

Warwickshire Pension Fund

Report on the actuarial valuation at 31 March 2022

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31 March 2023

For and on behalf of Hymans Robertson LLP

Hymans Robertson LLP is authorised and regulated by the Financial Conduct Authority

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Executive Summary

We have been commissioned by Warwickshire County Council (the Administering Authority) to carry out a valuation of the Warwickshire 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 [Rates & Adjustments certificate](#). 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		Last valuation 31 March 2019	
Primary Rate	20.7% of pay		20.1% of pay	
Secondary Rate	2023/2024	£4,865,000	2020/2021	£6,071,000
	2024/2025	£4,688,000	2021/2022	£6,251,000
	2025/2026	£4,495,000	2022/2023	£6,436,000

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

Funding position

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

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

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	917	809
Deferred Pensioners	616	503
Pensioners	1,150	1,033
Total Liabilities	2,683	2,346
Assets	2,782	2,166
Surplus/(Deficit)	98	(180)
Funding Level	104%	92%

The required investment return to be 100% funded is now 3.8% pa (4.1% pa at 2019). The likelihood of the Fund's investment strategy achieving the required return is 78% (70% at 2019).

Approach to valuation

Valuation Purpose

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

We have been commissioned by Warwickshire County Council (the Administering Authority) to carry out a valuation of the Warwickshire 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:

- 1 Employer contribution rates for the period 1 April 2023 to 31 March 2026.
- 2 The funding level of the Fund at 31 March 2022.

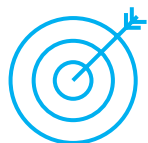
Further information on the valuation process, methodology and strategy is set out in the publicly available Funding Strategy Statement, Investment Strategy Statement and published papers and minutes of the Fund's Investment Sub-Committee. Additional material is also contained in [Hymans Robertson's LGPS 2022 valuation toolkit](#)¹.

Setting employer contribution rates

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

Key funding decisions

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



What is the funding target for each employer?

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



What is the funding time horizon?

How long will the employer participate in the Fund



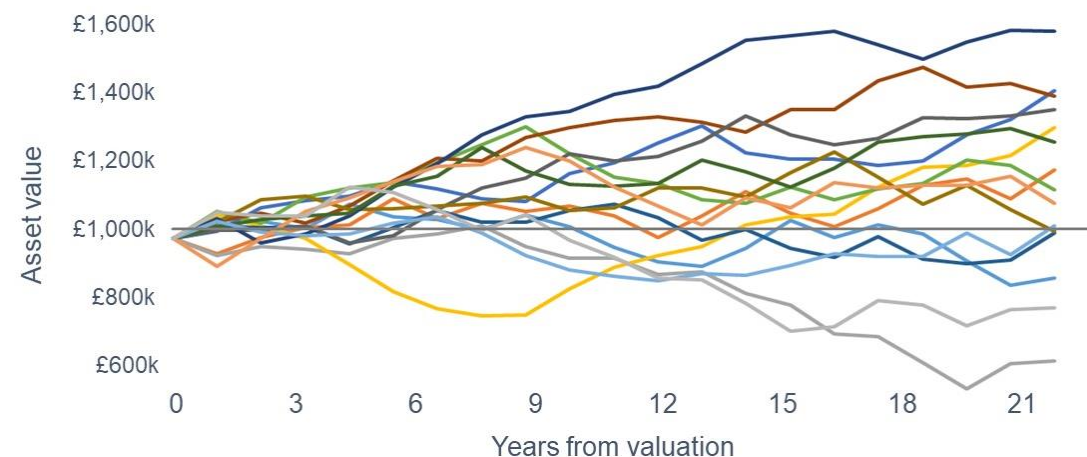
What is the required likelihood?

How much funding risk can the employer's covenant support

Modelling approach

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

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



Measuring the funding level

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

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

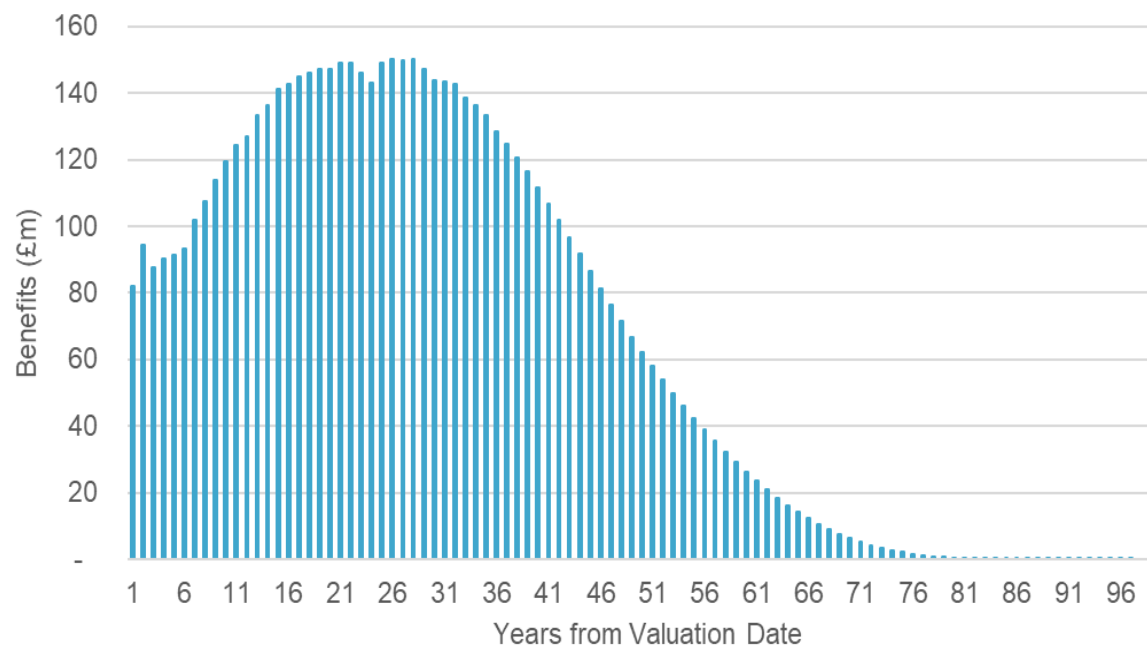
Further detail on the liabilities

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

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

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

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



Valuation results

Employer contribution rates

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

The employer contribution rate is made up of two components.

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

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

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

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

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

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

	This valuation 31 March 2022		Last valuation 31 March 2019	
Primary Rate	20.7% of pay		20.1% of pay	
Secondary Rate	2023/2024	£4,865,000	2020/2021	£6,071,000
	2024/2025	£4,688,000	2021/2022	£6,251,000
	2025/2026	£4,495,000	2022/2023	£6,436,000

The primary rate includes an allowance of 0.9% 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 6.3% of pay (6.1% at 31 March 2019).

Funding level

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

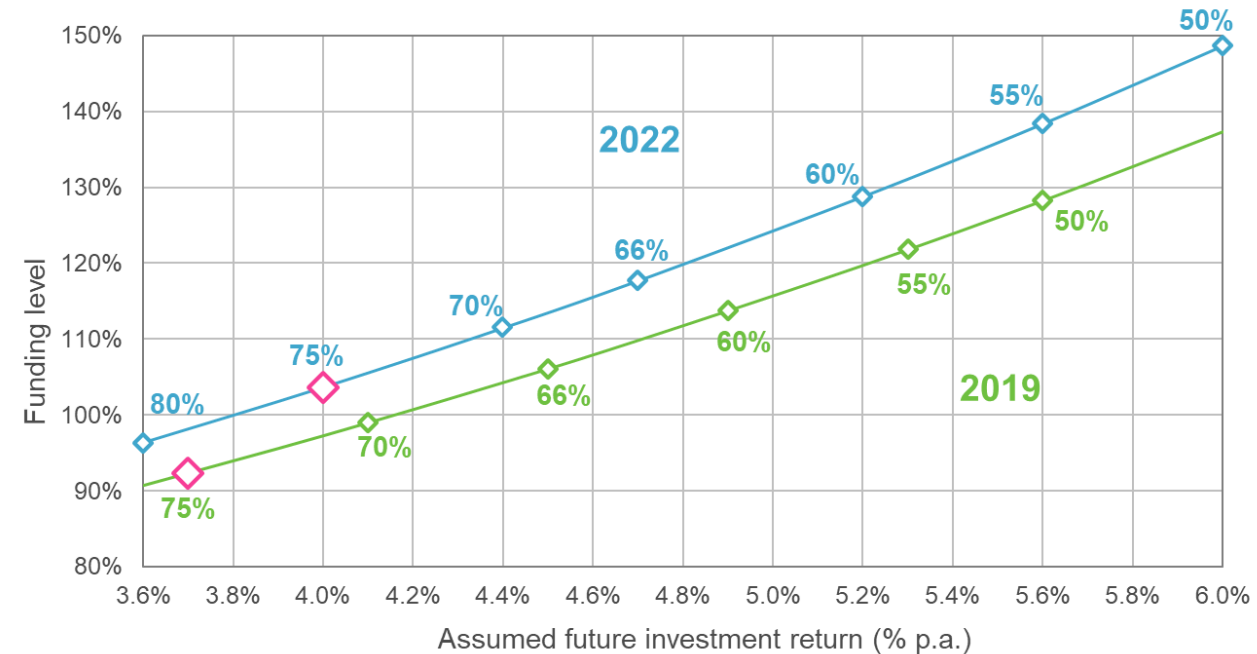
Therefore, the liabilities and funding level have been calculated across a range of different investment returns (the discount rate).

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

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

- **The funding position at 2022 is stronger than 2019.**
- **The funding level is 100% if future investment returns are c.3.8% pa. The likelihood of the Fund's assets yielding at least this return is around 78%.**
- **The comparator at 2019 was a return of 4.1% pa which had a likelihood of 70%.**
- **There is a 50% likelihood of an investment return of 6.0% pa. So the best-estimate funding level is 149% at 31 March 2022 (128% at 2019).**

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



Figures on each line show the likelihood of the Fund's assets exceeding that level of return over the next 20 years. The pink diamonds note the reported funding level at each valuation.

Single funding level as at 31 March 2022

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

To report a single funding level and funding surplus/deficit for the 2022 valuation, a discount rate of 4.0% pa has been used. There is a 75% likelihood associated with a future investment return of 4.0% pa.

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

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

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

The future progression of the funding position is uncertain. If the financial and demographic assumptions made at this valuation actually occur, employers pay contributions in line with the R&A certificate and there are no other changes in the financial or demographic environment, we project that the funding level at the next valuation (31 March 2025) will be approximately 103%.

Table 4: single reported funding level

Valuation Date	31 March 2022	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	917	809
Deferred Pensioners	616	503
Pensioners	1,150	1,033
Total Liabilities	2,683	2,346
Assets	2,782	2,166
Surplus/(Deficit)	98	(180)
Funding Level	104%	92%

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

Changes since the last valuation

Events between 2019 and 2022

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

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

Financial

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

	Expected	Actual	Difference	Impact on surplus
3 year period	11.5%	28.0%	16.5%	+£350m
Annual	3.7% pa	8.6% pa	4.9% pa	

Membership

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

	Expected	Actual	Difference	Impact on surplus
Early leavers	6,120	7,322	1,202	+£5m
Ill-health retirements	76	102	26	-£2m
Salary increases	3.7% pa	5.1% pa	1.4% pa	-£19m
Benefit increases	2.3% pa	1.8% pa	-0.5% pa	+£34m
Pension ceasing	£5.3m	£5.1m	-£0.2m	£0m

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 change in the Fund's investment strategy and financial markets, future investment returns are now expected to be slightly higher 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	Future investment returns are slightly higher at 2022 than at 2019. The expected return is now 4.0% pa vs. 3.7% pa at 2019. This is due to slightly higher return expectations and a change in the Fund's investment strategy.	Decrease of £153m
Inflation	The rate at which pensions in payment and deferment and CARE pots increase	Significant increase in short-term future inflation expectations.	Increase of £195m
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.	Increase of £5m
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 £8m
Future improvements in life expectancy	How we expect life expectancies to change (increase) in the future.	Uncertainty about effectiveness of mitigations against life expectancy increases in the LGPS i.e. State Pension Age increases and Cost Cap. Need to better reflect wider pension and insurance industry long-term expectations.	Increase of £17m

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

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	(180)
Cashflows	
Employer contributions paid in	213
Employee contributions paid in	58
Benefits paid out	0
Other cashflows (e.g. expenses, transfers)	5
Expected changes	
Expected investment returns	245
Interest on benefits already accrued	(272)
Accrual of new benefits	(286)
Expected position at 31 March 2022	(217)

* These payments are not split out in the Fund's Annual Report & Accounts.

Impact of actual events

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

Change in the surplus/deficit position	Surplus / Deficit
	£m
Expected position at 31 March 2022	(217)
Events between 2019 and 2022	
Salary increases greater than expected	(19)
Benefit increases greater than expected	34
Early retirement strain (and contributions)*	(5)
Ill health retirement strain	(2)
Early leavers less than expected	5
Commutation less than expected	(1)
Pensions ceasing less than expected	0
McCloud remedy	(7)
Other membership experience	7
Higher than expected investment returns	350
Changes in future expectations	
Investment returns	153
Inflation	(195)
Salary increases	(5)
Longevity	(9)
Other demographic assumptions	13
Actual position at 31 March 2022	98

Numbers may not sum due to rounding

Sensitivity & risk analysis

Sensitivity and risk analysis: assumptions

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

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

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

Contribution rates

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

Funding level

Financial assumptions

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

Table 10: sensitivity of funding position to inflation assumption

CPI Assumption	Surplus/ (Deficit)	Funding Level
% pa	(£m)	%
2.5%	183	107%
2.7%	98	104%
2.9%	11	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 1.5% pa used in the results)

Table 11: sensitivity of funding position to longevity assumption

Long term rate of improvement	Surplus/ (Deficit)	Funding Level
% pa	(£m)	%
1.5%	98	104%
1.75%	76	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](#)¹.
- **Goodwin:** the remedy to this issue is still uncertain, it is difficult to identify who it would apply to and its impact is estimated to be very small for a LGPS fund (0.1-0.2% of liabilities). Therefore, no allowance has been made for this case at the 2022 valuation.
- **Cost Cap:** a legal challenge is ongoing in relation to the 2016 cost cap valuation and no information is known about the outcome of the 2020 cost cap valuation. At this valuation, no allowance has been made for any changes to the benefit structure that may occur as a result of a cost cap valuation.
- **GMP indexation:** it is assumed that all increases on GMPs for members reaching State Pension Age after 6 April 2016 will be paid for by LGPS employers. This is the same approach that was taken for the 2019 valuation.

Post valuation events

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

- The Fund's investment return between 31 March 2022 and 24 March 2023 is estimated to be between -2% and -3%.
- Liability valuations are likely to be lower now than at 31 March 2022 due to rises in expected future investment returns more than offsetting the higher than expected (10.1%) pension increase at April 2023.

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

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

Sensitivity and risk analysis: climate change

Background

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

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

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

Further detail on the scenarios is shown on the next page and in our guide 10 of [Hymans Robertson's LGPS 2022 valuation toolkit](#)¹

Outcome of analysis

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

- Likelihood of success – the chance of being fully funded in 19 years' time
- Downside risk – the average worst 5% of funding levels in 19 years' time

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

Table 12: stress test results when exploring potential impact of climate change

Scenario	Likelihood of success	Downside risk
Core	72%	43%
Green Revolution	71%	39%
Delayed Transition	69%	43%
Head in the Sand	68%	44%

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



Final comments

Final comments

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

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

New employers joining the Fund

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

Cessations and bulk transfers

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

Any bulk movement of scheme members:

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

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

Valuation frequency

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

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

Richard Warden FFA



Appendices

APPENDIX 1

Data

Membership data

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

More information on how we verify the quality of the data used in the valuation has been shared with the Administering Authority in our report 'Data Report for the 2022 Valuation', dated 20 March 2023.

Asset data

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

Table 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	17,476	17,025
Total actual pay (£000)	313,487	277,025
Total accrued pension (£000)	53,065	46,496
Average age (liability weighted)	52.2	51.6
Future working lifetime (years)	6.4	7.8
Deferred pensioners (including undecideds)		
Number	24,524	21,522
Total accrued pension (£000)	34,264	27,980
Average age (liability weighted)	51.8	51.1
Pensioners and dependants		
Number	16,113	13,683
Total pensions in payment (£000)	72,499	64,658
Average age (liability weighted)	69.2	68.6

APPENDIX 1

Data

Investment strategy

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

This information is as set out in the Fund's Investment Strategy Statement (the 'Current Target' strategy allocation as agreed by the Investment Sub-Committee in September 2022).

Table 14: Investment strategy used for the 2022 valuation

Asset class	Allocation
UK equities	16%
Developed market equities	30%
Emerging market equities	3%
Private equity	4%
Total growth assets	53%
UK corporate bonds	10%
UK index linked bonds	5%
Cash	0%
Total protection assets	15%
Private debt	5%
Infrastructure (equity)	7%
Multi-asset credit	10%
Property	10%
Total income generating assets	32%
Total	100%

APPENDIX 2

Assumptions

To set and agree assumptions for the valuation, the Fund carried out an in-depth analysis and review in November/December 2021 with the final set agreed by the Investment Sub-Committee on 13 December 2021.

Financial assumptions

Setting employer contribution rates

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

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

Time period	Percentile	Annualised Total Returns										Inflation/Yields		
		Index Linked Gilts (long)	UK Equity	Private Equity	Property	Emerging Markets Equity	Infra - structure Equity	Absolute Return Bonds	All World ex UK Equity	Direct Landing (Private Debt)	Corporate Medium A	Inflation (CPI)	17-year real yield (CPI)	17-year yield
10 years	16 th	-3.1%	-0.4%	-1.2%	-0.6%	-2.5%	0.7%	0.9%	-0.4%	2.7%	-0.1%	1.6%	-1.7%	1.1%
	50 th	-0.7%	5.7%	9.4%	4.4%	5.8%	5.9%	2.3%	5.8%	6.0%	1.6%	3.3%	-0.5%	2.5%
	84 th	2.0%	11.6%	20.1%	9.5%	14.4%	11.2%	3.7%	11.9%	9.2%	3.2%	4.9%	0.7%	4.3%
20 years	16 th	-2.6%	1.7%	2.4%	1.4%	0.1%	2.6%	1.4%	1.8%	4.3%	1.1%	1.2%	-0.7%	1.3%
	50 th	-0.9%	6.2%	10.0%	5.0%	6.3%	6.5%	2.9%	6.3%	6.8%	2.1%	2.7%	1.1%	3.2%
	84 th	0.8%	10.6%	17.6%	8.9%	12.8%	10.6%	4.6%	11.1%	9.2%	3.2%	4.3%	2.7%	5.7%
40 years	16 th	-1.1%	3.2%	4.7%	2.6%	2.1%	3.9%	1.6%	3.4%	5.5%	2.0%	0.9%	-0.6%	1.1%
	50 th	0.3%	6.7%	10.3%	5.5%	6.8%	7.0%	3.3%	6.8%	7.7%	3.1%	2.2%	1.3%	3.3%
	84 th	1.9%	10.2%	16.1%	8.8%	11.7%	10.3%	5.4%	10.4%	10.0%	4.4%	3.7%	3.2%	6.1%
Volatility (5 years)		9%	18%	30%	15%	26%	15%	3%	18%	10%	7%	3%		

APPENDIX 2

Assumptions

Financial assumptions

Calculating the funding level

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

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

Assumption	31 March 2022	Required for	31 March 2019
Discount rate	4.0% pa	To place a present value on all the benefits promised to scheme members at the valuation date. The Fund's assets are estimated to have a 75% likelihood of returning above the discount rate.	3.7% pa
Benefit increases/CARE revaluation	2.7% pa	To determine the size of future benefit payments.	2.3% pa
Salary increases	3.7% pa	To determine the size of future final-salary linked benefit payments.	3.1% pa

Allowing for the McCloud remedy

Allowance has been included for this expected benefit change at the 2022 valuation as directed by the Department of Levelling Up, Housing and Communities [in their letter dated March 2022](#)¹. Further technical detail about this assumption is set out in guide 13 of [Hymans Robertson's LGPS 2022 valuation toolkit](#)²

APPENDIX 2

Assumptions

Demographic assumptions

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

Longevity

Table 17: Summary of longevity assumptions

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

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

Other demographic assumptions

Table 18: Summary of other demographic assumptions

Death in service	See sample rates in Tables 19 & 20
Retirements in ill health	See sample rates in Tables 19 & 20
Withdrawals	See sample rates in Tables 19 & 20
Promotional salary increases	See sample rates in Tables 19 & 20
Commutation	65% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits
50:50 option	1.0% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option
Retirement age	The earliest age at which a member can retire with their benefits unreduced
Family details	A varying proportion of members are assumed to have a dependant at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. The dependant of a male member is assumed to be 3 years younger than him and the dependent of a female member is assumed to be 3 years older than her.

APPENDIX 2

Assumptions

Sample rates for demographic assumptions

Males

Table 19: Sample rates of male demographic assumptions

Age	Salary Scale	Death Before Retirement	Withdrawals		III Health Tier 1		III Health Tier 2	
		FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.17	404.31	813.01	0.00	0.00	0.00	0.00
25	117	0.17	267.06	537.03	0.00	0.00	0.00	0.00
30	131	0.20	189.49	380.97	0.00	0.00	0.00	0.00
35	144	0.24	148.05	297.63	0.10	0.07	0.02	0.01
40	150	0.41	119.20	239.55	0.16	0.12	0.03	0.02
45	157	0.68	111.96	224.96	0.35	0.27	0.07	0.05
50	162	1.09	92.29	185.23	0.90	0.68	0.23	0.17
55	162	1.70	72.68	145.94	3.54	2.65	0.51	0.38
60	162	3.06	64.78	130.02	6.23	4.67	0.44	0.33
65	162	5.10	0.00	0.00	11.83	8.87	0.00	0.00

Females

Table 20: Sample rates of female demographic assumptions

Age	Salary Scale	Death Before Retirement	Withdrawals		III Health Tier 1		III Health Tier 2	
		FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.10	352.42	467.37	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	0.14	198.78	263.54	0.13	0.10	0.03	0.02
35	144	0.24	171.57	227.38	0.26	0.19	0.05	0.04
40	150	0.38	142.79	189.18	0.39	0.29	0.08	0.06
45	157	0.62	133.25	176.51	0.52	0.39	0.10	0.08
50	162	0.90	112.34	148.65	0.97	0.73	0.24	0.18
55	162	1.19	83.83	111.03	3.59	2.69	0.52	0.39
60	162	1.52	67.55	89.37	5.71	4.28	0.54	0.40
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.

APPENDIX 3

Reliances and limitations

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

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

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

- Our [2022 valuation toolkit](#) which sets out the methodology used when reviewing funding plans
- Our paper to the Fund’s Investment Sub-Committee dated 4 February 2022 which discusses the funding strategy for the Fund’s precepting employers.
- Our paper to the Fund’s Investment Sub-Committee dated December 2021 which discusses the valuation assumptions
- Our initial results report dated 31 August 2022 which outlines the whole fund results and inter-valuation experience

- Our data report dated 20 March 2023 which summarises the data used for the valuation, the approach to ensuring it is fit for purpose and any adjustments made to it during the course of the valuation
- The Funding Strategy Statement which details the approach taken to adequately fund the current and future benefits due to members

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

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

- TAS100 – Principles for technical actuarial work
- TAS300 – Pensions

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APPENDIX 4

Glossary

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

APPENDIX 4

Glossary

Term	Explanation
Discount rate	A number used to place a single value on a stream of future payments, allowing for expected future investment returns.
Employee members	Members who are currently employed by employers who participate in the fund and paying contributions into the fund.
ESS	Economic Scenario Service - Hymans Robertson's proprietary economic scenario generator used to create thousands of simulations of future inflation, asset class returns and interest rates.
Funding position	The extent to which the assets held by the fund at 31 March 2022 cover the accrued benefits ie the liabilities. The two measures of the funding position are: <ul style="list-style-type: none"> • the funding level - the ratio of assets to liabilities; and • the funding surplus/deficit - the difference between the asset and liabilities values.
Inflation	Prices tend to increase over time, which is called inflation. Inflation is measured in different ways, using a different 'basket' of goods and mathematical formulas.
Liabilities	An employer's liability value is the single value at a given point in time of all the benefit payments expected to be made in future to all members. Benefit payments are projected using demographic and financial assumptions and the liability is calculated using a discount rate.
Longevity improvements	An assumption about how rates of death will change in future. Typically we assume that death rates will fall and life expectancies will improve over time, continuing the long-running trend.
Pensioners	A former employee who is in receipt of their benefits from the fund. This category includes eligible dependants of the former employee.

APPENDIX 4

Glossary

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

Rates & Adjustments certificate

Rates and Adjustments Certificate

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

The method and assumptions used to calculate the contributions set out in this Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated March 2023 and in Appendix 2 of the report on the actuarial valuation dated 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	20.7% of pay		
Secondary rate		Monetary amount	Equivalent to % of payroll
	2023/24	£4,865,000	1.4%
	2024/25	£4,688,000	1.3%
	2025/26	£4,495,000	1.2%

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

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Precepting Employers									
622	North Warwickshire Borough Council	20.5%	£179,000	£186,000	£193,000	20.5% plus £179,000	20.5% plus £186,000	20.5% plus £193,000	
625	Nuneaton and Bedworth Borough Council	20.6%	£314,000	£188,000	£52,000	20.6% plus £314,000	20.6% plus £188,000	20.6% plus £52,000	
702	Rugby Borough Council	20.0%	£340,000	£353,000	£366,000	20.0% plus £340,000	20.0% plus £353,000	20.0% plus £366,000	
747	Stratford on Avon District Council	20.0%	£332,000	£249,000	£160,000	20.0% plus £332,000	20.0% plus £249,000	20.0% plus £160,000	
908	Warwickshire County Council	20.0%	-0.3% plus £1,483,000	-0.3% plus £1,483,000	-0.3% plus £1,483,000	19.7% plus £1,483,000	19.7% plus £1,483,000	19.7% plus £1,483,000	
902	Warwick District Council	20.2%	£172,000	£179,000	£185,000	20.2% plus £172,000	20.2% plus £179,000	20.2% plus £185,000	
929	Warwickshire Police & Crime Commissioner	19.5%	£208,000	£216,000	£224,000	19.5% plus £208,000	19.5% plus £216,000	19.5% plus £224,000	
Parish and Town Councils									
2	Atherstone Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
7	Alcester Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
63	Bidford on Avon Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
64	Bishops Itchington Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
67	Burton Green Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
77	Burton Dassett Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
161	Coleshill Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
1172	Cubbington Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
164	Curdworth Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
173	Clifton upon Dunsmore Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
255	Ettington Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
291	Fenny Compton Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Parish and Town Councils (continued)									
377	Harbury Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
483	Kingsbury Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
502	Long Itchington Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
504	Long Lawford Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
559	Mancetter Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
638	Napton Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
711	Royal Leamington Spa Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
713	Ryton on Dunsmore Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
725	Radway Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
749	Stratford upon Avon Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
760	Southam Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
763	Shipston on Stour Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
774	Studley Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
809	Tanworth in Arden Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
920	Wellesbourne Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
926	Whitnash Town Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
931	Wolston Parish Council	21.0%	0.0%	0.0%	0.0%	21.0%	21.0%	21.0%	
Further Education Colleges									
924	Warwickshire College	24.4%	£45,000	£47,000	£49,000	24.4% plus £45,000	24.4% plus £47,000	24.4% plus £49,000	
635	North Warwickshire and Hinckley College	23.8%	0.0%	0.0%	0.0%	23.8%	23.8%	23.8%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Community Admission Bodies									
662	Orbit Heart of England Housing & Care Association	59.8%	-59.8%	-59.8%	-59.8%	0.0%	0.0%	0.0%	
759	Stratford Town Trust	58.8%	£111,000	£111,000	£111,000	58.8% plus £111,000	58.8% plus £111,000	58.8% plus £111,000	1
905	Warwick Schools	63.7%	£1,790,000	£1,790,000	£1,790,000	63.7% plus £1,790,000	63.7% plus £1,790,000	63.7% plus £1,790,000	
Transferee Admission Bodies									
8	ABM Catering (North Leamington School)	39.3%	-39.3%	-39.3%	-39.3%	0.0%	0.0%	0.0%	
23	Alliance in Partnership (Myton)	42.6%	-42.6%	-42.6%	-42.6%	0.0%	0.0%	0.0%	
76	Balfour Beatty	38.8%	44.4%	44.4%	44.4%	83.2%	83.2%	83.2%	2
1175	Chartwell (CAT)	40.9%	0.0%	0.0%	0.0%	40.9%	40.9%	40.9%	
20	CLASS Catering (Henley Primary Academy)	39.9%	6.6%	6.6%	6.6%	46.5%	46.5%	46.5%	
376	Heart of England Mencap	41.0%	-41.0%	-41.0%	-41.0%	0.0%	0.0%	0.0%	
639	NSL	40.2%	-40.2%	-40.2%	-40.2%	0.0%	0.0%	0.0%	
770	SLM (Nuneaton Leisure)	36.1%	-36.1%	-36.1%	-36.1%	0.0%	0.0%	0.0%	
778	SLM (Warwick District)	38.3%	-38.3%	-38.3%	-38.3%	0.0%	0.0%	0.0%	
74	The Brandon Trust (North Warwicks)	39.1%	-39.1%	-39.1%	-39.1%	0.0%	0.0%	0.0%	
75	The Brandon Trust (Rugby)	38.3%	-38.3%	-38.3%	-38.3%	0.0%	0.0%	0.0%	
Multi-Academy Trusts									
Arthur Terry Learning Partnership									
165	ATLP (Coleshill School)	21.4%	1.9%	1.9%	1.9%	23.3%	23.3%	23.3%	
1170	ATLP (Curdworth Primary School)	21.4%	1.9%	1.9%	1.9%	23.3%	23.3%	23.3%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academy Transformation Trust									
22	ATT (Queen Elizabeth Academy)	21.1%	1.8%	1.8%	1.8%	22.9%	22.9%	22.9%	
Arden Forest MAT									
17	Arden Forest (Alcester St Nicholas Primary)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
25	Arden Forest (Coughton)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
26	Arden Forest (Temple Grafton)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
32	Arden Forest (Wooten Wawen)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
33	Arden Forest (Studley)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
34	Arden Forest (Ferncumbe)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
368	Arden Forest (Henley in Arden Primary)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
802	Arden Forest (Tanworth in Arden)	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
Birmingham Diocese MAT									
78	BDMAT(Coleshill Primary)	21.8%	1.2%	1.2%	1.2%	23.0%	23.0%	23.0%	
369	BDMAT (Woodside Academy)	21.8%	1.2%	1.2%	1.2%	23.0%	23.0%	23.0%	
378	BDMAT (Newton Regis Academy)	21.8%	1.2%	1.2%	1.2%	23.0%	23.0%	23.0%	
379	BDMAT (Austrey Academy)	21.8%	1.2%	1.2%	1.2%	23.0%	23.0%	23.0%	
380	BDMAT (Warton Nethersole Academy)	21.8%	1.2%	1.2%	1.2%	23.0%	23.0%	23.0%	
684	BDMAT (Polesworth Nethersole)	21.8%	1.2%	1.2%	1.2%	23.0%	23.0%	23.0%	
Castle Phoenix Trust									
198	Castle Phoenix Trust (Kingsbury School)	21.6%	0.2%	0.2%	0.2%	21.8%	21.8%	21.8%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Community Academy Trust									
177	Community Academy Trust (Polesworth)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
182	Community Academy Trust (Birchwood)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
183	Community Academy Trust (Dordon)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
184	Community Academy Trust (Woodend)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
185	Community Academy Trust (Budbrooke)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
187	Community Academy Trust (Woodloes)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
196	Community Academy Trust (Admin Centre)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
197	Community Academy Trust (Stratford)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
200	Community Academy Trust (Heathcote)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
1181	Community Academy Trust (Kingsway)	21.6%	0.4%	0.4%	0.4%	22.0%	22.0%	22.0%	
Fosse MAT									
292	Fosse MAT (Tysoe)	21.9%	0.9%	0.9%	0.9%	22.8%	22.8%	22.8%	
293	Fosse MAT (Wellesbourne)	21.9%	0.9%	0.9%	0.9%	22.8%	22.8%	22.8%	
Holy Spirit Academy Trust									
371	Holy Spirit Academy Trust (St Thomas)	21.5%	0.9%	0.9%	0.9%	22.4%	22.4%	22.4%	
372	Holy Spirit Academy Trust (St Annes)	21.5%	0.9%	0.9%	0.9%	22.4%	22.4%	22.4%	
373	Holy Spirit Academy Trust (St Benedicts)	21.5%	0.9%	0.9%	0.9%	22.4%	22.4%	22.4%	
374	Holy Spirit Academy Trust (St Francis)	21.5%	0.9%	0.9%	0.9%	22.4%	22.4%	22.4%	
375	Holy Spirit Academy Trust (St Joseph)	21.5%	0.9%	0.9%	0.9%	22.4%	22.4%	22.4%	
385	Holy Spirit Academy Trust (Central Team)	21.5%	0.9%	0.9%	0.9%	22.4%	22.4%	22.4%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Diocese of Coventry Multi Academy Trust									
179	Coventry Diocese (Central MAT - Admin)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
180	Coventry Diocese (Harris High School)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
188	Coventry Diocese (Queens School)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
189	Coventry Diocese (St James' CofE Academy)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
190	Coventry Diocese (St Nicholas CofE)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
191	Coventry Diocese (Studley St Mary's)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
192	Coventry Diocese (St Michaels)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
193	Coventry Diocese (St Oswalds)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
194	Coventry Diocese (Leamington Hastings)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
1163	Coventry Diocese (Salford Priors)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
1164	Coventry Diocese (Burton Green)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
1165	Coventry Diocese (All Saints - Leek Wootton)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
1166	Coventry Diocese (Southam St James)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
1167	Coventry Diocese (Long Itchington)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
1182	Coventry Diocese (All Saints Bedworth)	21.5%	1.1%	1.1%	1.1%	22.6%	22.6%	22.6%	
Learning Today Leading Tomorrow									
717	LTLT (Rugby Free Primary School)	20.4%	0.1%	0.1%	0.1%	20.5%	20.5%	20.5%	
720	LTLT (Rugby Free Secondary School)	20.4%	0.1%	0.1%	0.1%	20.5%	20.5%	20.5%	
Matrix Academy Trust									
562	Matrix Academy Trust (Etone College)	21.1%	-2.5%	-2.5%	-2.5%	18.6%	18.6%	18.6%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
MacIntyre Academies Trust									
205	MacIntyre Academies (Discovery Academy)	19.8%	-0.3%	-0.3%	-0.3%	19.5%	19.5%	19.5%	
687	MacIntyre Academies (Quest Academy)	19.8%	-0.3%	-0.3%	-0.3%	19.5%	19.5%	19.5%	
785	MacIntyre Academies (Venture Academy)	19.8%	-0.3%	-0.3%	-0.3%	19.5%	19.5%	19.5%	
Midland Academy Trust									
561	Midland Academy Trust (Nuneaton)	21.1%	1.2%	1.2%	1.2%	22.3%	22.3%	22.3%	
563	Midland Academy Trust (George Eliot)	21.1%	1.2%	1.2%	1.2%	22.3%	22.3%	22.3%	
564	Midland Academy Trust (Hartshill)	21.1%	1.2%	1.2%	1.2%	22.3%	22.3%	22.3%	
566	Midland Academy Trust (Admin)	21.1%	1.2%	1.2%	1.2%	22.3%	22.3%	22.3%	
Our Lady of the Magnificat MAC									
381	Our Lady of the Magnificat (St Benedict's)	20.2%	5.1%	5.1%	5.1%	25.3%	25.3%	25.3%	
382	Our Lady of the Magnificat (Our Lady's)	20.2%	5.1%	5.1%	5.1%	25.3%	25.3%	25.3%	
383	Our Lady of the Magnificat (St Gregory's)	20.2%	5.1%	5.1%	5.1%	25.3%	25.3%	25.3%	
384	Our Lady of the Magnificat (St Mary's Henley)	20.2%	5.1%	5.1%	5.1%	25.3%	25.3%	25.3%	
812	Our Lady of the Magnificat (Trinity School)	20.2%	5.1%	5.1%	5.1%	25.3%	25.3%	25.3%	
REAch2 Academy Trust									
716	REAch2 Academy Trust (Oakfield)	21.4%	2.5%	2.5%	2.5%	23.9%	23.9%	23.9%	
718	REAch2 Academy Trust (Riverside)	21.4%	2.5%	2.5%	2.5%	23.9%	23.9%	23.9%	
719	REAch2 Academy Trust (Racemadow)	21.4%	2.5%	2.5%	2.5%	23.9%	23.9%	23.9%	
722	REAch2 Academy Trust (Lower Farm)	21.4%	2.5%	2.5%	2.5%	23.9%	23.9%	23.9%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Stour Federation									
773	Stour Federation (Shipston on Stour)	21.8%	-0.6%	-0.6%	-0.6%	21.2%	21.2%	21.2%	
775	Stour Federation (Acorns)	21.8%	-0.6%	-0.6%	-0.6%	21.2%	21.2%	21.2%	
793	Stour Federation (Brailes)	21.8%	-0.6%	-0.6%	-0.6%	21.2%	21.2%	21.2%	
Stowe Valley Multi Academy Trust									
66	Stowe Valley MAT (Bilton High)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
776	Stowe Valley MAT (Southam College)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
781	Stowe Valley MAT (Bishops Itchington)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
782	Stowe Valley MAT (Southam Primary)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
783	Stowe Valley MAT (Stockton Primary)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
787	Stowe Valley MAT (Rokeby)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
788	Stowe Valley MAT (Temple Herdewyke)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
789	Stowe Valley MAT (Kineton)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
790	Stowe Valley MAT (Central Team)	21.8%	1.5%	1.5%	1.5%	23.3%	23.3%	23.3%	
Central England Academy Trust									
366	CEAT (Higham Lane Academy)	21.3%	0.4%	0.4%	0.4%	21.7%	21.7%	21.7%	
663	CEAT(Oak Wood Primary & Secondary)	21.3%	0.4%	0.4%	0.4%	21.7%	21.7%	21.7%	
The Futures Trust									
294	The Futures Trust (Camphill)	21.6%	2.4%	2.4%	2.4%	24.0%	24.0%	24.0%	
640	The Futures Trust (Keresley Newland)	21.6%	2.4%	2.4%	2.4%	24.0%	24.0%	24.0%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
The Griffin Trust									
323	The Griffin Trust (Race Leys)	21.5%	2.4%	2.4%	2.4%	23.9%	23.9%	23.9%	
324	The Griffin Trust (Nicholas Chamberlaine)	21.5%	2.4%	2.4%	2.4%	23.9%	23.9%	23.9%	
325	The Griffin Trust (Park Lane)	21.5%	2.4%	2.4%	2.4%	23.9%	23.9%	23.9%	
Transforming Lives Educational Trust									
12	TLET (Ashlawn Academy)	21.2%	0.0%	0.0%	0.0%	21.2%	21.2%	21.2%	
367	TLET (Henry Hinde Infant)	21.2%	0.0%	0.0%	0.0%	21.2%	21.2%	21.2%	
637	TLET (Henry Hinde Junior)	21.2%	0.0%	0.0%	0.0%	21.2%	21.2%	21.2%	
813	TLET (Houlton)	21.2%	0.0%	0.0%	0.0%	21.2%	21.2%	21.2%	
30	TLET (Ashlawn Central Team)	21.2%	0.0%	0.0%	0.0%	21.2%	21.2%	21.2%	
Tudor Grange Academies Trust									
806	Tudor Grange Academies Trust (Haselor)	19.5%	-3.1%	-3.1%	-3.1%	16.4%	16.4%	16.4%	
811	Tudor Grange Academies Trust (Meon Vale)	19.5%	-3.1%	-3.1%	-3.1%	16.4%	16.4%	16.4%	
Unity MAT									
784	Unity MAT (Welcombe Hills)	20.7%	1.3%	1.3%	1.3%	22.0%	22.0%	22.0%	
861	Unity MAT (Brooke)	20.7%	1.3%	1.3%	1.3%	22.0%	22.0%	22.0%	
862	Unity MAT (Woodlands)	20.7%	1.3%	1.3%	1.3%	22.0%	22.0%	22.0%	
Other Academies									
11	Alcester Grammar Academy	21.8%	0.8%	0.8%	0.8%	22.6%	22.6%	22.6%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Other Academies (Continued)									
14	Alcester High Academy	22.2%	4.1%	4.1%	4.1%	26.3%	26.3%	26.3%	
16	Ash Green Academy	20.3%	1.8%	1.8%	1.8%	22.1%	22.1%	22.1%	
15	Aylesford Academy	21.2%	0.8%	0.8%	0.8%	22.0%	22.0%	22.0%	
166	Campion School Academy	21.5%	1.4%	1.4%	1.4%	22.9%	22.9%	22.9%	
178	Cawston Grange Primary Academy	21.7%	0.8%	0.8%	0.8%	22.5%	22.5%	22.5%	
365	Henley In Arden School	22.1%	3.3%	3.3%	3.3%	25.4%	25.4%	25.4%	
461	Inspire Education Trust (Stockingford)	21.9%	1.1%	1.1%	1.1%	23.0%	23.0%	23.0%	
481	King Edward VI Form College	20.9%	-1.9%	-1.9%	-1.9%	19.0%	19.0%	19.0%	
484	Kenilworth Academy	21.6%	4.8%	4.8%	4.8%	26.4%	26.4%	26.4%	
505	Lawrence Sheriff Academy	21.8%	2.2%	2.2%	2.2%	24.0%	24.0%	24.0%	
507	Lillington Academy	21.1%	0.8%	0.8%	0.8%	21.9%	21.9%	21.9%	
560	Myton School Academy	21.5%	1.7%	1.7%	1.7%	23.2%	23.2%	23.2%	
641	North Leamington Academy	21.2%	3.7%	3.7%	3.7%	24.9%	24.9%	24.9%	
664	Our Lady and All Saints (St Edwards)	21.7%	0.5%	0.5%	0.5%	22.2%	22.2%	22.2%	
683	The Priors Free School	21.5%	-1.6%	-1.6%	-1.6%	19.9%	19.9%	19.9%	
714	Rugby High Academy	21.4%	0.8%	0.8%	0.8%	22.2%	22.2%	22.2%	
764	Stratford Girls' Grammar School	21.9%	0.6%	0.6%	0.6%	22.5%	22.5%	22.5%	
765	Stratford King Edward VI Academy	21.8%	1.3%	1.3%	1.3%	23.1%	23.1%	23.1%	
766	Stratford Upon Avon School	21.1%	2.1%	2.1%	2.1%	23.2%	23.2%	23.2%	
767	Studley High Academy	22.4%	-1.2%	-1.2%	-1.2%	21.2%	21.2%	21.2%	
768	Shipston High Academy	21.7%	1.5%	1.5%	1.5%	23.2%	23.2%	23.2%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Other Academies (continued)									
786	St Gabriel's Academy	19.6%	-0.8%	-0.8%	-0.8%	18.8%	18.8%	18.8%	
814	Thrive Education (Warwickshire Academy)	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	
WCC Foundation Schools									
3	The Avon Valley School	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
83	Bridgetown School	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
201	Dunnington CE Junior and Infant	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
202	Dunchurch Infant School	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
557	Middlemarch Middle School	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
558	Moreton Morrell CE School	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
567	Mappleborough Green Primary	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
914	Warwickshire Association for the Blind	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
923	Wolverton Junior and Infants	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
933	Welford School	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
WCC Pass-through arrangements									
18	Alliance in Partnership (St Edwards RC)	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
81	Baileys Catering (Shottery)	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
80	Barnardo's Children and Family Centres	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
1162	CLASS Catering (Shrubland St)	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
170	CLASS catering (SoA Primary School)	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
WCC Pass-through arrangements (continued)									
176	CLASS catering (St Mary the Immaculate)	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
172	CLASS catering (Thomas Jolyffe)	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
503	Lawrence Cleaning (Racemeadow School)	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
256	Educaterers Ltd	20.0%	-0.3%	-0.3%	-0.3%	19.7%	19.7%	19.7%	
Other Pass-through arrangements									
37	ABM (Holy Spirit - St Benedict's)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
29	Accuro (Lawrence Sheriff)	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	
35	AiP (Stratford King Edward)	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	
38	Alliance in Partnership (Kingsbury)	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	
36	Aspens (Ash Green)	20.3%	0.0%	0.0%	0.0%	20.3%	20.3%	20.3%	
31	Aspens (Trinity)	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	
1183	Caterlink (All Saints Bedworth)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
1180	Caterlink (Coventry Diocese)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
1171	Chartwells (Polesworth)	21.6%	0.0%	0.0%	0.0%	21.6%	21.6%	21.6%	
1168	Chartwells (Queen Elizabeth)	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%	
1174	Crystal Services (Holy Spirit - St Thomas)	21.5%	0.0%	0.0%	0.0%	21.5%	21.5%	21.5%	
723	Reef Solutions (Trinity)	20.2%	0.0%	0.0%	0.0%	20.2%	20.2%	20.2%	
724	Risual (Police)	19.5%	0.0%	0.0%	0.0%	19.5%	19.5%	19.5%	
792	Sodexo (BDMAT)	21.8%	0.0%	0.0%	0.0%	21.8%	21.8%	21.8%	
791	Sure Maintenance (North Warwickshire BC)	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%	

Notes to the Rates and Adjustments Certificate

1. The contribution rates for Stratford Town Trust (759) may be subject to review if the employer is able to put sufficient risk mitigations in place by 30 June 2023. Any change to the contribution rates will be subject to the Fund's discretion.
2. The contribution rates for Balfour Beatty (76) may be subject to review. Any change to the contribution rates will be subject to the Fund's discretion.

Further comments to the Rates and Adjustments Certificate

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

Robert Bilton FFA

31 March 2023

For and on behalf of Hymans Robertson LLP

Richard Warden FFA

Section 13 Dashboard

Section 13 dashboard

Metric	Unit	2022 valuation
2022 funding position – local funding basis		
Funding level (assets/liabilities)	%	104%
Funding level (change since previous valuation)	%	12% increase
Asset value used at the valuation	£m	2,782
Value of liabilities (including McCloud liability)	£m	2,683
Surplus (deficit)	£m	98
Discount rate – past service	% pa	4.0%
Discount rate – future service	% pa	Past service and future service are consistently valued with the same underlying assumptions, methodologies and models regarding future expected levels of inflation, interest rates and investment returns.
Assumed pension increase (CPI)	% pa	2.7%
Method of derivation of discount rate, plus any changes since previous valuation		There is a 75% likelihood that the Fund's assets will return at least 4.0% over the 20 years following the 2022 valuation date. This is the same methodology and likelihood used for the 2019 valuation.

Section 13 dashboard

Metric	Unit	2022 valuation
Assumed life expectancy at age 65		
Life expectancy for current pensioners – men age 65	years	21.8
Life expectancy for current pensioners – women age 65	years	24.4
Life expectancy for future pensioners – men age 45	Years	22.6
Life expectancy for future pensioners – women age 45	years	26.0
Past service funding position – SAB basis (for comparison purposes only)		
Market value of assets	£m	2,782
Value of liabilities	£m	2,352
Funding level on SAB basis (assets/liabilities)	%	118%
Funding level on SAB basis (change since last valuation)	%	9% increase

Section 13 dashboard

Metric	Unit	2022 valuation	2019 valuation
Contribution rates payable			
Primary contribution rate	% of pay	20.7%	20.1%
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)			
1 st year of rates and adjustments certificate	£m	4.865	6.071
2 nd year of rates and adjustments certificate	£m	4.688	6.251
3 rd year of rates and adjustments certificate	£m	4.495	6.436
Giving total expected contributions			
1 st year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	74.765	63.546
2 nd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	77.202	65.531
3 rd year of rates and adjustments certificate (£ figure based on assumed payroll)	£m	79.718	67.578
Assumed payroll (cash amounts in each year)			
1 st year of rates and adjustments certificate	£m	337.321	285.726
2 nd year of rates and adjustments certificate	£m	349.927	294.701
3 rd year of rates and adjustments certificate	£m	363.004	303.957
3 year average total employer contribution rate	% of pay	22.1%	22.2%
Average employee contribution	% of pay	6.3%	6.1%
Employee contribution rate (£ figure based on assumed payroll of £337m)	£m pa	21.385	17.314

Section 13 dashboard

Metric	Unit	2022 valuation	2019 valuation
Deficit recovery and surplus spreading plan			
Latest deficit recovery period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
Earliest surplus spreading period end date, where this methodology is used by the fund's actuarial advisor	Year	Methodology not used	Methodology not used
The time horizon end date, where this methodology is used by the fund's actuarial advisor	Year	2041	2038
The funding plan's likelihood of success, where this methodology is used by the fund's actuarial advisor	%	73%	77%
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	%	7%	
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	7.3	