0.0%	19.3%	19.3%	19.3%	
752	The Oak View Primary School	20.3%	1.4%	1.4%	1.4%	21.7%	21.7%	21.7%	
830	Acton CoE Primary Academy	20.2%	-1.9%	-1.9%	-1.9%	18.3%	18.3%	18.3%	
831	Calveley Primary Academy	18.7%	0.6%	0.6%	0.6%	19.3%	19.3%	19.3%	





Employer	F	Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies ((Continued)			;				!	
North West	Academies Trust Limited (Continued)								
936	Delamere Academy	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%	
958	Rudheath Senior Academy	20.0%	6.9%	6.9%	6.9%	26.9%	26.9%	26.9%	
Omega Mult	i Academy Trust								
225	Burtonwood Community Primary School	21.3%	0.5%	0.5%	0.5%	21.8%	21.8%	21.8%	
226	Chapelford Village Primary School	19.5%	2.3%	2.3%	2.3%	21.8%	21.8%	21.8%	
227	Park Road Community Primary School	21.3%	0.5%	0.5%	0.5%	21.8%	21.8%	21.8%	
228	Westbrook Old Hall Primary	21.2%	0.6%	0.6%	0.6%	21.8%	21.8%	21.8%	
984	Great Sankey High School	20.1%	1.7%	1.7%	1.7%	21.8%	21.8%	21.8%	
One Commu	unity Trust								
425	Croft Primary School	19.8%	0.2%	0.2%	0.2%	20.0%	20.0%	20.0%	
426	Gorse Covert Primary	20.5%	-0.1%	-0.1%	-0.1%	20.4%	20.4%	20.4%	
427	Oakwood Avenue Community Primary School	19.9%	0.0%	0.0%	0.0%	19.9%	19.9%	19.9%	
428	Woolston Community Primary School	20.4%	-0.2%	-0.2%	-0.2%	20.2%	20.2%	20.2%	
Ormiston Ad	cademies Trust								
766	Ormiston Chadwick	19.9%	-0.1%	-0.1%	-0.1%	19.8%	19.8%	19.8%	
926	Ormiston Bolingbroke Academy	19.6%	-0.3%	-0.3%	-0.3%	19.3%	19.3%	19.3%	
967	Sandymoor School	20.1%	0.0%	0.0%	0.0%	20.1%	20.1%	20.1%	





Employer	Employer name	Primary rate	Secondary r	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code		(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies	(Continued)								
Rural Churc	ch Schools Academy Trust								
352	Bunbury Aldersey CofE Primary School	21.1%	-0.1%	-0.1%	-0.1%	21.0%	21.0%	21.0%	
356	St Oswald's Worleston CofE Primary School	20.1%	0.9%	0.9%	0.9%	21.0%	21.0%	21.0%	
357	Warmingham CofE Primary School	17.9%	3.1%	3.1%	3.1%	21.0%	21.0%	21.0%	
Sandstone 7	Trust								
147	Eaton Primary School	20.4%	3.8%	3.8%	3.8%	24.2%	24.2%	24.2%	
148	Tarvin Primary School	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%	
	Tarporley HS & Sixth Form College	20.6%	2.8%	2.8%	2.8%	23.4%	23.4%	23.4%	
St Bart's Mu	ılti-Academy Trust								
734	Cranberry Academy	20.8%	-1.8%	-1.8%	-1.8%	19.0%	19.0%	19.0%	
735	St Michaels Community Academy	20.7%	-1.7%	-1.7%	-1.7%	19.0%	19.0%	19.0%	
779	Hungerford Primary Academy	20.5%	-1.5%	-1.5%	-1.5%	19.0%	19.0%	19.0%	
311	Nantwich Primary Academy	20.1%	-1.1%	-1.1%	-1.1%	19.0%	19.0%	19.0%	
359	Offley Primary Academy	21.3%	-2.3%	-2.3%	-2.3%	19.0%	19.0%	19.0%	
St Michael v	with St Thomas CE Primary School								
299	St Michael with St Thomas CE Primary School	20.1%	4.7%	4.7%	4.7%	24.8%	24.8%	24.8%	
467	Mellors - St Michael and St Thomas	20.3%				20.3%	20.3%	20.3%	
The Aspire I	Educational Trust								
287	Hollinhey Primary School	20.6%	1.1%	1.1%	1.1%	21.7%	21.7%	21.7%	
	Holmes Chapel Primary School	21.1%	0.2%	0.2%	0.2%	21.3%	21.3%	21.3%	
733	Ash Grove Primary & Nursery School	20.1%	0.8%	0.8%	0.8%	20.9%	20.9%	20.9%	





Employer	Employer name	Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies	(Continued)			;	·	•		•	
The Aspire I	Educational Trust (Continued)								
739	Parkroyal Community School	20.6%	0.8%	0.8%	0.8%	21.4%	21.4%	21.4%	
783	Sandbach Primary Academy	20.0%	1.2%	1.2%	1.2%	21.2%	21.2%	21.2%	
784	Peover Superior Endowed Primary School	20.6%	1.7%	1.7%	1.7%	22.3%	22.3%	22.3%	
790	Ivy Bank Primary School	20.4%	0.3%	0.3%	0.3%	20.7%	20.7%	20.7%	
840	The Wilmslow Academy	19.9%	5.0%	5.0%	5.0%	24.9%	24.9%	24.9%	
842	Underwood West Academy	20.5%	6.1%	6.1%	6.1%	26.6%	26.6%	26.6%	
853	Victoria Road Primary School	19.3%	0.0%	0.0%	0.0%	19.3%	19.3%	19.3%	
879	Puss Bank School and Nursery	19.6%	-1.4%	-1.4%	-1.4%	18.2%	18.2%	18.2%	
The Beam E	ducation Trust								
454	Ravenbank Community Primary School	20.6%	2.4%	2.4%	2.4%	23.0%	23.0%	23.0%	
455	Statham Community Primary School	20.4%	2.6%	2.6%	2.6%	23.0%	23.0%	23.0%	
456	Thelwall Infant School	21.3%	1.7%	1.7%	1.7%	23.0%	23.0%	23.0%	
457	Oughtrington Community Primary School	21.2%	1.8%	1.8%	1.8%	23.0%	23.0%	23.0%	
The Challen	ge Academy Trust								
241	Penketh South Community Primary School	20.2%	-0.3%	-0.3%	-0.3%	19.9%	19.9%	19.9%	
434	Broomfields Junior School	20.3%	0.0%	0.0%	0.0%	20.3%	20.3%	20.3%	
435	Meadowside Community Primary and Nursery School	19.9%	-0.1%	-0.1%	-0.1%	19.8%	19.8%	19.8%	
504	Priestley Sixth Form College	20.2%	-0.2%	-0.2%	-0.2%	20.0%	20.0%	20.0%	
714	Penketh High School	20.0%	3.3%	3.3%	3.3%	23.3%	23.3%	23.3%	
768	Bridgewater High School	20.9%	2.8%	2.8%	2.8%	23.7%	23.7%	23.7%	1





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Employer		Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies	(Continued)	:			:	:	:	:	
The Challen	ge Academy Trust (Continued)								
855	Great Sankey Primary	20.9%	-0.1%	-0.1%	-0.1%	20.8%	20.8%	20.8%	
858	Sir Thomas Boteler High	19.8%	0.0%	0.0%	0.0%	19.8%	19.8%	19.8%	
983	University Academy Warrington	19.9%	0.0%	0.0%	0.0%	19.9%	19.9%	19.9%	
990	Beamont Collegiate Academy	20.3%	-0.1%	-0.1%	-0.1%	20.2%	20.2%	20.2%	
The Fallibro	ome Trust								
729	Whirley Primary School	20.4%	1.3%	1.3%	1.3%	21.7%	21.7%	21.7%	
763	Nether Alderley Primary School	20.9%	0.8%	0.8%	0.8%	21.7%	21.7%	21.7%	
764	Broken Cross Primary Academy & Nursery	20.1%	1.6%	1.6%	1.6%	21.7%	21.7%	21.7%	
814	Upton Priory School	20.6%	1.1%	1.1%	1.1%	21.7%	21.7%	21.7%	
825	Marlborough Primary School	20.4%	1.3%	1.3%	1.3%	21.7%	21.7%	21.7%	
843	Adlington Primary School	21.2%	0.5%	0.5%	0.5%	21.7%	21.7%	21.7%	
869	Gawsworth Primary School	18.4%	3.3%	3.3%	3.3%	21.7%	21.7%	21.7%	
924	The Fallibroome Academy	20.0%	1.7%	1.7%	1.7%	21.7%	21.7%	21.7%	
927	The Winsford Academy	20.3%	1.4%	1.4%	1.4%	21.7%	21.7%	21.7%	
970	Eaton Bank School	21.1%	0.6%	0.6%	0.6%	21.7%	21.7%	21.7%	
The Heath F	amily (North West)								
754	Bridgewater Park Primary School	21.1%	-1.4%	-1.4%	-1.4%	19.7%	19.7%	19.7%	
841	Daresbury Primary School	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%	
943	The Heath Academy	19.9%	-0.2%	-0.2%	-0.2%	19.7%	19.7%	19.7%	
944	Palacefields Academy	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	



Familia		Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contribution	ons (primary rate plus	secondary rate)	Notes
Employer code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies	(Continued)	(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,							
The Holy Fa	mily of Nazareth Catholic Academy Trust								
781	St Paul's Catholic Primary School	21.9%	0.2%	0.2%	0.2%	22.1%	22.1%	22.1%	
782	St Alban's Catholic Primary School	21.0%	5.6%	5.6%	5.6%	26.6%	26.6%	26.6%	
792	Saint Mary's Catholic Primary School, a Voluntary Academy	20.4%	1.7%	1.7%	1.7%	22.1%	22.1%	22.1%	
985	All Hallows Catholic College	20.8%	-1.9%	-1.9%	-1.9%	18.9%	18.9%	18.9%	
The Learnin	g Alliance								
257	Egerton Primary School	21.1%	0.9%	0.9%	0.9%	22.0%	22.0%	22.0%	
731	Sir William Stanier	21.1%	0.9%	0.9%	0.9%	22.0%	22.0%	22.0%	
761	Black Firs Primary School	20.2%	1.8%	1.8%	1.8%	22.0%	22.0%	22.0%	
817	The Oaks Academy	20.4%	1.6%	1.6%	1.6%	22.0%	22.0%	22.0%	
829	Crewe Engineering and Design UTC	20.9%	1.1%	1.1%	1.1%	22.0%	22.0%	22.0%	
935	Congleton High School	20.3%	1.7%	1.7%	1.7%	22.0%	22.0%	22.0%	
961	Knutsford Academy	21.1%	0.9%	0.9%	0.9%	22.0%	22.0%	22.0%	
The Learnin	g For Life Partnership MAT								
289	Daven Primary School	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
461	Mellors Learning for Life	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	
724	Leighton Academy	20.2%	0.1%	0.1%	0.1%	20.3%	20.3%	20.3%	1
770	Wistaston Church Lane	19.9%	-0.1%	-0.1%	-0.1%	19.8%	19.8%	19.8%	
813	Shavington Primary School	18.9%	-0.1%	-0.1%	-0.1%	18.8%	18.8%	18.8%	
823	Wheelock Primary School	20.5%	-0.2%	-0.2%	-0.2%	20.3%	20.3%	20.3%	





Employer	Familian and a second	Primary	Secondary r	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies	(Continued)				•		•	•	
The Learnin	ng Trust								
468	Belgrave Primary School	20.9%	0.0%	0.0%	0.0%	20.9%	20.9%	20.9%	
854	Queen's Park High School	20.1%	0.8%	0.8%	0.8%	20.9%	20.9%	20.9%	
932	Christleton High School	20.1%	0.8%	0.8%	0.8%	20.9%	20.9%	20.9%	
The Samara	Multi Academy Trust								
233	Upton Heath CoE Primary School	20.6%	0.8%	0.8%	0.8%	21.4%	21.4%	21.4%	
234	Little Sutton Church of England Primary School	21.3%	-0.2%	-0.2%	-0.2%	21.1%	21.1%	21.1%	
235	Clutton CoE Primary School	21.3%	0.1%	0.1%	0.1%	21.4%	21.4%	21.4%	
The Sir Joh	n Brunner Foundation								
	Middlewich High School	20.3%	7.3%	7.3%	7.3%	27.6%	27.6%	27.6%	
514	Sir John Deane's College	19.6%	0.0%	0.0%	0.0%	19.6%	19.6%	19.6%	
972	County High School, Leftwich	20.9%	0.1%	0.1%	0.1%	21.0%	21.0%	21.0%	
The TRUE L	earning Partnership								
251	Lostock Hall Primary School	21.2%	0.7%	0.7%	0.7%	21.9%	21.9%	21.9%	
255	Poynton High School	20.5%	0.4%	0.4%	0.4%	20.9%	20.9%	20.9%	
440	Disley Primary School	21.2%	2.6%	2.6%	2.6%	23.8%	23.8%	23.8%	
Wade Deac	on Trust								
229	The Grange School	20.4%	-0.9%	-0.9%	-0.9%	19.5%	19.5%	19.5%	
711	Wade Deacon High School	19.4%	0.1%	0.1%	0.1%	19.5%	19.5%	19.5%	
778	Widnes Academy	20.1%	-0.6%	-0.6%	-0.6%	19.5%	19.5%	19.5%	





Employer	-	Primary	Secondary ra	te (% of pay plus mone	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies	(Continued)		•	•		•	•	!	
Warrington	Primary Academy Trust								
248	Alderman Bolton Community Primary School	20.1%	-0.1%	-0.1%	-0.1%	20.0%	20.0%	20.0%	
298	Ditton Primary School	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	
449	Simms Cross Primary School	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%	
844	Bruche Community Primary School	20.8%	0.4%	0.4%	0.4%	21.2%	21.2%	21.2%	
845	Evelyn Street Community Primary School	19.7%	1.5%	1.5%	1.5%	21.2%	21.2%	21.2%	
846	Penketh Community Primary School	20.2%	2.1%	2.1%	2.1%	22.3%	22.3%	22.3%	
871	Beamont Community Primary School	19.8%	0.0%	0.0%	0.0%	19.8%	19.8%	19.8%	
Weaver Tru	st								
275	Grange Community Nursery and Primary School	19.5%	0.6%	0.6%	0.6%	20.1%	20.1%	20.1%	
452	Leftwich Community Primary School	19.7%	0.6%	0.6%	0.6%	20.3%	20.3%	20.3%	
860	Barnton Primary	20.5%	-0.2%	-0.2%	-0.2%	20.3%	20.3%	20.3%	
Youth Engage	gement Schools Trust								
444	The Axis Academy	19.3%	-0.7%	-0.7%	-0.7%	18.6%	18.6%	18.6%	
809	The Fermain Academy	17.4%	0.0%	0.0%	0.0%	17.4%	17.4%	17.4%	
Individual e	mployers								
12	Cheshire Community Action	61.8%	-22.6% plus £25,000	-22.6% plus £25,000	-22.6% plus £25,000	39.2% plus £25,000	39.2% plus £25,000	39.2% plus £25,000	2
15	Adoption Matters Northwest	25.5%	-2.1%	-2.1%	-2.1%	23.4%	23.4%	23.4%	
19	Warrington Voluntary Action	45.1%	£17,000	£17,000	£17,000	45.1% plus £17,000	45.1% plus £17,000	45.1% plus £17,000	
32	David Lewis Centre	36.2%	£300,000	£300,000	£300,000	36.2% plus £300,000	36.2% plus £300,000	36.2% plus £300,000	







Employer	Employer name	Primary	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
code		rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Individual e	mployers (Continued)	·		•					
36	Warrington Housing Association	28.4%	-3.3%	-3.3%	-3.3%	25.1%	25.1%	25.1%	
43	Active Cheshire	23.2%	0.9%	0.9%	0.9%	24.1%	24.1%	24.1%	
47	Quality Care Commission	49.6%	£258,000	£258,000	£258,000	49.6% plus £258,000	49.6% plus £258,000	49.6% plus £258,000	
51	Norton Priory Museum Trust	25.4%	-2.5%	-2.5%	-2.5%	22.9%	22.9%	22.9%	
65	Kings School	57.7%	-57.7%	-57.7%	-57.7%	0.0%	0.0%	0.0%	
68	University of Chester	27.6%	-2.9%	-2.9%	-2.9%	24.7%	24.7%	24.7%	
81	Deafness Support Network	55.1%	-10.9% plus £108,000	-10.9% plus £108,000	-10.9% plus £108,000	44.2% plus £108,000	44.2% plus £108,000	44.2% plus £108,000	
205	Belong Limited	45.5%	-5.7% plus £525,000	-5.7% plus £525,000	-5.7% plus £525,000	39.8% plus £525,000	39.8% plus £525,000	39.8% plus £525,000	
232	Caterlink (Sandbach)	41.9%	-19.4%	-19.4%	-19.4%	22.5%	22.5%	22.5%	
274	Verve	41.0%	5.3%	5.3%	5.3%	46.3%	46.3%	46.3%	
286	Torus 62 (ComMutual)	30.5%	0.0%	0.0%	0.0%	30.5%	30.5%	30.5%	
295	Midshire Catering Services Limited Hartford	30.1%	-9.7%	-9.7%	-9.7%	20.4%	20.4%	20.4%	
474	Mellors - Frank Field Trust	42.4%	-42.4%	-42.4%	-42.4%	0.0%	0.0%	0.0%	
510	Macclesfield College	27.1%	-2.6%	-2.6%	-2.6%	24.5%	24.5%	24.5%	
513	Reaseheath College	24.7%	0.1%	0.1%	0.1%	24.8%	24.8%	24.8%	
575	Weaver Vale Housing Trust	38.4%	-4.9% plus £312,000	-4.9% plus £312,000	-4.9% plus £312,000	33.5% plus £312,000	33.5% plus £312,000	33.5% plus £312,000	
719	SPIE	23.8%	-3.9%	-3.9%	-3.9%	19.9%	19.9%	19.9%	
753	Tarmac Trading Ltd	37.6%	-5.1%	-5.1%	-5.1%	32.5%	32.5%	32.5%	
756	Everybody Health & Leisure	24.4%	-2.8%	-2.8%	-2.8%	21.6%	21.6%	21.6%	1
757	Mersey Gateway Crossing Board	28.9%	0.0%	0.0%	0.0%	28.9%	28.9%	28.9%	
777	Catalyst Choices	25.8%	-25.8%	0.0%	0.0%	0.0%	25.8%	25.8%	





Employer code	Employer name	Primary	Secondary ra	ate (% of pay plus mon	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)		
		rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
ndividual er	mployers (Continued)	i i		•	:		;	:	:	
798	CoWest Services Ltd (Qwest)	39.8%	-39.8%	-39.8%	-39.8%	0.0%	0.0%	0.0%		
815	Your Housing	38.1%	38.1%	38.1%	38.1%	76.2%	76.2%	76.2%		
826	Churchill Contract Services	40.1%	-40.1%	-40.1%	-40.1%	0.0%	0.0%	0.0%		
850	West Cheshire Facilities Management (Gemcliff)	42.9%	-42.9%	-42.9%	-42.9%	0.0%	0.0%	0.0%		
851	Midshire Catering Services Ltd	42.9%	-42.9%	-42.9%	-42.9%	0.0%	0.0%	0.0%		
862	Engie Services Ltd	40.0%	-6.1%	-6.1%	-6.1%	33.9%	33.9%	33.9%		
866	ForHousing	38.0%	-38.0%	-38.0%	-38.0%	0.0%	0.0%	0.0%		
876	Cheshire and Wirral Partnership NHS Trust	41.5%	-21.3%	-21.3%	-21.3%	20.2%	20.2%	20.2%		
884	ISS	42.2%	-42.2%	-42.2%	-42.2%	0.0%	0.0%	0.0%		
890	Halton Housing Trust	40.7%	-12.0%	-12.0%	-12.0%	28.7%	28.7%	28.7%		
913	N W Fire Control Ltd	20.0%	0.6%	0.6%	0.6%	20.6%	20.6%	20.6%		
933	Innovate Ltd Tytherington	41.7%	-41.7%	-41.7%	-41.7%	0.0%	0.0%	0.0%		
950	Aspens Services	43.0%	-43.0%	-43.0%	-43.0%	0.0%	0.0%	0.0%		
954	RM Estates Ltd	27.4%	0.0%	0.0%	0.0%	27.4%	27.4%	27.4%		
962	Livewire	37.2%	-37.2%	-37.2%	-37.2%	0.0%	0.0%	0.0%		
963	Warrington Cultural Trust	36.5%	-36.5%	-36.5%	-36.5%	0.0%	0.0%	0.0%		
986	HQ Theatres	36.3%	-36.3%	-36.3%	-36.3%	0.0%	0.0%	0.0%		
954	RM Estates Ltd	27.4%	0.0%	0.0%	0.0%	27.4%	27.4%	27.4%		
962	Livewire	37.2%	-37.2%	-37.2%	-37.2%	0.0%	0.0%	0.0%		
963	Warrington Cultural Trust	36.5%	-36.5%	-36.5%	-36.5%	0.0%	0.0%	0.0%		
986	HQ Theatres	36.3%	-36.3%	-36.3%	-36.3%	0.0%	0.0%	0.0%		





Employer	Employer name	Primary	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
code		rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Employers v	with post-cessation funding agreements								
326	Plus Dane (Cheshire) Housing Association	0.0%	£2,572,000	0.0%	0.0%	0.0% plus £2,572,000	0.0%	0.0%	2
891	Cheshire Peaks & Plains Housing Trust	0.0%	£158,000	£158,000	£158,000	0.0% plus £158,000	0.0% plus £158,000	0.0% plus £158,000	
Sanctuary Ho	ousing Association Pool								
780	Sanctuary Housing Association	0.0%	£387,000	£387,000	£387,000	0.0% plus £387,000	0.0% plus £387,000	0.0% plus £387,000	1
New joiners	from 1 April 2022								
103	Frodsham Primary Academy	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
105	The Acorns Primary and Nursery School	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
106	Whitley Village School	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
252	Oakfield Lodge School	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
258	Comberbach Primary School	20.3%	0.0%	0.0%	0.0%	20.3%	20.3%	20.3%	
270	CLTA	23.0%	0.0%	0.0%	0.0%	23.0%	23.0%	23.0%	
277	Cheshire Academies Trust	22.4%	0.0%	0.0%	0.0%	22.4%	22.4%	22.4%	
475	Elworth Primary School	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
476	Christ the King Catholic and CoE Primary School	26.2%	0.0%	0.0%	0.0%	26.2%	26.2%	26.2%	
479	Westminster Community Primary School	20.3%	0.0%	0.0%	0.0%	20.3%	20.3%	20.3%	





Notes and Further comments to the Rates and Adjustments Certificate

Note 1: The employer is responsible for the funding risks of at least one other employer in the Fund and has been treated as a pool for the purpose of contribution rate setting. This may be due to a "pass-through" arrangement being in place or if the employer has taken on the assets and liabilities of a ceased employer.

Note 2: The employer is assumed to be a participating employer as at 1 April 2023. It is my understanding that discussion are in progress with the Fund in regards to the employer's cessation from participation. If a cessation event does occur for the employer, the Rates and Adjustments Certificate will need to be revised.

- Contributions expressed as a percentage of payroll should be paid into the Fund at a frequency in accordance with the requirements of the Regulations
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.
- The monetary contributions set out in the certificate above can be prepaid in advance with appropriate adjustments for interest as and when agreed with the Administering Authority. Under these circumstances a revised Rates and Adjustments certificate may be issued reflecting any advance payments.

Gemma Sefton FFA

30 March 2023 For and on behalf of Hymans Robertson LLP Robert Bilton FFA





HYMANS **♯** ROBERTSON



Metric	Unit	2022 valuation
2022 funding position – local funding basis		
Funding level (assets/liabilities)	%	113%
Funding level (change since previous valuation)	%	16% increase
Asset value used at the valuation	£m	6,968
Value of liabilities (including McCloud liability)	£m	6,146
Surplus (deficit)	£m	822
Discount rate – past service	% pa	3.7%
Discount rate – future service	% pa	Past service and future service are consistently valued with the same underlying assumptions, methodologies and models regarding future expected levels of inflation, interest rates and investment returns.
Assumed pension increase (CPI)	% pa	2.7%
Method of derivation of discount rate, plus any changes since previous valuation		There is a 70% likelihood that the Fund's assets will return at least 3.7% over the 20 following the 2022 valuation date. This is the same methodology and likelihood used for the 2019 valuation.





Metric	Unit	2022 valuation
Assumed life expectancy at age 65		
Life expectancy for current pensioners – men age 65	years	21.3
Life expectancy for current pensioners – women age 65	years	24.0
Life expectancy for future pensioners – men age 45	Years	22.2
Life expectancy for future pensioners – women age 45	years	25.5
Past service funding position – SAB basis (for comparison purposes only)		
Market value of assets	£m	6,968
Value of liabilities	£m	5,133
Funding level on SAB basis (assets/liabilities)	%	136%
Funding level on SAB basis (change since last valuation)	%	11% increase





Metric Control of the	Unit	2022 valuation	2019 valuation
Contribution rates payable			
Primary contribution rate	% of pay	21.9%	20.8%
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)			
1st year of rates and adjustments certificate	£m	5.846	23.310
2 nd year of rates and adjustments certificate	£m	0.893	18.956
3 rd year of rates and adjustments certificate	£m	-0.868	14.333
Giving total expected contributions			
1st year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	140.127	153.270
2 nd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	139.778	152.863
3 rd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	142.778	152.308
Assumed payroll (cash amounts in each year)			
1st year of rates and adjustments certificate	£m	624.670	624.805
2 nd year of rates and adjustments certificate	£m	646.090	643.784
3 rd year of rates and adjustments certificate	£m	668.244	663.339
3 year average total employer contribution rate	% of pay	22.1%	23.7%
Average employee contribution	% of pay	6.4%	6.3%
Employee contribution rate (£ figure based on assumed payroll of £624.7m)	£m pa	40.124	39.564





Metric	Unit	2022 valuation	2019 valuation
Deficit recovery and surplus spreading plan			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	2042	2039
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	73%	69%
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	0%	0%
Additional information			
Percentage of total liabilities that are in respect of Tier 3 employers	%	14%	
Included climate change analysis/comments in the 2022 valuation report		Yes	
Value of McCloud liability in the 2022 valuation report (on local funding basis)	£m	17.7	



