

Gloucestershire Pension Fund

Report on the actuarial valuation at 31 March 2022

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28 March 2023

For and on behalf of Hymans Robertson LLP

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Executive Summary

We have been commissioned by Gloucestershire County Council (the Administering Authority) to carry out a valuation of the Gloucestershire Pension Fund (the Fund) as at 31 March 2022. This report contains information on the employer contribution rates for the period 1 April 2023 to 31 March 2026 and a review of the funding level at 31 March 2022.

PRIMARY RATES

Have increased on average from 20.9% to 21.8% of pay

The contribution rates for individual employers set at this valuation can be found in the [Rates & Adjustments Certificate](#).

SECONDARY RATES

Have decreased due to good investment performance over the three year period between valuations

THE FUNDING LEVEL

Has improved from 102% at 31 March 2019 to 110% at 31 March 2022.

This is primarily due to good investment performance.

Approach to valuation

Valuation Purpose

We have been commissioned by Gloucestershire County Council (the Administering Authority) to carry out a valuation of the Gloucestershire Pension Fund (the Fund) as at 31 March 2022. This fulfils Regulation 62 of the Local Government Pension Scheme Regulations 2013.

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.

The two main results of the valuation are:

- 1 Employer contribution rates for the period from 1 April 2023 to 31 March 2026.
- 2 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](#)¹.

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



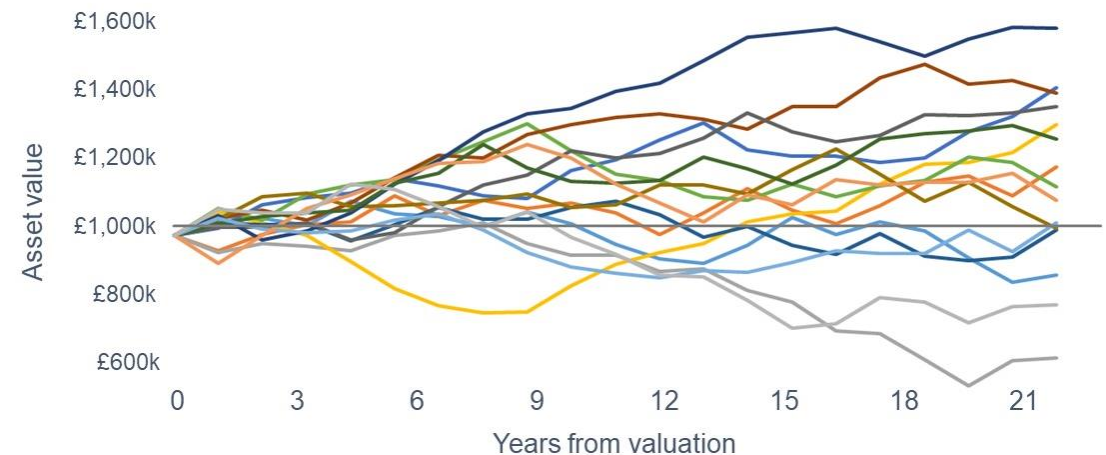
What is the required likelihood?

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](#)). A sample is shown in Picture 1.

Picture 1: sample progression of employer asset values under different economic scenarios



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).

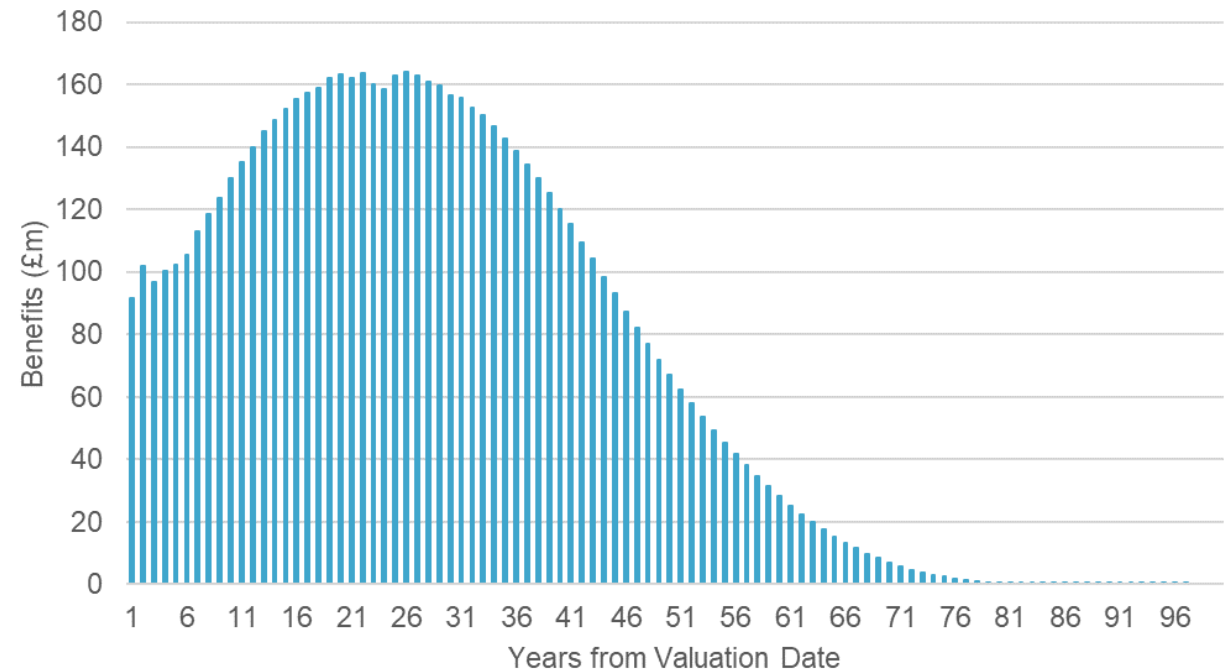
- The market value of the Fund's assets at the valuation date have been used.
- The liabilities have been valued using assumptions based on market indicators at the valuation date (these assumptions are detailed in [Appendix 2](#)).

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 ([Appendix 1](#)), the assumptions ([Appendix 2](#)) and our understanding of the LGPS benefit structure as at 31 March 2022 (details at www.lgpsregs.org).

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



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 1 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 1: Whole-fund contribution rate, compared with the previous valuation

	This valuation 31 March 2022		Last valuation 31 March 2019	
Primary Rate	21.8% of pay		20.9% of pay	
Secondary Rate	2023/2024	£20,698,000	2020/2021	£30,652,000
	2024/2025	£20,082,000	2021/2022	£26,850,000
	2025/2026	£19,463,000	2022/2023	£24,353,000

The primary rate includes an allowance of 0.7% of pensionable pay for the Fund's expenses.

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.

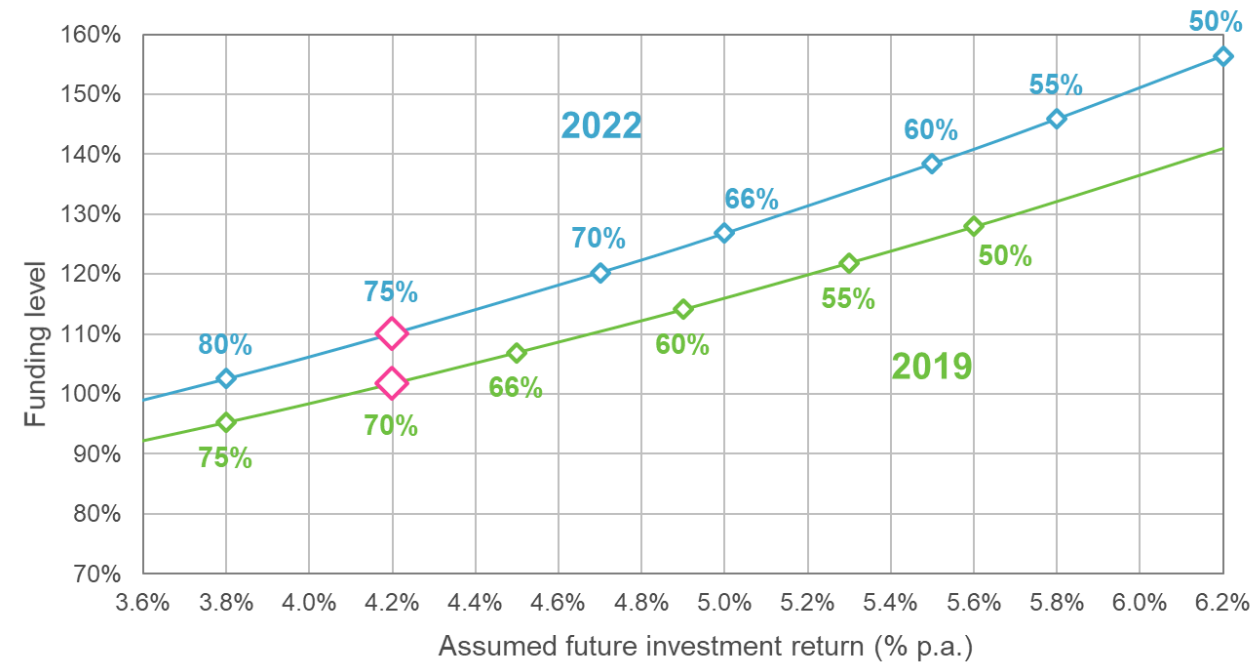
Therefore, the liabilities and funding level have been calculated across a range of different investment returns (the discount rate).

To help better understand funding risk, the likelihood of the Fund's investment strategy (detailed in [Appendix 1](#)) 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.3.7% pa.
- The likelihood of the Fund's assets yielding at least this return is around 81%.
- The comparator at 2019 was a return of 4.1% pa which had a likelihood of 71%.
- The funding level at 2022 (110%) is stronger than 2019 (102%).
- There is a 50% likelihood of an investment return of 6.2% pa. So the best-estimate funding level is 156% at 31 March 2022 (128% 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 4.2% pa has been used. There is a 75% likelihood associated with a future investment return of 4.2% pa.

Table 2 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 111%.

Table 2: single reported funding level

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	977	763
Deferred Pensioners	611	498
Pensioners	1,238	1,077
Total Liabilities	2,826	2,338
Assets	3,111	2,379
Surplus/(Deficit)	285	41
Funding Level	110%	102%

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

What has happened between 2019 and 2022?

The most significant external event to occur since the last valuation was the Covid-19 pandemic. The experience analysis shows that the amount of pension ceasing was broadly in line with expectations. Overall, mortality experience has had a minimal impact on the funding position. 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 positive impact on the funding position and employers' secondary contribution rates.

Financial

Table 3: analysis of financial experience between 2019 and 2022 valuations

	Expected	Actual	Difference	Impact on surplus
3 year period	13.1%	27.1%	14.0%	+£336m
Annual	4.2% pa	8.3% pa	4.1% pa	

Membership

Table 4: analysis of membership experience between 2019 and 2022 valuations

	Expected	Actual	Difference	Impact on surplus
Early leavers	6,105	5,953	-152	-£0.2m
Ill-health retirements	78	56	-22	+£3m
Salary increases	3.2% pa	4.4% pa	1.2% pa	-£16m
Benefit increases	2.3% pa	1.8% pa	-0.5% pa	+£34m
Pension ceasing	£5.9m	£5.7m	-£0.2m	-£4m

Changes since the last valuation

How has the future outlook changed?

Expectations about the future, which inform the assumptions used to value the liabilities, have changed since the last valuation.

The most significant change is future inflation. This is expected to be higher, on average, than at 2019 due to the current level of high inflation.

Table 5: summary of change in future outlook

Factor	What's changed?	Impact on liabilities
Future investment returns	No change in the expected future investment return of 4.2% pa, although this now has a 75% likelihood of success at 2022 (compared to 70% at 2019)	No impact
Inflation	Significant increase in short-term future inflation expectations.	Increase of £185m
Salary increases	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.	Increase of £6m
Current life expectancy	Slight reduction in life expectancy based on current observed data (not allowing for Covid-related excess deaths)	Increase of £2m
Future improvements in life expectancy	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 £16m

Reconciling the overall change in funding position

The table provides insight into the funding position change between 31 March 2019 and 31 March 2022:

First of all, the changes we expect to happen, which relate mostly to items on the asset side.

Then the impact of actual experience, which mainly affects the liabilities but also shows the impact of higher than expected investment returns.

Table 6: development of funding position between 2019 and 2022 valuations

Change in the surplus/deficit position	Assets (£m)	Liabilities (£m)	Surplus / Deficit (£m)
Last valuation at 31 March 2019	2,379	2,338	41
Cashflows			
Contributions (and net transfers) paid in	345	0	345
Benefits paid out	(270)	(270)	0
Expected changes			
Expected investment returns	317	0	317
Interest on benefits already accrued	0	306	(306)
Accrual of new benefits	0	263	(263)
Expected position at 31 March 2022	2,771	2,637	134
Events between 2019 and 2022			
Impact of McCloud remedy	0	4	(4)
Other membership experience	4	(9)	13
Higher than expected investment returns	336	0	336
Changes in future expectations			
Investment returns	0	0	0
Inflation	0	185	(185)
Salary increases	0	6	(6)
Longevity	0	18	(18)
Other demographic assumptions	0	(16)	16
Actual position at 31 March 2022	3,111	2,826	285

Numbers may not sum due to rounding

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 7: sensitivity of funding position to inflation assumption

CPI Assumption	Surplus/ (Deficit)	Funding Level
% pa	(£m)	%
2.5%	372	114%
2.7%	285	110%
2.9%	195	107%

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 8: sensitivity of funding position to longevity assumption

Long term rate of improvement	Surplus/ (Deficit)	Funding Level
% pa	(£m)	%
1.5%	285	110%
1.75%	262	109%

Other risks & post valuation events

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 2022](#)¹.
- **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 from 31 March 2022 to 31 December 2022 has been around -5%.
- 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.

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 shown on the next page and in our guide 10 of [Hymans Robertson's LGPS 2022 valuation toolkit](#)²

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 9 below.

Table 9: risk metrics under each climate scenario in the stress test

Scenario	Likelihood of success	Downside risk
Core	82%	45%
Green Revolution	79%	40%
Delayed Transition	78%	45%
Head in the Sand	78%	44%

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.

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.

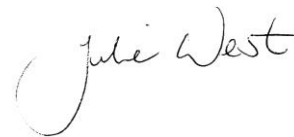
Any bulk movement of scheme members:

- 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.



Julie West FFA

28 March 2023

For and on behalf of Hymans Robertson LLP



Douglas Green FFA

Appendices

APPENDIX 1

Data

Membership data

A summary of the membership data provided by the Fund for the 2022 valuation is set out in Table 10. 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.

More information on how we verify the quality of the data used in the valuation has been shared with the Administering Authority in our report ‘Data Report for the 2022 Valuation’, dated 10 March 2023.

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

Whole Fund Membership Data	This Valuation 31 March 2022	Last Valuation 31 March 2019
Employee members		
Number	19,113	18,788
Total actual pay (£000)	325,024	284,620
Total accrued pension (£000)	59,032	49,458
Average age (liability weighted)	52.4	51.8
Future working lifetime (years)	6.8	7.9
Deferred pensioners (including undecideds)		
Number	26,072	24,735
Total accrued pension (£000)	34,123	30,464
Average age (liability weighted)	52.6	51.9
Pensioners and dependants		
Number	18,139	16,080
Total pensions in payment (£000)	80,680	72,344
Average age (liability weighted)	69.7	68.9

APPENDIX 1

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 11.

This information is as set out in the Fund’s Investment Strategy Statement dated December 2021.

Table 11: Investment strategy used for the 2022 valuation

% allocation	Core Strategy
UK equity	12.0%
Global equity	36.5%
Emerging market equity	6.5%
Total Equities	55.0%
UK corporate bonds	14.5%
Multi asset credit	7.5%
Total Fixed Interest	22.0%
Private lending	5.0%
Private equity	3.0%
Infrastructure	5.0%
Property	10.0%
Total Alternatives	23.0%

APPENDIX 2

Assumptions

To set and agree assumptions for the valuation, the Fund carried out in-depth analysis and review in Q1 2022 with the final set agreed by the Pensions Committee on 3 March 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 12: ESS individual asset class return distributions at 31 March 2022

Time period	Percentile	Asset class annualised total returns									Inflation/Yields		
		UK Equity	Private Equity	Property	UK Infrastructure Debt	Emerging Markets Equity	Multi Asset Credit	All World ex UK Equity	Direct Lending	Corporate Debt	Inflation (CPI)	17 year real yield (CPI)	17 year yield
10 years	16 th	-0.4%	-1.2%	-0.6%	-0.3%	-2.5%	1.7%	-0.4%	2.7%	-0.1%	1.6%	-1.7%	1.1%
	50 th	5.7%	9.4%	4.4%	2.2%	5.8%	3.5%	5.8%	6.0%	1.6%	3.3%	-0.5%	2.5%
	84 th	11.6%	20.1%	9.5%	4.3%	14.4%	5.2%	11.9%	9.2%	3.2%	4.9%	0.7%	4.3%
20 years	16 th	1.7%	2.4%	1.4%	1.2%	0.1%	2.8%	1.8%	4.3%	1.1%	1.2%	-0.7%	1.3%
	50 th	6.2%	10.0%	5.0%	2.7%	6.3%	4.4%	6.3%	6.8%	2.1%	2.7%	1.1%	3.2%
	84 th	10.6%	17.6%	8.9%	4.2%	12.8%	6.0%	11.1%	9.2%	3.2%	4.3%	2.7%	5.7%
40 years	16 th	3.2%	4.7%	2.6%	2.3%	2.1%	3.6%	3.4%	5.5%	2.0%	0.9%	-0.6%	1.1%
	50 th	6.7%	10.3%	5.5%	3.7%	6.8%	5.3%	6.8%	7.7%	3.1%	2.2%	1.3%	3.3%
	84 th	10.2%	16.1%	8.8%	5.1%	11.7%	7.1%	10.4%	10.0%	4.4%	3.7%	3.2%	6.1%
Volatility (5yr)		18%	30%	15%	8%	26%	6%	18%	10%	7%	3%	-	-

APPENDIX 2

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 13: 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	4.2% 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 75% likelihood of returning above the discount rate.	4.2% pa (based on a 70% likelihood)
Benefit increases / CARE revaluation	2.7% pa	To determine the size of future benefit payments.	2.3% pa
Salary increases	3.2% pa	To determine the size of future final-salary linked benefit payments.	2.6% 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 2022](#)¹. Further technical detail about this assumption is set out in guide 13 of [Hymans Robertson's LGPS 2022 valuation toolkit](#)²

APPENDIX 2

Assumptions

Demographic assumptions

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

Longevity

Table 14: 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 15: Summary of other demographic assumptions

Death in service	See sample rates in Tables 16 & 17
Retirements in ill health	See sample rates in Tables 16 & 17
Withdrawals	See sample rates in Tables 16 & 17
Promotional salary increases	See sample rates in Tables 16 & 17
Commutation	50% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits
50:50 option	0.0% 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.

APPENDIX 2

Assumptions

Sample rates for demographic assumptions

Males

Table 16: Sample rates of male demographic assumptions

Age	Salary Scale	Death Before Retirement	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
		FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.17	404.31	934.96	0	0	0	0
25	117	0.17	267.06	617.58	0	0	0	0
30	131	0.2	189.49	438.12	0	0	0	0
35	144	0.24	148.05	342.27	0.1	0.07	0.02	0.01
40	150	0.41	119.2	275.48	0.16	0.12	0.03	0.02
45	157	0.68	111.96	258.7	0.35	0.27	0.07	0.05
50	162	1.09	92.29	213.01	0.9	0.68	0.23	0.17
55	162	1.7	72.68	167.83	3.54	2.65	0.51	0.38
60	162	3.06	64.78	149.52	6.23	4.67	0.44	0.33
65	162	5.1	0	0	11.83	8.87	0	0

Females

Table 17: Sample rates of female demographic assumptions

Age	Salary Scale	Death Before Retirement	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
		FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.1	317.18	397.27	0	0	0	0
25	117	0.1	213.42	267.27	0.1	0.07	0.02	0.01
30	131	0.14	178.9	224.01	0.13	0.1	0.03	0.02
35	144	0.24	154.41	193.27	0.26	0.19	0.05	0.04
40	150	0.38	128.51	160.8	0.39	0.29	0.08	0.06
45	157	0.62	119.93	150.03	0.52	0.39	0.1	0.08
50	162	0.9	101.11	126.35	0.97	0.73	0.24	0.18
55	162	1.19	75.44	94.38	3.59	2.69	0.52	0.39
60	162	1.52	60.8	75.96	5.71	4.28	0.54	0.4
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.

APPENDIX 3

Reliances and limitations

We have been commissioned by Gloucestershire County Council (“the Administering Authority”) to carry out a full actuarial valuation of the Gloucestershire 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.

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

- Our [2022 valuation toolkit](#) which sets out the methodology used when reviewing funding plans
- Our paper to the Fund’s Pension Committee dated 31 March 2022 which discusses the funding strategy for the Fund’s Councils
- Our paper to the Fund’s Pension Committee dated 21 February 2022 which discusses the valuation assumptions
- Our initial results report dated 26 August 2022 which outlines the whole fund results and inter-valuation experience

- Our data report dated 10 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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APPENDIX 4

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.

APPENDIX 4

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: <ul style="list-style-type: none">• 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.

APPENDIX 4

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.

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 Gloucestershire 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 28 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		21.8% of pay	
Secondary rate		Monetary amount	Equivalent to % of payroll
2023/24		£20,698,000	6.0%
2024/25		£20,082,000	5.6%
2025/26		£19,463,000	5.3%

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	
Stabilised Employers									
Pool	GCC and Schools	20.5%	5.9%	5.9%	5.9%	26.4%	26.4%	26.4%	
Pool	Gloucester City Council	19.9%	£3,214,000	£3,087,000	£2,959,000	19.9% plus £3,214,000	19.9% plus £3,087,000	19.9% plus £2,959,000	
Pool	Cheltenham Borough Council	20.1%	£2,414,000	£2,212,000	£2,010,000	20.1% plus £2,414,000	20.1% plus £2,212,000	20.1% plus £2,010,000	2
Pool	Cotswold District Council	20.7%	£1,491,000	£1,295,000	£1,099,000	20.7% plus £1,491,000	20.7% plus £1,295,000	20.7% plus £1,099,000	1
Pool	Forest of Dean District Council	20.7%	£1,828,000	£1,732,000	£1,636,000	20.7% plus £1,828,000	20.7% plus £1,732,000	20.7% plus £1,636,000	1, 2
14	Stroud District Council	20.0%	£1,531,000	£1,531,000	£1,531,000	20.0% plus £1,531,000	20.0% plus £1,531,000	20.0% plus £1,531,000	2
18	Tewkesbury Borough Council	19.7%	£1,170,000	£1,073,000	£977,000	19.7% plus £1,170,000	19.7% plus £1,073,000	19.7% plus £977,000	
35	Police & Crime Commissioner	19.8%	0.0%	-0.5%	-1.0%	19.8%	19.3%	18.8%	
Other Scheduled Bodies									
61	Cheltenham Borough Homes Ltd	24.5%	-4.8%	-4.8%	-4.8%	19.7%	19.7%	19.7%	
65	Cotswolds National Landscape	25.6%	-5.8%	-5.8%	-5.8%	19.8%	19.8%	19.8%	
Colleges & University									
905	Cirencester Tertiary College	26.9%	-2.7%	-3.3%	-3.9%	24.2%	23.6%	23.0%	
Pool	GLOSCAT	26.6%	-7.4% plus £213,000	-7.4% plus £213,000	-7.4% plus £213,000	19.2% plus £213,000	19.2% plus £213,000	19.2% plus £213,000	
904	Hartpury University	25.7%	-2.8% plus £98,000	-2.8% plus £98,000	-2.8% plus £98,000	22.9% plus £98,000	22.9% plus £98,000	22.9% plus £98,000	
Pool	University of Gloucestershire	24.2%	-2.1% plus £162,000	-2.1% plus £162,000	-2.1% plus £162,000	22.1% plus £162,000	22.1% plus £162,000	22.1% plus £162,000	

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	
Town and Parish Councils Pool									
43	Ashchurch Rural Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
80	Berkeley Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
231	Bisley & Lypiatt Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
58	Brockworth Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
59	Cainscross Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
49	Cam Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
63	Chalford Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
46	Charlton Kings Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
251	Churchdown Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
34	Cinderford Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
22	Cirencester Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
51	Coleford Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
40	Dursley Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
228	Hinton Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
72	Hucclecote Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
53	Lechlade Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
75	Leonard Stanley Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
20	Lydney Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
206	Moreton in Marsh Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
50	Nailsworth Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	

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	
Town and Parish Councils Pool (Continued)									
443	Newent Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
55	Northleach with Eastington Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
6	Painswick Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
246	Pauntley Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
21	Prestbury Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
66	Rodborough Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
444	Stroud Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
48	Tetbury Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
3	Tewkesbury Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
208	Tidenham Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
266	West Dean Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
52	Wotton-under-Edge Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
Admission Bodies									
410	Cotswold Archaeology Ltd	40.0%	£85,000	£85,000	£85,000	40.0% plus £85,000	40.0% plus £85,000	40.0% plus £85,000	
17	Lower Severn Drainage Board	38.7%	-12.4% plus £33,000	-12.4% plus £33,000	-12.4% plus £33,000	26.3% plus £33,000	26.3% plus £33,000	26.3% plus £33,000	
190	Gloucester City Homes Trust	30.4%	-6.4%	-6.4%	-6.4%	24.0%	24.0%	24.0%	
37	Gloucestershire Group Homes	42.0%	-9.2%	-9.2%	-9.2%	32.8%	32.8%	32.8%	
31	Stroud Court Community Trust	41.5%	-10.2%	-10.2%	-10.2%	31.3%	31.3%	31.3%	
60	Two Rivers Housing	38.8%	-20.7%	-20.7%	-20.7%	18.1%	18.1%	18.1%	

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	
Admission Bodies									
235	Adoption West	15.9%	0.0%	0.0%	0.0%	15.9%	15.9%	15.9%	
259	Alliance in Partnership (St Peter's Academy)	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%	
211	Aspire Foundation	15.8%	-15.8%	-15.8%	-15.8%	0.0%	0.0%	0.0%	
76	Aspire Sports and Cultural Trust	16.1%	-16.1%	-16.1%	-16.1%	0.0%	0.0%	0.0%	
239	Atkins (GCC Highways (Prof Serv) 2019)	16.2%	0.0%	0.0%	0.0%	16.2%	16.2%	16.2%	
209	Barnardos (Forest & Stroud)	22.8%	0.0%	0.0%	0.0%	22.8%	22.8%	22.8%	
210	Barnardos (Gloucester)	13.4%	0.0%	0.0%	0.0%	13.4%	13.4%	13.4%	
201	Brandon Trust	22.0%	3.0%	3.0%	3.0%	25.0%	25.0%	25.0%	
255	Brayborne Facilities (Holmleigh Park)	23.4%	0.0%	0.0%	0.0%	23.4%	23.4%	23.4%	
186	Cheltenham BC - The Cheltenham Trust	15.1%	-15.1%	-15.1%	-15.1%	0.0%	0.0%	0.0%	
192	Forest of Dean DC - Ubico	19.2%	0.0%	0.0%	0.0%	19.2%	19.2%	19.2%	
185	Gloucester City IT - Civica	16.2%	-16.2%	-16.2%	-16.2%	0.0%	0.0%	0.0%	
62	Gloucestershire Health & Care NHS Foundation Trust	24.1%	0.0%	0.0%	0.0%	24.1%	24.1%	24.1%	
202	Places for People	12.6%	3.7%	3.7%	3.7%	16.3%	16.3%	16.3%	
159	Prospects Services	19.8%	-19.8%	-19.8%	-19.8%	0.0%	0.0%	0.0%	
240	Ringway (GCC Highways (Term Maint) 2019)	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%	
178	Sport Leisure Management (SLM) Ltd	19.8%	0.0%	0.0%	0.0%	19.8%	19.8%	19.8%	
244	Stroud Subscription Rooms	19.3%	0.0%	0.0%	0.0%	19.3%	19.3%	19.3%	
191	Tewkesbury BC - Ubico	19.8%	0.0%	0.0%	0.0%	19.8%	19.8%	19.8%	
64	The Order of St. John Care Trust	24.4%	0.0%	0.0%	0.0%	24.4%	24.4%	24.4%	

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	
Admission Bodies (Continued)									
194	Tinies UK (Glos College)	20.0%	-20.0%	-20.0%	-20.0%	0.0%	0.0%	0.0%	
140	Ubico - Cheltenham Waste	18.8%	0.0%	0.0%	0.0%	18.8%	18.8%	18.8%	
141	Ubico - Cotswold Waste	18.1%	0.0%	0.0%	0.0%	18.1%	18.1%	18.1%	
196	Wealden Leisure (Forest of Dean DC - Freedom Leisure)	20.1%	-20.1%	-20.1%	-20.1%	0.0%	0.0%	0.0%	
Multi-Academy Trusts									
Academies Enterprise Trust									
142	Brockworth Primary School	25.2%	-0.9%	-0.9%	-0.9%	24.3%	24.3%	24.3%	
146	Offas Mead Primary	25.2%	-0.9%	-0.9%	-0.9%	24.3%	24.3%	24.3%	
150	The Ridge School	25.2%	-0.9%	-0.9%	-0.9%	24.3%	24.3%	24.3%	
Balcarras Trust									
96	Balcarras School	24.3%	0.1%	0.1%	0.1%	24.4%	24.4%	24.4%	
262	Leckhampton High School Academy	24.3%	0.1%	0.1%	0.1%	24.4%	24.4%	24.4%	
Cotswold Beacon Academy Trust									
112	Marling School	24.4%	1.3%	1.3%	1.3%	25.7%	25.7%	25.7%	
203	Berkeley Primary Academy	24.4%	1.3%	1.3%	1.3%	25.7%	25.7%	25.7%	
225	Cam Woodfield Junior Academy	24.4%	1.3%	1.3%	1.3%	25.7%	25.7%	25.7%	

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	
Corinium Education Trust									
98	Cirencester Deer Park	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
226	Kemble Primary School	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
227	Siddington CofE Primary Academy	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
229	Chesterton Primary Academy	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
Gloucestershire Learning Alliance									
115	Springbank Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
116	Bishops Cleeve Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
122	Rowanfield Junior School	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
213	Rowanfield Infant Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
214	Longford Park Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
250	Tredington Primary School	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
261	Great Oldbury Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
Greenshaw Learning Trust									
137	Henley Bank High School	24.8%	6.4%	6.4%	6.4%	31.2%	31.2%	31.2%	
174	Holmleigh Park High School)	24.8%	6.4%	6.4%	6.4%	31.2%	31.2%	31.2%	
216	Five Acres High School Academy)	24.8%	6.4%	6.4%	6.4%	31.2%	31.2%	31.2%	
84	Gloucester Academy	24.8%	6.4%	6.4%	6.4%	31.2%	31.2%	31.2%	

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	
Diocese of Gloucestershire Academies Trust									
129	Field Court CofE Infant Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
149	St Johns CofE Coleford	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
151	Christ Church CofE Primary School	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
169	Dursley CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
175	Primrose Hill CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
183	Winchcombe Abbey CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
187	Minchinhampton Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
188	Hardwicke Parochial Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
193	DGAT (Central Staff)	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
197	Longney CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
198	North Cerney CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
199	Whiteshill Primary School	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
204	Lakefield Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
207	St James CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
215	Clearwater CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
221	Coaley CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
222	St Lawrence CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
234	Bibury CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
242	St Matthews CofE Primary	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	

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	
Phoenix Learning Alliance									
101	Robinswood Primary School	23.3%	0.3%	0.3%	0.3%	23.6%	23.6%	23.6%	
212	Moat Primary Academy	23.3%	0.3%	0.3%	0.3%	23.6%	23.6%	23.6%	
230	Grange Primary Academy	23.3%	0.3%	0.3%	0.3%	23.6%	23.6%	23.6%	
263	Waterwells Primary Academy	23.3%	0.3%	0.3%	0.3%	23.6%	23.6%	23.6%	
264	Huntsgrove Primary Academy	23.3%	0.3%	0.3%	0.3%	23.6%	23.6%	23.6%	
265	Phoenix Learning Alliance (Central Staff)	23.3%	0.3%	0.3%	0.3%	23.6%	23.6%	23.6%	
Primary Quest MAT									
120	Highnam C of E Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	
121	Redmarley C of E Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	
125	Staunton & Corse CofE Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	
241	Hartpur CofE Primary School Academy	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	
Sand Academies Trust									
237	The Milestone School Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
238	Paternoster School Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
247	Battledown School Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
249	Belmont Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
256	The Willow Primary Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
257	Sand Academies Trust (Central Staff)	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	

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	
Severn Federation Academy Trust									
252	Aylburton CofE Primary Academy	24.5%	2.0%	2.0%	2.0%	26.5%	26.5%	26.5%	
253	Lydney CofE Primary Academy	24.5%	2.0%	2.0%	2.0%	26.5%	26.5%	26.5%	
254	Bream CofE Primary Academy	24.5%	2.0%	2.0%	2.0%	26.5%	26.5%	26.5%	
267	English Bicknor Primary Academy	24.5%	2.0%	2.0%	2.0%	26.5%	26.5%	26.5%	
154	Severnbanks Primary Academy	24.5%	2.0%	2.0%	2.0%	26.5%	26.5%	26.5%	
SGS Academy Trust									
143	Forest High School	24.5%	1.4%	1.4%	1.4%	25.9%	25.9%	25.9%	
217	SGS (Central Staff)	24.5%	1.4%	1.4%	1.4%	25.9%	25.9%	25.9%	
218	Berkeley UTC Academy	24.5%	1.4%	1.4%	1.4%	25.9%	25.9%	25.9%	
Forest of Dean Trust									
128	Dene Magna School	25.4%	4.6%	4.6%	4.6%	30.0%	30.0%	30.0%	
248	Drybrook Primary School Academy	25.4%	4.6%	4.6%	4.6%	30.0%	30.0%	30.0%	
The Athelstan Trust									
113	Sir William Romneys School	24.9%	3.2%	3.2%	3.2%	28.1%	28.1%	28.1%	
152	The Dean Academy	24.9%	3.2%	3.2%	3.2%	28.1%	28.1%	28.1%	

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	
Academies									
173	Abbey View - CCT Learning	24.2%	3.4%	3.4%	3.4%	27.6%	27.6%	27.6%	
127	All Saints Academy	23.7%	-0.3%	-0.3%	-0.3%	23.4%	23.4%	23.4%	
158	Blockley CofE Primary School	24.1%	2.7%	2.7%	2.7%	26.8%	26.8%	26.8%	
157	Bourton-on-the-Water Primary School	23.7%	-0.6%	-0.6%	-0.6%	23.1%	23.1%	23.1%	
107	Charlton Kings Infant School	23.4%	-0.1%	-0.1%	-0.1%	23.3%	23.3%	23.3%	
108	Charlton Kings Junior School	25.2%	2.0%	2.0%	2.0%	27.2%	27.2%	27.2%	
102	Cheltenham Bournside Academy	25.0%	2.4%	2.4%	2.4%	27.4%	27.4%	27.4%	
109	Chipping Campden School	25.1%	2.1%	2.1%	2.1%	27.2%	27.2%	27.2%	
97	Chosen Hill Academy	25.3%	3.0%	3.0%	3.0%	28.3%	28.3%	28.3%	
135	Churchdown Secondary School Academy	24.9%	7.2%	7.2%	7.2%	32.1%	32.1%	32.1%	
117	Churchdown Village Infants Academy	24.0%	0.4%	0.4%	0.4%	24.4%	24.4%	24.4%	
110	Cirencester Kingshill School	24.1%	0.7%	0.7%	0.7%	24.8%	24.8%	24.8%	
103	Cleeve Academy	23.9%	0.9%	0.9%	0.9%	24.8%	24.8%	24.8%	
100	Denmark Road High School	24.5%	6.7%	6.7%	6.7%	31.2%	31.2%	31.2%	
118	Farmors Academy	26.1%	3.7%	3.7%	3.7%	29.8%	29.8%	29.8%	
130	Field Court Junior School	25.1%	-1.0%	-1.0%	-1.0%	24.1%	24.1%	24.1%	
156	Forest View Primary School	25.3%	5.0%	5.0%	5.0%	30.3%	30.3%	30.3%	
119	Gotherington Primary School	25.4%	8.4%	8.4%	8.4%	33.8%	33.8%	33.8%	
139	Gretton Primary School	26.4%	3.0%	3.0%	3.0%	29.4%	29.4%	29.4%	
111	Katharine Lady Berkeley's School	24.6%	3.5%	3.5%	3.5%	28.1%	28.1%	28.1%	

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	
Academies (Continued)									
179	Mitton Manor Primary School	24.0%	2.1%	2.1%	2.1%	26.1%	26.1%	26.1%	
145	Newent Community School Academy	24.1%	5.5%	5.5%	5.5%	29.6%	29.6%	29.6%	
95	Pate's Grammar School	23.9%	3.4%	3.4%	3.4%	27.3%	27.3%	27.3%	
104	Ribston Hall High School	23.9%	1.3%	1.3%	1.3%	25.2%	25.2%	25.2%	
126	Severn Vale School	24.5%	7.6%	7.6%	7.6%	32.1%	32.1%	32.1%	
85	Sir Thomas Rich School	23.6%	4.7%	4.7%	4.7%	28.3%	28.3%	28.3%	
155	St David's Primary School	24.1%	-0.4%	-0.4%	-0.4%	23.7%	23.7%	23.7%	
123	St Mary's Catholic Primary School	24.0%	-0.3%	-0.3%	-0.3%	23.7%	23.7%	23.7%	
124	St Peters High School and Sixth Form	23.5%	4.8%	4.8%	4.8%	28.3%	28.3%	28.3%	
171	Stone with Woodford CofE Primary School	25.2%	3.9%	3.9%	3.9%	29.1%	29.1%	29.1%	
106	Stroud High School	24.1%	3.5%	3.5%	3.5%	27.6%	27.6%	27.6%	
138	Tewkesbury School	25.0%	3.3%	3.3%	3.3%	28.3%	28.3%	28.3%	
94	The Cotswold School	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
99	The Crypt School	23.6%	-0.8%	-0.8%	-0.8%	22.8%	22.8%	22.8%	
132	The Rosary Catholic Primary	24.5%	1.2%	1.2%	1.2%	25.7%	25.7%	25.7%	
114	Thomas Keble School	23.6%	3.4%	3.4%	3.4%	27.0%	27.0%	27.0%	
182	Tredworth Infant School	23.8%	0.8%	0.8%	0.8%	24.6%	24.6%	24.6%	
105	Winchcombe Community School	24.2%	5.2%	5.2%	5.2%	29.4%	29.4%	29.4%	
133	Wyedean School and 6th Form College	24.8%	6.0%	6.0%	6.0%	30.8%	30.8%	30.8%	

Notes to the Rates and Adjustments Certificate

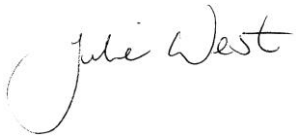
1. The rates for these Councils are inclusive of the Publica contracts.
2. This employer has elected to pre-pay the monetary element of their contributions set out in this Rates and Adjustments Certificate. A discount has been applied to the pre-payment amount to reflect the early payment of contributions. The table below sets out more details relating to the pre-payment amount.

Employer	Cheltenham Borough Council	Forest of Dean District Council	Stroud District Council
Pre-payment amount	£6.258m	£4.895m	£4.321m
Date payment to be made by	1 April 2023	1 April 2023	1 April 2023
Amount payable in respect of			
- 2023/24	20.1% plus £2.414m	20.7% plus £1.828m	20.0% plus £1.531m
- 2024/25	20.1% plus £2.212m	20.7% plus £1.732m	20.0% plus £1.531m
- 2025/26	20.1% plus £2.010m	20.7% plus £1.636m	20.0% plus £1.531m
Rate of discount	4.2% pa	4.2% pa	4.2% pa
Revised contributions due*			
- 2023/24	20.1%	20.7%	20.0%
- 2024/25	20.1%	20.7%	20.0%
- 2025/26	20.1%	20.7%	20.0%

*in addition to the pre-payment amount

Further comments to the Rates and Adjustments Certificate

- Contributions expressed as a percentage of payroll should be paid into the Fund at a frequency in accordance with the requirements of the Regulations
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- Payments may be required to be made to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions.
- The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.
- 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.



Julie West FFA

28 March 2023

For and on behalf of Hymans Robertson LLP



Douglas Green FFA

Section 13 Dashboard

Section 13 dashboard

Metric	Unit	2022 valuation
2022 funding position – local funding basis		
Funding level (assets/liabilities)	%	110%
Funding level (change since previous valuation)	%	8% increase
Asset value used at the valuation	£m	3,111
Value of liabilities (including McCloud liability)	£m	2,826
Surplus (deficit)	£m	285
Discount rate – past service	% pa	4.2%
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 75% likelihood that the Fund's assets will return at least 4.2% over the 20 years following the 2022 valuation date. This is the same methodology used for the 2019 valuation but with a higher likelihood (70% at 2019)

Section 13 dashboard

Metric	Unit	2022 valuation
Assumed life expectancy at age 65		
Life expectancy for current pensioners – men age 65	years	21.9
Life expectancy for current pensioners – women age 65	years	24.6
Life expectancy for future pensioners – men age 45	Years	22.6
Life expectancy for future pensioners – women age 45	years	26.0
Past service funding position – SAB basis (for comparison purposes only)		
Market value of assets	£m	3,111
Value of liabilities	£m	2,563
Funding level on SAB basis (assets/liabilities)	%	121%
Funding level on SAB basis (change since last valuation)	%	12% increase

Section 13 dashboard

Metric	Unit	2022 valuation	2019 valuation
Contribution rates payable			
Primary contribution rate	% of pay	21.8%	20.9%
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)			
1 st year of rates and adjustments certificate	£m	20.698	30.652
2 nd year of rates and adjustments certificate	£m	20.082	26.850
3 rd year of rates and adjustments certificate	£m	19.463	24.353
Giving total expected contributions			
1 st year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	96.035	93.424
2 nd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	97.848	91.269
3 rd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	99.736	90.463
Assumed payroll (cash amounts in each year)			
1 st year of rates and adjustments certificate	£m	346.276	299.754
2 nd year of rates and adjustments certificate	£m	357.438	307.620
3 rd year of rates and adjustments certificate	£m	368.960	315.693
3 year average total employer contribution rate	% of pay	27.4%	29.9%
Average employee contribution	% of pay	6.4%	6.3%
Employee contribution rate (£ figure based on assumed payroll of £346m)	£m pa	22.167	18.844

Section 13 dashboard

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	2039	2036
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	81%	80%
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	4.3	