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## **Executive Summary**

We have been commissioned by Wolverhampton City Council (the Administering Authority) to carry out a valuation of the West Midlands Pension Fund (the Fund) as at 31 March 2022. This fulfils Regulation 62 of the Local Government Pension Scheme Regulations 2013. This report is a summary of the valuation.

#### **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			valuation arch 2019
Primary Rate	21.8%	% of pay	20.49	% of pay
Secondary Rate	2023/2024	£41,956,000	2020/2021	£114,500,000
	2024/2025	£43,977,000	2021/2022	£117,800,000
	2025/2026	£48,947,000	2022/2023	£122,200,000

- The Primary rate has increased mainly due to higher inflation
- The Secondary rate has decreased due to good investment performance since the last valuation
- The Fund now uses a risk-based model to setting rates (a change from 2019). The impact on rates is employer specific dependent on funding and membership profile.

#### **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 reported funding position at the current and previous valuation.

Table 2: 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	6,917	5,784
Deferred Pensioners	3,840	3,477
Pensioners	8,898	7,387
Total Liabilities	19,655	16,648
Assets	20,334	15,634
Surplus/(Deficit)	679	(1,014)
Funding Level	103%	94%

To report a funding level and funding surplus/deficit for the 2022 valuation, a discount rate of 4.3% pa has been used. There is a 70% likelihood of the Fund's investments achieving a future return of 4.3% pa (see page 11 for further context).



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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 and Investment Strategy Statement.

We have been commissioned by Wolverhampton City Council (the Administering Authority) to carry out a valuation of the West Midlands 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.





## 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



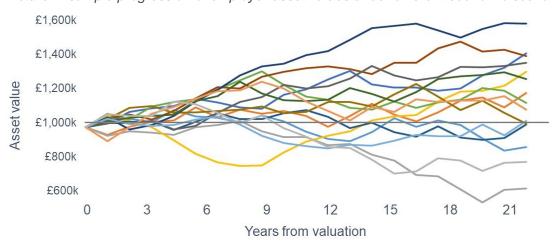
#### What is the required likelihood?

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 3).

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 date. 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 3).

#### Further detail on the liabilities

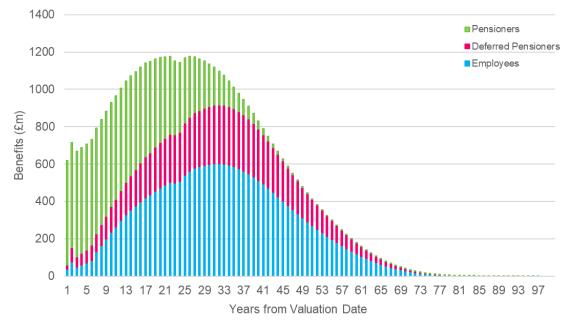
The liabilities are the value of all future payments to members based on all benefits earned up to the valuation date, expressed in today's money.

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 3</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).

In comparison with the last valuation the bars are higher as a result of increases in inflation.

Chart 1: West Midlands Pension Fund's 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 over the funding time horizon.

Each employer has a contribution rate which is appropriate to their circumstances and these can be found in the <a href="Rates & Adjustments">Rates & Adjustments</a>
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. The Fund also now adopts a risk-based approach to setting rates (different to 2019). The impact of this change is employer specific, dependent on their funding and member profiles.

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

		aluation rch 2022		valuation rch 2019
Primary Rate	21.7%	√of pay	20.49	% of pay
Secondary Rate	2023/2024	£34,304,000	2020/2021	£114,500,000
	2024/2025	£36,126,000	2021/2022	£117,800,000
	2025/2026	£40,995,000	2022/2023	£122,200,000

The primary rate includes an allowance of 0.5% 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 6.6% of pay (6.5% at 31 March 2019).



## Funding level as at 31 March 2022

The funding level is the ratio of assets to liabilities. 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.

There is a requirement to report a single funding level at 31 March 2022, however this reported funding level is sensitive to the assumed future investment returns. To report a single funding level and funding surplus/deficit for the 2022 valuation, a discount rate of 4.3% pa has been used. There is a 70% likelihood of the Fund's investments achieving a future return of 4.3% pa. Chart 2 on the following page enables a better understanding of the past service position and this likelihood.

The future progression of the funding position is uncertain. If the financial and demographic assumptions made at this valuation are borne out in practice, 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 103%.

Table 4: single reported funding level

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	6,917	5,784
Deferred Pensioners	3,840	3,477
Pensioners	8,898	7,387
Total Liabilities	19,655	16,648
Assets	20,334	15,634
Surplus/(Deficit)	679	(1,014)
Funding Level	103%	94%

**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.



## 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.

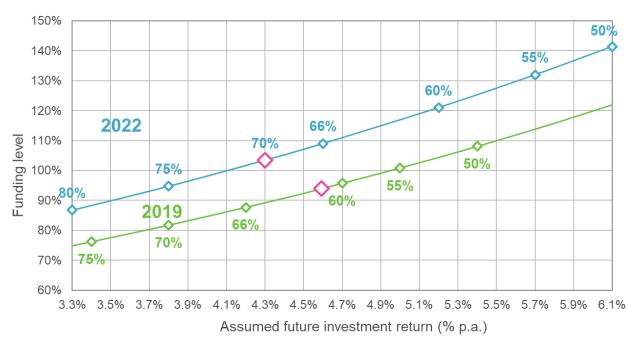
Therefore, the liabilities and funding level have been calculated across a range of different investment returns (the discount rate).

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. These likelihoods have been calculated using the Economic Scenario Service (ESS) (detailed in Appendix 3).

Chart 2 shows how the funding level varies when modelled using different future investment return assumption. The blue line reflects the funding position of the fund in 2022 and the green line shows how this compares base on the funding position at 2019.

- The funding position at 2022 is stronger than 2019.
- A future return of c.4.1% p.a. would imply a 100% funding level at the valuation. Based on the investment strategy and modelling of future returns, this has a likelihood of 72%.
- The comparator at 2019 was a return of 5.0% pa which had a likelihood of 55%.
- There is a 50% likelihood of an investment return of 6.1% pa. So the 'best-estimate' funding level is around 140% at 31 March 2022.

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 17 years.

The pink diamond shows the reported funding level (and assumed future investment return with a given likelihood of being achieved) at each valuation date.





## Changes since the last valuation

#### Events between 2019 and 2022

The most significant factor occurring over the period has been the better than expected investment returns achieved by the Fund. This has had a material positive impact on the funding position and employers' contribution rates.

The membership experience analysis shows that there has sadly been a higher than expected number of deaths over the period due to the Covid-19 pandemic. However, the impact on the funding position has been relatively small.

#### **Financial**

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

	Expected	Actual	Difference	Impact on funding position
3 year period	14.4%*	25.4%	11.0%	+£1,850m
Annual	4.6% pa	7.8% pa	3.2% pa	

<sup>\*</sup>Expected investment return is the assumed return at the 2019 formal valuation, i.e. the discount rate of 4.6% pa

#### Membership

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

	Expected	Actual	Difference	Impact on funding position
Early leavers	11,655	29,416	17,761	+£84m
III-health retirements	630	628	-2	+£2m
Salary increases	3.6% pa	4.3% pa	0.7% pa	-£76m
Benefit increases	2.6% pa	1.8% pa	-0.9% pa	+£374m
Pension ceasing	£37.7m	£43.1m	£5.4m	+£67m





## 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 financial markets and economic outlook, future investment returns are now expected to be lower than 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	The future investment return assumption is slightly lower at 2022 than at 2019. However, the likelihood of the Fund's investment strategy achieving any given return has increased.	Increase of £992m
Inflation	The rate at which pensions in payment and deferment and CARE pots increase	Significant increase in short-term future inflation expectations.	Increase of £709m
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.	-
Current life expectancy	How long we expect people to live for based on today's current observed mortality rates.	Slight reduction in life expectancy based on current observed data (not allowing for Covid-related excess deaths)	Decrease of £229m
Future improvements in life expectancy	How we expect life expectancies to change (increase) in the future.	Need to better reflect wider pension and insurance industry long-term expectations.	Decrease of £170m





## 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	(1014)
Cashflows	
Employer contributions paid in	1532
Employee contributions paid in	380
Net transfers into / out of the Fund*	
Other cashflows (e.g. Fund expenses)	(44)
Expected changes	
Expected investment returns	2423
Interest on benefits already accrued	(2372)
Accrual of new benefits	(1572)
Expected position at 31 March 2022	(667)

<sup>\*</sup>We have insufficient data to value the impact on the liabilities as a result of transfers in/out. The Other cashflows item makes an allowance for the transfer in of the West Midlands Travel Limited (WMTL) on 1 April 2019.

#### Impact of actual events

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

1 01	
Change in the surplus/deficit position	Surplus / Deficit
	£m
Expected position at 31 March 2022	(667)
Events between 2019 and 2022	
Salary increases greater than expected	(76)
Benefit increases less than expected	374
Early retirement strain (and contributions)	10
III health retirement strain	2
Early leavers more than expected	84
Commutation less than expected	(112)
Pensions ceasing greater than expected	67
McCloud remedy**	(33)
Other membership experience	428
Higher than expected investment returns	1850
Changes in future expectations	
Investment returns	(992)
Inflation	(709)
Salary increases	0
Longevity	399
Other demographic assumptions	56
Actual position at 31 March 2022	679

<sup>\*\*</sup>Impact on liabilities only. An asset reserve of 1.5% (approximately £230m in total) was applied to individual employer asset shares at the 2019 valuation when setting individual results, however this was not deducted from the reported whole fund asset figure at 2019. The approach to allowing for McCloud at 2022 has improved employer funding positions.



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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)	%
2.7%	1,259	107%
2.9%	679	103%
3.1%	78	100%

#### **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 1.50% 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)	%
1.50%	679	103%
1.75%	514	103%



## Sensitivity and risk analysis: other risks

#### 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<sup>1</sup>.
- **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.

#### Climate risk

Similar to other material risks, the Fund continually monitors and tests its Funding strategies to ensure they are resilient to climate and transition risks.

The Fund's approach to climate and transition risks (as well as wider ESG issues) are set out in their published policies and informational papers:

- Responsible investment framework
- Climate Change Framework and Strategy
- Climate Change position statement
- TCFD climate related disclosure report
- Annual Stewardship report

which can be found on the Fund's website.

The Fund is also a member of the Institutional Investors Group on Climate Change, Climate Action 100+, EOS at Federated Hermes (LGPS Central's engagement provider), the Transition Pathway Initiative and LAPFF.



## Sensitivity and risk analysis: other risks

#### 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 28 February 2023 is estimated\* to be somewhere between 0% and -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 impactful. The Fund seeks to manage this risk via the risk framework set out in the Fund's FSS, including annual funding reviews.

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.

<sup>\*</sup>estimated return on Main fund portfolio (only) based on actual returns to 31 December 2022 and market index returns thereafter.



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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 refer to the Fund's admission policy set out in the Funding Strategy Statement. The Fund will then liaise with 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.

The Fund's policies on admissions and terminations sets out further details on both cessation and bulk transfers.

#### **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.

Catherine McFadyen

Catherine McFadyen FFA 31 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.

For ease of comparison, the 2019 valuation figures shown in Table 13 also include the membership data in respect of West Midlands Travel Limited (WMTL) and Preston Bus Limited (PBL) which were reported separately at 31 March 2019. A summary of the membership relating to WMTL and PBL at the 2022 valuation is provided in Table 14.

#### **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	Last Valuation 31 March 2019
Employee members		
Number	99,766	101,305
Total actual pay (£000)	2,059,344	1,897,222
Total accrued pension (£000)	391,481	345,371
Average age (liability weighted)	52.9	52.2
Deferred pensioners (including undecideds)		
Number	137,112	126,384
Total accrued pension (£000)	207,617	200,090
Average age (liability weighted)	52.1	51.3
Pensioners and dependants		
Number	112,278	100,270
Total pensions in payment (£000)	557,129	494,384
Average age (liability weighted)	68.4	67.7





## Data

#### **Membership data**

Table 14 shows a breakdown of the whole fund membership data as at 31 March 2022. The summary has been separated out to show the Main Fund and the two Admitted Body Sub Funds: West Midlands Travel Limited (WMTL) and Preston Bus Limited (PBL).

Table 14: Membership data as at 31 March 2022 summarised for Main Fund, WMTL and PBL level

Mambarahin Data		31 March 2022			
Membership Data	Main Fund	WMTL	PBL		
Employee members					
Number	99,766	196	-		
Total actual pay (£000)	2,059,344	7,118	-		
Total accrued pension (£000)	391,481	3,302	-		
Average age (liability weighted)	52.9	57.4	-		
Deferred pensioners (incl. undecideds)					
Number	137,112	466	3		
Total accrued pension (£000)	207,617	1,761	24		
Average age (liability weighted)	52.1	56.8	58.5		
Pensioners and dependants					
Number	112,278	3,966	116		
Total pensions in payment (£000)	557,129	24,261	836		
Average age (liability weighted)	68.4	70.7	71.6		





### Data

#### **Investment strategy**

A summary of the main fund investment strategy allocation used for the calculation of employer contribution rates and to derive the future assumed investment return is set out in Table 15.

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

The Fund includes two separate admitted body sub funds in respect of West Midlands Travel Limited (WMTL) and Preston Bus Limited (PBL), which transferred into the Fund on 1 April 2019. Both WMTL and PBL have separate investment strategy statements and asset allocations, as detailed in Table 15.

Table 15: Investment strategy used for the 2022 valuation

Asset class	Main fund	West Midlands Travel Ltd	Preston Bus Ltd		
Developed Market Equities	46.9%	28.4%	12.2%		
Emerging market equity	6.8%	4.0%	2.2%		
Diversified Growth Fund	1.7%	25.5%	0.0%		
Private equity	7.7%	0.0%	0.0%		
Property	7.6%	0.0%	0.0%		
Infrastructure	4.2%	0.0%	0.0%		
Multi Asset Credit	3.5%	18.1%	29.2%		
Diversified Private Credit	1.0%	0.5%	0.0%		
Emerging market debt	3.6%	0.0%	0.0%		
UK corporate bonds	5.6%	3.4%	25.5%		
UK fixed linked bonds	2.1%	0.0%	0.0%		
UK index linked bonds	6.7%	0.0%	0.0%		
Cash	2.6%	0.7%	1.5%		
LDI collateral	0.0%	19.4%	29.4%		
Total	100%	100%	100%		





## Admitted Body Sub-Fund Results

The tables below summarises the funding positions for both West Midlands Travel Limited (WMTL) and Preston Buses Limited (PBL) as at the 2019 and 2022 valuations. These results have been included within the Whole Fund position shown in Table 4. However, given these admitted bodies participate in their own investment strategy (summarised in Table 15), a different funding basis was used to value their 2022 valuation position. The financial assumptions underlying these positions are summarised in Table 19 within Appendix 3.

Table 16: WMTL funding level

•		
Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£000)	(0003)
Employees	83,208	91,414
Deferred Pensioners	50,860	64,253
Pensioners	404,454	412,323
Total Liabilities	538,522	567,990
Assets	454,179	475,461
Surplus/(Deficit)	(84,343)	(92,529)
Funding Level	84%	84%

Table 17: PBL funding level

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(0003)	(0003)
Employees	-	-
Deferred Pensioners	773	2,603
Pensioners	13,546	15,562
Total Liabilities	14,319	18,165
Assets	19,457	19,337
Surplus/(Deficit)	5,139	1,172
Funding Level	136%	106%



## Assumptions

To set and agree assumptions for the valuation, the Fund carried out in-depth analysis and review in May 2022 with the final set agreed by the Fund on 1 November 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 18: ESS individual asset class return distributions at 31 March 2022

	Asset class annualised total returns										Infl	ation/Yield	ls								
Time perio d	Perce ntile	Cash	Index Linked Gilts (medium)	Index Linked Gilts (long)	Fixed Interest Gilts (medium)	Fixed Interest Gilts (long)	UK Equity	Private Equity	Property	Emerging Market Debt (local currency)	Emerging Markets Equity	Unlisted Infrastructur e Equity	Diversified Growth Fund (high equity beta)	Multi asset credit (sub inv grade)	aradel	All World ex UK Equity in GBP Unhedged	Lending (private debt) GBP	Corp MediumA	Inflation (CPI)	17 year real yield (CPI)	17 year yield
	16 <sup>th</sup>	0.8%	-1.9%	-3.1%	-0.3%	-1.5%	-0.4%	-1.2%	-0.6%	-1.5%	-2.5%	0.7%	1.1%	1.7%	0.9%	-0.4%	2.7%	-0.1%	1.8%	-1.9%	1.1%
10 years	50 <sup>th</sup>	1.8%	0.2%	-0.7%	1.1%	0.7%	5.7%	9.4%	4.4%	3.4%	5.8%	5.9%	5.4%	3.5%	2.3%	5.8%	6.0%	1.6%	3.5%	-0.7%	2.5%
	84 <sup>th</sup>	2.9%	2.4%	2.0%	2.4%	2.8%	11.6%	20.1%	9.5%	8.6%	14.4%	11.2%	9.5%	5.2%	3.7%	11.9%	9.2%	3.2%	5.1%	0.9%	4.3%
	16 <sup>th</sup>	1.0%	-1.5%	-2.6%	0.7%	-0.2%	1.7%	2.4%	1.4%	0.5%	0.1%	2.6%	2.8%	2.8%	1.4%	1.8%	4.3%	1.1%	1.4%	-0.9%	1.3%
20 years	50 <sup>th</sup>	2.4%	0.1%	-0.9%	1.5%	0.9%	6.2%	10.0%	5.0%	4.2%	6.3%	6.5%	6.0%	4.4%	2.9%	6.3%	6.8%	2.1%	2.9%	0.9%	3.2%
	84 <sup>th</sup>	4.0%	1.9%	0.8%	2.2%	2.0%	10.6%	17.6%	8.9%	8.1%	12.8%	10.6%	9.4%	6.0%	4.6%	11.1%	9.2%	3.2%	4.5%	2.5%	5.7%
	16 <sup>th</sup>	1.2%	-0.3%	-1.1%	1.5%	1.2%	3.2%	4.7%	2.6%	1.9%	2.1%	3.9%	4.0%	3.6%	1.6%	3.4%	5.5%	2.0%	0.9%	-0.6%	1.1%
40 years	50 <sup>th</sup>	2.9%	1.2%	0.3%	2.3%	1.9%	6.7%	10.3%	5.5%	5.0%	6.8%	7.0%	6.6%	5.3%	3.3%	6.8%	7.7%	3.1%	2.2%	1.3%	3.3%
,	84 <sup>th</sup>	4.9%	3.1%	1.9%	3.5%	2.8%	10.2%	16.1%	8.8%	8.2%	11.7%	10.3%	9.4%	7.1%	5.4%	10.4%	10.0%	4.4%	3.7%	3.2%	6.1%
Vola	tility (5yr)	2%	7%	9%	6%	8%	18%	30%	15%	15%	26%	15%	13%	6%	3%	18%	10%	7%	3%	-	-





# Assumptions

## Financial assumptions Calculating the funding level

Liabilities have been calculated using the projected accrued benefits method. The table below summarises the assumptions used to calculate the liabilities at 31 March 2022, along with a comparison at the last valuation.

Table 19: Summary of assumptions used for calculating the liabilities, compared to last valuation on 31 March 2019

Assumption	31 March 2022	Required for	31 March 2019
Discount rate:		To place a present value on all the benefits promised to scheme members at the valuation date.	
Main Fund	4.3% pa	The Fund's assets are estimated to have a 70% likelihood of returning above the discount rate.	4.6% pa (61% likelihood)
Orphan Employers	2.6% pa		2.6% pa
WMTL	2.9% pa (non buy in)		3.2% pa (non buy in)
VVIVITE	1.6% pa (buy in)		1.1% pa (buy in)
PBL	2.3% pa		2.1% pa
Benefit increases/CARE revaluation:		To determine the size of future benefit payments.	
Main Fund	2.9% pa		2.6% pa
WMTL / PBL	3.0% pa		2.7% pa
Salary increases:		To determine the size of future final-salary linked benefit payments.	
Main Fund	3.9% pa		3.6% pa
WMTL	3.0% pa		2.7% pa

Individual employer funding assumptions may differ from those above. Where applicable, the Fund has set assumptions in line with the membership profile and funding objectives of these employers. Employer funding strategies and assumptions are detailed in the individual employer results schedules.



## Assumptions

#### **Demographic assumptions**

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

#### Longevity

Table 20: Summary of longevity assumptions

	This valuation 31 March 2022	Last valuation 31 March 2019
Baseline assumption	VitaCurves based on member- level lifestyle factors	S3PA Heavy tables 85% weighting for male pensioners (110% dependents), 95% females (125% dependents)
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 = 0.5% (both Female and Male) Smoothing factor = 7.5 1.5% 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 21: Summary of other demographic assumptions

Death in service	See sample rates in Tables 22 & 23
Retirements in ill health	See sample rates in Tables 22 & 23
Withdrawals	See sample rates in Tables 22 & 23
Promotional salary increases	See sample rates in Tables 22 & 23
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.



## Assumptions

#### Sample rates for demographic assumptions Males

Table 22: 3	sample rate	es of male	aemograpn	c assumptions

<b>Female</b>	25
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Table 23: Sample rates of female demographic assumptions

Table ZZ.	oampie rati	es of male demo	grapino e	ισσαιτιριίο	113			14016 23	. Garripie re	iles of ferriale de	mograpii	ic assump	JUOI 13				
Age	Salary Scale	Death Before Retirement	Withd	rawals	III Healt	h Tier 1	III Heal	th Tier 2	Age	Salary Scale	Death Before Retirement	Withd	rawals	III Healt	h Tier 1	III Healt	th Tier 2
		FT & PT	FT	PT	FT	PT	FT	PT			FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.17	404.31	813.01	0.00	0.00	0.00	0.00	20	105	0.10	352.42	467.37	0.00	0.00	0.00	0.00
25	117	0.17	267.06	537.03	0.00	0.00	0.00	0.00	25	117	0.10	237.14	314.44	0.10	0.07	0.02	0.01
30	131	0.20	189.49	380.97	0.00	0.00	0.00	0.00	30	131	0.14	198.78	263.54	0.13	0.10	0.03	0.02
35	144	0.24	148.05	297.63	0.10	0.07	0.02	0.01	35	144	0.24	171.57	227.38	0.26	0.19	0.05	0.04
40	150	0.41	119.20	239.55	0.16	0.12	0.03	0.02	40	150	0.38	142.79	189.18	0.39	0.29	0.08	0.06
45	157	0.68	111.96	224.96	0.35	0.27	0.07	0.05	45	157	0.62	133.25	176.51	0.52	0.39	0.10	0.08
50	162	1.09	92.29	185.23	0.90	0.68	0.23	0.17	50	162	0.90	112.34	148.65	0.97	0.73	0.24	0.18
55	162	1.70	72.68	145.94	3.54	2.65	0.51	0.38	55	162	1.19	83.83	111.03	3.59	2.69	0.52	0.39
60	162	3.06	64.78	130.02	6.23	4.67	0.44	0.33	60	162	1.52	67.55	89.37	5.71	4.28	0.54	0.40
65	162	5.10	0.00	0.00	11.83	8.87	0.00	0.00	65	162	1.95	0.00	0.00	10.26	7.69	0.00	0.00

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





## Allowing for the McCloud remedy

Allowance has been included for this expected benefit change at the 2022 valuation as directed by the Department for Levelling Up and Housing & Communities in their letter dated March 2022<sup>1</sup>.

#### How we estimated the cost impact

#### **Active members**

For each member we will estimate their 2014-2022 benefit at retirement (based on service up to the valuation date) under both the 2008 and 2014 schemes, and then take whichever is greater. If the 2008 scheme benefit is expected to be greater, this leads to a benefit uplift and therefore a cost impact.

The process is summarised as:

- 1. Identify which members are eligible for the extended protections, ie those active at 31 March 2012
- 2. Multiply the member's existing CARE pot by 49/60 as an estimate of the equivalent benefit under the 2008 scheme (we don't have full salary history prior to 2014 to work out something more accurate).
- 3. Generate a salary increase in each year, based on the assumption described below, allowing for the likelihood that the member is still active in that year.
- 4. Calculate the cumulative salary increase up to retirement.
- 5. At the member's 2008 scheme retirement age compare the two benefits, allowing for any early retirement reductions to the 2014 scheme benefit, and take whichever is greater.

By repeating this process for every active member in a fund, we can estimate how much greater members' benefits may be as a result of the McCloud remedy, split by age and member group (ie male/female, full-time/part-time etc). The results of this analysis are then fed into the rest of our valuation calculations to adjust liabilities and contribution rates accordingly. For example, if our analysis shows that female employees working full-time and born between 1975 and 1980 are likely to see a 15% benefit increase thanks to McCloud, we will increase their liabilities for 2014-2022 service by 15%.

#### **Deferred and pensioner members**

The McCloud ruling applies to all service earned from 1 April 2014 to 31 March 2022, so pensioners and deferred pensioners who were active at some point since 2014 could also be affected.

We have not allowed for any impact on pensioners on the assumption that virtually all who have retired since 2014 will have been eligible for the underpin anyway.

For deferred members we make a flat increase of 1% to the liability related to 2014-2022 service for all members who became deferred since 2012. These members are unlikely to benefit from McCloud as they lose the 'final salary link' when moving to deferred status. However, some members could still benefit if they return to active service or if they had a substantial pay rise before they left. The 1% loading is an approximate way to allow for these factors.





## Allowing for the McCloud remedy

#### **Assumptions**

#### Salary increases

The salary increase assumption has a very significant impact on which scheme is most generous, but each member's future salary growth is very uncertain.

Traditionally, when we carry out an actuarial valuation, the salary growth assumption is comprised of a fixed 'inflationary' element (eg CPI inflation + 1.0% p.a.) and an age-dependent 'promotional' scale based on analysis of historical trends and future expectations.

Using a fixed assumption in this way is appropriate for most valuation purposes but is unsuitable for modelling the impact of McCloud as it means everyone in the same category (defined by age, sex, retirement age etc) would have exactly the same salary progression up to retirement. The underpin would therefore either 'bite' for everyone in a certain category or bite for no-one at all, which is not realistic in practice and leads to 'cliff-edges' in the results.

Instead, to capture both the uncertainty and variability of salary increases, we model them stochastically. This means that every member has a different salary increase for each year in the future, generated from a specified probability distribution. The probability distribution has been designed so that the median value at each age mirrors very closely the simple assumption made elsewhere in the valuation (including the promotional element). This ensures that the allowance for McCloud is consistent with the rest of the valuation calculations.

For example, for a fund whose inflationary pay growth assumption is CPI + 1% p.a., the parameters of the distribution are as follows:

Age band	Lognormal probability distribution All pay increases are expressed in real terms, i.e. net of CPI inflation			
	Promotional element (p.a.)	Inflationary element (p.a.)	Combined median (p.a.)	Standard deviation
16 – 25	2.5%	1.0%	3.5%	2.0%
26-35	2.0%		3.0%	]
36 - 45	1.0%		2.0%	]
46 - 55	0.0%		1.0%	]
56 - 65	0.0%		1.0%	]
66+	0.0%		1.0%	]





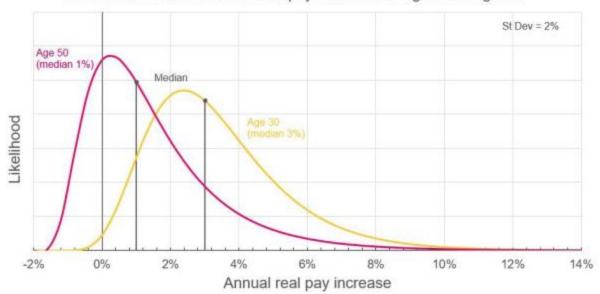
## Allowing for the McCloud remedy

#### **Assumptions**

#### Salary increases (cont.)

Based on these parameters, the resulting distribution of pay increases at ages 30 and 50 is shown below:

#### Model distribution of annual real pay increases at age 30 vs age 50



The distribution allows for the possibility of negative real pay increases (ie pay rises below inflation) as well as large positive increases. Real terms pay cuts are likely to happen when pay is frozen but inflation continues, whereas pay rises could be very high depending on promotions and career progression. This is why the shape of the distribution is not symmetrical.

As with the pay increase assumption used at the valuation this is a long-term assumption. Some of the members affected by the McCloud remedy might not retire for decades. Although inflation is expected to be very high in the short term, which increases the likelihood of negative real increases, we feel the above distribution is appropriate over the long term. If we do underestimate the likelihood of real pay falls, it means that the cost impact of the McCloud remedy ends up being overestimated. Given that the impact is very small anyway, any overestimation of the cost impact will not lead to materially different valuation results or funding strategies.





## Allowing for the McCloud remedy

#### **Assumptions**

#### Withdrawal from active service

For the McCloud analysis we adopt the same withdrawal assumption used for the 2022 actuarial valuation. The withdrawal decrements at sample ages are shown in Appendix 3.

#### Other assumptions

To calculate the reduction or uplift to pensions taken before/after normal retirement age, we will use the LGPS early and late retirement guidance and factors in force at the time of writing, ie

- Early Retirement: Guidance dated 5 May 2021 and factors implemented 8 January 2019
- Late Retirement: Guidance dated 5 May 2021

To estimate each member's 2008 scheme benefit for the period 1 April 2014 to 31 March 2022 we will multiply their CARE pot by 49/60. This implicitly assumes that:

- All members have been in the main section of the 2014 scheme (rather than the 50:50 section)
- Pay increases since 2014 have been in line with CPI inflation
- The pay definitions for the 2008 scheme and 2014 scheme is identical

We believe these assumptions are appropriate and proportionate given the data available and the expected financial impact of McCloud on liabilities.

The impact of McCloud is sensitive to the assumptions outlined. If any of the factors feeding into these assumptions were to change then it may have a significant impact on the funding impact of McCloud.

Our model allows for all the significant factors influencing the cost impact of the McCloud ruling. Given the uncertainty around the design of the remedy, the data available and the complexity of the LGPS benefit structure, there are some elements that we will not allow for:

- Active members leaving the scheme before retirement age due to ill-health retirement (the incidence rates of ill-health retirements are typically very low).
- Active members in the 50:50 scheme (who elect to pay lower employee contributions in return for lower benefits). Given the low take-up rate of this option, we do not believe this will have a material impact on the results.





### Reliances and limitations

We have been commissioned by Wolverhampton City Council ("the Administering Authority") to carry out a full actuarial valuation of the West Midlands 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 advice on assumptions paper to the Fund's officers dated May 2022
- Our initial results report dated February 2023 which outlines the whole fund results and inter-valuation experience

- Our data report dated 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 West Midlands Pension Fund Funding Strategy Statement (dated March 2023) 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.	





## **APPENDIX 6**

## 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 West Midlands 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 3 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		21.8% of pay	
Secondary rate		Monetary amount	Equivalent to % of payroll
	2023/24	£41,956,000	1.9%
	2024/25	£43,977,000	1.9%
	2025/26	£48,947,000	2.0%

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



**APPROACH TO VALUATION** 

VALUATION RESULTS

SENSITIVITY & **RISK ANALYSIS**  FINAL COMMENTS

**APPENDICES** 

RATES & **ADJUSTMENTS** CERTIFICATE

Employer	Facilities and the 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	
Scheduled	Bodies	:		•	•		:	•	·
	Birmingham City Council Pool								
2	Birmingham City Council	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%	
	Coventry City Council Pool								
3	Coventry City Council	21.5%	-0.3%	-0.3%	-0.3%	21.2%	21.2%	21.2%	
	Dudley MBC Pool								
4	Dudley MBC	21.9%	-0.7%	-0.7%	-0.7%	21.2%	21.2%	21.2%	
	Sandwell MBC Pool								
5	Sandwell MBC	21.6%	3.0%	3.0%	3.0%	24.6%	24.6%	24.6%	
1086	Sandwell Children's Trust	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	
	Solihull MBC Pool								
6	Solihull MBC	21.8%	1.0%	1.0%	1.0%	22.8%	22.8%	22.8%	1
	Walsall MBC Pool								
7	Walsall MBC	21.7%	3.9%	3.9%	3.9%	25.6%	25.6%	25.6%	
	Wolverhampton City Council Pool								
8	Wolverhampton CC	21.5%	1.8%	1.8%	1.8%	23.3%	23.3%	23.3%	
40		Hymans # Robert						ERTSO	



APPROACH TO VALUATION

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RATES & ADJUSTMENTS CERTIFICATE

Employer	Employer name	Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contribut	ions (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	West Midlands Combined Authority Pool			•		·			
1033	West Midlands Combined Authority	20.0%	-10.1%	-10.1%	-10.1%	9.9%	9.9%	9.9%	
103	West Midlands Fire and Civil Defence Authority	21.4%	-1.2%	-1.2%	-1.2%	20.2%	20.2%	20.2%	
110	The Chief Constable for West Midlands Police	21.0%	-1.2%	-1.2%	-1.2%	19.8%	19.8%	19.8%	
Admitted Bo	ody Subfund employers								
81	West Midlands Travel Ltd	38.0%	£7,500,000	£7,700,000	£7,800,000	38.0% plus £7,500,000	38.0% plus £7,700,000	38.0% plus £7,800,000	2
147	Preston Bus	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other sched	duled bodies								
55	Chelmsley Wood Town Council	23.7%	0.0%	0.0%	0.0%	23.7%	23.7%	23.7%	
175	Coventry and Solihull Waste Disposal Company Ltd	29.9%	0.0%	0.0%	0.0%	29.9%	29.9%	29.9%	
217	Smiths Wood Parish Council	22.8%	-3.9%	-3.9%	-3.9%	18.9%	18.9%	18.9%	
232	Meriden Parish Council	22.6%	0.0%	0.0%	0.0%	22.6%	22.6%	22.6%	
248	Castle Bromwich Parish Council	22.7%	0.0%	0.0%	0.0%	22.7%	22.7%	22.7%	
300	Solihull Community Housing	21.8%	-3.0%	0.0%	3.0%	18.8%	21.8%	24.8%	3
318	Wolverhampton Homes	22.6%	-9.2%	-9.2%	-9.2%	13.4%	13.4%	13.4%	
479	Birmingham Museums Limited	22.8%	0.0%	0.0%	0.0%	22.8%	22.8%	22.8%	
706	Cheswick Green Parish Council	25.1%	0.5%	0.5%	0.5%	25.6%	25.6%	25.6%	
803	Police and Crime Commissioner West Midlands	19.8%	-0.4%	-0.4%	-0.4%	19.4%	19.4%	19.4%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
937	Dickens Heath Parish Council	25.3%	0.0%	0.0%	0.0%	25.3%	25.3%	25.3%	
946	Bickenhill & Marston Green Parish Council	21.9%	-4.7%	-4.7%	-4.7%	17.2%	17.2%	17.2%	
986	Royal Sutton Coldfield Town Council	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
1161	LGPS Central	17.5%	0.9%	0.9%	0.9%	18.4%	18.4%	18.4%	
1407	W V Living Limited	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
Colleges									
	Birmingham Metropolitan College Pool								
122	Birmingham Metropolitan College	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	
	City of Wolverhampton College Pool								
227	City of Wolverhampton College	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	
	Coventry College Pool								
1130	Coventry College	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	22.9%	
	Hereward College Pool								
126	Hereward College	22.6%	0.0%	0.0%	0.0%	22.6%	22.6%	22.6%	
	Sandwell College Pool								
131	Sandwell College	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
	South and City College Birmingham Pool							•	·	
119	South and City College Birmingham	22.8%	0.0%	0.0%	0.0%	22.8%	22.8%	22.8%		
	Walsall College Pool									
133	Walsall College	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%		
127	Dudley College of Technology	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%		
128	Halesowen College	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%		
132	Solihull College	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%		
137	Joseph Chamberlain Sixth Form College	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%		
Universities	s									
	Birmingham City University Pool									
84	Birmingham City University	21.0%	-3.0%	-2.0%	5.0%	18.0%	19.0%	26.0%	3	
	Coventry University Pool									
85	Coventry University	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		
738	Coventry University Enterprises Ltd	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		
889	Futurelets Ltd	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		
1237	PeoplesFuture Limited	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		
1311	CU Recruitment and Admissions Limited	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		
1391	Coventry University Services Ltd	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
1437	Coventry University Online Services	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%	•	
1438	CU Corporate Services Limited	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		
1457	Coventry University College Limited	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%		
	University Of Wolverhampton (The) Pool									
86	University Of Wolverhampton	21.7%	0.7%	0.7%	0.7%	22.4%	22.4%	22.4%		
115	University College Birmingham	20.9%	0.0%	0.0%	0.0%	20.9%	20.9%	20.9%		
Academies										
	M001 Academies Enterprise Trust									
582	Percy Shurmer Primary Academy - Academies Enterprise Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%		
630	Lea Forest Primary Academy - Academies Enterprise Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%		
631	Four Dwellings Primary Academy - Academies Enterprise Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%		
657	Greenwood Academy - Academies Enterprise Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%		
691	Four Dwellings Academy - Academies Enterprise Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%		
704	Montgomery Primary Academy - Academies Enterprise Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%		
	M002 Academy Transformation Trust									
558	Jubilee Academy Mossley - Academy Transformation Trust	21.4%	2.1%	2.1%	2.1%	23.5%	23.5%	23.5%		





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
668	Bristnall Academy - Academy Transformation Trust	21.4%	2.1%	2.1%	2.1%	23.5%	23.5%	23.5%	
913	Academy Transformation Trust Central Office - Academy Transformation Trust	21.4%	2.1%	2.1%	2.1%	23.5%	23.5%	23.5%	
963	Pool Hayes Academy - Academy Transformation Trust	21.4%	2.1%	2.1%	2.1%	23.5%	23.5%	23.5%	
990	North Walsall Primary Academy - Academy Transformation Trust	21.4%	2.1%	2.1%	2.1%	23.5%	23.5%	23.5%	
1065	Phoenix Academy - Academy Transformation Trust	21.4%	2.1%	2.1%	2.1%	23.5%	23.5%	23.5%	
1116	Caldmore Primary Academy - Academy Transformation Trust	21.4%	2.1%	2.1%	2.1%	23.5%	23.5%	23.5%	
	M003 Acocks Green Primary Academy								
683	Acocks Green Primary School - Acocks Green Primary School SAT	22.0%	11.5%	11.5%	11.5%	33.5%	33.5%	33.5%	
	M004 Alderbrook School								
437	Alderbrook School - Alderbrook School SAT	22.5%	£53,000	£55,000	£57,000	22.5% plus £53,000	22.5% plus £55,000	22.5% plus £57,000	1
	M005 All Saints MAT								
680	St John's and St Peter's CofE Academy - All Saints Multi Academy Trust	21.6%	0.9%	0.9%	0.9%	22.5%	22.5%	22.5%	
900	St Thomas CE Academy- All Saints Multi Academy Trust	21.6%	0.9%	0.9%	0.9%	22.5%	22.5%	22.5%	
	M006 Amethyst Academies Trust								
638	Aldersley High School - Amethyst Academies Trust	21.5%	5.0%	5.0%	5.0%	26.5%	26.5%	26.5%	
1076	Moreton School - Amethyst Academy Trust	21.5%	5.0%	5.0%	5.0%	26.5%	26.5%	26.5%	
1502	Penn Hall School - Amethyst Academies Trust	21.5%	5.0%	5.0%	5.0%	26.5%	26.5%	26.5%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M007 Arden MAT					:			
375	Park Hall Academy - Arden Multi-Academy Trust	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
399	Arden Academy - Arden Multi-Academy Trust	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
438	Lode Heath School - Arden Multi-Academy Trust	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
1427	Arden Multi Academy Trust Head Office - Arden Multi-Academy Trust	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
	M008 ARK Schools								
380	ARK St Albans Academy - ARK Schools	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
542	ARK Tindal Primary Academy - ARK Schools	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
552	ARK Kings Academy - ARK Schools	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
924	ARK Boulton Academy - ARK Schools	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
1208	ARK Victoria Academy - ARK Schools	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
	M009 Arthur Terry Learning Partnership								
455	Arthur Terry Learning Partnership Schools - Arthur Terry Learning Partnership	22.2%	1.5%	1.5%	1.5%	23.7%	23.7%	23.7%	
	M10 Aston Tower MAT								
970	Aston Tower Community Primary School - Aston Tower Multi-Academy Trust	22.3%	9.0%	9.0%	9.0%	31.3%	31.3%	31.3%	
	M011 Aston University Engineering Academ Birmingham	ny							
533	Aston University Engineering Academy Birmingham - Aston University Engineering Academy Birmingham SAT	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3% HVMANS # ROB	EDTCON
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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M012 Barr View Primary & Nursery	•			:	:			:
506	Barr View Primary & Nursery Academy - Barr View Primary & Nursery Academy SAT	21.8%	3.3%	3.3%	3.3%	25.1%	25.1%	25.1%	
	M013 Bartley Green School								
421	Bartley Green School - Bartley Green School SAT	21.3%	0.6%	0.6%	0.6%	21.9%	21.9%	21.9%	
	M015 Birmingham Diocesan MAT								
536	St Michael's CofE Primary Academy Handsworth - Birmingham Diocesan Multi- Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
621	St Clements C of E Academy Nechells - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
650	St Michael's CE Primary School - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
682	St George's CofE Primary School - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
702	Hawkesley Church Primary Academy - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
722	Holy Trinity CE Primary Academy (Handsworth) - Birmingham Diocesan Multi- Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
730	Bentley Heath Church of England Primary School - Birmingham Diocesan Multi- Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
735	St George's CofE Academy Newtown - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
964	Nonsuch Primary School - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
1054	Quinton Church Primary School - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
1146	Birmingham Diocesan Multi-Academy Trust Central Office - Birmingham Diocesan Multi- Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1260	St Margaret's C of E Primary School - Birmingham Diocesan Multi-Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
1386	Lady Katherine Leveson Church of England Primary School - Birmingham Diocesan Multi- Academy Trust	22.4%	1.3%	1.3%	1.3%	23.7%	23.7%	23.7%	
	M016 Birmingham Ormiston Academy								
587	Birmingham Ormiston Academy - Birmingham Ormiston Academy	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
1483	BOA Stage and Screen Production Academy - Birmingham Ormiston Academy	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	20.4%	
	M017 Bishop Vesey's Grammar School								
480	Bishop Vesey's Grammar School - Bishop Vesey's Grammar School SAT	22.2%	3.3%	3.3%	3.3%	25.5%	25.5%	25.5%	
	M018 Blue Coat Church of England (Walsal	l)							
580	Blue Coat Church of England (Walsall) - Blue Coat Church of England (Walsall) SAT	21.3%	3.7%	3.7%	3.7%	25.0%	25.0%	25.0%	
	M019 Broadway Academy Trust								
749	Broadway Academy - Broadway Academy SAT	22.0%	8.6%	8.6%	8.6%	30.6%	30.6%	30.6%	
	M020 Canterbury Cross Education Trust								
1057	Canterbury Cross Primary School - Canterbury Cross Educational Trust	22.9%	15.2%	15.2%	15.2%	38.1%	38.1%	38.1%	
	M021 Castle Phoenix Trust								
581	Caludon Castle School - Castle Phoenix Trust	22.1%	5.9%	5.9%	5.9%	28.0%	28.0%	28.0%	
740	Hill Farm Primary School - Castle Phoenix Trust	22.1%	5.9%	5.9%	5.9%	28.0%	28.0%	28.0%	
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Employer		Primary rate	Secondary ra	ate (% of pay plus mon	etary amount)	Total contributi	ons (primary rate plus	secondary rate)	Notes		
code	Employer name	(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26			
1103	Foxford Community School - Castle Phoenix Trust	22.1%	5.9%	5.9%	5.9%	28.0%	28.0%	28.0%			
1213	Richard Lee Primary School - Castle Phoenix Trust	22.1%	5.9%	5.9%	5.9%	28.0%	28.0%	28.0%			
1430	Charter Primary School - Castle Phoenix Trust	22.1%	5.9%	5.9%	5.9%	28.0%	28.0%	28.0%			
	M022 Central Academies Trust										
567	Lordswood Boys School - Central Academies Trust	20.2%	2.2%	2.2%	2.2%	22.4%	22.4%	22.4%			
	M023 Central Learning Partnership Trust										
460	Heath Park - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
498	Moseley Park - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
585	Woden Primary School - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
949	Westcroft School - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
971	Wolverhampton Vocational Training Centre - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
1051	Broadmeadow Special School - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
1186	D'Eyncourt Primary School - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
1231	Coppice School - Central Learning Partnership Trust	21.6%	3.7%	3.7%	3.7%	25.3%	25.3%	25.3%			
	M024 Central Schools Trust										
527	Balsall Common Primary Academy - Central Schools Trust	23.0%	£21,000	£22,000	£24,000	23.0% plus £21,000	23.0% plus £22,000	23.0% plus £24,000			
1002	Damson Wood Infant academy - Central Schools Trust	23.0%	£8,000	£8,000	£8,000	23.0% plus £8,000	23.0% plus £8,000	23.0% plus £8,000	1		





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M025 Cottesbrooke Infant & Nursery Schoo	ı		•		•	•	•	
787	Cottesbrooke Infant and Nursery School - Cottesbrooke Infant and Nursery School SAT	22.8%	10.0%	10.0%	10.0%	32.8%	32.8%	32.8%	
	M026 Coundon Court Academy								
501	Coundon Court Academy - Coundon Court Academy SAT	21.8%	2.8%	2.8%	2.8%	24.6%	24.6%	24.6%	
	M027 Create Partnership Trust								
1024	Conway Primary School - Create Partnership Trust	22.3%	6.1%	6.1%	6.1%	28.4%	28.4%	28.4%	
1025	Greet Primary School - Create Partnership Trust	22.3%	6.1%	6.1%	6.1%	28.4%	28.4%	28.4%	
1093	Hodge Hill Primary School - Create Partnership Trust	22.3%	6.1%	6.1%	6.1%	28.4%	28.4%	28.4%	
1283	Brookfields Primary School - Create Partnership Trust	22.3%	6.1%	6.1%	6.1%	28.4%	28.4%	28.4%	
	M028 Cromwell Learning Community Acade	emy Trust							
1050	Cromwell Primary School - Cromwell Learning Community Academy Trust	22.5%	6.4%	6.4%	6.4%	28.9%	28.9%	28.9%	
1067	Bordesley Village Primary School - Cromwell Learning Community Academy Trust	22.5%	6.4%	6.4%	6.4%	28.9%	28.9%	28.9%	
	M029 Deanery Church of England School								
443	Deanery Church of England School - Deanery Church of England School SAT	23.2%	£24,000	£24,000	£25,000	23.2% plus £24,000	23.2% plus £24,000	23.2% plus £25,000	1





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M030 Diocese of Coventry MAT			:	•	•	:	•	
698	Stretton Primary Academy - Diocese of Coventry MAT	22.2%	£21,000	£21,000	£22,000	22.2% plus £21,000	22.2% plus £21,000	22.2% plus £22,000	1
699	St Laurence's Primary Academy - Diocese of Coventry MAT	22.2%	£35,000	£37,000	£39,000	22.2% plus £35,000	22.2% plus £37,000	22.2% plus £39,000	1
737	St Bartholomew's C of E Primary Academy - Diocese of Coventry MAT	22.2%	£21,000	£21,000	£22,000	22.2% plus £21,000	22.2% plus £21,000	22.2% plus £22,000	1
814	St Johns C of E Academy - Diocese of Coventry MAT	22.2%	£17,000	£18,000	£19,000	22.2% plus £17,000	22.2% plus £18,000	22.2% plus £19,000	1
1174	Leigh COE Primary Academy - Diocese of Coventry MAT	22.2%	£31,000	£32,000	£33,000	22.2% plus £31,000	22.2% plus £32,000	22.2% plus £33,000	1
	M031 Diocese of Worcester MAT								
1165	Netherton COE Primary School - Diocese of Worcester MAT	22.3%	4.0%	4.0%	4.0%	26.3%	26.3%	26.3%	
	M032 Dorrington Academy Trust								
551	Dorrington Academy - Dorrington Academy SAT	22.4%	2.7%	2.7%	2.7%	25.1%	25.1%	25.1%	
	M033 DRB Ignite MAT								
894	Jervoise School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
895	Wychall Primary School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
920	Beechwood C of E Primary School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
934	The Bromley-Pensnett Primary School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
1001	Hob Green Primary School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
1007	Princethorpe Infant School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1008	The Oval Primary School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
1009	Audley Primary School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
1274	Princethorpe Junior School - DRB Ignite MAT	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
1319	DRB Ignite Multi-Academy Trust Central Office - DRB Ignite Multi-Academy Trust	22.2%	7.8%	7.8%	7.8%	30.0%	30.0%	30.0%	
	M034 Dudley Academies Trust								
431	Pegasus Academy - Dudley Academies Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
454	Beacon Hill Academy - Dudley Academies Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
1137	Kates Hill Primary School - Dudley Academies Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
1142	The Link Academy - Dudley Academies Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
1143	St James Academy - Dudley Academies Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
1258	Dudley Academies Trust Central Office - Dudley Academies Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
1364	Blowers Green Primary School - Dudley Academies Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
	M035 E-ACT Pool								
378	E-ACT Heartlands Academy - E-ACT Multi- Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%	
379	E-ACT Shenley Academy - E-ACT Multi- Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%	
396	E-ACT North Birmingham Academy - E-ACT Multi-Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%	
476	E-ACT Willenhall Academy - E-ACT Multi- Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%	
563	Nechells Primary E-ACT Academy - E-ACT Multi-Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%	



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26			
586	West Walsall E-ACT Academy - E-ACT Multi- Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%	:		
649	Merritts Brook E-ACT Primary Academy - E-ACT Multi-Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%			
651	Reedswood E-ACT Primary Academy - E- ACT Multi-Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%			
659	Mansfield Green E-ACT Primary Academy - E-ACT Multi-Academy Trust	21.7%	4.7%	4.7%	4.7%	26.4%	26.4%	26.4%			
	M036 EBN Free School										
565	East Birmingham Network Academy - EBN Trust	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%			
	M037 Education Impact Academy Trust										
487	Wilson Stuart School - Education Impact Academy Trust	21.5%	6.0%	6.0%	6.0%	27.5%	27.5%	27.5%			
1270	Hive College - Education Impact Academy Trust	21.5%	6.0%	6.0%	6.0%	27.5%	27.5%	27.5%			
1291	Mayfield School - Education Impact Academy Trust	21.5%	6.0%	6.0%	6.0%	27.5%	27.5%	27.5%			
1292	Queensbury School - Education Impact Academy Trust	21.5%	6.0%	6.0%	6.0%	27.5%	27.5%	27.5%			
	M038 Elston Hall MAT										
940	Elston Hall Primary School - Elston Hall Multi- Academy Trust	22.0%	8.8%	8.8%	8.8%	30.8%	30.8%	30.8%			
979	Palmers Cross Primary Academy - Elston Hall Multi-Academy Trust	22.0%	8.8%	8.8%	8.8%	30.8%	30.8%	30.8%			
1036	Edward the Elder Primary - Elston Hall Multi- Academy Trust	22.0%	8.8%	8.8%	8.8%	30.8%	30.8%	30.8%			
1154	Goldthorn Park Primary - Elston Hall Multi- Academy Trust	22.0%	8.8%	8.8%	8.8%	30.8%	30.8%	30.8%			





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	Primary	Secondary ra	te (% of pay plus mon	etary amount)	Total contribution	ons (primary rate plu	s secondary rate)	Notes
Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Pheasey Park Farm Primary School - Elston Hall Multi-Academy Trust	22.0%	8.8%	8.8%	8.8%	30.8%	30.8%	30.8%	
Tipton Green Junior School - Elston Hall Learning Trust	22.0%	8.8%	8.8%	8.8%	30.8%	30.8%	30.8%	
M040 Equitas Academies Trust								
Aston Manor Academy - Equitas Academies Trust	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	22.2%	
Chilwell Croft Academy - Equitas Academies Trust	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	22.2%	
M041 Evolve Education Trust								
Stirchley Primary School - Evolve Education Trust	23.2%	4.4%	4.4%	4.4%	27.6%	27.6%	27.6%	
M042 Excelsior MAT								
Green Meadow Primary School - Excelsior Multi-Academy Trust	22.4%	6.9%	6.9%	6.9%	29.3%	29.3%	29.3%	
Parkfield Community School - Excelsior Multi- Academy Trust	22.4%	6.9%	6.9%	6.9%	29.3%	29.3%	29.3%	
Turves Green Primary School - Excelsior Multi-Academy Trust	22.4%	6.9%	6.9%	6.9%	29.3%	29.3%	29.3%	
Colmers Farm Primary School - Excelsior Multi-Academy Trust	22.4%	6.9%	6.9%	6.9%	29.3%	29.3%	29.3%	
Multi Academy Trust	22.4%	6.9%	6.9%	6.9%	29.3%	29.3%	29.3%	
Heath Mount Primary School- Excelsior Multi Academy Trust	22.4%	6.9%	6.9%	6.9%	29.3%	29.3%	29.3%	
M043 Fairfax MAT								
Fairfax School - Fairfax Multi-Academy Trust	22.2%	2.0%	2.0%	2.0%	24.2%	24.2%	24.2%	
	Hall Multi-Academy Trust Tipton Green Junior School - Elston Hall Learning Trust  M040 Equitas Academies Trust Aston Manor Academy - Equitas Academies Trust Chilwell Croft Academy - Equitas Academies Trust  M041 Evolve Education Trust Stirchley Primary School - Evolve Education Trust  M042 Excelsior MAT Green Meadow Primary School - Excelsior Multi-Academy Trust Parkfield Community School - Excelsior Multi-Academy Trust Turves Green Primary School - Excelsior Multi-Academy Trust Colmers Farm Primary School - Excelsior Multi-Academy Trust Highters Heath Primary School - Excelsior Multi Academy Trust Heath Mount Primary School - Excelsior Multi Academy Trust Heath Mount Primary School - Excelsior Multi Academy Trust  M043 Fairfax MAT	Pheasey Park Farm Primary School - Elston Hall Multi-Academy Trust Tipton Green Junior School - Elston Hall Learning Trust  M040 Equitas Academies Trust Aston Manor Academy - Equitas Academies Trust Chilwell Croft Academy - Equitas Academies Trust  M041 Evolve Education Trust Stirchley Primary School - Evolve Education Trust  M042 Excelsior MAT Green Meadow Primary School - Excelsior Multi-Academy Trust Parkfield Community School - Excelsior Multi-Academy Trust Turves Green Primary School - Excelsior Multi-Academy Trust Colmers Farm Primary School - Excelsior Multi-Academy Trust Highters Heath Primary School - Excelsior Multi-Academy Trust Heath Mount Primary School - Excelsior Multi-Academy Trust  M043 Fairfax MAT	Pheasey Park Farm Primary School - Elston Hall Multi-Academy Trust Tipton Green Junior School - Elston Hall Learning Trust  M040 Equitas Academies Trust  Aston Manor Academy - Equitas Academies Trust Chilwell Croft Academy - Equitas Academies Trust  Stirchley Primary School - Evolve Education Trust  Stirchley Primary School - Evolve Education Trust  M042 Excelsior MAT Green Meadow Primary School - Excelsior Multi-Academy Trust Parkfield Community School - Excelsior Multi-Academy Trust Turves Green Primary School - Excelsior Multi-Academy Trust Colmers Farm Primary School - Excelsior Multi-Academy Trust Highters Heath Primary School - Excelsior Multi-Academy Trust Highters Heath Primary School - Excelsior Multi-Academy Trust Highters Heath Primary School - Excelsior Multi-Academy Trust Heath Mount Primary School - Excelsior Multi-Academy Trust  M043 Fairfax MAT	Pheasey Park Farm Primary School - Elston Hall Multi-Academy Trust Tipton Green Junior School - Elston Hall Learning Trust	Pheasey Park Farm Primary School - Elston   Hall Multi-Academy Trust   Pheasey Park Farm Primary School - Elston   Hall Multi-Academy Trust   Pheasey Park Farm Primary School - Elston   Hall Multi-Academy Trust   Pheasey Park Farm Primary School - Elston   Hall   Pheasey Park Farm Primary School - Excelsior Multi-Academy   Pheasey Park Farm Primary School - Excelsior Multi-Academy   Pheasey Primary School - Excelsior Multi-Academy   Primary School - Excelsior Multi-Academy Trust   Phease Primary School - Excelsior Multi-Academ	Pheasey Park Farm Primary School - Elston Hall   22.0%   8.8%   8.8%   8.8%   8.8%   30.8%   19th Cardemy Trust   22.0%   8.8%   8.8%   8.8%   8.8%   30.8%   30.8%   19th Cardemy Trust   22.0%   8.8%   8.8%   8.8%   8.8%   30.8%	Pheasey Park Farm Primary School - Elston   22.0%   8.8%   8.8%   8.8%   30.	Photograph   Primary School - Elston   22.0%   8.8%   8.8%   8.8%   8.8%   30.8%   3



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
845	Bournville School - Fairfax Multi-Academy Trust	22.2%	2.0%	2.0%	2.0%	24.2%	24.2%	24.2%		
1021	Erdington Academy - Fairfax Multi-Academy Trust	22.2%	2.0%	2.0%	2.0%	24.2%	24.2%	24.2%		
1022	Smith's Wood Academy - Fairfax Multi- Academy Trust	22.2%	2.0%	2.0%	2.0%	24.2%	24.2%	24.2%		
	M044 Finham Park MAT									
426	Whitley Academy - Finham Park Mat	21.5%	2.7%	2.7%	2.7%	24.2%	24.2%	24.2%		
435	Finham Park School - Finham Park MAT	21.5%	2.7%	2.7%	2.7%	24.2%	24.2%	24.2%		
957	Finham Primary School - Finham Park MAT	21.5%	2.7%	2.7%	2.7%	24.2%	24.2%	24.2%		
984	Finham Park 2- Finham Park MAT	21.5%	2.7%	2.7%	2.7%	24.2%	24.2%	24.2%		
991	Lyng Hall School - Finham Park MAT	21.5%	2.7%	2.7%	2.7%	24.2%	24.2%	24.2%		
1312	Pearl Hyde Community Primary School - Finham Park MAT	21.5%	2.7%	2.7%	2.7%	24.2%	24.2%	24.2%		
	M045 Fioretti Trust									
537	St Mary's C of E Primary Academy & Nursery - Fioretti Trust	22.4%	7.1%	7.1%	7.1%	29.5%	29.5%	29.5%		
1044	St Francis CE Primary School and Nursery - Fioretti Trust	22.4%	7.1%	7.1%	7.1%	29.5%	29.5%	29.5%		
1345	St Barnabas C of E Primary School - Fioretti Trust	22.4%	7.1%	7.1%	7.1%	29.5%	29.5%	29.5%		
	M046 Forward Education Trust									
1092	The Bridge School - Forward Education Trust	21.5%	5.6%	5.6%	5.6%	27.1%	27.1%	27.1%		
1094	Brays School - Forward Education Trust	21.5%	5.6%	5.6%	5.6%	27.1%	27.1%	27.1%		
1096	Hallmoor School - Forward Education Trust	21.5%	5.6%	5.6%	5.6%	27.1%	27.1%	27.1%		
1460	Lea Hall Academy - Forward Education Trust	21.5%	5.6%	5.6%	5.6%	27.1%	27.1%	27.1%		





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1461	High Point Academy - Forward Education Trust	21.5%	5.6%	5.6%	5.6%	27.1%	27.1%	27.1%	
1468	Leycroft Academy - Forward Education Trust	21.5%	5.6%	5.6%	5.6%	27.1%	27.1%	27.1%	
	M047 George Dixon Academy								
544	George Dixon Academy - George Dixon Academy SAT	21.9%	3.5%	3.5%	3.5%	25.4%	25.4%	25.4%	
	M048 Greenholm Primary School								
579	Greenholm Primary School SAT	21.5%	2.7%	2.7%	2.7%	24.2%	24.2%	24.2%	
	M049 Griffin Academy Trust								
667	Bramford Primary School - Griffin Schools Trust	22.2%	7.2%	7.2%	7.2%	29.4%	29.4%	29.4%	
753	Chivenor Primary School - Griffin Schools Trust	22.2%	7.2%	7.2%	7.2%	29.4%	29.4%	29.4%	
	M050 Hales Valley MAT								
1080	Woodside Community School and Little Bears Nursery - Hales Valley Multi-Academy Trust	22.2%	2.7%	2.7%	2.7%	24.9%	24.9%	24.9%	
1081	Lutley Primary School - Hales Valley Multi- Academy Trust	22.2%	2.7%	2.7%	2.7%	24.9%	24.9%	24.9%	
1083	Lapal Primary School - Hales Valley Multi- Academy Trust	22.2%	2.7%	2.7%	2.7%	24.9%	24.9%	24.9%	
1163	Priory Primary School - Hales Valley Multi- Academy Trust	22.2%	2.7%	2.7%	2.7%	24.9%	24.9%	24.9%	
1164	Hurst Hill Primary School - Hales Valley Multi- Academy Trust	22.2%	2.7%	2.7%	2.7%	24.9%	24.9%	24.9%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M051 Hall Green Secondary School	: 		•	:		:		•
477	Hall Green Secondary School - Hall Green Secondary School SAT	22.2%	2.8%	2.8%	2.8%	25.0%	25.0%	25.0%	
	M052 Hamstead Hall Academy Trust								
695	Hamstead Hall Academy - Hamstead Hall Academy Trust	22.1%	11.2%	11.2%	11.2%	33.3%	33.3%	33.3%	
763	Grestone Primary Academy - Hamstead Hall Academy Trust	22.1%	11.2%	11.2%	11.2%	33.3%	33.3%	33.3%	
	M053 Harborne Academy								
397	Harborne Academy - Harborne Academy SAT	21.8%	0.5%	0.5%	0.5%	22.3%	22.3%	22.3%	
	M055 Heart of Birmingham Vocational Colle	ege							
1071	Heart of Birmingham Vocational College	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
	M056 Heart of England School								
429	Heart of England School - Heart of England School SAT	22.3%	6.5%	6.5%	6.5%	28.8%	28.8%	28.8%	
	M057 Highfields School								
956	Highfields School - Highfields School SAT	21.5%	7.5%	7.5%	7.5%	29.0%	29.0%	29.0%	
	M058 Hillcrest School & Sixth Form Centre								
446	Hillcrest School and Sixth Form Centre - Hillcrest School and Sixth Form Centre SAT	21.4%	1.6%	1.6%	1.6%	23.0%	23.0%	23.0%	
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Employer	Employer name	Primary rate	Secondary ra	te (% of pay plus mon	etary amount)	Total contribution	ons (primary rate plus	secondary rate)	Notes	
code	Employer name	(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
	M059 Hillstone Junior and Infants Academy	•		:	•			•	•	
868	Hillstone Primary School - Hillstone Primary School SAT	22.1%	8.3%	8.3%	8.3%	30.4%	30.4%	30.4%		
	M061 Holy Cross MAC									
1153	Cardinal Newman Catholic School - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
1212	St Thomas More Catholic Academy - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
1221	Bishop Ullathorne Catholic School - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
1225	Christ The King Catholic Academy - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
1226	St Elizabeth's Catholic Academy - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
1227	St Augustines Catholic Academy - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
1232	St John Vianney Catholic Primary School - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
1340	Holy Cross MAC Central Office - Holy Cross MAC	22.3%	2.4%	2.4%	2.4%	24.7%	24.7%	24.7%		
	M063 Inspire Education Community Trust									
664	City Road Academy - Inspire Education Community Trust	22.6%	12.5%	12.5%	12.5%	35.1%	35.1%	35.1%		
989	Yew Tree Community Junior and Infant School- Inspire Education Community Trust	22.6%	12.5%	12.5%	12.5%	35.1%	35.1%	35.1%		
	M064 Inspire Education Trust									
422	Blue Coat Church of England School and Music College - Inspire Education Trust	21.6%	2.2%	2.2%	2.2%	23.8%	23.8%	23.8%		





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
908	Walsgrave C of E Academy - Inspire Education Trust	21.6%	2.2%	2.2%	2.2%	23.8%	23.8%	23.8%	•
909	Clifford Bridge Academy - Inspire Education Trust	21.6%	2.2%	2.2%	2.2%	23.8%	23.8%	23.8%	
910	Whittle Academy - Inspire Education Trust	21.6%	2.2%	2.2%	2.2%	23.8%	23.8%	23.8%	
953	Inspire Education Trust Central Office - Inspire Education Trust	21.6%	2.2%	2.2%	2.2%	23.8%	23.8%	23.8%	
1052	Hearsall Community Academy - Inspire Education Trust	21.6%	2.2%	2.2%	2.2%	23.8%	23.8%	23.8%	
	M065 Invictus Education Trust								
867	Crestwood School - Invictus Education Trust	21.8%	2.6%	2.6%	2.6%	24.4%	24.4%	24.4%	
869	Ellowes Hall Sports College - Invictus Education Trust	21.8%	2.6%	2.6%	2.6%	24.4%	24.4%	24.4%	
1019	Leasowes High School - Invictus Education Trust	21.8%	2.6%	2.6%	2.6%	24.4%	24.4%	24.4%	
1266	The Pedmore High School - Invictus Education Trust	21.8%	2.6%	2.6%	2.6%	24.4%	24.4%	24.4%	
1464	Rufford Primary School - Invictus Education Trust	21.8%	2.6%	2.6%	2.6%	24.4%	24.4%	24.4%	
	M066 James Brindley School								
652	James Brindley School - James Brindley School SAT	21.9%	3.2%	3.2%	3.2%	25.1%	25.1%	25.1%	
	M067 John Henry Newman Catholic College	<del>-</del>							
410	John Henry Newman Catholic College - John Henry Newman Catholic College SAT	21.5%	7.5%	7.5%	7.5%	29.0%	29.0%	29.0%	





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Employer	Employer name	Primary rate	Secondary r	ate (% of pay plus mon	etary amount)	Total contribution	ons (primary rate plus	secondary rate)	Note
code	Employer name	(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M068 John Paul II Multi-Academy			•	:	•		:	·
675	St Joseph's Catholic Primary School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
676	St Nicholas Catholic Primary School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
677	Holy Cross Catholic Primary School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
678	Bishop Walsh Catholic School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
1278	St Mary and St John Junior and Infant School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
1290	St Peter and St Paul RC Junior and Infant School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
1341	Sacred Heart Catholic School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
1358	St Edmund Campion Catholic School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
1397	Abbey Catholic Primary School - The John Paul II MAC	22.2%	12.3%	12.3%	12.3%	34.5%	34.5%	34.5%	
	M069 Joseph Leckie Academy								
475	Joseph Leckie Academy - Joseph Leckie Academy SAT	22.0%	7.2%	7.2%	7.2%	29.2%	29.2%	29.2%	
	M070 Kenilworth Multi-Academy Trust								
439	The Westwood Academy - Kenilworth Multi- Academy Trust	22.3%	8.5%	8.5%	8.5%	30.8%	30.8%	30.8%	
	M071 King Edward VI Academy Trust Birmir	ngham							
395	King Edward VI Sheldon Heath Academy - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26			
416	Lordswood Girls' School and Sixth Form Centre - KEVI at Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%	•		
448	King Edward VI Camp Hill School for Boys - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
449	King Edward VI Camp Hill School for Girls - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
450	King Edward VI Handsworth School - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
451	King Edward VI Five Ways School - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
452	King Edward VI Aston School - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
550	Handsworth Wood Girls Academy - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
1091	King Edward VI Handsworth Grammar School For Boys - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
1318	King Edward VI Balaam Wood Academy - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
1428	King Edward VI Northfield School for Girls - KEVI AT Birmingham	22.1%	4.3%	4.3%	4.3%	26.4%	26.4%	26.4%			
	M072 Kings Norton Girls School & Languag	je College									
418	Kings Norton Girls' School and Language College - Kings Norton Girls' School SAT	21.6%	1.7%	1.7%	1.7%	23.3%	23.3%	23.3%			
	M073 Knowle CE Primary Academy										
673	Knowle CE Primary Academy - Knowle CE Primary Academy SAT	23.1%	5.0%	5.0%	5.0%	28.1%	28.1%	28.1%			
	M074 Langley School										
436	Langley School - Langley School SAT	23.0%	7.7%	7.7%	7.7%	30.7%	30.7%	30.7%			





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		Primary	Secondary ra	ite (% 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	
	M077 Leigh Trust			<del>!</del>	:			:	
545	Nansen Primary School - Leigh Trust	22.1%	8.8%	8.8%	8.8%	30.9%	30.9%	30.9%	
578	Alston Primary School - Leigh Trust	22.1%	8.8%	8.8%	8.8%	30.9%	30.9%	30.9%	
768	Leigh Primary School - Leigh Trust	22.1%	8.8%	8.8%	8.8%	30.9%	30.9%	30.9%	
871	Wyndcliffe Primary School - Leigh Trust	22.1%	8.8%	8.8%	8.8%	30.9%	30.9%	30.9%	
1288	Marlborough Primary School - Leigh Trust	22.1%	8.8%	8.8%	8.8%	30.9%	30.9%	30.9%	
	M078 Light Hall School								
430	Light Hall School - Light Hall School SAT	22.5%	1.0%	1.0%	1.0%	23.5%	23.5%	23.5%	
	M081 Lumen Christi Catholic MAT								
859	St Brigid's Catholic Primary School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	
860	St Columba's Catholic Primary School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	
882	St Paul's Catholic Primary School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	
883	St James Catholic Primary School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	
884	St Joseph's Catholic Primary School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	
885	St Thomas Aquinas Catholic School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	
1360	St Thomas More Catholic Primary School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	
1431	St John Fisher Catholic Primary School - Lumen Christi Catholic MAC	22.2%	5.0%	5.0%	5.0%	27.2%	27.2%	27.2%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M082 Manor Hall Academy Trust	•		•	:	•		:	:
812	Castlewood School - Manor Hall Academy Trust	21.5%	2.9%	2.9%	2.9%	24.4%	24.4%	24.4%	
1380	Shenstone Lodge School - Manor Hall Academy Trust	21.5%	2.9%	2.9%	2.9%	24.4%	24.4%	24.4%	
	M083 Manor Multi Academy Trust								
873	Manor Primary School - Manor Multi- Academy Trust	21.9%	6.4%	6.4%	6.4%	28.3%	28.3%	28.3%	
1046	Hill Avenue Academy - Manor Multi-Academy Trust	21.9%	6.4%	6.4%	6.4%	28.3%	28.3%	28.3%	
1047	East Park Academy - Manor Multi-Academy Trust	21.9%	6.4%	6.4%	6.4%	28.3%	28.3%	28.3%	
1263	St Thomas' C of E Primary School - Manor Multi-Academy Trust	21.9%	6.4%	6.4%	6.4%	28.3%	28.3%	28.3%	
1264	St Alban's C of E Primary School - Manor Multi-Academy Trust	21.9%	6.4%	6.4%	6.4%	28.3%	28.3%	28.3%	
1405	Hateley Heath Primary School - Manor Multi- Academy Trust	21.9%	6.4%	6.4%	6.4%	28.3%	28.3%	28.3%	
1406	Foxyards Primary School - Manor Multi- Academy Trust	21.9%	6.4%	6.4%	6.4%	28.3%	28.3%	28.3%	
	M084 Central Cooperative Learning Trust								
1401	Blackwood School - Central Co-operative Learning Trust	22.2%	9.0%	9.0%	9.0%	31.2%	31.2%	31.2%	
1480	Brownhills West Primary School - Central Co- operative Learning Trust	22.2%	9.0%	9.0%	9.0%	31.2%	31.2%	31.2%	
	M085 Marston Green Infant Academy								
796	Marston Green Infant Academy - Marston Green Infant Academy SAT	22.1%	2.9%	2.9%	2.9%	25.0%	25.0%	25.0%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
	M086 Matrix Academy Trust	:		i		*		:	•	
432	Barr Beacon School - Matrix Academy Trust	21.6%	7.3%	7.3%	7.3%	28.9%	28.9%	28.9%		
794	Smestow School - Matrix Academy Trust	21.6%	7.3%	7.3%	7.3%	28.9%	28.9%	28.9%		
817	Wednesfield High Academy - Matrix Academy Trust	21.6%	7.3%	7.3%	7.3%	28.9%	28.9%	28.9%		
917	Bloxwich Academy - Matrix Academy Trust	21.6%	7.3%	7.3%	7.3%	28.9%	28.9%	28.9%		
1100	Dame Elizabeth Cadbury School - Matrix Academy Trust	21.6%	7.3%	7.3%	7.3%	28.9%	28.9%	28.9%		
1101	Matrix Academy Trust Central Office - Matrix Academy Trust	21.6%	7.3%	7.3%	7.3%	28.9%	28.9%	28.9%		
1441	Turves Green Boys School - Matrix Academy Trust	21.6%	7.3%	7.3%	7.3%	28.9%	28.9%	28.9%		
	M088 Nishkam School Trust									
458	Nishkam School Trust Schools - Nishkam Schools Trust	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%		
	M089 Oasis Community Learning									
625	Oasis Academy Blakenhale Junior - Oasis Community Learning	21.3%	0.8%	0.8%	0.8%	22.1%	22.1%	22.1%		
626	Oasis Academy Woodview - Oasis Community Learning	21.3%	0.8%	0.8%	0.8%	22.1%	22.1%	22.1%		
628	Oasis Academy Blakenhale Infants - Oasis Community Learning	21.3%	0.8%	0.8%	0.8%	22.1%	22.1%	22.1%		
637	Oasis Academy Short Heath - Oasis Community Learning	21.3%	0.8%	0.8%	0.8%	22.1%	22.1%	22.1%		
690	Oasis Academy Boulton - Oasis Community Learning	21.3%	0.8%	0.8%	0.8%	22.1%	22.1%	22.1%		
692	Oasis Academy Hobmoor - Oasis Community Learning	21.3%	0.8%	0.8%	0.8%	22.1%	22.1%	22.1%		
778	Oasis Academy Foundry - Oasis Community Learning	21.3%	0.8%	0.8%	0.8%	22.1%	22.1%	22.1%		
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Employer flame	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
M090 Ocker Hill Academy Trust	:		•		•		:	·
Ocker Hill Junior Academy - Ocker Hill Academy Trust	22.0%	5.5%	5.5%	5.5%	27.5%	27.5%	27.5%	
M092 Ormiston Academy Trust								
Ormiston Shelfield Community Academy - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
Ormiston Sandwell Community Academy - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
George Salter Academy - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
Ormiston Forge Academy - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
Ormiston Academies Trust Central Office - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
Wodensborough Ormiston Academy - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
Ormiston NEW Academy - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
Brownhills Ormiston Academy - Ormiston Academies Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
M094 The Loriners MAT								
Park Hall Infant Academy - The Loriners MAT	22.6%	2.6%	2.6%	2.6%	25.2%	25.2%	25.2%	
Park Hall Academy - The Loriners MAT	22.6%	2.6%	2.6%	2.6%	25.2%	25.2%	25.2%	
M095 Perry Hall MAT								
Mesty Croft Academy - Perry Hall MAT	21.8%	3.4%	3.4%	3.4%	25.2%	25.2%	25.2%	
	Ocker Hill Junior Academy - Ocker Hill Academy Trust  M092 Ormiston Academy Trust Ormiston Shelfield Community Academy - Ormiston Academies Trust Ormiston Sandwell Community Academy - Ormiston Academies Trust George Salter Academy - Ormiston Academies Trust Ormiston Forge Academy - Ormiston Academies Trust Ormiston Academies Trust Central Office - Ormiston Academies Trust Wodensborough Ormiston Academy - Ormiston Academies Trust Ormiston SWB Academy - Ormiston Academies Trust Ormiston NEW Academy - Ormiston Academies Trust Brownhills Ormiston Academy - Ormiston Academies Trust Brownhills Ormiston Academy - Ormiston Academies Trust  M094 The Loriners MAT  Park Hall Infant Academy - The Loriners MAT  M095 Perry Hall MAT	M090 Ocker Hill Academy Trust Ocker Hill Junior Academy - Ocker Hill Academy Trust  M092 Ormiston Academy Trust Ormiston Shelfield Community Academy - Ormiston Academies Trust Ormiston Sandwell Community Academy - Ormiston Academies Trust Ormiston Academies Trust George Salter Academy - Ormiston Academies Trust Ormiston Forge Academy - Ormiston Academies Trust Ormiston Forge Academy - Ormiston Academies Trust Ormiston Academies Trust Central Office - Ormiston Academies Trust Wodensborough Ormiston Academy - Ormiston Academies Trust Ormiston SWB Academy - Ormiston Academies Trust Ormiston NEW Academy - Ormiston Academies Trust Brownhills Ormiston Academy - Ormiston Academies Trust Brownhills Ormiston Academy - Ormiston Academies Trust Brownhills Ormiston Academy - Ormiston Academies Trust  M094 The Loriners MAT Park Hall Infant Academy - The Loriners MAT  Park Hall MAT	Employer namerate (% of pay)2023/24M090 Ocker Hill Academy Trust22.0%5.5%Ocker Hill Junior Academy - Ocker Hill Academy Trust22.0%5.5%M092 Ormiston Academy Trust21.3%0.0%Ormiston Shelfield Community Academy - Ormiston Academies Trust21.3%0.0%Ormiston Sandwell Community Academy - Ormiston Academies Trust21.3%0.0%George Salter Academy - Ormiston Academies Trust21.3%0.0%Ormiston Forge Academy - Ormiston Academies Trust21.3%0.0%Ormiston Academies Trust Central Office - Ormiston Academies Trust21.3%0.0%Ormiston Academies Trust21.3%0.0%Ormiston SWB Academy - Ormiston Academy - Ormiston SWB Academy - Ormiston Academies Trust21.3%0.0%Ormiston NEW Academy - Ormiston Academies Trust21.3%0.0%Brownhills Ormiston Academy - Ormiston Academies Trust21.3%0.0%M094 The Loriners MAT21.3%0.0%Park Hall Infant Academy - The Loriners MAT22.6%2.6%Park Hall Academy - The Loriners MAT22.6%2.6%	Employer name         rate (% of pay)         2023/24         2024/25           M090 Ocker Hill Academy Trust         22.0%         5.5%         5.5%           Ocker Hill Junior Academy - Ocker Hill Academy - Trust         22.0%         5.5%         5.5%           M092 Ormiston Academy Trust         Commiston Shelfield Community Academy - Ormiston Shelfield Community Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           Ormiston Sandwell Community Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           George Salter Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           Ormiston Forge Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           Ormiston Academies Trust         21.3%         0.0%         0.0%           Wodensborough Ormiston Academy - Ormiston Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           Ormiston SWB Academy - Ormiston Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           Ormiston NEW Academy - Ormiston Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           Ormiston SWB Academy - Ormiston Academy - Ormiston Academies Trust         21.3%         0.0%         0.0%           M094 The Loriners MAT         22.6% </td <td>  M090 Ocker Hill Academy Trust  </td> <td>  M090 Ocker Hill Academy Trust</td> <td>  M090 Ocker Hill Academy Trust</td> <td>  Part   Part  </td>	M090 Ocker Hill Academy Trust	M090 Ocker Hill Academy Trust	M090 Ocker Hill Academy Trust	Part   Part



Employer		Primary	Secondary ra	te (% of pay plus mon	etary amount)	Total contribution	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	
686	Perry Hall Primary School - Perry Hall MAT	21.8%	3.4%	3.4%	3.4%	25.2%	25.2%	25.2%	
783	Berrybrook Primary School - Perry Hall MAT	21.8%	3.4%	3.4%	3.4%	25.2%	25.2%	25.2%	
967	Dunstall Hill Primary School - Perry Hall MAT	21.8%	3.4%	3.4%	3.4%	25.2%	25.2%	25.2%	
1135	Sledmere Primary School - Perry Hall MAT	21.8%	3.4%	3.4%	3.4%	25.2%	25.2%	25.2%	
1217	Woodthorne Primary School - Perry Hall MAT	21.8%	3.4%	3.4%	3.4%	25.2%	25.2%	25.2%	
	M096 Broadleaf Partnership Trust								
444	Plantsbrook School - Broadleaf Partnership Trust	21.8%	4.6%	4.6%	4.6%	26.4%	26.4%	26.4%	
857	Town Junior School - Broadleaf Partnership Trust	21.8%	4.6%	4.6%	4.6%	26.4%	26.4%	26.4%	
1394	Perryfields Academy - Broadleaf Partnership Trust	21.8%	4.6%	4.6%	4.6%	26.4%	26.4%	26.4%	
1546	Holland House Infant School and Nursery (Broadleaf Partnership Trust)	21.8%	4.6%	4.6%	4.6%	26.4%	26.4%	26.4%	
	M097 Prince Albert Community Trust								
916	Heathfield Primary School - Prince Albert Community Trust	21.7%	7.0%	7.0%	7.0%	28.7%	28.7%	28.7%	
919	Prince Albert Primary School - Prince Albert Community Trust	21.7%	7.0%	7.0%	7.0%	28.7%	28.7%	28.7%	
966	Highfield Junior and Infant School - Prince Albert Community Trust	21.7%	7.0%	7.0%	7.0%	28.7%	28.7%	28.7%	
1269	Birchfield Primary School - Prince Albert Community Trust	21.7%	7.0%	7.0%	7.0%	28.7%	28.7%	28.7%	
1346	Sutton Park Primary School - Prince Albert Community Trust	21.7%	7.0%	7.0%	7.0%	28.7%	28.7%	28.7%	
1444	Prince Albert High School - Prince Albert Community Trust	21.7%	7.0%	7.0%	7.0%	28.7%	28.7%	28.7%	





Employer		Primary	Secondary ra	te (% of pay plus mon	etary amount)	Total contribution	ns (primary rate plus	secondary rate)	Notes
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M099 Reach Free School	•		:	:	:		:	:
784	Reach School - The Reach Free School Trust	21.4%	0.0%	0.0%	0.0%	21.4%	21.4%	21.4%	
	M100 REAch2 MAT								
918	Moor Green Primary Academy - REAch2 Academy Trust	22.4%	5.1%	5.1%	5.1%	27.5%	27.5%	27.5%	
959	Manor Park Primary Academy - REAch2 Academy Trust	22.4%	5.1%	5.1%	5.1%	27.5%	27.5%	27.5%	
1053	Bushbury Lane Academy - Reach2 Academy Trust	22.4%	5.1%	5.1%	5.1%	27.5%	27.5%	27.5%	
1306	Springfield Primary Academy - Reach2 Academy Trust	22.4%	5.1%	5.1%	5.1%	27.5%	27.5%	27.5%	
	M101 Rivers C of E Academy Trust								
708	Jubilee Park Academy - Rivers C of E Academy Trust	21.5%	8.5%	8.5%	8.5%	30.0%	30.0%	30.0%	
1023	Summerhill Primary Academy - Rivers C of E Academy Trust	21.5%	8.5%	8.5%	8.5%	30.0%	30.0%	30.0%	
1132	Dudley Wood Primary School - Rivers C of E Academy Trust	21.5%	8.5%	8.5%	8.5%	30.0%	30.0%	30.0%	
	M102 Robin Hood MAT								
745	Robin Hood Academy - Robin Hood Multi Academy Trust	21.9%	7.5%	7.5%	7.5%	29.4%	29.4%	29.4%	
1058	Cedars Ácademy- Robin Hood Multi Academy Trust	21.9%	7.5%	7.5%	7.5%	29.4%	29.4%	29.4%	
1279	Ulverley School - Robin Hood Multi Academy Trust	21.9%	7.5%	7.5%	7.5%	29.4%	29.4%	29.4%	
1280	Yenton Primary School - Robin Hood Multi Academy Trust	21.9%	7.5%	7.5%	7.5%	29.4%	29.4%	29.4%	





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code	Employer name	(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1470	Birches Green Junior School - Robin Hood Multi Academy Trust	21.9%	7.5%	7.5%	7.5%	29.4%	29.4%	29.4%	:
1490	Birches Green Infant Academy - Robin Hood Multi Academy Trust	21.9%	7.5%	7.5%	7.5%	29.4%	29.4%	29.4%	
	M103 Romero MAC								
824	Sacred Heart Academy - Romero MAC	21.9%	£32,000	£33,000	£34,000	21.9% plus £32,000	21.9% plus £33,000	21.9% plus £34,000	1
825	St Gregory's School Coventry - Romero MAC	21.9%	£17,000	£18,000	£18,000	21.9% plus £17,000	21.9% plus £18,000	21.9% plus £18,000	1
826	Good Shepherd Primary School - Romero MAC	21.9%	£23,000	£24,000	£25,000	21.9% plus £23,000	21.9% plus £24,000	21.9% plus £25,000	1
827	SS Peter and Paul Catholic Primary School - Romero MAC	21.9%	£22,000	£23,000	£24,000	21.9% plus £22,000	21.9% plus £23,000	21.9% plus £24,000	1
828	St John Fisher School - Romero MAC	21.9%	£37,000	£38,000	£40,000	21.9% plus £37,000	21.9% plus £38,000	21.9% plus £40,000	1
829	St Patrick's Catholic School - Romero MAC	21.9%	£28,000	£30,000	£31,000	21.9% plus £28,000	21.9% plus £30,000	21.9% plus £31,000	1
830	Cardinal Wiseman Catholic Academy - Romero MAC	21.9%	£87,000	£91,000	£94,000	21.9% plus £87,000	21.9% plus £91,000	21.9% plus £94,000	1
831	Corpus Christi Catholic Primary School - Romero MAC	21.9%	£33,000	£34,000	£36,000	21.9% plus £33,000	21.9% plus £34,000	21.9% plus £36,000	1
952	The Romero Catholic Academy Central Office - Romero MAC	21.9%	£42,000	£43,000	£45,000	21.9% plus £42,000	21.9% plus £43,000	21.9% plus £45,000	1
	M104 Rookery School								
434	Rookery School - Rookery School SAT	22.5%	2.0%	2.0%	2.0%	24.5%	24.5%	24.5%	
	M105 Central Region Schools Trust								
365	Gospel Oak School - Central Region Schools Trust	21.4%	0.0%	0.0%	0.0%	21.4%	21.4%	21.4%	
440	Holyhead School - Central Region Schools Trust	21.4%	0.0%	0.0%	0.0%	21.4%	21.4%	21.4%	



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Employer code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	Note
	M106 Ryders Hayes Academy Trust								
417	Ryders Hayes School - Ryders Hayes School SAT	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%	
	M107 Sevak Educational Trust								
854	Seva Free School - Sevak Education Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	
	M108 SHINE Academies								
795	Northwood Park Primary Academy - SHINE Academies	21.5%	5.1%	5.1%	5.1%	26.6%	26.6%	26.6%	
977	Lodge Farm Primary School - SHINE Academies	21.5%	5.1%	5.1%	5.1%	26.6%	26.6%	26.6%	
1202	Villiers Primary School - SHINE Academies	21.5%	5.1%	5.1%	5.1%	26.6%	26.6%	26.6%	
1302	Busill Jones Primary School - SHINE Academies	21.5%	5.1%	5.1%	5.1%	26.6%	26.6%	26.6%	
	M109 Shireland Collegiate Academy Trust								
347	Shireland Collegiate Academy - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	
944	Shireland Biomedical UTC - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	
1108	Thorns Collegiate Academy - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	
1111	Holyhead Primary Academy - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	
1229	Tameside Primary Academy - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	
1331	Shireland Technology Primary School - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	
1333	West Bromwich Collegiate Academy - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	
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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
1398	Wallbrook Primary Academy - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%	:	
1443	Lightwoods Primary Academy - Shireland Collegiate Academy Trust	21.3%	0.9%	0.9%	0.9%	22.2%	22.2%	22.2%		
	M110 Sidney Stringer Academy Trust									
389	Sidney Stringer Academy - Sidney Stringer Academy Trust	21.4%	1.4%	1.4%	1.4%	22.8%	22.8%	22.8%		
751	Radford Primary Academy - Sidney Stringer Academy Trust	21.4%	1.4%	1.4%	1.4%	22.8%	22.8%	22.8%		
752	Ernesford Grange Community Academy - Sidney Stringer Academy Trust	21.4%	1.4%	1.4%	1.4%	22.8%	22.8%	22.8%		
779	Riverbank Academy - Sidney Stringer Academy Trust	21.4%	1.4%	1.4%	1.4%	22.8%	22.8%	22.8%		
941	Sidney Stringer Free Primary School - Sidney Stringer Academy Trust	21.4%	1.4%	1.4%	1.4%	22.8%	22.8%	22.8%		
	M111 Silvertrees Academy Trust									
712	Silvertrees Academy - Silvertrees academy SAT	21.2%	4.6%	4.6%	4.6%	25.8%	25.8%	25.8%		
	M112 Smith's Wood Primary Academy									
797	Smith's Wood Primary Academy - Smith's Wood Primary Academy SAT	22.3%	7.8%	7.8%	7.8%	30.1%	30.1%	30.1%		
	M113 Solihull Alternative Provision Acader	my								
1273	Solihull Alternative Provision Academy - Solihull Alternative Provision Academy Trust	20.9%	0.7%	0.7%	0.7%	21.6%	21.6%	21.6%		
1519	Daylesford Academy- Solihull Alternative Provision Academy	20.9%	0.7%	0.7%	0.7%	21.6%	21.6%	21.6%		





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Employer		Primary rate	Secondary ra	ate (% of pay plus mon	etary amount)	Total contribution	ons (primary rate plus	secondary rate)	Note		
code	Employer name	(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26			
	M114 St Bartholomew's CE MAT										
1037	St Bartholomew's CE Primary School - St Bartholomew's CE Multi Academy Trust	21.7%	2.4%	2.4%	2.4%	24.1%	24.1%	24.1%			
1138	Woodfield Primary School - St Bartholomew's CE Multi Academy Trust	21.7%	2.4%	2.4%	2.4%	24.1%	24.1%	24.1%			
	M116 St Chads Academies Trust										
703	Birchills Academy - St Chad's Academies Trust	21.7%	4.1%	4.1%	4.1%	25.8%	25.8%	25.8%			
777	St Judes Academy - St Chad's Academies Trust	21.7%	4.1%	4.1%	4.1%	25.8%	25.8%	25.8%			
832	All Saints National Academy - St Chad's Academies Trust	21.7%	4.1%	4.1%	4.1%	25.8%	25.8%	25.8%			
878	St Johns C of E Primary Academy - St Chad's Academies Trust	21.7%	4.1%	4.1%	4.1%	25.8%	25.8%	25.8%			
1310	Trinity C of E Primary Academy - St Chad's Academies Trust	21.7%	4.1%	4.1%	4.1%	25.8%	25.8%	25.8%			
	M117 St Francis and St Clare Catholic MAC										
719	St Edmund's Catholic Academy - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%			
720	SS Mary & Johns Catholic Primary Academy - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%			
721	St Teresa's Catholic Primary Academy - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%			
723	SS Peter and Paul Catholic Primary Academy and Nursery - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%			
725	St Michael's Catholic Primary Academy and Nursery - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%			
896	Holy Rosary Catholic Primary Academy - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%			



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
897	St Mary's Catholic Primary - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%	j i
898	Our Lady & St Chad Catholic Academy - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%	
899	Corpus Christi Catholic Primary Academy - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%	
1365	St Patricks Catholic Primary School - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%	
1366	St Anthony's Catholic Primary Academy - St Francis and St Clare Catholic MAC	22.1%	5.1%	5.1%	5.1%	27.2%	27.2%	27.2%	
	M118 St John Bosco Catholic Academy Trus	st							
727	St Joseph's Academy - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
728	Bishop Milner Academy - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
729	St Chads Academy - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
1357	St Mary's Catholic Primary School - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
1359	Stuart Bathurst Catholic High School - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
1434	St John Bosco Catholic Primary School - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
1435	St Bernadette's Catholic Primary School - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
1484	St Mark's Catholic Primary School - The St John Bosco MAC	22.0%	4.2%	4.2%	4.2%	26.2%	26.2%	26.2%	
	M119 St Johns C of E Primary School								
499	St Johns C of E Primary School - St Johns C of E Primary School SAT	22.0%	7.1%	7.1%	7.1%	29.1%	29.1%	29.1%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M120 St. Martin's MAT	•		•	:	•		:	:
881	St Martin's C of E Primary School - St Martin's Multi Academy Trust	21.4%	4.6%	4.6%	4.6%	26.0%	26.0%	26.0%	
887	Field View Primary School - St Martin's Multi Academy Trust	21.4%	4.6%	4.6%	4.6%	26.0%	26.0%	26.0%	
965	Grove Primary School - St Martin's Multi Academy Trust	21.4%	4.6%	4.6%	4.6%	26.0%	26.0%	26.0%	
	M123 St Patricks Church of England Primary	Academy							
403	St Patricks Church of England Primary Academy - St Patricks Church of England Primary SAT	23.1%	0.0%	0.0%	0.0%	23.1%	23.1%	23.1%	
	M124 St Paul's C of E Primary Academy								
766	St Paul's C of E Primary Academy - St Paul's C of E Primary SAT	21.5%	3.7%	3.7%	3.7%	25.2%	25.2%	25.2%	
	M125 Three Spires Trust								
557	St Peters Collegiate School - Three Spires Trust	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	22.2%	
	M126 St Stephen's Church of England Primary	y School							
1110	St Stephen's Church of England Primary School - St Stephen's Church of England MAT	21.8%	6.9%	6.9%	6.9%	28.7%	28.7%	28.7%	
1113	Parkfield Primary School - St Stephen's Church of England MAT	21.8%	6.9%	6.9%	6.9%	28.7%	28.7%	28.7%	
	M127 St Teresa of Calcutta MAC								
1262	Holy Trinity Catholic School - St Teresa of Calcutta MAC	22.1%	14.2%	14.2%	14.2%	36.3%	36.3%	36.3%	
1265	Archbishop IIsley Catholic School - St Teresa of Calcutta MAC	22.1%	14.2%	14.2%	14.2%	36.3%	36.3%	36.3%	



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Employer	Employer name	Primary rate	Secondary ra	te (% of pay plus mon	etary amount)	I otal contributio	ons (primary rate plus	s secondary rate)	Notes	
code		(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
1297	Holy Souls Catholic Primary School - St Teresa of Calcutta MAC	22.1%	14.2%	14.2%	14.2%	36.3%	36.3%	36.3%	·	
1465	St Joseph's Catholic Primary School - St Teresa of Calcutta MAC	22.1%	14.2%	14.2%	14.2%	36.3%	36.3%	36.3%		
1466	St Chad's Catholic Primary School - St Teresa of Calcutta MAC	22.1%	14.2%	14.2%	14.2%	36.3%	36.3%	36.3%		
1467	The Rosary Catholic Primary School - St Teresa Of Calcutta MAC	22.1%	14.2%	14.2%	14.2%	36.3%	36.3%	36.3%		
	M128 Stanton Bridge MAT									
1049	Stanton Bridge Primary School- Stanton Bridge Multi Academy Trust	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%		
	M129 Star Academies Trust									
1171	Small Heath Leadership Academy - Star Academies	21.9%	11.9%	11.9%	11.9%	33.8%	33.8%	33.8%		
1349	The Olive School - Small Heath - Star Academies	21.9%	11.9%	11.9%	11.9%	33.8%	33.8%	33.8%		
1390	Starbank Leadership Academy - Star Academies	21.9%	11.9%	11.9%	11.9%	33.8%	33.8%	33.8%		
	M130 Stour Vale Academy Trust									
445	Oldbury Academy - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%		
471	Earls High School (The) - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%		
669	Redhill School - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%		
772	Ridgewood High School - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%		
1151	Olive Hill Primary School - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%		
1324	Northfield Road Primary School - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%		





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Employer code	Employer name	Primary rate (% of pay)		ate (% of pay plus mor			ons (primary rate plus		Notes
Code	Newtown Drivers Cohool Cham Vale Academ	(70 Or pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1376	Newtown Primary School - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%	
1538	Moat Farm Junior School - Stour Vale Academy Trust	22.2%	2.9%	2.9%	2.9%	25.1%	25.1%	25.1%	
	M131 Streetsbrook Academy Trust								
1006	Streetsbrook Infant and Early Years Academy - Streetsbrook Academy Trust	21.8%	5.6%	5.6%	5.6%	27.4%	27.4%	27.4%	
	M132 Summit Learning Trust								
415	Ninestiles An Academy - Summit Learning Trust	22.1%	£110,000	£114,000	£117,000	22.1% plus £110,000	22.1% plus £114,000	22.1% plus £117,000	1
526	Erdington Hall Primary Academy - Summit Learning Trust	22.1%	£10,000	£10,000	£11,000	22.1% plus £10,000	22.1% plus £10,000	22.1% plus £11,000	1
656	Oaklands Primary - Summit Learning Trust	22.1%	£16,000	£16,000	£17,000	22.1% plus £16,000	22.1% plus £16,000	22.1% plus £17,000	1
700	Yarnfield Academy - Summit Learning Trust	22.1%	£21,000	£22,000	£23,000	22.1% plus £21,000	22.1% plus £22,000	22.1% plus £23,000	1
713	Pegasus Academy - Summit Learning Trust	22.1%	£8,000	£9,000	£9,000	22.1% plus £8,000	22.1% plus £9,000	22.1% plus £9,000	1
911	Lyndon Academy- Summit Learning Trust	22.1%	£17,000	£18,000	£19,000	22.1% plus £17,000	22.1% plus £18,000	22.1% plus £19,000	1
1078	Cockshut Hill School - Summit Learning Trust	22.1%	£30,000	£32,000	£33,000	22.1% plus £30,000	22.1% plus £32,000	22.1% plus £33,000	1
1147	The Sixth Form College - Summit Learning Trust	22.1%	£36,000	£37,000	£39,000	22.1% plus £36,000	22.1% plus £37,000	22.1% plus £39,000	1
	M133 Sutton Coldfield Grammar School for Gi	irls Academy Trust							
425	Sutton Coldfield Grammar School for Girls - Sutton Coldfield Grammar School for Girls SAT	21.9%	4.1%	4.1%	4.1%	26.0%	26.0%	26.0%	
	M134 The Core Education Trust								
478	Rockwood Academy - Core Education Trust	20.7%	1.5%	1.5%	1.5%	22.2%	22.2%	22.2%	
1204	City Academy - Core Education Trust	20.7%	1.5%	1.5%	1.5%	22.2%	22.2%	22.2%	



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1205	Jewellery Quarter Academy - Core Education Trust	20.7%	1.5%	1.5%	1.5%	22.2%	22.2%	22.2%	
1207	Arena Academy - Core Education Trust	20.7%	1.5%	1.5%	1.5%	22.2%	22.2%	22.2%	
	M135 The Edge Academy								
932	The Edge Academy - The Edge Academy SAT	21.4%	0.0%	0.0%	0.0%	21.4%	21.4%	21.4%	
	M136 The Elliot Foundation Academies Trus	st							
566	Croft Primary Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
576	Kings Rise Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
634	Shirestone Community Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
641	Woods Bank Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
647	Billesley Primary Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
694	George Betts Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
697	Shireland Hall Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
726	Tiverton Academy - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
1079	Chandos Primary School - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
1131	Netherbrook Primary School - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
1537	Rounds Green Primary School - The Elliot Foundation Academies Trust	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	
1540	Kings Norton Primary School – The Elliot Foundation Academies	21.8%	3.6%	3.6%	3.6%	25.4%	25.4%	25.4%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M137 The Futures Trust			•	•	•	:	:	
701	President Kennedy School - The Futures Trust	21.7%	5.9%	5.9%	5.9%	27.6%	27.6%	27.6%	
904	Barr's Hill School Academy - The Futures Trust	21.7%	5.9%	5.9%	5.9%	27.6%	27.6%	27.6%	
1064	Parkgate Primary School - The Futures Trust	21.7%	5.9%	5.9%	5.9%	27.6%	27.6%	27.6%	
1070	Keresley Grange Academy - The Futures Trust	21.7%	5.9%	5.9%	5.9%	27.6%	27.6%	27.6%	
1126	Stoke Park School - The Futures Trust	21.7%	5.9%	5.9%	5.9%	27.6%	27.6%	27.6%	
	M138 The Khalsa Academies Trust								
921	The Kalsa Academy Wolverhampton - The Khalsa Academies Trust	24.0%	0.0%	0.0%	0.0%	24.0%	24.0%	24.0%	
	M139 Falcon Academies Education Trust								
948	King Solomon International Business School - Falcon Education Academies Trust	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%	
	M140 The Mercian Trust								
353	Q3 Academy - The Mercian Trust	21.5%	£17,000	£18,000	£18,000	21.5% plus £17,000	21.5% plus £18,000	21.5% plus £18,000	1
420	Shire Oak Academy - The Mercian Trust	21.5%	£10,000	£10,000	£11,000	21.5% plus £10,000	21.5% plus £10,000	21.5% plus £11,000	1
423	Queen Marys High School - The Mercian Trust	21.5%	£3,000	£3,000	£3,000	21.5% plus £3,000	21.5% plus £3,000	21.5% plus £3,000	1
424	Queen Marys Grammar School - The Mercian Trust	21.5%	£14,000	£14,000	£15,000	21.5% plus £14,000	21.5% plus £14,000	21.5% plus £15,000	1
496	Aldridge School - The Mercian Trust	21.5%	£8,000	£9,000	£9,000	21.5% plus £8,000	21.5% plus £9,000	21.5% plus £9,000	1
679	Q3 Tipton - The Mercian Trust	21.5%	£11,000	£11,000	£12,000	21.5% plus £11,000	21.5% plus £11,000	21.5% plus £12,000	1
760	Walsall Studio School - The Mercian Trust	21.5%	£1,000	£2,000	£2,000	21.5% plus £1,000	21.5% plus £2,000	21.5% plus £2,000	1
1293	The Ladder School - The Mercian Trust	21.5%	£1,000	£1,000	£1,000	21.5% plus £1,000	21.5% plus £1,000	21.5% plus £1,000	1





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	M141 The Shaw Education Trust	•		•	•	•	:	:	•
962	Pine Green Academy - The Shaw Education Trust	22.1%	12.2%	12.2%	12.2%	34.3%	34.3%	34.3%	
1039	Evergreen Academy - The Shaw Education Trust	22.1%	12.2%	12.2%	12.2%	34.3%	34.3%	34.3%	
1061	Fortis Academy - The Shaw Education Trust	22.1%	12.2%	12.2%	12.2%	34.3%	34.3%	34.3%	
	M142 The Skylark Partnership								
1367	Cherry Tree Learning Centre - The Skylark Partnership	24.4%	4.1%	4.1%	4.1%	28.5%	28.5%	28.5%	
	M143 The Streetly Academy								
463	The Streetly Academy - The Streetly Academy SAT	21.9%	1.1%	1.1%	1.1%	23.0%	23.0%	23.0%	
	M144 The University of Birmingham School								
850	The University of Birmingham School	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	
	M145 The Waverley Education Foundation	Ltd							
761	Waverley Studio College - The Waverley Education Foundation Ltd	21.4%	3.0%	3.0%	3.0%	24.4%	24.4%	24.4%	
912	Waverley School - The Waverley Education Foundation Ltd	21.4%	3.0%	3.0%	3.0%	24.4%	24.4%	24.4%	
	M147 Thomas Telford MAT								
284	Walsall City Academy - Thomas Telford MAT	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26		
336	Sandwell Academy - Thomas Telford MAT	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	•	
938	Thomas Telford UTC - Thomas Telford MAT	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%		
	M148 Thrive Education Partnership									
711	Kingsbury Academy - Thrive Education Partnership	21.1%	5.2%	5.2%	5.2%	26.3%	26.3%	26.3%		
866	Calthorpe Academy - Thrive Education Partnership	21.1%	5.2%	5.2%	5.2%	26.3%	26.3%	26.3%		
1481	Thrive Education Partnership Central Office - Thrive Education Partnership	21.1%	5.2%	5.2%	5.2%	26.3%	26.3%	26.3%		
1536	Corley Academy - Thrive Education Partnership	21.1%	5.2%	5.2%	5.2%	26.3%	26.3%	26.3%		
	M149 Timberley Academy Trust									
507	Timberley Academy - Timberley Academy SAT	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%		
	M150 Titan Education Trust									
1275	Titan Aston Academy - Titan Education Trust	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%		
	M151 Tove Learning Trust									
305	Grace Academy - Tove Learning Trust	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%		
	M152 Triumph MAT									
1059	Courthouse Green Primary School - Triumph Multi Academy Trust	21.4%	4.0%	4.0%	4.0%	25.4%	25.4%	25.4%		
1440	Alderman's Green Primary School - Triumph Multi Academy Trust	21.4%	4.0%	4.0%	4.0%	25.4%	25.4%	25.4%		
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	M153 Tudor Grange Academies Trust								
364	Tudor Grange Academy Kingshurst - Tudor Grange Academies Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	
404	Tudor Grange Academy Solihull - Tudor Grange Academies Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	
488	Tudor Grange Primary Academy Hockley Heath - Tudor Grange Academies Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	
658	Tudor Grange Primary Academy St James - Tudor Grange Academies Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	
1338	Tudor Grange Primary Academy Yew Tree - Tudor Grange Academies Trust	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	
	M154 Twickenham Primary Academy								
762	Twickenham Primary School - Twickenham Primary School SAT	21.9%	8.6%	8.6%	8.6%	30.5%	30.5%	30.5%	
	M155 United Learning Trust								
693	Timbertree Primary - United Learning Trust	21.8%	0.4%	0.4%	0.4%	22.2%	22.2%	22.2%	
696	Corngreaves Primary - United Learning Trust	21.8%	0.4%	0.4%	0.4%	22.2%	22.2%	22.2%	
1342	Ham Dingle Primary Academy - United Learning Trust	21.8%	0.4%	0.4%	0.4%	22.2%	22.2%	22.2%	
	M157 Greenheart Learning Partnership								
633	Tame Valley Academy - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	
671	Edgar Stammers Academy - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	
705	Fairway Primary Academy - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	
731	Reaside Academy - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
742	The Orchards Primary Academy - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	:
746	Woodhouse Primary Academy - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	
770	Greenheart Learning Partnership Central Office - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	
816	Heathlands Academy - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	
818	Albert Bradbeer Primary School - Greenheart Learning Partnership	22.1%	6.1%	6.1%	6.1%	28.2%	28.2%	28.2%	
	M158 Victoria Academies Trust								
525	Victoria Park Primary Academy - Victoria Academies Trust	22.0%	4.5%	4.5%	4.5%	26.5%	26.5%	26.5%	
853	Devonshire Infant Academy - Victoria Academies Trust	22.0%	4.5%	4.5%	4.5%	26.5%	26.5%	26.5%	
856	Devonshire Junior Academy - Victoria Academies Trust	22.0%	4.5%	4.5%	4.5%	26.5%	26.5%	26.5%	
922	Northfield Manor Primary Academy - Victoria Academies Trust	22.0%	4.5%	4.5%	4.5%	26.5%	26.5%	26.5%	
1000	Fibbersley Park Academy - Victoria Academies Trust	22.0%	4.5%	4.5%	4.5%	26.5%	26.5%	26.5%	
1542	Elm Tree Primary Academy – Victoria Academies Trust	22.0%	4.5%	4.5%	4.5%	26.5%	26.5%	26.5%	
	M159 Warren Farm Primary School								
493	Warren Farm Primary School - Warren Farm Primary School SAT	22.1%	£15,000	£16,000	£17,000	22.1% plus £15,000	22.1% plus £16,000	22.1% plus £17,000	1
	M160 Washwood Heath MAT								
685	Washwood Heath Academy - Washwood Heath MAT	21.8%	8.3%	8.3%	8.3%	30.1%	30.1%	30.1%	





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872	Brownmead Academy - Washwood Heath MAT	21.8%	8.3%	8.3%	8.3%	30.1%	30.1%	30.1%	:
903	Saltley Academy - Washwood Heath MAT	21.8%	8.3%	8.3%	8.3%	30.1%	30.1%	30.1%	
1018	Gossey Lane Academy - Washwood Heath MAT	21.8%	8.3%	8.3%	8.3%	30.1%	30.1%	30.1%	
1062	Firs Primary School - Washwood Heath MAT	21.8%	8.3%	8.3%	8.3%	30.1%	30.1%	30.1%	
1063	Topcliffe School - Washwood Heath MAT	21.8%	8.3%	8.3%	8.3%	30.1%	30.1%	30.1%	
1115	Tile Cross Academy - Washwood Heath MAT	21.8%	8.3%	8.3%	8.3%	30.1%	30.1%	30.1%	
	M161 Wednesbury Oak Primary Academy								
744	Wednesbury Oak Academy - Wednesbury Oak Academy SAT	21.7%	2.3%	2.3%	2.3%	24.0%	24.0%	24.0%	
	M162 Westminster Academy Trust								
1066	Westminster Primary School - Westminster Academy Trust	21.9%	13.3%	13.3%	13.3%	35.2%	35.2%	35.2%	
	M164 Windsor Academy Trust								
413	Windsor High School and Sixth Form - Windsor Academy Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
456	The Kingswinford School Academy - Windsor Academy Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
575	Goldsmith Primary Academy - Windsor Academy Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
754	Rivers Primary Academy - Windsor Academy Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
936	Manor Way Primary Academy - Windsor Academy Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
1041	Tenterfields Primary Academy - Windsor Academy Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1075	Colley Lane Primary Academy - Windsor Academy Trust	21.9%	1.5%	1.5%	1.5%	23.4%	23.4%	23.4%	
	M165 WMG Academy for Young Engineers	MAT							
785	WMG Academy for Young Engineers (Coventry) - WMG Academy for Young Engineers MAT	22.4%	0.0%	0.0%	0.0%	22.4%	22.4%	22.4%	
1104	WMG Academy for Young Engineers (Solihull) - WMG Academy for Young Engineers MAT	22.4%	0.0%	0.0%	0.0%	22.4%	22.4%	22.4%	
	M166 Wolverhampton Girls High School								
776	Wolverhampton Girls High School - Wolverhampton Girls High School SAT	22.0%	5.9%	5.9%	5.9%	27.9%	27.9%	27.9%	
	M168 Wood Green Academy Trust								
414	Wood Green Academy - Wood Green Academy SAT	21.0%	0.2%	0.2%	0.2%	21.2%	21.2%	21.2%	
	M169 Woodlands Academy of Learning								
528	Woodlands Academy of Learning - Woodlands Academy of Learning SAT	22.0%	2.1%	2.1%	2.1%	24.1%	24.1%	24.1%	
	M170 Yardleys School								
639	Yardleys School - Yardleys School SAT	21.9%	8.7%	8.7%	8.7%	30.6%	30.6%	30.6%	
	M171 Heart of Mercia MAT								
130	King Edward VI College - Heart of Mercia Multi-Academy Trust	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	M172 Emmaus Catholic MAC								
846	St Gregory's Catholic Primary Academy - Emmaus Catholic Academy Trust	22.6%	5.0%	5.0%	5.0%	27.6%	27.6%	27.6%	
847	Our Lady & St Hubert's Catholic Primary Academy - Emmaus Catholic Academy Trust	22.6%	5.0%	5.0%	5.0%	27.6%	27.6%	27.6%	
848	St Francis Xavier Catholic Primary Academy - Emmaus Catholic Academy Trust	22.6%	5.0%	5.0%	5.0%	27.6%	27.6%	27.6%	
849	St Philip's Catholic Primary Academy - Emmaus Catholic Academy Trust	22.6%	5.0%	5.0%	5.0%	27.6%	27.6%	27.6%	
863	St Joseph's Catholic Primary School - Emmaus Catholic Academy Trust	22.6%	5.0%	5.0%	5.0%	27.6%	27.6%	27.6%	
864	Our Lady of Fatima Catholic Primary School - Emmaus Catholic Academy Trust	22.6%	5.0%	5.0%	5.0%	27.6%	27.6%	27.6%	
865	St Mary's Catholic Primary School - Emmaus Catholic Academy Trust	22.6%	5.0%	5.0%	5.0%	27.6%	27.6%	27.6%	
	M173 Our Lady and All Saints Catholic MAC	;							
1413	St Andrew's Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1414	Our Lady of Compassion Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1415	Our Lady of the Wayside Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1416	Guardian Angels Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1417	Our Lady's Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1418	St Anne's Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1419	St Anthony's Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1420	St Augustine's Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	:
1421	St George and St Teresa Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1422	St John the Baptist Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1423	St Peter's Catholic School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
1424	St Wilfrids Catholic Primary School - Our Lady and All Saints Catholic MAC	22.5%	5.3%	5.3%	5.3%	27.8%	27.8%	27.8%	
	M174 Prosper Together MAT								
1531	Castle Bromwich Infant and Nursery School - Prosper Together Multi Academy Trust	17.1%	0.4%	0.4%	0.4%	17.5%	17.5%	17.5%	
1532	Fordbridge Community Primary School - Prosper Together Multi Academy Trust	17.1%	0.4%	0.4%	0.4%	17.5%	17.5%	17.5%	
1533	Castle Bromwich Junior School - Prosper Together Multi Academy Trust	17.1%	0.4%	0.4%	0.4%	17.5%	17.5%	17.5%	
1534	Windy Arbor Primary School - Prosper Together Multi Academy Trust	17.1%	0.4%	0.4%	0.4%	17.5%	17.5%	17.5%	
ransferee a	admission bodies								
	Mitie Facilities Management Limited (Ocos/ Schools)	Wodo/Tipton							
554	Mitie Facilities Management Limited (Ocos/Wodo/Tipton Schools)	23.7%	0.0%	0.0%	0.0%	23.7%	23.7%	23.7%	
	Mitie Facilities Management Limited (Rowle	y Campus)							
556	Mitie Facilities Management Limited (Rowley Campus)	24.5%	-1.2%	-1.2%	-1.2%	23.3%	23.3%	23.3%	





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Employer		Primary	Secondary ra	ate (% of pay plus mone	etary amount)	Total contribution	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	
	Places for People Leisure Limited (Wolverh	nampton)		i		:			·
750	Places for People Leisure Limited (Wolverhampton)	21.2%	-21.2%	-21.2%	-21.2%	0.0%	0.0%	0.0%	
244	Galliford (UK) Ltd	23.2%	-7.3%	-7.3%	-7.3%	15.9%	15.9%	15.9%	
276	Amey Highways Ltd	22.4%	-2.8%	-2.8%	-2.8%	19.6%	19.6%	19.6%	
306	Pell Frischmann Consultants Ltd	22.6%	-10.8%	-10.8%	-10.8%	11.8%	11.8%	11.8%	
317	Mitie PFI Ltd	22.0%	-9.0%	-9.0%	-9.0%	13.0%	13.0%	13.0%	
325	Integral UK Ltd (Coventry)	23.6%	-11.2%	-11.2%	-11.2%	12.4%	12.4%	12.4%	
342	Equans Limited	23.4%	0.0%	0.0%	0.0%	23.4%	23.4%	23.4%	
359	Housing and Care 21 Ltd	23.2%	-8.9%	-8.9%	-8.9%	14.3%	14.3%	14.3%	
367	BAM Construct UK Ltd	24.6%	0.0%	0.0%	0.0%	24.6%	24.6%	24.6%	
400	Balfour Beatty Living Places Limited (Coventry)	24.8%	-5.6%	-5.6%	-5.6%	19.2%	19.2%	19.2%	
401	SERCO Ltd (Sandwell)	22.9%	-3.0%	-3.0%	-3.0%	19.9%	19.9%	19.9%	
464	NSL Limited (Solihull)	20.2%	-20.2%	-20.2%	-20.2%	0.0%	0.0%	0.0%	
510	Equans Limited (Broadway School)	24.0%	-14.4%	-14.4%	-14.4%	9.6%	9.6%	9.6%	
514	Equans Limited (Moseley School)	20.6%	-2.1%	-2.1%	-2.1%	18.5%	18.5%	18.5%	
516	Equans Limited (Waverley School)	23.4%	-9.3%	-9.3%	-9.3%	14.1%	14.1%	14.1%	
534	Sandwell Community Caring Trust (Sandwell Care Homes)	23.0%	-15.4%	-15.4%	-15.4%	7.6%	7.6%	7.6%	
589	ABM Catering Ltd (Bordesley Green)	24.5%	0.0%	0.0%	0.0%	24.5%	24.5%	24.5%	
600	Places for People Leisure Limited (Harborne Pool)	23.4%	-13.0%	-13.0%	-13.0%	10.4%	10.4%	10.4%	
616	Equans Limited (HM and Stockland Green School)	22.3%	-4.6%	-4.6%	-4.6%	17.7%	17.7%	17.7%	



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
684	Premier Support Services Ltd (Alumwell Infant School)	24.2%	-6.7%	-6.7%	-6.7%	17.5%	17.5%	17.5%	
714	Alliance in Partnership Ltd (Harborne Primary School)	25.9%	-1.5%	-1.5%	-1.5%	24.4%	24.4%	24.4%	
732	Aspens-Services Limited (Phoenix Collegiate)	23.9%	-7.7%	-7.7%	-7.7%	16.2%	16.2%	16.2%	
775	Aspens-Services Limited (Courthouse Green Primary School)	24.6%	-24.6%	-24.6%	-24.6%	0.0%	0.0%	0.0%	
790	Alliance in Partnership Ltd (Unity Cluster)	24.4%	-24.4%	-24.4%	-24.4%	0.0%	0.0%	0.0%	
791	Atalian Servest Food Co Ltd (Synergy Schools)	24.4%	-24.4%	-24.4%	-24.4%	0.0%	0.0%	0.0%	
805	Integral UK Ltd (Hill Farm Primary School)	22.3%	-11.5%	-11.5%	-11.5%	10.8%	10.8%	10.8%	
815	Atalian Servest Food Co Ltd (John Gulson)	42.4%	-22.9%	-22.9%	-22.9%	19.5%	19.5%	19.5%	
819	Alliance in Partnership Ltd (Broadway)	23.0%	-9.1%	-9.1%	-9.1%	13.9%	13.9%	13.9%	
822	Pendergate Ltd	22.0%	-7.5%	-7.5%	-7.5%	14.5%	14.5%	14.5%	
880	Change Grow Live Ltd	21.7%	-13.3%	-13.3%	-13.3%	8.4%	8.4%	8.4%	
893	NSL Limited (BCC)	24.0%	-11.1%	-11.1%	-11.1%	12.9%	12.9%	12.9%	
901	Birmingham Community Leisure Trust (North East Contract)	22.4%	0.0%	0.0%	0.0%	22.4%	22.4%	22.4%	
902	Birmingham Community Leisure Trust (South West Contract)	22.3%	3.7%	3.7%	3.7%	26.0%	26.0%	26.0%	
906	Places for People Leisure Limited (Sparkhill)	24.9%	0.0%	0.0%	0.0%	24.9%	24.9%	24.9%	
928	Atalian Servest Co (Sidney Stringer MAT)	24.6%	-0.3%	-0.3%	-0.3%	24.3%	24.3%	24.3%	
929	ABM Catering Ltd (John Shelton Community Primary School)	22.9%	-11.0%	-11.0%	-11.0%	11.9%	11.9%	11.9%	
930	Alliance In Partnership Ltd (Coventry South Cluster Group)	22.7%	-21.9%	-21.9%	-21.9%	0.8%	0.8%	0.8%	
939	Alliance in Partnership Ltd (St Matthias School)	24.5%	-24.5%	-24.5%	-24.5%	0.0%	0.0%	0.0%	
954	Aspens-Services Ltd (Bartley Green)	23.2%	-5.1%	-5.1%	-5.1%	18.1%	18.1%	18.1%	





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Employer		Primary				Total contribution	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	
955	Aspens-Services Ltd (St Peters Collegiate)	22.8%	-8.1%	-8.1%	-8.1%	14.7%	14.7%	14.7%	•
958	Equans Regeneration Ltd	23.5%	-8.6%	-8.6%	-8.6%	14.9%	14.9%	14.9%	
972	Compass Contract Services (Uk) Ltd (Hall Green Secondary School)	23.3%	0.0%	0.0%	0.0%	23.3%	23.3%	23.3%	
975	Fortem Solutions Limited (BHAM South)	23.0%	-12.1%	-12.1%	-12.1%	10.9%	10.9%	10.9%	
976	Alliance in Partnership Ltd (Pedmore Primary School)	25.2%	-1.4%	-1.4%	-1.4%	23.8%	23.8%	23.8%	
981	Aspens-Services Ltd (Queensbridge School)	24.7%	3.7%	3.7%	3.7%	28.4%	28.4%	28.4%	
982	Mazars Ltd (Walsall MBC)	24.9%	-4.8%	-4.8%	-4.8%	20.1%	20.1%	20.1%	
985	Prospects Services (Coventry and Warwickshire)	25.2%	-11.1%	-11.1%	-11.1%	14.1%	14.1%	14.1%	
1004	Aspens-Services Ltd (St Peter's Catholic School Solihull)	24.2%	-1.4%	-1.4%	-1.4%	22.8%	22.8%	22.8%	
1005	Compass Contract Services (UK) Ltd (NEW and SWB Academy)	22.9%	2.7%	2.7%	2.7%	25.6%	25.6%	25.6%	
1010	Aspens-Services Ltd (Heartlands Academy)	24.1%	2.0%	2.0%	2.0%	26.1%	26.1%	26.1%	
1013	Aspens-Services Ltd (Merritts Brook Academy)	23.8%	0.3%	0.3%	0.3%	24.1%	24.1%	24.1%	
1014	Aspens-Services Ltd (Shenley Academy)	23.2%	2.6%	2.6%	2.6%	25.8%	25.8%	25.8%	
1017	Aspens-Services Ltd (Mansfield Green Academy)	22.3%	-6.9%	-6.9%	-6.9%	15.4%	15.4%	15.4%	
1020	Aspens-Services Ltd (West Walsall E-ACT Academy)	24.0%	-8.5%	-8.5%	-8.5%	15.5%	15.5%	15.5%	
1030	Aspens-Services Ltd (Whitgreave Junior School)	23.9%	0.3%	0.3%	0.3%	24.2%	24.2%	24.2%	
1032	Sodexo Ltd (Oasis Community Learning)	22.9%	-9.6%	-9.6%	-9.6%	13.3%	13.3%	13.3%	
1034	Alliance in Partnership Ltd (Heart of England School)	23.9%	-2.4%	-2.4%	-2.4%	21.5%	21.5%	21.5%	
1038	Cleantec Services Ltd (Coventry College)	22.6%	4.9%	4.9%	4.9%	27.5%	27.5%	27.5%	
1045	Aspens-Services Ltd (Hillcrest School)	23.8%	-3.8%	-3.8%	-3.8%	20.0%	20.0%	20.0%	



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1060	Premier Support Services Ltd (Yew Tree Community School)	22.7%	-2.6%	-2.6%	-2.6%	20.1%	20.1%	20.1%	
1072	Miquill Catering Ltd (Colton Hills)	24.4%	-6.2%	-6.2%	-6.2%	18.2%	18.2%	18.2%	
1073	Miquill Catering Ltd (Woodfield Junior)	24.8%	-1.6%	-1.6%	-1.6%	23.2%	23.2%	23.2%	
1097	Compass Contract Services (UK) Ltd (Arthur Terry LP)	24.3%	-5.5%	-5.5%	-5.5%	18.8%	18.8%	18.8%	
1098	MCS Cleaning & Maintenance Ltd (ARK Academies)	23.3%	0.6%	0.6%	0.6%	23.9%	23.9%	23.9%	
1105	Aspens-Services Ltd (Fairfax MAT)	23.4%	-4.7%	-4.7%	-4.7%	18.7%	18.7%	18.7%	
1106	Greenwich Leisure Limited	23.1%	-1.4%	-1.4%	-1.4%	21.7%	21.7%	21.7%	
1121	Aspens-Services Ltd (Merridale Primary School)	23.9%	-9.0%	-9.0%	-9.0%	14.9%	14.9%	14.9%	
1127	KCLS Ltd (St Anne's Primary School)	20.2%	-2.1%	-2.1%	-2.1%	18.1%	18.1%	18.1%	
1134	Barnardo's (Birmingham CC)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	4
1140	Compass Contract Services (UK) Ltd (Smestow School)	24.7%	-12.2%	-12.2%	-12.2%	12.5%	12.5%	12.5%	
1149	Aspens Services Ltd (Cottesbrooke Infant School)	23.8%	5.1%	5.1%	5.1%	28.9%	28.9%	28.9%	
1152	Caterlink Ltd (Stoke Park School)	24.4%	-13.1%	-13.1%	-13.1%	11.3%	11.3%	11.3%	
1162	Churchill Contract Services Ltd (Moat House Primary School)	24.1%	-1.0%	-1.0%	-1.0%	23.1%	23.1%	23.1%	
1172	Churchill Contract Services Ltd (Archbishop Ilsley Catholic School)	22.8%	-1.2%	-1.2%	-1.2%	21.6%	21.6%	21.6%	
1176	OCS Group UK Ltd (Highfields and Pennfields)	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
1179	Birmingham Children's Trust Ltd	21.6%	1.0%	1.0%	1.0%	22.6%	22.6%	22.6%	
1180	Jewson Limited (Dudley MBC)	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	
1191	Arden Services (UK) Ltd (Highfields J&I School)	23.5%	-0.1%	-0.1%	-0.1%	23.4%	23.4%	23.4%	
1192	ICE Creates Limited (Coventry City Council)	23.5%	-1.3%	-1.3%	-1.3%	22.2%	22.2%	22.2%	



Employer	Employees	Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contribution	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			
1193	Churchill Contract Services Ltd (Finham Park School)	24.0%	0.6%	0.6%	0.6%	24.6%	24.6%	24.6%	·		
1194	Arden Services (UK) Ltd (Birchfield Primary School)	22.6%	-2.7%	-2.7%	-2.7%	19.9%	19.9%	19.9%			
1197	Tenon FM Limited (Bournville Junior and Infant School)	22.4%	0.5%	0.5%	0.5%	22.9%	22.9%	22.9%			
1198	KWB Corporate Cleaning Ltd (Elms Farm Primary School)	22.2%	3.5%	3.5%	3.5%	25.7%	25.7%	25.7%			
1200	Premier Support Services Ltd (Severne Primary School)	23.8%	-4.1%	-4.1%	-4.1%	19.7%	19.7%	19.7%			
1209	KWB Corporate Cleaning Ltd (Gilbertstone Primary School)	24.6%	1.5%	1.5%	1.5%	26.1%	26.1%	26.1%			
1211	Premier Support Services Ltd (Lady Pool Primary School)	22.1%	3.3%	3.3%	3.3%	25.4%	25.4%	25.4%			
1219	Alliance in Partnership Ltd (Holy Trinity C of E Primary School)	23.0%	-1.1%	-1.1%	-1.1%	21.9%	21.9%	21.9%			
1222	Alliance in Partnership Ltd (Edgewick Primary School)	22.5%	-1.1%	-1.1%	-1.1%	21.4%	21.4%	21.4%			
1223	Premier Support Services Ltd (Braidwood Trust School for the Deaf)	23.4%	2.0%	2.0%	2.0%	25.4%	25.4%	25.4%			
1228	Miquill Catering Ltd (Acocks Green Primary School)	24.3%	-2.7%	-2.7%	-2.7%	21.6%	21.6%	21.6%			
1235	Premier Support Services Ltd (Yenton Primary School)	24.2%	-2.7%	-2.7%	-2.7%	21.5%	21.5%	21.5%			
1238	Pendergate Ltd (Yardley Primary School)	24.2%	-0.7%	-0.7%	-0.7%	23.5%	23.5%	23.5%			
1239	Aspens-Services Ltd (Blue Coat C of E Academy)	24.2%	-2.7%	-2.7%	-2.7%	21.5%	21.5%	21.5%			
1252	Genie Cleaning Services Ltd (Bartley Green School)	21.9%	-5.7%	-5.7%	-5.7%	16.2%	16.2%	16.2%			
1257	Cleantec Services Ltd (Four Dwellings Primary Academy)	22.1%	-1.3%	-1.3%	-1.3%	20.8%	20.8%	20.8%			
1259	Pendergate Ltd (Tudor Grange Academies Trust)	24.3%	-5.7%	-5.7%	-5.7%	18.6%	18.6%	18.6%			
1261	The Camphill Village Trust Ltd (Dudley MBC)	21.5%	-1.4%	-1.4%	-1.4%	20.1%	20.1%	20.1%			





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1268	Aspens-Services Ltd (Lordswood Girls School)	23.3%	-3.8%	-3.8%	-3.8%	19.5%	19.5%	19.5%	
1272	Compass Contract Services (UK) Ltd (Att schools)	23.1%	-2.1%	-2.1%	-2.1%	21.0%	21.0%	21.0%	
1276	Computer Systems in Education Limited (CTC Kingshurst Academy)	22.7%	-4.6%	-4.6%	-4.6%	18.1%	18.1%	18.1%	
1277	Bellrock Property and Facilities Management Ltd (Tudor Grange Academies Trust)	24.9%	-8.3%	-8.3%	-8.3%	16.6%	16.6%	16.6%	
1282	Churchill Contract Services Ltd (Langley School)	22.1%	-0.5%	-0.5%	-0.5%	21.6%	21.6%	21.6%	
1294	Birmingham and Solihull Mental Health Foundation Trust	23.2%	-4.0%	-4.0%	-4.0%	19.2%	19.2%	19.2%	
1296	Accuro FM Ltd (Core Academy Trust)	21.9%	11.1%	11.1%	11.1%	33.0%	33.0%	33.0%	
1308	Cleantec Services Ltd (Montgomery Primary Academy)	24.4%	-0.3%	-0.3%	-0.3%	24.1%	24.1%	24.1%	
1350	SLM Food & Beverage Ltd (Solihull MBC)	25.0%	1.7%	1.7%	1.7%	26.7%	26.7%	26.7%	
1351	SLM Community Leisure Limited (Solihull MBC)	24.3%	0.5%	0.5%	0.5%	24.8%	24.8%	24.8%	
1370	Caterlink Ltd – (Ham Dingle Primary School)	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	4
1374	Kier Highways Limited (Birmingham City Council)	22.7%	-0.8%	-0.8%	-0.8%	21.9%	21.9%	21.9%	
1389	Fit For Sport Ltd (Walsall MBC)	21.0%	-0.9%	-0.9%	-0.9%	20.1%	20.1%	20.1%	
1442	OCS Group UK Ltd (St Matthias)	24.2%	0.0%	0.0%	0.0%	24.2%	24.2%	24.2%	
Community	admission bodies								
	Citizen Housing Group								
236	Citizen Housing Group	26.5%	0.8%	0.8%	0.8%	27.3%	27.3%	27.3%	





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code	Employer name	(% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
	Culture Coventry Pool								
665	Culture Coventry	26.1%	-14.1%	-14.1%	-14.1%	12.0%	12.0%	12.0%	
	Walsall Housing Group Limited Pool								
274	Walsall Housing Group	21.3%	-13.1%	-13.1%	-13.1%	8.2%	8.2%	8.2%	
	WATMOS Community Homes Pool								
287	WATMOS Community Homes	29.7%	-3.2%	-3.2%	-3.2%	26.5%	26.5%	26.5%	
	Wolverhampton Grammar School Pool								
54	Wolverhampton Grammar School	21.9%	-0.8%	-0.8%	-0.8%	21.1%	21.1%	21.1%	
45	Black Country Museum Trust Ltd	33.3%	-6.0%	-6.0%	-6.0%	27.3%	27.3%	27.3%	
47	Birmingham Institute for the Deaf	45.2%	-12.0%	-12.0%	-12.0%	33.2%	33.2%	33.2%	
49	Central England Law Centre	29.4%	-14.4%	-14.4%	-14.4%	15.0%	15.0%	15.0%	
59	Wolverhampton Voluntary Sector Council	41.3%	-17.1%	-17.1%	-17.1%	24.2%	24.2%	24.2%	
180	New Park Village Tenant Management Organisation	28.5%	-7.2%	-7.2%	-7.2%	21.3%	21.3%	21.3%	
181	West Midlands Growth Company Ltd	28.5%	10.0%	10.0%	10.0%	38.5%	38.5%	38.5%	
193	St Columba's Church Day Centre	35.7%	-12.0%	-12.0%	-12.0%	23.7%	23.7%	23.7%	
201	Sandwell Community Caring Trust	23.0%	0.0%	0.0%	0.0%	23.0%	23.0%	23.0%	
208	The Penderels Trust Ltd	27.2%	-5.6%	-5.6%	-5.6%	21.6%	21.6%	21.6%	
214	Bushbury Hill Estate Management Board	22.8%	0.0%	0.0%	0.0%	22.8%	22.8%	22.8%	



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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
216	Brownhills Community Association	42.1%	-13.1%	-13.1%	-13.1%	29.0%	29.0%	29.0%	•
218	Sickle Cell and Thalassaemia Group	30.8%	-7.0%	-7.0%	-7.0%	23.8%	23.8%	23.8%	
233	Wildside Activity Centre	22.6%	-8.7%	-8.7%	-8.7%	13.9%	13.9%	13.9%	
239	Manor Farm Community Association	25.8%	-4.9%	-4.9%	-4.9%	20.9%	20.9%	20.9%	
240	Bloomsbury Local Management Organisation Ltd	21.2%	0.0%	0.0%	0.0%	21.2%	21.2%	21.2%	
259	Steps to Work (Walsall) Ltd	24.7%	24.9%	24.9%	24.9%	49.6%	49.6%	49.6%	
260	Home-Start (Walsall)	36.4%	-12.4%	-12.4%	-12.4%	24.0%	24.0%	24.0%	
262	Murray Hall Community Trust Limited	22.9%	6.9%	6.9%	6.9%	29.8%	29.8%	29.8%	
266	Sandbank Tenant Management Organisation Ltd	17.4%	9.6%	9.6%	9.6%	27.0%	27.0%	27.0%	
282	Northern Housing Consortium Ltd	22.5%	3.6%	3.6%	3.6%	26.1%	26.1%	26.1%	
301	Sandwell Leisure Trust	21.1%	-4.9%	-4.9%	-4.9%	16.2%	16.2%	16.2%	
326	Black Country Consortium Ltd	20.4%	-6.0%	-6.0%	-6.0%	14.4%	14.4%	14.4%	
334	BME United Ltd	34.5%	0.0%	0.0%	0.0%	34.5%	34.5%	34.5%	
337	Dovecotes Tenant Management Organisation Ltd	25.9%	-1.8%	-1.8%	-1.8%	24.1%	24.1%	24.1%	
340	Midland Heart Ltd	39.4%	-11.3%	-11.3%	-11.3%	28.1%	28.1%	28.1%	
362	Titan Partnership Ltd	31.5%	0.0%	0.0%	0.0%	31.5%	31.5%	31.5%	
465	New Heritage Regeneration Ltd	35.2%	-10.4%	-10.4%	-10.4%	24.8%	24.8%	24.8%	
486	Mytime Active	38.0%	-25.1%	-25.1%	-25.1%	12.9%	12.9%	12.9%	
530	Acivico (Design Construction and Facilities Management) Ltd	21.6%	-13.8%	-13.8%	-13.8%	7.8%	7.8%	7.8%	
531	Acivico (Building Consultancy) Ltd	21.7%	-20.9%	-20.9%	-20.9%	0.8%	0.8%	0.8%	
547	4 Towers TMO Limited	32.5%	-16.2%	-16.2%	-16.2%	16.3%	16.3%	16.3%	





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Employer	Employer name	Primary	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			
code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
605	SIPS Education Ltd	22.0%	-4.4%	-4.4%	-4.4%	17.6%	17.6%	17.6%	
767	Kingswood Trust	26.5%	-7.6%	-7.6%	-7.6%	18.9%	18.9%	18.9%	
821	Action Indoor Sports Birmingham CIC Ltd	21.9%	-1.2%	-1.2%	-1.2%	20.7%	20.7%	20.7%	
1175	The Active Wellbeing Society Limited	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	
1315	Greater Birmingham and Solihull Local Enterprise Partnership	20.4%	-0.2%	-0.2%	-0.2%	20.2%	20.2%	20.2%	

Pass	Through	Emp	loyers
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	Birmingham City Council Pool								
1299	Miquill Catering Ltd (Yardley Primary School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1309	Aspens-Services Ltd (Wheelers Lane Technology College)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1323	Pendergate Ltd (Queensbridge School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1328	Coombs Catering Partnership Ltd (Moseley High School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1330	Miquill Catering Ltd (Uffculme School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1343	Coombs Catering Partnership Ltd (Cotteridge/Kings Norton)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1347	ABM Catering Limited (Raddlebarn Primary School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1356	Baileys Catering Ltd (Woodthorpe Junior and Infant School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1361	SIPS Education Ltd (Sladefield Primary School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1368	Aspens-Services Ltd (St James Church of England Primary School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1381	Coombs Catering Partnership Ltd (Redhill Infants & Junior School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1382	Coombs Catering Partnership Ltd (Court Farm Primary School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5





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code	Employer name	rate (% of pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
1383	Alliance in Partnership Ltd (Saint John Wall Catholic School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1403	Coombs Catering Partnership Ltd (Lakey Lane Primary)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1445	Coombs Catering Partnership Ltd (Heath Mount Schools)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1488	Equans Regeneration Ltd (BCC)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
	Coventry City Council Pool								
1372	Miquill Catering Ltd (Potters Green Primary School)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
1408	Swanstaff Recruitment Ltd	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
1495	Alliance in Partnership Ltd (Aldermoor Farm Pri Sch)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
	Sandwell MBC Pool								
1285	Mellors Catering Services Ltd (Wednesbury Learning Community Trust)	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	5
1475	Aspens Services (Whitecrest Primary)	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	5
	Solihull MBC Pool								
1307	Churchill Contract Services Ltd (Dorridge Primary School)	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	5
1496	Veolia ES (UK) Ltd (Solihull MBC)	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	5
	Walsali MBC Pool								
1492	Compass Contract Services (UK) Ltd (St Thomas More Catholic School)	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%	5





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Employer		Primary	Secondary ra	te (% of pay plus mon	etary amount)	Total contribution	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	
	Wolverhampton City Council Pool			<del>:</del>	:	:		<del>:</del>	•
1355	Miquill Catering Ltd (Bushbury Hill Primary School)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
1426	Marston Holdings Ltd (Wolverhampton CC)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
1436	ABM Catering Ltd (S4S Cluster)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
	Walsall College Pool								
1327	Bespoke Cleaning Services Ltd (Walsall College)	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%	5
	M001 Academies Enterprise Trust								
1410	Aspens-Services Ltd (Academies Enterprise Trust)	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	5
	M004 Alderbrook School								
1499	Innovate Services Limited (Alderbrook School)	22.5%	0.0%	0.0%	0.0%	22.5%	22.5%	22.5%	5
	M005 All Saints MAT								
1479	Coombs Catering Partnership Ltd (All Saints Multi Academy Trust)	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	5
	M10 Aston Tower MAT								
1456	SIPS Education Ltd (Aston Tower MAT)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	5





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Employer		Primary	Secondary ra	te (% of pay plus mone	etary amount)	Total contribution	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	
	M015 Birmingham Diocesan MAT	:			:		:	:	:
1447	Sodexo Ltd (Birmingham Diocesan Multi Academy Trust)	22.4%	0.0%	0.0%	0.0%	22.4%	22.4%	22.4%	5
	M018 Blue Coat Church of England (Walsall	1)							
1514	Miquill Catering Ltd (Blue Coat CE Academy)	21.3%	0.0%	0.0%	0.0%	21.3%	21.3%	21.3%	5
	M021 Castle Phoenix Trust								
1462	Dolce Ltd (Hill Farm Primary)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1493	Dolce Ltd (Charter Primary School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1494	Dolce Ltd (Foxford Community School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
	M027 Create Partnership Trust								
1352	KWB Corporate Cleaning Ltd (Create Partnership Trust)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	5
	M028 Cromwell Learning Community Acade	emy Trust							
1455	Miquill Catering Ltd (The Cromwell Trust)	22.5%	0.0%	0.0%	0.0%	22.5%	22.5%	22.5%	5
	M030 Diocese of Coventry MAT								
1409	Caterlink Ltd (Diocese of Coventry Multi Academy Trust)	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	22.2%	5
	M031 Diocese of Worcester MAT								
1432	Alliance in Partnership Ltd (Netherton Primary School)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	5
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Employer		Primary	Secondary ra	te (% of pay plus mon	etary amount)	Total contribution	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	
	M033 DRB Ignite MAT	i i		į.		:		į.	
1387	Compass Contract Services UK Ltd (DRB Ignite MAT)	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	22.2%	5
	M035 E-ACT Pool								
1371	Cleantec Services Ltd (E-ACT)	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%	5
1402	Aspens-Services Ltd (Reedswood EAct Primary Academy)	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%	5
1478	Aspens-Services Ltd (North Birmingham Academy)	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%	5
	M038 Elston Hall MAT								
1354	Miquill Catering Ltd (Elston Hall Multi Academy Trust)	22.0%	0.0%	0.0%	0.0%	22.0%	22.0%	22.0%	5
	M044 Finham Park MAT								
1452	ABM Catering Ltd (Finham Primary School)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
	M052 Hamstead Hall Academy Trust								
1326	Compass Contract Services (UK) Ltd (Hamstead Hall Academy Trust)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
	M061 Holy Cross MAC								
1339	Taylor Shaw Ltd (Holy Cross MAC)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	5
1400	Accuro FM Ltd (Holy Cross MAC)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	5
1524	Atalian Servest Food Co Ltd (Holy Cross MAC)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	5
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Employer	F	Primary	Secondary ra	ate (% of pay plus mon	etary amount)	Total contribution	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				
	M068 John Paul II Multi-Academy	:		:	:	•		:	•			
1453	Miquill Catering Ltd (John Paul II Multi- Academy Trust)	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	22.2%	5			
	M070 Kenilworth Multi-Academy Trust											
1425	Innovate Services Limited (Westwood Academy)	22.3%	0.0%	0.0%	0.0%	22.3%	22.3%	22.3%	5			
	M071 King Edward VI Academy Trust Birm	ingham										
1329	Compass Contract Services (UK) Ltd (King Edward VI Academy Trust)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5			
	M074 Langley School											
1451	ABM Catering Ltd (Langley School)	23.0%	0.0%	0.0%	0.0%	23.0%	23.0%	23.0%	5			
	M077 Leigh Trust											
1396	Caterlink Ltd (Nansen Primary School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5			
1454	ABM Catering Ltd (Leigh Trust)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5			
1489	Accuro FM Ltd (Leigh Trust)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5			
	M078 Light Hall School											
1344	Taylor Shaw Ltd (Lighthall School)	22.5%	0.0%	0.0%	0.0%	22.5%	22.5%	22.5%	5			





Employer		Primary	Secondary ra	te (% 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	
	M084 Central Cooperative Learning Trust			•	•	•		:	
1506	Mellors Catering Services Ltd (Central Co- operative Learning Trust)	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	22.2%	5
	M086 Matrix Academy Trust								
1392	Maxim FM Ltd (Matrix Academy Trust)	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	5
	M096 Broadleaf Partnership Trust								
1325	Mellors Catering Services Ltd (Plantsbrook Learning Trust)	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	5
	M097 Prince Albert Community Trust								
1450	ABM Catering Ltd (Prince Albert Community Trust)	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%	5
	M102 Robin Hood MAT								
1375	ABM Catering Ltd (Robin Hood Multi Academy Trust)	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	5
	M106 Ryders Hayes Academy Trust								
1510	Miquill Catering Ltd (Ryder Hayes Academy)	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%	5
	M108 SHINE Academies								
1353	Miquill Catering Ltd (Busill Jones Primary School)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5





Employer	Employer name	Primary	Secondary ra	te (% of pay plus mon	etary amount)	Total contribution	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	
	M114 St Bartholomew's CE MAT	<del></del>		•	•	•		•	·
1314	Miquill Catering Ltd (St Bartholomews CE Primary School)	21.7%	0.0%	0.0%	0.0%	21.7%	21.7%	21.7%	5
	M117 St Francis and St Clare Catholic MAC	>							
1385	Compass Contract Services (UK Ltd (St Francis and St Clare MAC)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
	M123 St Patricks Church of England Prima	ry Academy							
1477	Alliance in Partnership Ltd (St Patrick's Primary Academy)	23.1%	0.0%	0.0%	0.0%	23.1%	23.1%	23.1%	5
	M129 Star Academies Trust								
1458	Mellors Catering Services Ltd (Star Academies)	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	5
	M132 Summit Learning Trust								
1378	Caterlink Ltd (Cockshut Hill School)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
1404	Mitie Cleaning & Environmental Services limted (Lyndon Academy)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
	M133 Sutton Coldfield Grammar School for	r Girls Academy T	rust						
1429	Alliance in Partnership Ltd (Sutton Coldfield Grammar School for Girls)	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	5





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	
	M134 The Core Education Trust					·	•		
1388	Mellors Catering Services Ltd (CORE Education Trust)	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%	5
	M140 The Mercian Trust								
1469	Innovate Services Limited (The Mercian Trust)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	5
	M141 The Shaw Education Trust								
1395	Caterlink Ltd (Shaw Education Trust)	22.1%	0.0%	0.0%	0.0%	22.1%	22.1%	22.1%	5
	M152 Triumph MAT								
1476	Aspens Services (Aldermans Green)	21.4%	0.0%	0.0%	0.0%	21.4%	21.4%	21.4%	5
	M153 Tudor Grange Academies Trust								
1393	Caterlink Ltd (Tudor Grange Academies Trust)	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%	5
Payment P	Plans								
222	West Midlands Councils	0.0%	£175,000	£175,000	£175,000	0.0% plus £175,000	0.0% plus £175,000	0.0% plus £175,000	6



## Notes to the Rates and Adjustments Certificate

1. This employer has elected to pre-pay elements 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		Pre-payment	Date	Amo	unt payable in re	spect of	Rate of	Revised contributions due*			
code	Employer	amount	payment to be made by	2023/24	2024/25	2025/26	discount	2023/24	2024/25	2025/26	
Solihull MB	C Pool										
6	Solihull MBC	£67.100m	30 April 2023	£22.950m	£23.850m	£24.750m	4.3% pa	£0**	£0**	£0**	
M004 Alderk	prook School										
437	Alderbrook School- Alderbook School SAT	£155,000	30 April 2023	£53,000	£55,000	£57,000	4.3% pa	22.5%	22.5%	22.5%	
M024 Centra	al Schools Trust										
1002	Damson Wood Infant Academy - Central Schools Trust	£23,000	30 April 2023	£8,000	£8,000	£8,000	4.3% pa	23.0%	23.0%	23.0%	
M029 Deane	ery Church of England School										
443	Deanery Church of England School – Deanery Church of England School SAT	£69,000	30 April 2023	£24,000	£24,000	£25,000	4.3% pa	23.2%	23.2%	23.2%	
M030 Dioce	se of Coventry MAT										
698	Stretton Primary Academy - Diocese of Coventry MAT	£60,000	30 April 2023	£21,000	£21,000	£22,000	4.3% pa	22.2%	22.2%	22.2%	
699	St Laurence's Primary Academy – Diocese of Coventry Mat	£104,000	30 April 2023	£35,000	£37,000	£39,000	4.3% pa	22.2%	22.2%	22.2%	
737	St Bartholomew's C of E Primary Academy- Diocese of Coventry MAT	£60,000	30 April 2023	£21,000	£21,000	£22,000	4.3% pa	22.2%	22.2%	22.2%	

<sup>\*</sup>in addition to the pre-payment amount.

<sup>\*\*</sup>additional 'true-up' contributions may be required based on the outcome of a prepayment sufficiency check against the actual payroll over the prepayment period.





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## Notes to the Rates and Adjustments Certificate

Employer		Pre-payment Date Amount payable in respect of		spect of	Rate of	Revised contributions due*				
code	Employer	amount	payment to be made by	2023/24	2024/25	2025/26	discount	2023/24	2024/25	2025/26
814	St Johns C of E Academy - Diocese of Coventry MAT	£51,000	30 April 2023	£17,000	£18,000	£19,000	4.3% pa	22.2%	22.2%	22.2%
1174	Leigh COE Primary Academy – Diocese of Coventry MAT	£90,000	30 April 2023	£31,000	£32,000	£33,000	4.3% pa	22.2%	22.2%	22.2%
M103 Rome	ro MAC									
824	Sacred Heart Academy – Romero MAC	£93,000	30 April 2023	£32,000	£33,000	£34,000	4.3% pa	21.9%	21.9%	21.9%
825	St Gregory's School Coventry – Romero MAC	£50,000	30 April 2023	£17,000	£18,000	£18,000	4.3% pa	21.9%	21.9%	21.9%
826	Good Shephard Primary School – Romero MAC	£68,000	30 April 2023	£23,000	£24,000	£25,000	4.3% pa	21.9%	21.9%	21.9%
827	SS Peter and Paul Catholic Primary School – Romero MAC	£65,000	30 April 2023	£22,000	£23,000	£24,000	4.3% pa	21.9%	21.9%	21.9%
828	St John Fisher School – Romero MAC	£108,000	30 April 2023	£37,000	£38,000	£40,000	4.3% pa	21.9%	21.9%	21.9%
829	St Patrick's Catholic School – Romero MAC	£83,000	30 April 2023	£28,000	£30,000	£31,000	4.3% pa	21.9%	21.9%	21.9%
830	Cardinal Wiseman Catholic Academy – Romero MAC	£255,000	30 April 2023	£87,000	£91,000	£94,000	4.3% pa	21.9%	21.9%	21.9%
831	Corpus Christi Catholic Primary School – Romero MAC	£97,000	30 April 2023	£33,000	£34,000	£36,000	4.3% pa	21.9%	21.9%	21.9%
952	The Romero Catholic Academy Central Office – Romero MAC	£122,000	30 April 2023	£42,000	£43,000	£45,000	4.3% pa	21.9%	21.9%	21.9%
M132 Summ	it Learning Trust									
415	Ninestiles An Academy – Summit Learning Trust	£320,000	30 April 2023	£110,000	£114,000	£117,000	4.3% pa	22.1%	22.1%	22.1%
526	Erdington Hall Primary Academy – Summit Learning Trust	£29,000	30 April 2023	£10,000	£10,000	£11,000	4.3% pa	22.1%	22.1%	22.1%

<sup>\*</sup>in addition to the pre-payment amount.



## Notes to the Rates and Adjustments Certificate

Employer		Pre-payment	Date	Amoui	nt payable in re	spect of	Rate of	Revised contributions due*			
code	Employer	amount	payment to be made by	2023/24	2024/25	2025/26	discount	2023/24	2024/25	2025/26	
656	Oaklands Primary – Summit Learning Trust	£46,000	30 April 2023	£16,000	£16,000	£17,000	4.3% pa	22.1%	22.1%	22.1%	
700	Yarnfield Academy – Summit Learning Trust	£62,000	30 April 2023	£21,000	£22,000	£23,000	4.3% pa	22.1%	22.1%	22.1%	
713	Pegasus Academy – Summit Learning Trust	£24,000	30 April 2023	£8,000	£9,000	£9,000	4.3% pa	22.1%	22.1%	22.1%	
911	Lyndon Academy – Summit Learning Trust	£51,000	30 April 2023	£17,000	£18,000	£19,000	4.3% pa	22.1%	22.1%	22.1%	
1078	Cockshut Hill School – Summit Learning Trust	£89,000	30 April 2023	£30,000	£32,000	£33,000	4.3% pa	22.1%	22.1%	22.1%	
1147	The Sixth Form College – Summit Learning Trust	£105,000	30 April 2023	£36,000	£37,000	£39,000	4.3% pa	22.1%	22.1%	22.1%	
M140 The M	ercian Trust										
353	Q3 Academy – The Mercian Trust	£50,000	30 April 2023	£17,000	£18,000	£18,000	4.3% pa	21.5%	21.5%	21.5%	
420	Shire Oak Academy – The Mercian Trust	£29,000	30 April 2023	£10,000	£10,000	£11,000	4.3% pa	21.5%	21.5%	21.5%	
423	Queen Marys High School – The Mercian Trust	£8,000	30 April 2023	£3,000	£3,000	£3,000	4.3% pa	21.5%	21.5%	21.5%	
424	Queen Marys Grammar School – The Mercian Trust	£40,000	30 April 2023	£14,000	£14,000	£15,000	4.3% pa	21.5%	21.5%	21.5%	
496	Aldridge School – The Mercian Trust	£24,000	30 April 2023	£8,000	£9,000	£9,000	4.3% pa	21.5%	21.5%	21.5%	
679	Q3 Tipton – The Mercian Trust	£32,000	30 April 2023	£11,000	£11,000	£12,000	4.3% pa	21.5%	21.5%	21.5%	
760	Walsall Studio School – The Mercian Trust	£5,000	30 April 2023	£1,000	£2,000	£2,000	4.3% pa	21.5%	21.5%	21.5%	
1293	The Ladder School – The Mercian Trust	£3,000	30 April 2023	£1,000	£1,000	£1,000	4.3% pa	21.5%	21.5%	21.5%	
M159 Warre	n Farm Primary School										
493	Warren Farm Primary School – Warren Farm Primary School SAT	£45,000	30 April 2023	£15,000	£16,000	£17,000	4.3% pa	22.1%	22.1%	22.1%	

<sup>\*</sup>in addition to the pre-payment amount.





## Notes to the Rates and Adjustments Certificate

- 2. This employer participates within a separate admitted body sub fund. The contribution rate has been determined based on the outcome of employer engagement over long term funding objectives.
- 3. Due to the strength of this employer's covenant, the Fund has agreed to phase the total contribution rate payable for this employer over a period of three years
- 4. The contribution rate shown for this employer is provisional and is subject to review once updated membership data is available.
- 5. This employer participates in the Fund via a pass-through arrangement with the awarding authority shown. Further details are set out in the Funding Strategy Statement.
- 6. This employer has no remaining active members but are still liable for their residual deferred and pensioner liabilities. The employer therefore participates in a payment plan with the Fund and the resulting contributions payable for the period 1 April 2023 to 31 March 2026 are shown.





## 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 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.

Cotherne Mchadyen

Catherine McFadyen FFA

05 April 2023 For and on behalf of Hymans Robertson LLP Tom Home

Tom Hoare FFA





HYMANS **♯** ROBERTSON



Metric	Unit	2022 valuation
2022 funding position – local funding basis		
Funding level (assets/liabilities)	%	103%
Funding level (change since previous valuation)	%	9% increase
Asset value used at the valuation	£m	20,334
Value of liabilities (including McCloud liability)	£m	19,655
Surplus (deficit)	£m	679
Discount rate – past service	% pa	4.3%
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	2.9%
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 4.3% pa over the 17 years following the 2022 valuation date. This is different to the methodology used for the 2019 valuation which was a weighted average of expected long term Fund returns adjusted for expenses and prudence allowances.





Metric	Unit	2022 valuation		
Assumed life expectancy at age 65				
Life expectancy for current pensioners – men age 65	years	21.1		
Life expectancy for current pensioners – women age 65	years	23.9		
Life expectancy for future pensioners – men age 45	years	22.0		
Life expectancy for future pensioners – women age 45	years	25.4		
Past service funding position – SAB basis (for comparison purposes only)				
Market value of assets	£m	20,334		
Value of liabilities	£m	17,481		
Funding level on SAB basis (assets/liabilities)	%	116%		
Funding level on SAB basis (change since last valuation)	%	9% increase		



Metric Control of the	Unit	2022 valuation	2019 valuation
Contribution rates payable			
Primary contribution rate	% of pay	21.8%	20.4%
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)			
1st year of rates and adjustments certificate	£m	41.956	114.500
2 <sup>nd</sup> year of rates and adjustments certificate	£m	43.977	117.800
3 <sup>rd</sup> year of rates and adjustments certificate	£m	48.947	122.200
Giving total expected contributions			
1st year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	524.480	513.500
2 <sup>nd</sup> year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	545.459	531.400
3 <sup>rd</sup> year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	570.132	550.800
Assumed payroll (cash amounts in each year)			
1st year of rates and adjustments certificate	£m	2,215.654	1,956.000
2 <sup>nd</sup> year of rates and adjustments certificate	£m	2,302.707	2,027.000
3 <sup>rd</sup> year of rates and adjustments certificate	£m	2,393.180	2,100.000
3 year average total employer contribution rate	% of pay	23.7%	26.2%
Average employee contribution	% of pay	6.6%	6.5%
Employee contribution rate (£ figure based on assumed payroll of £2,223m)	£m pa	145.554	127.100





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	2036
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	2028
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	2039	Methodology not used
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	70%	Methodology not used
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	%	10%	
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	33.1	



