

Gloucestershire Pension Fund

Revised Rates and Adjustment Certificate

Julie West FFA

13 March 2025

For and on behalf of Hymans Robertson LLP

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

Rates and Adjustments Certificate

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

The method and assumptions used to calculate the contributions set out in this Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated March 2023 and in Appendix 2 of the report on the actuarial valuation dated 28 March 2023. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

This is an update to the Rates and Adjustments certificate dated 13 March 2025. The table below summarises the whole fund primary and secondary contribution rates for the period 1 April 2023 to 31 March 2026. The primary rate is the payroll weighted average of the underlying individual employer primary rates and the secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the LGPS regulations and CIPFA guidance. The secondary rate has been shown both as a monetary amount and an equivalent percentage of the projected pensionable pay.

This valuation 31 March 2022		
Primary rate	21.8% of pay	
Secondary rate	Monetary amount	Equivalent to % of payroll
2023/24	£20,702,000	6.0%
2024/25	£20,077,000	5.6%
2025/26	£19,459,000	5.3%

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

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Stabilised Employers									
Pool	GCC and Schools	20.5%	5.9%	5.9%	5.9%	26.4%	26.4%	26.4%	
Pool	Gloucester City Council	19.9%	£3,214,000	£3,087,000	£2,959,000	19.9% plus £3,214,000	19.9% plus £3,087,000	19.9% plus £2,959,000	
Pool	Cheltenham Borough Council	20.1%	£2,414,000	£2,212,000	£2,010,000	20.1% plus £2,414,000	20.1% plus £2,212,000	20.1% plus £2,010,000	2, 11
Pool	Cotswold District Council	20.7%	£1,491,000	£1,295,000	£1,099,000	20.7% plus £1,491,000	20.7% plus £1,295,000	20.7% plus £1,099,000	1
Pool	Forest of Dean District Council	20.7%	£1,828,000	£1,732,000	£1,636,000	20.7% plus £1,828,000	20.7% plus £1,732,000	20.7% plus £1,636,000	1, 2
14	Stroud District Council	20.0%	£1,531,000	£1,531,000	£1,531,000	20.0% plus £1,531,000	20.0% plus £1,531,000	20.0% plus £1,531,000	2
18	Tewkesbury Borough Council	19.7%	£1,170,000	£1,073,000	£977,000	19.7% plus £1,170,000	19.7% plus £1,073,000	19.7% plus £977,000	
35	Police & Crime Commissioner	19.8%	0.0%	-0.5%	-1.0%	19.8%	19.3%	18.8%	
Other Scheduled Bodies									
61	Cheltenham Borough Homes Ltd	24.5%	-4.8%	-4.8%	-	19.7%	19.7%	-	12
65	Cotswolds National Landscape	25.6%	-5.8%	-5.8%	-5.8%	19.8%	19.8%	19.8%	
Colleges & University									
905	Cirencester Tertiary College				-----	-----	-----	See Note 18	
Pool	Gloucestershire College				-----	-----	-----	See Note 19	
904	Hartpury University				-----	-----	-----	See Note 20	
Pool	University of Gloucestershire	24.2%	-2.1% plus £162,000	-2.1% plus £162,000	-2.1% plus £162,000	22.1% plus £162,000	22.1% plus £162,000	22.1% plus £162,000	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Town and Parish Councils Pool									
43	Ashchurch Rural Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
80	Berkeley Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
231	Bisley & Lypiatt Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
58	Brockworth Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
59	Cainscross Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
49	Cam Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
63	Chalford Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
46	Charlton Kings Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
251	Churchdown Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
34	Cinderford Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
22	Cirencester Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
51	Coleford Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
40	Dursley Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
228	Hinton Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
72	Hucclecote Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
53	Lechlade Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
75	Leonard Stanley Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
20	Lydney Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
206	Moreton in Marsh Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
50	Nailsworth Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Town and Parish Councils Pool (Continued)									
443	Newent Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
55	Northleach with Eastington Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
6	Painswick Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
246	Paunton Parish Council	-	-	-	-	-	-	-	3
21	Prestbury Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
66	Rodborough Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
444	Stroud Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
48	Tetbury Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
3	Tewkesbury Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
208	Tidenham Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
266	West Dean Parish Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
52	Wotton-under-Edge Town Council	24.7%	-3.6%	-3.6%	-3.6%	21.1%	21.1%	21.1%	
Admission Bodies									
410	Cotswold Archaeology Ltd	40.0%	£85,000	£85,000	£85,000	40.0% plus £85,000	40.0% plus £85,000	40.0% plus £85,000	
17	Lower Severn Drainage Board	38.7%	-12.4% plus £33,000	-12.4% plus £33,000	-12.4% plus £33,000	26.3% plus £33,000	26.3% plus £33,000	26.3% plus £33,000	
190	Gloucester City Homes Trust	30.4%	-6.4%	-	-	24.0%	-	-	4
37	Gloucestershire Group Homes	42.0%	-9.2%	-9.2%	-9.2%	32.8%	32.8%	32.8%	
31	Stroud Court Community Trust	41.5%	-10.2%	-10.2%	-10.2%	31.3%	31.3%	31.3%	
60	Two Rivers Housing	38.8%	-20.7%	-20.7%	-20.7%	18.1%	18.1%	18.1%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Admission Bodies									
235	Adoption West	15.9%	0.0%	0.0%	0.0%	15.9%	15.9%	15.9%	
259	Alliance in Partnership (St Peter's Academy)	21.1%	0.0%	-	-	21.1%	-	-	14
211	Aspire Foundation	15.8%	-15.8%	-15.8%	-15.8%	0.0%	0.0%	0.0%	
76	Aspire Sports and Cultural Trust	16.1%	-16.1%	-	-	0.0%	-	-	15
239	Atkins (GCC Highways (Prof Serv) 2019)	16.2%	0.0%	0.0%	0.0%	16.2%	16.2%	16.2%	
209	Barnardos (Forest & Stroud)	22.8%	0.0%	0.0%	0.0%	22.8%	22.8%	22.8%	
210	Barnardos (Gloucester)	13.4%	0.0%	0.0%	0.0%	13.4%	13.4%	13.4%	
201	Brandon Trust	22.0%	3.0%	3.0%	3.0%	25.0%	25.0%	25.0%	
255	Brayborne Facilities (Holmleigh Park)	23.4%	0.0%	0.0%	0.0%	23.4%	23.4%	23.4%	
186	Cheltenham BC - The Cheltenham Trust	15.1%	-15.1%	-15.1%	-15.1%	0.0%	0.0%	0.0%	
192	Forest of Dean DC - Ubico	19.2%	0.0%	0.0%	0.0%	19.2%	19.2%	19.2%	
185	Gloucester City IT - Civica	-	-	-	-	-	-	-	5
62	Gloucestershire Health & Care NHS Foundation Trust	24.1%	0.0%	0.0%	0.0%	24.1%	24.1%	24.1%	
202	Places for People	12.6%	3.7%	3.7%	3.7%	16.3%	16.3%	16.3%	
159	Prospects Services	19.8%	-19.8%	-19.8%	-19.8%	0.0%	0.0%	0.0%	
240	Ringway (GCC Highways (Term Maint) 2019)	20.5%	0.0%	0.0%	0.0%	20.5%	20.5%	20.5%	
178	Sport Leisure Management (SLM) Ltd	19.8%	0.0%	-	-	19.8%	-	-	13
244	Stroud Subscription Rooms	19.3%	0.0%	0.0%	0.0%	19.3%	19.3%	19.3%	
191	Tewkesbury BC - Ubico	19.8%	0.0%	0.0%	0.0%	19.8%	19.8%	19.8%	
64	The Order of St. John Care Trust	24.4%	0.0%	0.0%	0.0%	24.4%	24.4%	24.4%	

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

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Corinium Education Trust									
98	Cirencester Deer Park	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
226	Kemble Primary School	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
227	Siddington CofE Primary Academy	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
229	Chesterton Primary Academy	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	
Gloucestershire Learning Alliance									
115	Springbank Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
116	Bishops Cleeve Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
122	Rowanfield Junior School	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
213	Rowanfield Infant Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
214	Longford Park Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
250	Tredington Primary School	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
261	Great Oldbury Primary Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	
Primary Quest MAT									
120	Highnam C of E Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	
121	Redmarley C of E Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	
125	Staunton & Corse CofE Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	
241	Hartpury CofE Primary School Academy	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Diocese of Gloucestershire Academies Trust									
129	Field Court CofE Infant Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
149	St Johns CofE Coleford	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
151	Christ Church CofE Primary School	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
169	Dursley CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
175	Primrose Hill CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
183	Winchcombe Abbey CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
187	Minchinhampton Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
188	Hardwicke Parochial Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
193	DGAT (Central Staff)	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
197	Longney CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
198	North Cerney CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
199	Whiteshill Primary School	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
204	Lakefield Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
207	St James CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
215	Clearwater CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
221	Coaley CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
222	St Lawrence CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
234	Bibury CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	
242	St Matthews CofE Primary	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Greenshaw Learning Trust									
137	Henley Bank High School				-----	-----	See Note 6	-----	6
174	Holmleigh Park High School)				-----	-----	See Note 6	-----	6
216	Five Acres High School Academy				-----	-----	See Note 6	-----	6
84	Gloucester Academy				-----	-----	See Note 6	-----	6
101	Robinswood Primary School				-----	-----	See Note 7	-----	7
212	Moat Primary Academy				-----	-----	See Note 7	-----	7
230	Grange Primary Academy				-----	-----	See Note 7	-----	7
263	Waterwells Primary Academy				-----	-----	See Note 7	-----	7
264	Huntsgrove Primary Academy				-----	-----	See Note 7	-----	7
265	Robinswood Academy Trust - Central Staff				-----	-----	See Note 7	-----	7
Sand Academies Trust									
237	The Milestone School Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
238	Paternoster School Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
247	Battledown School Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
249	Belmont Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
256	The Willow Primary Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	
257	Sand Academies Trust (Central Staff)	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	

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

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			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies									
173	Abbey View - CCT Learning	24.2%	3.4%	3.4%	3.4%	27.6%	27.6%	27.6%	
127	All Saints Academy	23.7%	-0.3%	-0.3%	-0.3%	23.4%	23.4%	23.4%	
158	Blockley CofE Primary School	24.1%	2.7%	2.7%	2.7%	26.8%	26.8%	26.8%	
157	Bourton-on-the-Water Primary School	23.7%	-0.6%	-0.6%	-0.6%	23.1%	23.1%	23.1%	
107	Charlton Kings Infant School	23.4%	-0.1%	-0.1%	-0.1%	23.3%	23.3%	23.3%	
108	Charlton Kings Junior School	25.2%	2.0%	2.0%	2.0%	27.2%	27.2%	27.2%	
102	Cheltenham Bournside Academy	25.0%	2.4%	2.4%	2.4%	27.4%	27.4%	27.4%	
109	Chipping Campden School	25.1%	2.1%	2.1%	2.1%	27.2%	27.2%	27.2%	
97	Chosen Hill Academy	25.3%	3.0%	3.0%	3.0%	28.3%	28.3%	28.3%	
135	Churchdown Secondary School Academy	24.9%	7.2%	7.2%	7.2%	32.1%	32.1%	32.1%	
117	Churchdown Village Infants Academy	24.0%	0.4%	0.4%	0.4%	24.4%	24.4%	24.4%	8
110	Cirencester Kingshill School	24.1%	0.7%	0.7%	0.7%	24.8%	24.8%	24.8%	
103	Cleeve Academy	23.9%	0.9%	0.9%	0.9%	24.8%	24.8%	24.8%	
100	Denmark Road High School	24.5%	6.7%	6.7%	6.7%	31.2%	31.2%	31.2%	
118	Farmors Academy	26.1%	3.7%	3.7%	3.7%	29.8%	29.8%	29.8%	
130	Field Court Junior School	25.1%	-1.0%	-1.0%	-1.0%	24.1%	24.1%	24.1%	
156	Forest View Primary School	25.3%	5.0%	5.0%	5.0%	30.3%	30.3%	30.3%	17
119	Gotherington Primary School	25.4%	8.4%	8.4%	8.4%	33.8%	33.8%	33.8%	
139	Gretton Primary School	26.4%	3.0%	3.0%	3.0%	29.4%	29.4%	29.4%	
111	Katharine Lady Berkeley's School	24.6%	3.5%	3.5%	3.5%	28.1%	28.1%	28.1%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Academies (Continued)									
179	Mitton Manor Primary School	24.0%	2.1%	2.1%	2.1%	26.1%	26.1%	26.1%	
145	Newent Community School Academy	24.1%	5.5%	5.5%	5.5%	29.6%	29.6%	29.6%	
95	Pate's Grammar School	23.9%	3.4%	3.4%	3.4%	27.3%	27.3%	27.3%	
104	Ribston Hall High School	23.9%	1.3%	1.3%	1.3%	25.2%	25.2%	25.2%	
126	Severn Vale School	24.5%	7.6%	7.6%	7.6%	32.1%	32.1%	32.1%	
85	Sir Thomas Rich School	23.6%	4.7%	4.7%	4.7%	28.3%	28.3%	28.3%	
155	St David's Primary School	24.1%	-0.4%	-0.4%	-0.4%	23.7%	23.7%	23.7%	10
123	St Mary's Catholic Primary School	24.0%	-0.3%	-0.3%	-0.3%	23.7%	23.7%	23.7%	
124	St Peters High School and Sixth Form	23.5%	4.8%	4.8%	4.8%	28.3%	28.3%	28.3%	
171	Stone with Woodford CofE Primary School	25.2%	3.9%	3.9%	3.9%	29.1%	29.1%	29.1%	
106	Stroud High School	24.1%	3.5%	3.5%	3.5%	27.6%	27.6%	27.6%	
138	Cabot Learning Federation (Tewkesbury School)	25.0%	3.3%	3.3%	3.3%	28.3%	28.3%	28.3%	
94	The Cotswold School	24.2%	0.6%	0.6%	0.6%	24.8%	24.8%	24.8%	
99	The Crypt School	23.6%	-0.8%	-0.8%	-0.8%	22.8%	22.8%	22.8%	
132	The Rosary Catholic Primary	24.5%	1.2%	1.2%	1.2%	25.7%	25.7%	25.7%	16
114	Thomas Keble School	23.6%	3.4%	3.4%	3.4%	27.0%	27.0%	27.0%	
182	Tredworth Infant School	23.8%	0.8%	0.8%	0.8%	24.6%	24.6%	24.6%	
105	Winchcombe Community School	24.2%	5.2%	5.2%	5.2%	29.4%	29.4%	29.4%	9
133	Wyedean School and 6th Form College	24.8%	6.0%	6.0%	6.0%	30.8%	30.8%	30.8%	

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Date joined Fund			
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26				
New employers since 1 April 2022												
The Diocese of Gloucester Academies												
269	Watermoor CofE Primary Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	1 July 2022			
281	Amberley Parochial	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	1 June 2023			
282	St Marys (Tetbury) CofE Primary	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	1 June 2023			
304	Hatherley Infant Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	1 May 2024			
305	St James Junior Academy	24.7%	2.4%	2.4%	2.4%	27.1%	27.1%	27.1%	1 May 2024			
North Cotswold Schools Federation MAT												
270	Cold Aston CofE Primary	21.5%	0.6%	0.6%	0.6%	22.1%	22.1%	22.1%	1 October 2022			
271	Longborough CofE Primary	21.5%	0.6%	0.6%	0.6%	22.1%	22.1%	22.1%	1 October 2022			
272	St James & Ebrington CofE Primary	21.5%	0.6%	0.6%	0.6%	22.1%	22.1%	22.1%	1 October 2022			
273	Swell CofE Primary)	21.5%	0.6%	0.6%	0.6%	22.1%	22.1%	22.1%	1 October 2022			
274	NCSF MAT (Central Staff)	21.5%	0.6%	0.6%	0.6%	22.1%	22.1%	22.1%	1 October 2022			
Greenshaw Learning Trust												
278	Greenshaw (Central Staff)	-----See Note 6-----					-----See Note 6-----					
285	Widden Primary Academy	-----See Note 6-----					-----See Note 6-----					
Severn Federation Academy Trust												
275	Severn Federation (Central Staff)	24.5%	2.0%	2.0%	2.0%	26.5%	26.5%	26.5%	1 August 2022			
287	Newnham St Peters CofE Primary	24.5%	2.0%	2.0%	2.0%	26.5%	26.5%	26.5%	1 October 2023			
The Athelstan Trust												
280	Leightonton Primary	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 May 2023			
284	Avening Primary Academy	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 September 2023			

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Date joined Fund
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
New employers since 1 April 2022 (continued)									
Primary Quest MAT									
273	Ann Cam Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	1 April 2023
307	Oak Hill C of E Primary Academy	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	1 July 2024
308	Bromesberrow St Mary's CofE Primary	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	1 September 2024
310	Hopebrook C of E Primary Academy	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	1 September 2024
311	Tibberton Primary Academy	25.0%	1.6%	1.6%	1.6%	26.6%	26.6%	26.6%	1 September 2024
Cotswold Beacon Academy Trust									
283	Callowell Primary	24.4%	1.3%	1.3%	1.3%	25.7%	25.7%	25.7%	1 July 2023
297	Cotswold Beacon Academy Trust (Central)	24.4%	1.3%	1.3%	1.3%	25.7%	25.7%	25.7%	1 November 2023
Sand Academies Trust									
286	Sladewood Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	1 September 2023
309	Calton Primary Academy	24.7%	-2.1%	-2.1%	-2.1%	22.6%	22.6%	22.6%	1 September 2024
The Little Way Catholic Educational Trust									
292	St Catherine's Catholic Primary	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 January 2024
293	St Gregory's Catholic Primary	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 January 2024
294	St Joseph's Catholic Primary	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 January 2024
295	St Peter's Catholic Primary Academy	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 January 2024
296	St Thomas More Catholic Primary	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 January 2024
306	Little Way Catholic Education Trust (Central Staff)	17.9%	0.7%	0.7%	0.7%	18.6%	18.6%	18.6%	1 May 2024

Employer code	Employer name	Primary rate (% of pay)	Secondary rate (% of pay plus monetary amount)			Total contributions (primary rate plus secondary rate)			Date joined Fund			
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26				
New employers since 1 April 2022 (continued)												
Cabot Learning Federation												
298	Queen Margaret Primary Academy	25.0%	3.3%	3.3%	3.3%	28.3%	28.3%	28.3%	1 February 2024			
Gloucestershire Learning Alliance												
302	Northway infant Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	1 September 2024			
303	Carrant Brook Junior Academy	23.5%	0.3%	0.3%	0.3%	23.8%	23.8%	23.8%	1 May 2024			
Corinium Education Trust												
315	Down Ampney Primary Academy	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	1 January 2025			
316	Sherborne CofE Primary Academy	23.8%	1.4%	1.4%	1.4%	25.2%	25.2%	25.2%	1 February 2025			

Notes to the Rates and Adjustments Certificate

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

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

*in addition to the pre-payment amount

**see Note 11 for the revised contribution rate payable by Cheltenham Borough Council from 1 July 2024 following a contribution rate review.

Notes to the Rates and Adjustments Certificate

3. Pauntley Parish Council (246) ceased participation in the Fund on 31 December 2022.
4. Gloucester City Homes Trust (190) ceased participation in the Fund on 29 September 2023.
5. Gloucester City IT – Civica (185) ceased participation in the Fund on 30 November 2022.
6. Greenshaw Learning Trust merged with Phoenix Learning Alliance on 1 November 2023. A contribution rate review was subsequently undertaken for Greenshaw Learning Trust, and a revised contribution rate was certified from 1 April 2024. The following contribution rates are payable by this multi-academy trust:

	1 April 2023 – 31 March 2024	1 April 2024 – 31 March 2025	1 April 2025 – 31 March 2026
Primary Rate	24.8%	23.7%	23.7%
Secondary Rate	6.4%	4.0%	4.0%
Total Rate	31.2%	27.7%	27.7%

7. This academy transferred from Phoenix Learning Alliance to Greenshaw Learning Trust on 1 November 2023, and adopted the Greenshaw Learning Trust contribution rate from that date onwards. A contribution rate review was subsequently undertaken for Greenshaw Learning Trust, and a revised contribution rate was certified from 1 April 2024. The following contribution rates are payable by this multi-academy trust:

	1 April 2023 – 31 October 2023	1 November 2023 – 31 March 2024	1 April 2024 – 31 March 2025	1 April 2025 – 31 March 2026
Primary Rate	23.3%	24.8%	23.7%	23.7%
Secondary Rate	0.3%	6.4%	4.0%	4.0%
Total Rate	23.6%	31.2%	27.7%	27.7%

Notes to the Rates and Adjustments Certificate

8. Churchdown Village Infants Academy (117) joined Gloucester Learning Alliance from 1 November 2023. The Gloucester Learning Alliance contribution rate is payable with effect from 1 November 2023.
9. Winchcombe Community School (105) joined The Balcarras Trust from 1 November 2023. The Balcarras Trust contribution rate is payable with effect from 1 November 2023.
10. St David's Primary Academy (155) joined Diocese of Gloucestershire Academies Trust (DGAT) from 1 December 2023. The DGAT contribution rate is payable with effect from 1 December 2023.
11. Cheltenham Borough Homes (61) transferred back to Cheltenham Borough Council from 1 July 2024. A contribution rate review was therefore undertaken for Cheltenham Borough Council, and a revised contribution rate was certified from 1 July 2024. The following contribution rates are payable by Cheltenham Borough Council (taking into account the prepayment of contributions in April 2023):

	1 April 2023 – 31 March 2024	1 April 2024 – 31 March 2025	1 April 2025 – 31 March 2026
Primary Rate	20.1%	22.1%	22.1%
Secondary Rate	0.0%	-2.2%	-2.2%
Total Rate	20.1%	19.9%	19.9%

12. Cheltenham Borough Homes (61) transferred back to Cheltenham Borough Council from 1 July 2024. No further contributions are payable by Cheltenham Borough Homes from this date.

Notes to the Rates and Adjustments Certificate

13. Sports Leisure Management (178) ceased participation in the Fund on 31 July 2023.

14. Alliance in Partnership (St Peter's Academy) (259) ceased participation in the Fund on 31 August 2023

15. Aspire Sports and Cultural Trust (76) ceased participation in the Fund on 30 September 2023.

16. The Rosary Catholic Primary (132) joined The Little Way Catholic Educational Trust from 1 January 2024. The Little Way Catholic Educational Trust contribution rate is payable with effect from 1 January 2024.

17. Forest View Primary School (156) joined Forest of Dean Trust from 1 April 2024. The Forest of Dean Trust contribution rate is payable with effect from 1 April 2024.

18. A contribution rate review was undertaken for Cirencester Tertiary College (905) following the provision of a guarantee for FE bodies from the Department of Education. The revised contribution rate was certified from 1 January 2025 as follows:

Cirencester Tertiary College (905)

	1 April 2023 – 31 March 2024	1 April 2024 – 31 December 2024	1 January 2025 – 31 March 2025	1 April 2025 – 31 March 2026
Primary Rate	26.9%	26.9%	25.0%	25.0%
Secondary Rate	-2.7%	-3.3%	-4.4%	-4.4%
Total Rate	24.2%	23.6%	20.6%	20.6%

Notes to the Rates and Adjustments Certificate

19. A contribution rate review was undertaken for Gloucestershire College following the provision of a guarantee for FE bodies from the Department of Education. The revised contribution rate was certified from 1 January 2025 as follows:

Gloucestershire College				
	1 April 2023 – 31 March 2024	1 April 2024 – 31 December 2024	1 January 2025 – 31 March 2025	1 April 2025 – 31 March 2026
Primary Rate	26.6%	26.6%	24.7%	24.7%
Secondary Rate	-7.4% plus £213,000	-7.4% plus £213,000*	-4.9%	-4.9%
Total Rate	19.2% plus £213,000	19.2% plus £213,000*	19.8%	19.8%

20. A contribution rate review was undertaken for Hartpury University (904) following the provision of a guarantee for FE bodies from the Department of Education. The revised contribution rate was certified from 1 January 2025 as follows:

Hartpury University (904)				
	1 April 2023 – 31 March 2024	1 April 2024 – 31 December 2024	1 January 2025 – 31 March 2025	1 April 2025 – 31 March 2026
Primary Rate	25.7%	25.7%	23.8%	23.8%
Secondary Rate	-2.8% plus £98,000	-2.8% plus £98,000*	-2.0%	-2.0%
Total Rate	22.9% plus £98,000	22.9% plus £98,000*	21.8%	21.8%

*The monetary amount figures quoted are annual figures in line with the previous version of the Rates and Adjustments Certificate. The amounts received by the Fund may reflect 9 months of these annual payments.

Further comments to the Rates and Adjustments Certificate

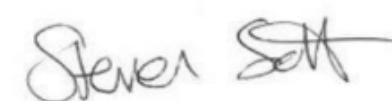
- Contributions expressed as a percentage of payroll should be paid into the Fund at a frequency in accordance with the requirements of the Regulations
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from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



Julie West FFA

13 March 2025

For and on behalf of Hymans Robertson LLP



Steven Scott FFA