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VALUATION REPORT

West Midlands Pension Fund

Actuarial valuation as at 31 March 2019

31 March 2020

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Introduction

We have been asked by the West Midlands Pension Fund (the Fund), to carry out an actuarial valuation of the Fund as at 31 March 2019. The Fund is part of the Local Government Pension Scheme (LGPS), a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 (the Regulations) as amended.

The purpose of the valuation is to review the financial position of the Fund and to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2020 to 31 March 2023 as required under Regulation 62 of the Regulations. Contributions are set to cover any shortfall between the assumed cost of providing benefits built up by members at the valuation date and the assets held by the Fund and also to cover the cost of benefits that active members will build up in the future.

This report is provided further to earlier advice dated 4 June 2019, 4 September 2019 and 31 October 2019 which set out the background to the valuation and explained the underlying methods and assumptions derivation. Please note that not all of these documents will be in the public domain.

This report summarises the results of the valuation and is addressed to Wolverhampton City Council as the administering authority of the Fund. It is not intended to assist any user other than the administering authority in making decisions or for any other purpose and neither we nor Barnett Waddingham LLP accept liability to third parties in relation to this advice.

This advice complies with Technical Actuarial Standards (TASs) issued by the Financial Reporting Council – in particular TAS 100: Principles for Technical Actuarial Work and TAS 300: Pensions.

The Fund Actuary would be pleased to discuss any aspect of this report in more detail.

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Executive summary

Some of the key results contained within this report are set out below:

1.

Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 94% of the accrued liabilities as at 31 March 2019 which is an increase from 81% at the 2016 valuation.

2.

Contributions

Individual employer contributions are set out in Appendix 4 in the Rates and Adjustments Certificate to cover the period from 1 April 2020 to 31 March 2023. The maximum recovery period has reduced from 20 years in 2016 to 17 years.

3.

Method and assumptions

The resulting method and assumptions are set out in Appendix 2 and we believe they are appropriate for the 31 March 2019 valuation.

4.

McCloud/Sargeant

Regulatory uncertainties have put increased pressure on the 2019 valuation results. An allowance for McCloud/Sargeant has been made via a past service asset reserve for each employer and more detail is included within this report.

5.

Investment performance

Investment returns have been strong but gains in the funding position have been partially offset by a reduction in future anticipated investment returns.

Background to valuation approach

The purpose of the 2019 actuarial valuation is to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2020 to 31 March 2023, as required under Regulation 62 of the LGPS Regulations.

The contribution rates consist of two elements, the primary rate and the secondary rate:

- The primary rate for each employer is the employer's future service contribution rate (i.e. the rate required to meet the cost of future accrual of benefits) expressed as a percentage of pay.
- The secondary rate is an adjustment to the primary rate to arrive at the total rate each employer is required to pay (for example, to allow for deficit recovery). The secondary rates in the valuation have been expressed as monetary amounts.

Regulation 62 specifies four requirements that the actuary "must have regard" to and these are detailed below:

1. The existing and prospective liabilities arising from circumstances common to all those bodies
2. The desirability of maintaining as nearly a constant a primary rate as possible
3. The current version of the administering authority's Funding Strategy Statement

4. The requirement to secure the "solvency" of the pension fund and the "long-term cost efficiency" of the Scheme, so far as relating to the pension fund

Whilst the wording of the second objective refers specifically to the primary rate of contribution, we are also mindful of the fact that it is the stability of the total contribution rate (i.e. primary rate plus secondary rate) that is often more preferable for employers and therefore we have taken this into consideration in setting contributions.

Definitions for "solvency" and "long-term cost efficiency" are included in CIPFA's Funding Strategy Statement guidance. These can be briefly summarised as:

- ensuring that employers are paying in contributions that cover the cost of benefit accrual and target a fully funded position over an appropriate time period using appropriate actuarial assumptions, and
- that employers have the financial capacity to increase contributions (or there is an alternative plan in place) should contributions need to be increased in future.

We have considered these four requirements when providing our advice and choosing the method and assumptions used. A number of reports and discussions have taken place with the administering authority before

agreeing the final assumptions to calculate the results and set contribution rates. In particular:

- The proposed assumptions report dated 4 June 2019 which contains a more detailed background to the method and derivation of the assumptions.
- The initial results report dated 4 September 2019 which provides information and initial results on a whole fund basis.
- The follow up report dated 31 October 2019 confirming the agreed actuarial assumptions following the meeting of 23 September 2019.
- The Funding Strategy Statement which confirms the approach in setting employer contributions.

Note that not all these documents may be in the public domain.

The final assumptions have been agreed with the administering authority. The Fund's Funding Strategy Statement is consistent with this approach and complies with the updated version of CIPFA's Funding Strategy Statement guidance. The Funding Strategy Statement has been set by the administering authority and reflects an integrated funding approach, taking into account the Employer Risk Management Framework and Investment Strategy Statement. All of these documents are available on the Fund's website.

We confirm that in our opinion the agreed assumptions are appropriate for the purpose of the valuation. Assumptions in full are set out in Appendix 2.

Regulatory uncertainties

There are currently a few important regulatory uncertainties surrounding the 2019 valuation as follows:

- Effect of the McCloud and Sargeant cases and the cost cap on the future and historic LGPS benefits structure
- Change in timing of future actuarial valuations from a triennial cycle
- Guaranteed Minimum Pensions (GMP) equalisation

Although it is unclear what impact these uncertainties will have on the future benefits of individual members, we have considered these issues in the assumptions used to set the contribution rates for employers. We have made an allowance for the McCloud/Sargeant cases via a past service asset reserve for each employer in the Fund equivalent to 1.5% of their notional asset share. The purpose of the reserve is to set aside a provision to deal with the potential additional costs of any benefit changes made as a result of the outcome of the McCloud/Sargeant cases, with a view to mitigating possible funding implications and future contribution strain. This allowance may or may not cover the ultimate cost as the remedy is as yet, unknown and is likely to vary by individual employer. This approach has also been disclosed in the Funding Strategy Statement.

Membership data

A summary of the membership data used for the valuation is set out in Appendix 1.

The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund accounts. Any missing or inconsistent data has been estimated where necessary. While this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

Benefits

Full details of the benefits being valued are set out in the Regulations as amended and summarised on the [LGPS website](#) and the Fund's membership booklet. We have made no allowance for discretionary benefits.

Valuation of liabilities

To calculate the value of the liabilities, we estimate the future cashflows which will be made to and from the Fund throughout the future lifetime of existing active members, deferred benefit members, pensioners and their dependants. We then discount these projected cashflows using the discount rate which is essentially a calculation of the amount of money which, if invested now, would be sufficient together with the income and growth in the accumulating assets to make these payments in future, using our assumption about investment returns.

This amount is called the present value (or, more simply, the value) of members' benefits. Separate calculations are made in respect of benefits

arising in relation to membership before the valuation date (past service) and for membership after the valuation date (future service).

To produce the future cashflows or liabilities and their present value we need to formulate assumptions about the factors affecting the Fund's future finances such as inflation, salary increases, investment returns, rates of mortality, early retirement and staff turnover etc.

The assumptions used in projecting the future cashflows in respect of both past service and future service are summarised in Appendix 2.

Assets

We have been provided with audited Fund accounts for each of the three years to 31 March 2019.

The market asset valuation as at 31 March 2019 was £15,714m. Please note that this excludes members' additional voluntary contributions (AVCs).

For the purposes of the valuation, we use a smoothed value of the assets rather than the market value. The financial assumptions that we use in valuing the liabilities are smoothed around the valuation date so that the market conditions used are the average of the daily observations over the period 1 January 2019 to 30 June 2019. Therefore we value the assets in a consistent way and apply the same smoothing adjustment to the market value of the assets.

The smoothed asset valuation as at 31 March 2019 was £15,634m, based on a smoothing adjustment of 99.5%.

The Fund's long-term investment strategy has been taken into consideration in the derivation of the discount rate assumption. The investment strategy is set out in the Fund's Investment Strategy Statement (ISS) that is publicly available on the Fund's website.

Results

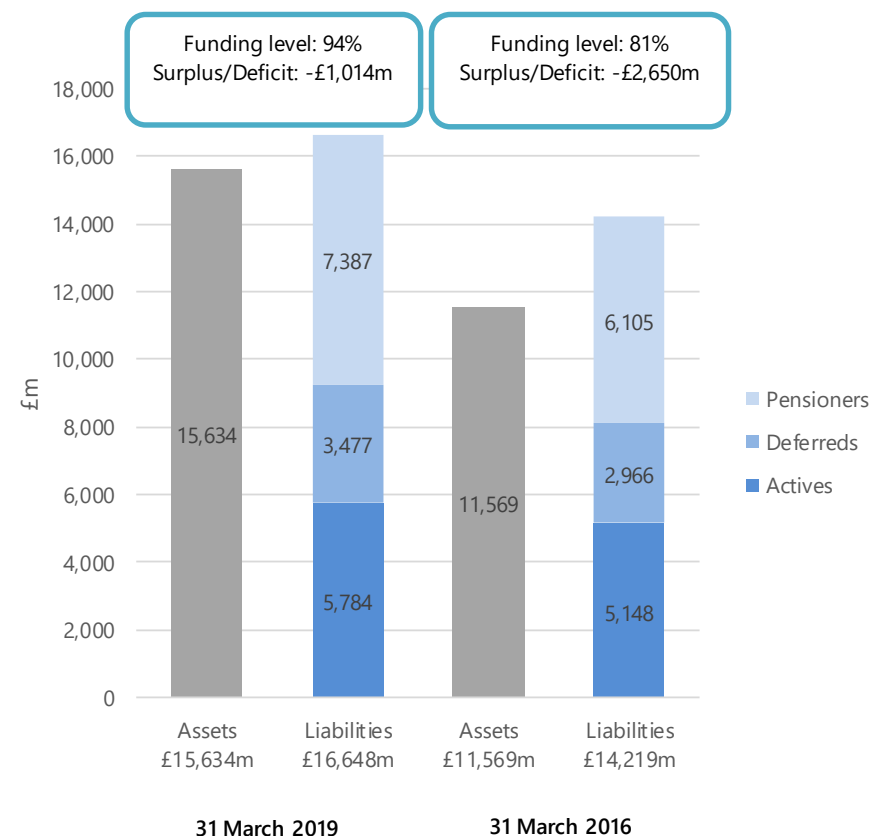
Previous valuation

The previous valuation was carried out as at 31 March 2016 by Barnett Waddingham LLP. The results are summarised in the valuation report dated 31 March 2017 and reported a deficit of £2,650m.

Funding position

A comparison is made of the value of the existing assets with the value of liabilities. If there is an excess of assets over the liabilities then there is a surplus. If the converse applies there is a deficit.

Using the assumptions summarised in Appendix 2, the results of the valuation in relation to the funding position are set out in the graph below. This shows how well funded the Fund was at the current and previous valuation date.



There was a deficit of £1,014m in the Fund at the valuation date, corresponding to a funding level of 94%.

Contribution rates

The total contribution rate payable by employers consists of two elements: the primary rate and the secondary rate.

Primary rate

Using the assumptions summarised in Appendix 2, the resulting average primary rate across the whole Fund is set out in the table below after allowing for member contributions.

The primary rate for the whole Fund is the weighted average (by Pensionable Pay) of the individual employers' primary rates (after allowing for member contributions).

Primary rate	Valuation basis 31 March 2019 % of payroll p.a.	Previous valuation 31 March 2016 % of payroll p.a.
Average total future service rate	26.9%	24.7%
Less average member rate	-6.5%	-6.4%
Fund primary rate	20.4%	18.3%

Active members pay contributions to the Fund as a condition of membership in line with the rates required under the Regulations.

Please note that expenses are dealt with in the derivation of the discount rate and therefore we make no explicit allowance in the primary rate for expenses.

Secondary rate

The secondary rate is an adjustment to the primary rate to arrive at the total rate each employer is required to pay (for example, to allow for deficit recovery). Where there is a deficit, contributions should be set to restore a fully funded position over an agreed "recovery period".

Please note that the recovery period for individual employers varies across the Fund but the administering authority will set out their approach in their FSS to setting recovery periods to address each employer's shortfalls. Where there is a surplus, in line with the Fund's FSS this may be reflected in contribution rates.

The primary and secondary rate of the individual employer contributions payable are set out in the Rates and Adjustments Certificate in Appendix 4. These will differ from the primary rate set out above as well as varying from each other as they are based on the employer's own membership and experience.

The secondary contributions agreed with individual employers have been set at this valuation in order to restore the Fund to a fully funded position by no more than 17 years with effect from the 2019 valuation.

In Appendix 4 we also disclose the sum of the secondary rates for the whole Fund for each of the three years beginning 1 April 2020.

Standardised basis

As part of our calculations we have considered the results on the standardised basis as set by the Scheme Advisory Board (SAB). We are required to provide the Scheme Advisory Board with the results for the Fund for comparison purposes.

The standardised basis is set by the Government Actuary's Department (GAD) with some of the assumptions used being set locally (such as mortality) and some are set at Scheme level (including all the financial assumptions). It is not used to set contributions as it does not reflect the Fund's investment strategy or the administering authority's attitude to risk; contributions are set using the funding basis.

The results on the standardised basis as at 31 March 2019 are set out in the dashboard in Appendix 3. The dashboard has been introduced since the previous valuation to assist readers to compare LGPS valuation reports and the information will be used by GAD in their Section 13 review of the LGPS funds.

Reconciliation to the previous valuation

Funding position

The previous valuation revealed a deficit of £2,650m. The key factors that have influenced the funding level of the Fund over the period are illustrated in the chart below.



Experience

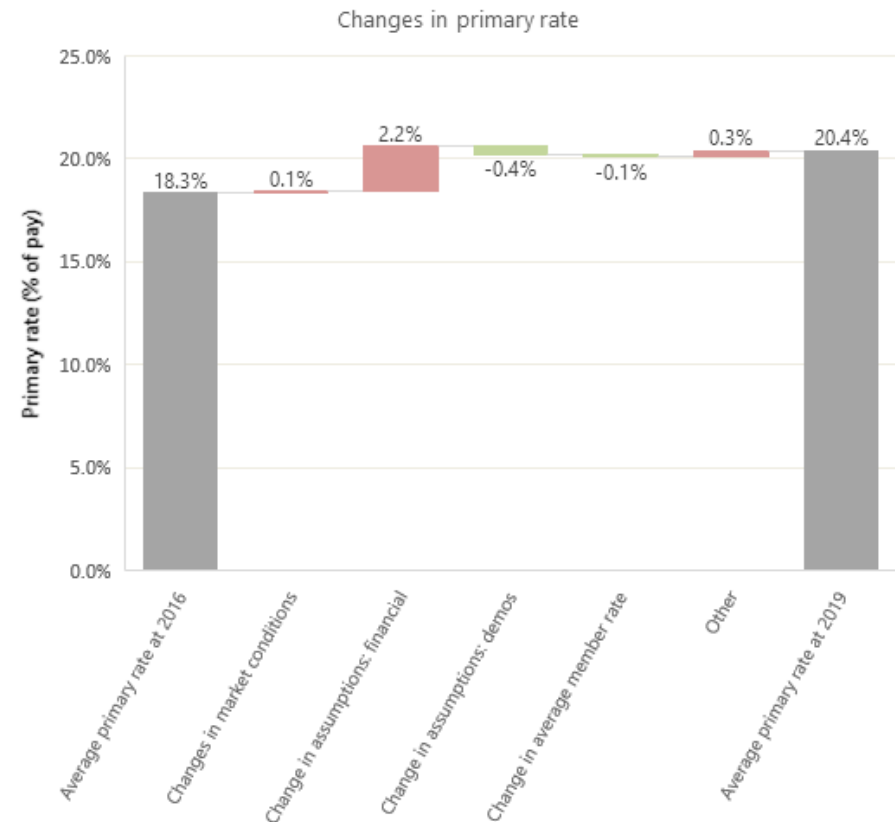
- Investment returns have been strong since 2016 leading to a profit of £2,073m. The Fund has returned almost 10% p.a. compared with the assumed return of 4.7% p.a. over the three year period. Please note that the assumed return is a long-term assumption.
- Contributions paid were higher than the cost of benefits accrued as the employers made deficit contributions resulting in a profit of £668m.

Assumptions

- A review of the approach when setting the financial assumptions combined with the change in market conditions resulted in an increase in the liabilities of £901m
- Updating the demographic assumptions mainly to allow for a fall in future life expectancies resulted in a decrease in the liabilities of £259m.

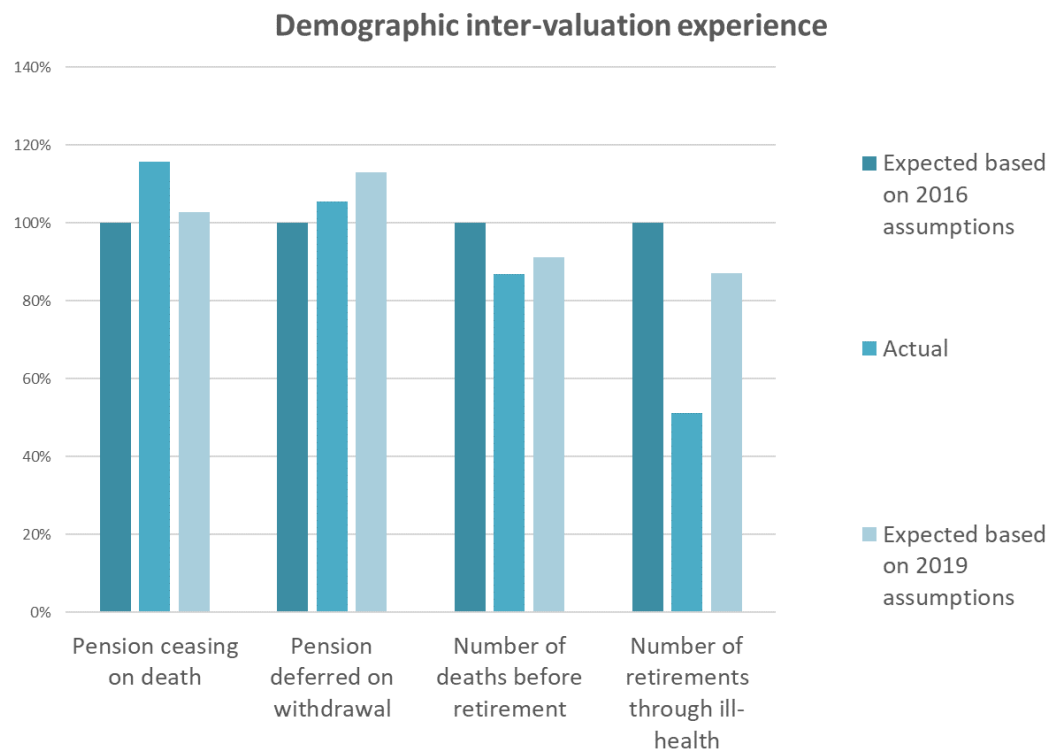
Primary contribution rate

The previous valuation resulted in an average primary rate of 18.3% of Pensionable Pay. The reasons for the change in the cost of future benefit accrual are set out in the reconciliation chart below.



Comparing experience with assumptions

A comparison of the actual demographic experience of members of the Fund over the intervaluation period, with that assumed by the assumptions adopted at the last valuation in 2016 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2016.



Sensitivities to the liabilities

The results set out in this report are based on a particular set of assumptions. The actual cost of providing the benefits will depend on the actual experience, which could be significantly better or worse than assumed. The sensitivity of the results to some of the key assumptions is set out in the table below.

The figures in the table are shown relative to the deficit of £1,014m and funding level of 94% on the agreed funding basis

Sensitivity analysis - Past service funding position

	Valuation basis	Decrease discount rate by 0.1% p.a.	Decrease CMI long term rate of mortality improvement by 0.25% p.a.	Increase salary escalation rate by 0.5% p.a.	Increase inflation by 0.1% p.a.
	£m	£m	£m	£m	£m
Smoothed asset value	15,634	15,634	15,634	15,634	15,634
Total past service liabilities	16,648	16,938	16,518	16,812	16,727
Surplus (Deficit)	-1,014	-1,304	-884	-1,178	-1,093
Funding level	94%	92%	95%	93%	93%

Sensitivities to the primary contribution rate

The calculated primary contribution rate required to fund benefits as they are earned from year to year will also be affected by the particular set of assumptions chosen. The sensitivity of the primary rate to changes in some key assumptions is shown below. Please note that the primary rate set out below does not include any adjustment via the secondary rate. The total contribution rate payable by employers will be a combination of the primary rate and a secondary rate adjustment, further details can be found in Appendix 4.

The figures in the table are shown relative to the primary rate of 20.4% of Pensionable Pay on the agreed funding basis.

Sensitivity analysis - Primary rate

	Valuation basis	Decrease discount rate by 0.1% p.a.	Decrease CMI long term rate of mortality improvement by 0.25% p.a.	Increase salary escalation rate by 0.5% p.a.	Increase inflation by 0.1% p.a.
	% of pay	% of pay	% of pay	% of pay	% of pay
Total future service rate	26.9%	27.6%	26.6%	26.9%	27.1%
less employee contribution rate	-6.5%	-6.5%	-6.5%	-6.5%	-6.5%
Total primary rate	20.4%	21.1%	20.1%	20.4%	20.6%

Final comments

Funding Strategy Statement (FSS)

The assumptions used for the valuation have been documented in a revised FSS. The FSS was set by the Fund's pensions committee based on advice from us as the Fund Actuary and in consultation with stakeholders, including advisers to the Fund.

Risks

There are many factors that affect the Fund's funding position and could lead to the Fund's funding objectives not being met within the timescales expected. Some of the key risks that could have a material impact on the Fund are:

- Employer covenant risk
- Investment risk
- Inflation risk
- Mortality risk
- Member options risk
- Regulatory risk

Sensitivity to some of these risks were set out in the sensitivities section of this report. Please note that this is not an exhaustive list. Further information on these risks and more can be found in our initial results report and are set out in greater detail in the Funding Strategy Statement.

Rates and Adjustments Certificate

The contributions payable in respect of benefit accrual and any deficit contributions under each employer's recovery period have been set out in Appendix 4 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations and cover the period from 1 April 2020 to 31 March 2023. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

The contributions in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, recovery of this deficit is targeted in line with the Fund's FSS and all employers are projected to be fully funded after a recovery period length of no more than 17 years with effect from the 2019 valuation.

This document has been agreed between the administering authority and the Fund Actuary. Contributions have been set which in our opinion meet the regulatory requirements and the funding objectives set out in the Fund's FSS.

This report must be made available to members on request.

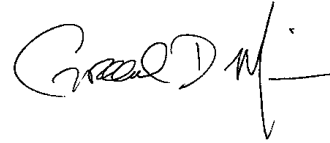
Post valuation events

Since the valuation date there have been some very significant movements in investment markets and in particular over the three months to 31 March 2020, largely driven by the COVID-19 crisis.

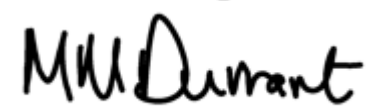
Due to the timing of these movements in the valuation process, please note that no adjustments have been made to the valuation results or to the employer contributions previously agreed. The results are based on the position as at 31 March 2019 and this information on "post valuation events" is provided for information only.

The impact of COVID-19 will be kept under review by the Fund, including monitoring of employer contributions. We will also continue to monitor the Fund's funding position and raise any individual employer cases with the Fund that we consider need any special attention. The impact of the COVID-19 crisis will be fully considered as part of the 2022 valuation when we revisit employer contributions.

The next formal valuation is due to be carried out as at 31 March 2022. The financial position of the Fund is currently monitored on a regular basis, at least annually, and we recommend that this monitoring process continues during the period leading up to the next formal valuation.



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Appendices

Appendix 1 Summary of membership data and benefits

Membership data

The membership data has been provided to us by the administering authority. We have relied on information supplied by the administering authority being accurate.

The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund's accounts. The numbers in the tables below relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.

Any missing or inconsistent data has been estimated where necessary. Whilst this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

Membership summary

A summary of the membership data used in the valuation is as follows. The membership data from the previous valuation is also shown for comparison. The 2019 average ages are weighted by liability calculated on the funding basis, while the 2016 average ages are unweighted.

Active members

	31 March 2019			31 March 2016		
	Number	Pensionable pay £ms	Average age	Number	Pensionable pay £ms	Average age
Males	25,654	648	52	24,002	577	45
Females	75,342	1,239	52	68,907	1,075	46
Total	100,996	1,887	52	92,909	1,652	45

For comparison, the unweighted average age of active members at the valuation date is 46.

Deferred members (including undecided)

	31 March 2019			31 March 2016		
	Number	Current Pension £ms	Average age	Number	Current Pension £ms	Average age
Males	32,426	69	52	30,316	65	46
Females	93,315	128	51	81,855	109	47
Total	125,741	198	51	112,171	174	47

For comparison, the unweighted average age of deferred members at the valuation date is 47. Note that the deferred membership summary above includes undecided members, which are predominantly frozen refunds.

Where an active member has left service but whose leaver record has not yet been processed, we have treated them as deferred in our valuation and the tables above reflect this treatment.

Pensioner and dependant members

	31 March 2019			31 March 2016		
	Number	Current Pension £ms	Average age	Number	Current Pension £ms	Average age
Males	30,125	233	68	27,895	205	71
Females	53,470	202	67	45,582	160	70
Dependants	12,685	35	70	11,862	32	73
Total	96,280	470	68	85,339	397	71

For comparison, the unweighted average age of pensioner and dependant members at the valuation date is 71.

Projected retirements

In the table below we have set out the number of members who are assumed to reach retirement age over the period from 1 April 2019 to 31 March 2023 as required under the Regulations.

Members may retire for a number of reasons including reaching normal retirement age, retiring through ill-health or redundancy. The amounts set out in the table below are the new retirement benefit amounts, as at the current valuation date that are assumed to come into payment in each of the intervaluation years.

Projected new benefits

Year to	Number of members	Retirement benefits £ms
31/03/2020	6,788	65
31/03/2021	5,974	38
31/03/2022	6,958	52
31/03/2023	6,365	72

Allowance for GMP equalisation

On 26 October 2018 the judgement was published for the Lloyds Banking Group Pensions Trustees Ltd vs Lloyds Bank Plc & Ors on how their Guaranteed Minimum Pensions (GMPs) should be equalised. However, HM Treasury (HMT) have confirmed that the GMP judgement "does not impact on the current method used to achieve equalisation and indexation in public service pension schemes", which is set out here:

www.gov.uk/government/consultations/indexation-and-equalisation-of-gmp-in-public-service-pension-schemes/consultation-on-indexation-and-equalisation-of-gmp-in-public-service-pension-schemes

On 22 January 2018, the Government published the outcome to its indexation and equalisation of GMP in public service pension schemes consultation, concluding that the requirement for public service pension schemes to fully protect the GMP element of individuals' public service pension would be extended to those individuals reaching State Pension Age (SPA) before 6 April 2021. HMT published a Ministerial Direction on 4 December 2018 to implement this outcome, with effect from 6 April 2016.

The assumption made at the 2019 valuation is that funds pay limited increases for members that have reached SPA by 6 April 2016, with the Government providing the remainder of the inflationary increase and that funds will be required to pay the full indexation on GMPs for those attaining SPA after 6 April 2016. This effectively assumes that the Government extends their current policy indefinitely and we believe this is a sensible approach to making an interim allowance for GMP equalisation.

Appendix 2 Summary of assumptions

A summary of the assumptions adopted for the valuation at 31 March 2019 is set out below. The assumptions used in the previous valuation are also given below for comparison.

Summary of financial assumptions

Assumptions used for the 2019 valuation	Proposed assumptions for 2019 valuation	Assumptions used for the 2016 valuation
Financial assumptions		
Market date	31 March 2019	31 March 2016
CPI inflation	2.6% p.a.	2.4% p.a.
Salary increases		
<i>Short-term</i>	n/a	CPI to 31 March 2020
<i>Long-term</i>	3.6% p.a.	3.9% p.a.
Discount rate (active employers)	4.6% p.a.	4.7% p.a.
Discount rate (orphan employers)	2.6% p.a.	3.3% p.a.
Volatility reserve - category 2 employers	5% loading on past service liability	5% loading on past service liability
Volatility reserve - category 3 employers	10% loading on past service liability	10% loading on past service liability
Asset reserve in respect of McCloud/Sargeant	1.5% of assets	n/a
Pension increases on GMP	Funds will pay limited increases for members that have reached SPA by 6 April 2016, with the Government providing the remainder of the inflationary increases. For members that reach SPA after this date, we have assumed that Funds are required to pay the entire inflationary increases	

Summary of demographic assumptions

Assumptions used for the 2019 valuation

Proposed assumption for 2019 valuation

Assumptions used for the 2016 valuation

Demographic assumptions

Post-retirement mortality	Male / Female	Male / Female
<i>Member base tables</i>	S3PA_H	S2PA
<i>Member mortality multiplier</i>	85% / 95%	110% / 105%
<i>Dependant base tables</i>	S3DMA / S3DFA	S2PMA / S2DFA
<i>Dependant mortality multiplier</i>	110% / 125%	140% / 110%
<i>Projection model</i>	CMI 2018	CMI 2015
<i>Long-term rate of improvement</i>	1.5% p.a.	1.5% p.a.
<i>Smoothing parameter</i>	7.5	n/a
<i>Initial addition to improvements</i>	0.5% p.a.	n/a

Retirement assumption

Weighted average of each tranche retirement age

Pre-retirement mortality	115%/125% GAD 2016 tables	120%/135% GAD 2013 tables
Other pre-retirement decrements	GAD 2016 scheme valuation with no salary scale	GAD 2013 scheme valuation
50:50 assumption	Member data	Member data
Commutation	50% of maximum	50% of maximum
% members with qualifying dependant	75% / 70%	75% / 70%
Age difference	Males are 3 years older	Males are 3 years older

Demographic assumptions – sample rates

The following tables set out some sample rates of the demographic assumptions used in the calculations. These sample rates are based on those set by the Government Actuary's Department (GAD) based on analysis of the Local Government Pension Scheme (LGPS) in England and Wales.

Allowance for ill-health early retirements

A small proportion of members are assumed to retire early due to ill health. In the table below we set out an extract of some sample rates from the GAD tables used:

Age	Males	Females
25	0.01%	0.00%
30	0.01%	0.01%
35	0.02%	0.01%
40	0.04%	0.03%
45	0.09%	0.06%
50	0.18%	0.13%
55	0.36%	0.28%
60	0.74%	0.62%
65	1.51%	1.34%

The proportion of ill-health early retirements falling into each tier category has been assumed to be as follows for both males and females:

Tier 1	Tier 2	Tier 3
75%	15%	10%

Death before retirement

A small number of members are assumed to die before reaching retirement age. In the table below we set out an extract of some sample rates from the GAD tables used:

Age	Males	Females
25	0.02%	0.01%
30	0.03%	0.01%
35	0.05%	0.02%
40	0.06%	0.03%
45	0.09%	0.05%
50	0.13%	0.08%
55	0.21%	0.12%
60	0.32%	0.19%
65	0.50%	0.29%

Please note the above rates are the raw decrements as set by GAD. Our assumption is that there will be 115% of the number of male deaths and 125% of the number of female deaths assumed by GAD.

Allowance for withdrawals

This assumption is regarding active members who leave service to move to deferred member status. Active members are assumed to leave service at the following sample rates:

Age	Males	Females
25	9.21%	10.17%
30	7.25%	8.07%
35	5.70%	6.40%
40	4.48%	5.07%
45	3.53%	4.03%
50	2.78%	3.19%
55	2.18%	2.53%
60	1.72%	2.01%
65	1.35%	1.59%

Appendix 3 Dashboard

Past service funding position - local funding basis

Funding level (assets/liabilities)	94%
Funding level (change since previous valuation)	13%
Asset value used at the valuation	£15,634,000,000
Value of liabilities	£16,648,000,000
Surplus (deficit)	-£1,014,000,000
Discount rate(s)	4.6% (active employers), 2.6% (orphan employers)
Assumed pension increases (CPI)	2.6%
Method of derivation of discount rate, plus any changes since previous valuation	Weighted average of expected long term Fund returns adjusted for expenses and prudence allowances
Assumed life expectancies at age 65:	
Average life expectancy for current pensioners - men currently age 65	21.8
Average life expectancy for current pensioners - women currently age 65	24.0
Average life expectancy for future pensioners - men currently age 45	23.7
Average life expectancy for future pensioners - women currently age 45	25.9

Past service funding position - SAB basis (for comparison purposes only)

Market value of assets	£15,714,000,000
Value of liabilities	£14,708,000,000
Funding level on SAB basis (assets/liabilities)	107%
Funding level on SAB basis (change since last valuation)	12%

Contribution rates payable

Primary contribution rate	20.4% of pay
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Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)

Secondary contribution rate 2020/21	£114,500,000
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Secondary contribution rate 2021/22	£117,800,000
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Secondary contribution rate 2022/23	£122,200,000
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Giving total expected contributions, based on expected payroll of £1,956m in each year increasing at 3.6% p.a:

Total expected contributions 2020/21	£513,500,000
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Total expected contributions 2021/22	£531,400,000
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Total expected contributions 2022/23	£550,800,000
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Average employee contribution rate (% of pay)	6.5% of pay
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Employee contribution rate (£ figure based on assumed payroll of £1,956m)	£127,100,000
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Additional information

Percentage of liabilities relating to employers with deficit recovery periods longer than 20 years	0%
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Percentage of total liabilities that are in respect of Tier 3 employers	10%
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Appendix 4 Rates and Adjustments Certificate

Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2020 to 31 March 2023.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments Certificate are detailed in the Funding Strategy Statement and our report on the actuarial valuation dated March 2020.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2020 to 31 March 2023 is set out in the table overleaf. The primary rate is the employer's contribution towards the cost of benefits accruing in each of the three years beginning 1 April 2020. In addition each employer pays a secondary contribution as required under Regulation 62(7) that when combined with the primary rate results in the minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

Secondary rate summary

The secondary rates across the entire Fund (as a percentage of projected Pensionable Pay and as a monetary amount) in each of the three years in the period 1 April 2020 to 31 March 2023 is set out in the table below.

Secondary Contributions	2020/21	2021/22	2022/23
Total as a % of payroll	5.8%	5.7%	5.7%
Equivalent to total monetary amounts of	£114.5m	£117.8m	£122.2m

The secondary rates across the entire Fund (as a percentage of projected Pensionable Pay and as a monetary amount) in each of the three years in the period 1 April 2020 to 31 March 2023 are set out in the table below.

General notes

Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis agreed by the administering authority and approved by us as the Fund Actuary. The administering authority, with the advice from us as the Fund Actuary may allow some or all of these contributions to be treated as a prepayment and offset against future certified contributions.

The administering authority may agree to alter the timing of contributions following dialogue with an employer, subject to the employer's covenant and the agreement of the Fund Actuary. Contributions payable can be adjusted once the certificate is in force on a basis agreed by the administering authority and ourselves, and in such cases this will be confirmed to the employer in writing.

The certified contributions include an allowance for expenses and the expected cost of lump sum death benefits but exclude early retirement strain and augmentation costs which are payable by participating employers in addition.

The monetary amounts are payable in 12 monthly instalments throughout the relevant year unless agreed by the administering authority and an individual employer. The contributions below are adjusted for any such agreements in place in which case an actuarial discount is applied to the annual or triennial deficit lump sum payments as indicated in the end column of the table.

Regular monthly payments of contributions are due by the 19th of the following month.

In cases where an element of an existing Scheme employer's deficit is transferred to a new employer on its inception, the Scheme employer's deficit recovery contributions, as shown on the schedule to this Certificate, may be reallocated between the Scheme employer and the new employer to reflect this, on advice of the Actuary and as agreed with the administering authority so that the total payments remain the same overall.

In the specific case of multi-academy trusts (MATs), the primary rate of contributions has been pooled across each MAT such that each academy in the MAT shall pay the same primary rate of contributions. In the event that an academy changes MAT in the inter-valuation period, the general principle is that their primary rate of contributions shall be aligned with that of the MAT which they are joining. Any remaining academies in the MAT which the academy is leaving shall continue to pay the same primary rate of contributions as set out in this certificate. The Fund and the Fund Actuary may however review the contributions of either or both MATs involved in the transfer should the Fund Actuary consider that there would be a material impact on funding. Note that the secondary rate of contributions would remain unchanged.

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
2	Birmingham City Council	21.3%	£48.2m	£49.9m	£51.8m	21.3% plus £48.2m (£124.2m)	21.3% plus £49.9m (£123.0m)	21.3% plus £51.8m (£121.9m)	i
3	Coventry City Council	20.4%	£3.6m	£3.7m	£3.9m	20.4% plus £3.6m (£32.9m)	20.4% plus £3.7m (£32.6m)	20.4% plus £3.9m (£32.3m)	ii
4	Dudley MBC	20.7%	£3.0m	£3.1m	£3.2m	20.7% plus £3.0m (£31.5m)	20.7% plus £3.1m (£30.6m)	20.7% plus £3.2m (£29.9m)	iii
5	Sandwell MBC	20.5%	£10.5m	£10.9m	£11.3m	20.5% plus £10.5m (£10.3m)	20.5% plus £10.9m (£10.2m)	20.5% plus £11.3m (£10.1m)	iv
6	Solihull MBC	20.7%	£2.9m	£3.0m	£3.1m	20.7% plus £2.9m (£19.9m)	20.7% plus £3.0m (£19.4m)	20.7% plus £3.1m (£19.0m)	v
7	Walsall MBC	20.3%	£9.8m	£10.1m	£10.5m	20.3% plus £9.8m (£30.2m)	20.3% plus £10.1m (£30.0m)	20.3% plus £10.5m (£29.7m)	vi
8	Wolverhampton City Council	20.0%	£6.8m	£7.1m	£7.3m	20.0% plus £6.8m (£28.8m)	20.0% plus £7.1m	20.0% plus £7.3m	vii
103	West Midlands Fire & Civil Defence Authority	20.4%	£77,423	£80,246	£83,172	20.4% plus £77,423 (£75,720)	20.4% plus £80,246 (£75,030)	20.4% plus £83,172 (£74,356)	viii
110	The Chief Constable for West Midlands Police	18.8%	£423k	£438k	£454k	18.8% plus £423k (£414k)	18.8% plus £438k (£410k)	18.8% plus £454k (£406k)	ix
1033	West Midlands Combined Authority	17.3%	-4.9%	-4.9%	-4.9%	12.4% (£3.3m)	12.4% (£3.2m)	12.4% (£3.2m)	x

Notes

- i. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£369.2m).
- ii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£97.8m).
- iii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£91.9m).
- iv. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The secondary rate amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£30.6m).
- v. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£58.2m).
- vi. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£89.9m).
- vii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The secondary rate amounts due for 1 April 2020 to 31 March 2023 and primary rate amounts due for 1 April 2020 to 31 March 2021 will be paid in full in April 2020 (£41.9m). The primary rate contribution advance payments due in each of the years from 1 April 2021 to 31 March 2023 will be confirmed and paid at the start of each scheme year.
- viii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The secondary rate amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£225,106).
- ix. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The secondary rate amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£1,230k).
- x. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2020 to 31 March 2023 will be paid in full in April 2020 (£9.7m).

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Colleges									
119	South and City College Birmingham	20.7%	£1,036k	£1,074k	£1,113k	20.7% plus £1,036k	20.7% plus £1,074k	20.7% plus £1,113k	
122	Birmingham Metropolitan College	19.7%	£1,137k	£1,178k	£1,221k	19.7% plus £1,137k	19.7% plus £1,178k	19.7% plus £1,221k	
126	Hereward College	22.5%	-1.5%	-1.5%	-1.5%	21.0%	21.0%	21.0%	
127	Dudley College of Technology	20.3%	£269k	£278k	£289k	20.3% plus £269k	20.3% plus £278k	20.3% plus £289k	
128	Halesowen College	18.9%	£83,468	£86,511	£89,665	18.9% plus £83,468	18.9% plus £86,511	18.9% plus £89,665	B
130	King Edward VI College	20.7%	£9,137	£9,470	£9,815	20.7% plus £9,137	20.7% plus £9,470	20.7% plus £9,815	B
131	Sandwell College	19.5%	£565k	£586k	£607k	19.5% plus £565k	19.5% plus £586k	19.5% plus £607k	
132	Solihull College	20.7%	-2.2% plus £270k	-0.7% plus £280k	£290k	18.5% plus £270k	20.0% plus £280k	20.7% plus £290k	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
133	Walsall College	18.4%	£48,601	£50,373	£52,209	18.4% plus £48,601	18.4% plus £50,373	18.4% plus £52,209	A
137	Joseph Chamberlain College	17.9%	£14,610	£15,142	£15,694	17.9% plus £14,610	17.9% plus £15,142	17.9% plus £15,694	B
227	City of Wolverhampton College	20.6%	£144k	£149k	£154k	20.6% plus £144k	20.6% plus £149k	20.6% plus £154k	
1071	Heart of Birmingham Vocational College	19.2%	-0.3%	-0.3%	-0.3%	18.9%	18.9%	18.9%	
1130	Coventry College	20.6%	£328k	£340k	£353k	20.6% plus £328k	20.6% plus £340k	20.6% plus £353k	
Universities									
84	Birmingham City University	18.0%	£1,499k	£1,554k	£1,611k	18.0% plus £1,499k	18.0% plus £1,554k	18.0% plus £1,611k	B
85	Coventry University	18.5%	£3,524k	£3,652k	£3,785k	18.5% plus £3,524k	18.5% plus £3,652k	18.5% plus £3,785k	A
86	University Of Wolverhampton (The)	19.7%	£2,491k	£2,582k	£2,676k	19.7% plus £2,491k	19.7% plus £2,582k	19.7% plus £2,676k	
115	University College Birmingham	18.7%	£185k	£191k	£198k	18.7% plus £185k	18.7% plus £191k	18.7% plus £198k	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Academies and free schools									
Academies Enterprise Trust									
582	Percy Shurmer Primary School	20.3%	£40,578	£42,057	£43,590	20.3% plus £40,578	20.3% plus £42,057	20.3% plus £43,590	
630	Lea Forest Primary Academy - Academies Enterprise Trust	20.3%	£44,275	£45,889	£47,562	20.3% plus £44,275	20.3% plus £45,889	20.3% plus £47,562	
631	Four Dwellings Primary Academy - Academies Enterprise Trust	20.3%	£51,587	£53,468	£55,418	20.3% plus £51,587	20.3% plus £53,468	20.3% plus £55,418	
657	Greenwood Academy - Academies Enterprise Trust	20.3%	£82,003	£84,993	£88,091	20.3% plus £82,003	20.3% plus £84,993	20.3% plus £88,091	
691	Four Dwelling Secondary Academy - Academies Enterprise Trust	20.3%	£67,244	£69,695	£72,236	20.3% plus £67,244	20.3% plus £69,695	20.3% plus £72,236	
704	Montgomery Primary Academy - Academies Enterprise Trust	20.3%	£44,321	£45,937	£47,611	20.3% plus £44,321	20.3% plus £45,937	20.3% plus £47,611	
Academy Transformation Trust									
558	Jubilee Academy Mossley - ATT	18.8%	£21,197	£21,970	£22,771	18.8% plus £21,197	18.8% plus £21,970	18.8% plus £22,771	
668	Bristnall Hall - The Academy Transformation Trust	18.8%	£88,596	£91,826	£95,174	18.8% plus £88,596	18.8% plus £91,826	18.8% plus £95,174	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
913	Academy Transformation Trust	18.8%	-	-	-	18.8%	18.8%	18.8%	
963	Pool Hayes Academy- ATT	18.8%	£169k	£175k	£181k	18.8% plus £169k	18.8% plus £175k	18.8% plus £181k	
990	North Walsall Primary Academy- Academy Transformation Trust	18.8%	£38,008	£39,393	£40,830	18.8% plus £38,008	18.8% plus £39,393	18.8% plus £40,830	
1065	Phoenix Academy	18.8%	£18,712	£19,394	£20,101	18.8% plus £18,712	18.8% plus £19,394	18.8% plus £20,101	
1116	Caldmore Primary Academy	18.8%	£30,705	£31,824	£32,985	18.8% plus £30,705	18.8% plus £31,824	18.8% plus £32,985	
All Saints MAT									
680	St John's and St Peter's C of E Academy - All Saints MAT	18.7%	£18,009	£18,666	£19,346	18.7% plus £18,009	18.7% plus £18,666	18.7% plus £19,346	
900	St Thomas CE Academy - All Saints MAT	18.7%	£46,892	£48,602	£50,374	18.7% plus £46,892	18.7% plus £48,602	18.7% plus £50,374	
Amethyst Academies Trust									
638	Aldersley Academies Trust - Amethyst Academies Trust	20.1%	£89,710	£92,980	£96,370	20.1% plus £89,710	20.1% plus £92,980	20.1% plus £96,370	
1076	Moreton School	20.1%	£132k	£137k	£142k	20.1% plus £132k	20.1% plus £137k	20.1% plus £142k	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Arden MAT									
375	Park Hall Academy	21.7%	-	-	-	21.7%	21.7%	21.7%	
399	Arden Academy Trust	21.7%	-	-	-	21.7%	21.7%	21.7%	
438	Lode Heath School	21.7%	£50,581	£52,425	£54,336	21.7% plus £50,581	21.7% plus £52,425	21.7% plus £54,336	B
ARK Schools									
380	Ark Schools St Albans Academy	20.7%	£66,993	£69,436	£71,967	20.7% plus £66,993	20.7% plus £69,436	20.7% plus £71,967	
542	ARK Tindal Primary Academy	20.7%	£12,791	£13,257	£13,740	20.7% plus £12,791	20.7% plus £13,257	20.7% plus £13,740	
552	ARK Kings Academy	20.7%	£53,411	£55,358	£57,376	20.7% plus £53,411	20.7% plus £55,358	20.7% plus £57,376	
924	Ark Boulton Academy	20.7%	£75,352	£78,099	£80,947	20.7% plus £75,352	20.7% plus £78,099	20.7% plus £80,947	
1208	ARK Victoria Academy	20.7%	£13,963	£14,472	£14,999	20.7% plus £13,963	20.7% plus £14,472	20.7% plus £14,999	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Aston Tower MAT									
970	Aston Tower Community Primary School- Aston Tower Multi-Academy Trust	21.7%	£43,509	£45,095	£46,739	21.7% plus £43,509	21.7% plus £45,095	21.7% plus £46,739	
Birmingham Diocesan Multi Academy Trust									
536	St Michael's C of E Primary Academy Handsworth	21.3%	£16,585	£17,190	£17,817	21.3% plus £16,585	21.3% plus £17,190	21.3% plus £17,817	A
621	St Clements C of E Academy Nechells	21.3%	£7,461	£7,733	£8,015	21.3% plus £7,461	21.3% plus £7,733	21.3% plus £8,015	A
650	St Michael's C of E Primary School Bartley Green	21.3%	£23,704	£24,568	£25,463	21.3% plus £23,704	21.3% plus £24,568	21.3% plus £25,463	A
682	St George's Academy C of E Academy	21.3%	£42,849	£44,411	£46,030	21.3% plus £42,849	21.3% plus £44,411	21.3% plus £46,030	A
702	Hawkesley Church Primary Academy	21.3%	£67,398	£69,855	£72,402	21.3% plus £67,398	21.3% plus £69,855	21.3% plus £72,402	A
722	Holy Trinity C of E Primary Academy (Handsworth)	21.3%	£39,872	£41,326	£42,833	21.3% plus £39,872	21.3% plus £41,326	21.3% plus £42,833	A
735	St George's Academy Newtown	21.3%	£24,883	£25,790	£26,730	21.3% plus £24,883	21.3% plus £25,790	21.3% plus £26,730	A
964	Nonsuch Primary School- Birmingham Diocesan Multi Academy Trust	21.3%	£31,263	£32,403	£33,584	21.3% plus £31,263	21.3% plus £32,403	21.3% plus £33,584	A

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1054	Quinton Church Primary School- Birmingham Diocesan Multi Academy Trust	21.3%	£25,003	£25,915	£26,860	21.3% plus £25,003	21.3% plus £25,915	21.3% plus £26,860	A
1146	Birmingham Diocesan Academies Trust	21.3%	-	-	-	21.3%	21.3%	21.3%	
1260	St Margaret's Church of England Primary School - Birmingham Diocesan Academies	21.3%	£16,611	£17,216	£17,844	21.3% plus £16,611	21.3% plus £17,216	21.3% plus £17,844	A
Blue Coat Church of England (Walsall) Trust									
580	Blue Coat Church of England (Walsall) Trust	20.5%	£57,533	£59,631	£61,805	20.5% plus £57,533	20.5% plus £59,631	20.5% plus £61,805	
Canterbury Cross Education Trust									
1057	Canterbury Cross Primary School - Canterbury Cross Education Trust	21.6%	£85,838	£88,968	£92,212	21.6% plus £85,838	21.6% plus £88,968	21.6% plus £92,212	
Castle Phoenix Trust									
581	Caludon Castle School	20.9%	£71,807	£74,424	£77,138	20.9% plus £71,807	20.9% plus £74,424	20.9% plus £77,138	
740	Hill Farm Academy - Castle Phoenix Trust	20.9%	£34,606	£35,867	£37,175	20.9% plus £34,606	20.9% plus £35,867	20.9% plus £37,175	
1103	Foxford Community School - Castle Phoenix Trust	20.9%	£113k	£117k	£121k	20.9% plus £113k	20.9% plus £117k	20.9% plus £121k	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1213	Richard Lee Primary School	20.9%	£52,931	£54,860	£56,860	20.9% plus £52,931	20.9% plus £54,860	20.9% plus £56,860	
Central Academies Trust									
567	Lordswood Boys School - Central Academies Trust	21.4%	£21,103	£21,872	£22,670	21.4% plus £21,103	21.4% plus £21,872	21.4% plus £22,670	
Central Learning Partnership Trust									
460	Heath Park Academy - Central Learning Partnership Trust	19.8%	£100k	£104k	£108k	19.8% plus £100k	19.8% plus £104k	19.8% plus £108k	A
498	Moseley Park School - Central Learning Partnership Trust	19.8%	£51,573	£53,454	£55,402	19.8% plus £51,573	19.8% plus £53,454	19.8% plus £55,402	A
585	Woden Primary - Central Learning Partnership Trust	19.8%	£53,117	£55,053	£57,060	19.8% plus £53,117	19.8% plus £55,053	19.8% plus £57,060	A
949	Westcroft Sport & Vocational College - Central Learning Partnership Trust	19.8%	£53,848	£55,811	£57,846	19.8% plus £53,848	19.8% plus £55,811	19.8% plus £57,846	A
971	Wolverhampton Vocational Training Centre - Central Learning Partnership Trust	19.8%	£2,591	£2,685	£2,783	19.8% plus £2,591	19.8% plus £2,685	19.8% plus £2,783	A
1051	Broadmeadow Special School- Central Learning Partnership Trust	19.8%	£101k	£104k	£108k	19.8% plus £101k	19.8% plus £104k	19.8% plus £108k	A
1186	D'Eyncourt Primary School	19.8%	£39,600	£41,044	£42,541	19.8% plus £39,600	19.8% plus £41,044	19.8% plus £42,541	A

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1231	Coppice Performing Arts School - Central Learning Partnership Trust	19.8%	£37,708	£39,083	£40,508	19.8% plus £37,708	19.8% plus £39,083	19.8% plus £40,508	A
Central Schools Trust									
527	Balsall Common Primary Academy	21.3%	£17,270	£17,900	£18,553	21.3% plus £17,270	21.3% plus £17,900	21.3% plus £18,553	
1002	Damson Wood Infant academy - Central Schools Trust	21.3%	£26,927	£27,909	£28,927	21.3% plus £26,927	21.3% plus £27,909	21.3% plus £28,927	
Create Partnership Trust									
1024	Conway Primary School- Create Partnership Trust	20.3%	£13,893	£14,400	£14,925	20.3% plus £13,893	20.3% plus £14,400	20.3% plus £14,925	
1025	Greet Primary School- Create Partnership Trust	20.3%	£37,675	£39,048	£40,472	20.3% plus £37,675	20.3% plus £39,048	20.3% plus £40,472	
1093	Hodge Hill Primary School	20.3%	£86,074	£89,212	£92,464	20.3% plus £86,074	20.3% plus £89,212	20.3% plus £92,464	
1283	Brookfields Primary School - Create Partnership Trust	20.3%	£51,122	£52,986	£54,918	20.3% plus £51,122	20.3% plus £52,986	20.3% plus £54,918	
Cromwell Learning Community Academy Trust									
1050	Cromwell Primary School- Cromwell Learning Community Academy Trust	21.5%	£17,881	£18,533	£19,208	21.5% plus £17,881	21.5% plus £18,533	21.5% plus £19,208	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1067	Bordesley Village Primary School	21.5%	£45,296	£46,947	£48,659	21.5% plus £45,296	21.5% plus £46,947	21.5% plus £48,659	
Diocese of Coventry MAT									
698	Stretton Primary Academy - Diocese of Coventry MAT	21.0%	£18,541	£19,217	£19,917	21.0% plus £18,541	21.0% plus £19,217	21.0% plus £19,917	B
699	St Laurence's Primary Academy - Diocese of Coventry MAT	21.0%	£48,801	£50,581	£52,425	21.0% plus £48,801	21.0% plus £50,581	21.0% plus £52,425	A
737	St Bartholomew C of E Academy	21.0%	£40,940	£42,433	£43,980	21.0% plus £40,940	21.0% plus £42,433	21.0% plus £43,980	B
814	St John's C of E Primary Academy - Diocese of Coventry MAT	21.0%	£19,375	£20,081	£20,813	21.0% plus £19,375	21.0% plus £20,081	21.0% plus £20,813	B
1174	Leigh COE Primary Academy	21.0%	£21,018	£21,784	£22,578	21.0% plus £21,018	21.0% plus £21,784	21.0% plus £22,578	B
Diocese of Worcester MAT									
1165	Netherton CoE Primary School	21.5%	£34,491	£35,748	£37,052	21.5% plus £34,491	21.5% plus £35,748	21.5% plus £37,052	
Dorington Academy Trust									
551	Dorington Academy Trust	22.0%	£52,728	£54,651	£56,643	22.0% plus £52,728	22.0% plus £54,651	22.0% plus £56,643	C

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
DRB Ignite MAT									
894	Jervoise School - DRB Ignite MAT	21.3%	£35,702	£37,004	£38,353	21.3% plus £35,702	21.3% plus £37,004	21.3% plus £38,353	
895	Wychall Primary School - DRB Ignite MAT	21.3%	£102k	£105k	£109k	21.3% plus £102k	21.3% plus £105k	21.3% plus £109k	
920	Beechwood C of E Primary School - DRB Ignite MAT	21.3%	£3,161	£3,277	£3,396	21.3% plus £3,161	21.3% plus £3,277	21.3% plus £3,396	
934	Bromley-Pensnett Primary School (The) - DRB Ignite MAT	21.3%	£40,903	£42,394	£43,940	21.3% plus £40,903	21.3% plus £42,394	21.3% plus £43,940	
1001	Hob Green Primary School	21.3%	£31,012	£32,143	£33,315	21.3% plus £31,012	21.3% plus £32,143	21.3% plus £33,315	
1007	Princethorpe Infant School- DRB Ignite MAT	21.3%	£14,757	£15,295	£15,853	21.3% plus £14,757	21.3% plus £15,295	21.3% plus £15,853	
1008	The Oval School- DRB Ignite MAT	21.3%	£11,427	£11,844	£12,276	21.3% plus £11,427	21.3% plus £11,844	21.3% plus £12,276	
1009	Audley Primary School-DRB Ignite MAT	21.3%	£135k	£140k	£145k	21.3% plus £135k	21.3% plus £140k	21.3% plus £145k	
1274	Princethorpe Junior School - DRB Ignite MAT	21.3%	£37,136	£38,490	£39,893	21.3% plus £37,136	21.3% plus £38,490	21.3% plus £39,893	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Dudley Academies Trust									
431	Pegasus Academy - Dudley Academies Trust	20.5%	£29,500	£30,576	£31,691	20.5% plus £29,500	20.5% plus £30,576	20.5% plus £31,691	
454	Beacon Hill Academy – Dudley Academies Trust	20.5%	£73,433	£76,110	£78,885	20.5% plus £73,433	20.5% plus £76,110	20.5% plus £78,885	
1142	The Link Academy - Dudley Academies Trust	20.5%	£56,198	£58,247	£60,371	20.5% plus £56,198	20.5% plus £58,247	20.5% plus £60,371	
1143	St James Academy - Dudley Academies Trust	20.5%	£34,707	£35,972	£37,284	20.5% plus £34,707	20.5% plus £35,972	20.5% plus £37,284	
1258	Dudley Academies Trust	20.5%	£522	£541	£561	20.5% plus £522	20.5% plus £541	20.5% plus £561	
E-ACT									
378	Heartlands E-ACT Academy	20.4%	£123k	£128k	£132k	20.4% plus £123k	20.4% plus £128k	20.4% plus £132k	
379	Shenley E-ACT Academy	20.4%	£99,899	£103,541	£107,316	20.4% plus £99,899	20.4% plus £104k	20.4% plus £107k	
396	North Birmingham E-ACT Academy	20.4%	£115k	£120k	£124k	20.4% plus £115k	20.4% plus £120k	20.4% plus £124k	
476	Willenhall E-ACT Academy	20.4%	£132k	£137k	£142k	20.4% plus £132k	20.4% plus £137k	20.4% plus £142k	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
563	Nechells Primary E-ACT Academy	20.4%	£9,430	£9,774	£10,131	20.4% plus £9,430	20.4% plus £9,774	20.4% plus £10,131	
586	West Walsall E-ACT Academy	20.4%	£160k	£166k	£172k	20.4% plus £160k	20.4% plus £166k	20.4% plus £172k	
649	Merritts Brook E-ACT Primary Academy	20.4%	£24,082	£24,960	£25,870	20.4% plus £24,082	20.4% plus £24,960	20.4% plus £25,870	
651	Reedwood E-ACT Primary Academy	20.4%	£51,172	£53,037	£54,971	20.4% plus £51,172	20.4% plus £53,037	20.4% plus £54,971	
659	Mansfield Green E-ACT Primary Academy	20.4%	£65,543	£67,933	£70,409	20.4% plus £65,543	20.4% plus £67,933	20.4% plus £70,409	
Elston Hall MAT									
940	Elston Hall Primary School - Elston Hall MAT	20.3%	£109k	£113k	£117k	20.3% plus £109k	20.3% plus £113k	20.3% plus £117k	
979	Palmers Cross Primary Academy- Elston Hall Multi-Academy Trust	20.3%	£19,347	£20,052	£20,783	20.3% plus £19,347	20.3% plus £20,052	20.3% plus £20,783	
1036	Edward the Elder Primary - Elston Hall MAT	20.3%	£44,766	£46,398	£48,089	20.3% plus £44,766	20.3% plus £46,398	20.3% plus £48,089	
1154	Goldthorn Park Primary	20.3%	£44,511	£46,134	£47,816	20.3% plus £44,511	20.3% plus £46,134	20.3% plus £47,816	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Equitas Academies Trust									
427	Aston Manor Academy	21.1%	£44,744	£46,375	£48,066	21.1% plus £44,744	21.1% plus £46,375	21.1% plus £48,066	A
570	Chilwell Croft Academy - Equitas Academies Trust	21.1%	£26,979	£27,963	£28,983	21.1% plus £26,979	21.1% plus £27,963	21.1% plus £28,983	A
Evolve Education Trust									
1068	Stirchley Primary School	22.7%	£15,276	£15,833	£16,410	22.7% plus £15,276	22.7% plus £15,833	22.7% plus £16,410	
Excelsior MAT									
540	Green Meadow Academy	21.0%	£64,161	£66,500	£68,924	21.0% plus £64,161	21.0% plus £66,500	21.0% plus £68,924	
660	Parkfield Academies Trust	21.0%	£92,209	£95,570	£99,055	21.0% plus £92,209	21.0% plus £95,570	21.0% plus £99,055	
1107	Turves Green Primary School	21.0%	£51,075	£52,937	£54,867	21.0% plus £51,075	21.0% plus £52,937	21.0% plus £54,867	
Fairfax MAT									
441	Fairfax School (Academy)	21.0%	£108k	£112k	£116k	21.0% plus £108k	21.0% plus £112k	21.0% plus £116k	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
845	Bournville School and Sixth Form Centre - Fairfax MAT	21.0%	£158k	£164k	£170k	21.0% plus £158k	21.0% plus £164k	21.0% plus £170k	
1021	Erdington Academy- Fairfax Multi-Academy Trust	21.0%	£53,612	£55,567	£57,592	21.0% plus £53,612	21.0% plus £55,567	21.0% plus £57,592	
1022	Smith's Wood Academy	21.0%	£83,566	£86,613	£89,771	21.0% plus £83,566	21.0% plus £86,613	21.0% plus £89,771	
Finham Park MAT									
435	Finham Park School Academy	20.2%	£115k	£119k	£124k	20.2% plus £115k	20.2% plus £119k	20.2% plus £124k	A
957	Finham Primary School- Finham Park MAT	20.2%	£30,626	£31,742	£32,900	20.2% plus £30,626	20.2% plus £31,742	20.2% plus £32,900	A
984	Finham Park 2	20.2%	£423	£439	£455	20.2% plus £423	20.2% plus £439	20.2% plus £455	A
991	Lyng Hall School- Finham Park MAT	20.2%	£90,743	£94,051	£97,480	20.2% plus £90,743	20.2% plus £94,051	20.2% plus £97,480	A
Fioretti Trust									
1044	St Francis CE Primary School and Nursery	22.8%	£41,332	£42,838	£44,400	22.8% plus £41,332	22.8% plus £42,838	22.8% plus £44,400	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Forward Education Trust									
1092	The Bridge School	19.4%	£92,692	£96,071	£99,573	19.4% plus £92,692	19.4% plus £96,071	19.4% plus £99,573	B
1094	Brays School	19.4%	£129k	£134k	£139k	19.4% plus £129k	19.4% plus £134k	19.4% plus £139k	B
1096	Hallmoor School	19.4%	£150k	£155k	£161k	19.4% plus £150k	19.4% plus £155k	19.4% plus £161k	B
Griffin Academy Trust									
667	Bramford Primary - Griffin Academy Trust	21.0%	£43,292	£44,870	£46,506	21.0% plus £43,292	21.0% plus £44,870	21.0% plus £46,506	
753	Chivenor Primary School - Griffin Schools Trust	21.0%	£74,916	£77,647	£80,478	21.0% plus £74,916	21.0% plus £77,647	21.0% plus £80,478	
Hales Valley MAT									
1080	Woodside Community School and Little Bears Nursery	19.5%	£56,817	£58,888	£61,035	19.5% plus £56,817	19.5% plus £58,888	19.5% plus £61,035	A
1081	Lutley Primary School	19.5%	£54,135	£56,109	£58,155	19.5% plus £54,135	19.5% plus £56,109	19.5% plus £58,155	A
1083	Lapal Primary School	19.5%	£20,730	£21,486	£22,269	19.5% plus £20,730	19.5% plus £21,486	19.5% plus £22,269	A

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1163	Priory Primary School	19.5%	£49,089	£50,878	£52,733	19.5% plus £49,089	19.5% plus £50,878	19.5% plus £52,733	A
1164	Hurst Hill Primary School	19.5%	£35,381	£36,671	£38,007	19.5% plus £35,381	19.5% plus £36,671	19.5% plus £38,007	A
Hamstead Hall Academy Trust									
695	Hamstead Hall Academy Trust	21.0%	£217k	£225k	£233k	21.0% plus £217k	21.0% plus £225k	21.0% plus £233k	
763	Grestone Primary Academy- Hamstead Hall Academy Trust	21.0%	£91,384	£94,716	£98,169	21.0% plus £91,384	21.0% plus £94,716	21.0% plus £98,169	
Inspire Education Community Trust									
664	City Road Academy - Inspire Education Community Trust	20.4%	£89,304	£92,559	£95,934	20.4% plus £89,304	20.4% plus £92,559	20.4% plus £95,934	
989	Yew Tree Community Junior and Infant School - Inspire Education Community Trust	20.4%	£64,120	£66,458	£68,880	20.4% plus £64,120	20.4% plus £66,458	20.4% plus £68,880	
Inspire Education Trust									
908	Walsgrave C of E Academy - Inspire Education Trust	20.6%	£25,417	£26,344	£27,304	20.6% plus £25,417	20.6% plus £26,344	20.6% plus £27,304	
909	Clifford Bridge Academy - Inspire Education Trust	20.6%	£25,635	£26,570	£27,539	20.6% plus £25,635	20.6% plus £26,570	20.6% plus £27,539	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
910	Whittle Academy - Inspire Education Trust	20.6%	£27,099	£28,087	£29,111	20.6% plus £27,099	20.6% plus £28,087	20.6% plus £29,111	
953	Inspire Education Trust	20.6%	-	-	-	20.6%	20.6%	20.6%	
1052	Hearsall Community Academy	20.6%	£30,313	£31,418	£32,564	20.6% plus £30,313	20.6% plus £31,418	20.6% plus £32,564	
Invictus Education Trust									
867	Crestwood Academy	20.1%	£28,254	£29,284	£30,351	20.1% plus £28,254	20.1% plus £29,284	20.1% plus £30,351	
869	Ellowes Hall Sports Academy - Invictus Education Trust	20.1%	£63,036	£65,335	£67,716	20.1% plus £63,036	20.1% plus £65,335	20.1% plus £67,716	
1019	Leasowes School - Invictus Education Trust	20.1%	£67,435	£69,894	£72,442	20.1% plus £67,435	20.1% plus £69,894	20.1% plus £72,442	
1266	The Pedmore High School - Invictus Education Trust	20.1%	£40,554	£42,033	£43,565	20.1% plus £40,554	20.1% plus £42,033	20.1% plus £43,565	
John Paul II Multi-Academy									
675	St Joseph's - John Paul II Multi-Academy	21.9%	£37,274	£38,633	£40,042	21.9% plus £37,274	21.9% plus £38,633	21.9% plus £40,042	
676	St Nicholas' - John Paul II Multi-Academy	21.9%	£44,003	£45,608	£47,270	21.9% plus £44,003	21.9% plus £45,608	21.9% plus £47,270	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
677	Holy Cross - John Paul II Multi-Academy	21.9%	£35,746	£37,050	£38,400	21.9% plus £35,746	21.9% plus £37,050	21.9% plus £38,400	
678	Bishop Walsh- John Paul II Multi-Academy	21.9%	£150k	£155k	£161k	21.9% plus £150k	21.9% plus £155k	21.9% plus £161k	
1278	SS Mary & John Catholic Primary School - John Paul II Multi- Academy	21.9%	£93,070	£96,463	£99,980	21.9% plus £93,070	21.9% plus £96,463	21.9% plus £99,980	
1290	SS Peter & Paul Catholic Primary School - John Paul II Multi-Academy	21.9%	£2,221	£2,302	£2,385	21.9% plus £2,221	21.9% plus £2,302	21.9% plus £2,385	
Kenilworth Multi-Academy Trust									
439	Westwood Academy	21.1%	£69,683	£72,224	£74,857	21.1% plus £69,683	21.1% plus £72,224	21.1% plus £74,857	
King Edward VI Academy Trust Birmingham									
395	King Edward VI Sheldon Heath Academy	21.7%	-	-	-	21.7%	21.7%	21.7%	
448	King Edward VI Camp Hill School for Boys (Academy)	21.7%	£57,072	£59,153	£61,309	21.7% plus £57,072	21.7% plus £59,153	21.7% plus £61,309	B
449	King Edward VI Camp Hill School for Girls (Academy)	21.7%	£33,841	£35,074	£36,353	21.7% plus £33,841	21.7% plus £35,074	21.7% plus £36,353	B
450	King Edward VI Handsworth School (Academy)	21.7%	£54,574	£56,563	£58,625	21.7% plus £54,574	21.7% plus £56,563	21.7% plus £58,625	B

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
451	King Edward VI Five Ways School (Academy)	21.7%	£78,298	£81,152	£84,111	21.7% plus £78,298	21.7% plus £81,152	21.7% plus £84,111	B
452	King Edward VI Aston School (Academy)	21.7%	£52,097	£53,996	£55,965	21.7% plus £52,097	21.7% plus £53,996	21.7% plus £55,965	B
550	Handsworth Wood Girls' Academy	21.7%	£70,829	£73,411	£76,087	21.7% plus £70,829	21.7% plus £73,411	21.7% plus £76,087	B
1091	King Edward VI Handsworth Grammar School For Boys	21.7%	£66,223	£68,637	£71,139	21.7% plus £66,223	21.7% plus £68,637	21.7% plus £71,139	B
Learning Link MAT									
1131	Netherbrook Primary School	21.7%	£35,389	£36,679	£38,016	21.7% plus £35,389	21.7% plus £36,679	21.7% plus £38,016	
1132	Dudley Wood Primary School	21.7%	£38,696	£40,107	£41,569	21.7% plus £38,696	21.7% plus £40,107	21.7% plus £41,569	
1135	Sledmere Primary School	21.7%	£50,674	£52,522	£54,437	21.7% plus £50,674	21.7% plus £52,522	21.7% plus £54,437	
1137	Kates Hill Primary School	21.7%	£43,920	£45,522	£47,181	21.7% plus £43,920	21.7% plus £45,522	21.7% plus £47,181	
Leigh Trust									
578	Alston Primary School- Leigh Trust	20.6%	£135k	£140k	£145k	20.6% plus £135k	20.6% plus £140k	20.6% plus £145k	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
871	Wyndcliffe Primary School Leigh Trust	20.6%	£100k	£104k	£108k	20.6% plus £100k	20.6% plus £104k	20.6% plus £108k	
1288	Marlborough Infant School - Leigh Trust	20.6%	£52,975	£54,907	£56,908	20.6% plus £52,975	20.6% plus £54,907	20.6% plus £56,908	
1289	Marlborough Junior School - Leigh Trust	20.6%	£26,121	£27,074	£28,061	20.6% plus £26,121	20.6% plus £27,074	20.6% plus £28,061	
Lumen Christi Catholic MAC									
859	St Brigid's Catholic Primary School - Lumen Christi Catholic MAT	21.1%	£1,783	£1,848	£1,915	21.1% plus £1,783	21.1% plus £1,848	21.1% plus £1,915	B
860	St Columba's Catholic Primary School - Lumen Christi Catholic MAT	21.1%	£31,106	£32,240	£33,416	21.1% plus £31,106	21.1% plus £32,240	21.1% plus £33,416	B
882	St Paul's Catholic Primary - Lumen Christi Catholic MAT	21.1%	£19,546	£20,258	£20,997	21.1% plus £19,546	21.1% plus £20,258	21.1% plus £20,997	B
883	St James's Catholic Primary School - Lumen Christi Catholic MAT	21.1%	£30,294	£31,398	£32,543	21.1% plus £30,294	21.1% plus £31,398	21.1% plus £32,543	B
884	St Joseph's Catholic Primary School - Lumen Christi Catholic MAT	21.1%	£18,920	£19,609	£20,324	21.1% plus £18,920	21.1% plus £19,609	21.1% plus £20,324	B
885	St Thomas Aquinas Catholic Primary School - Lumen Christi Catholic MAT	21.1%	£147k	£152k	£158k	21.1% plus £147k	21.1% plus £152k	21.1% plus £158k	B

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Manor Multi Academy Trust									
873	Manor Primary School - Manor MAT	19.5%	£57,052	£59,132	£61,288	19.5% plus £57,052	19.5% plus £59,132	19.5% plus £61,288	
1046	Hill Avenue Academy - Manor Multi-Academy Trust	19.5%	£13,870	£14,376	£14,900	19.5% plus £13,870	19.5% plus £14,376	19.5% plus £14,900	
1047	East Park Academy	19.5%	£89,334	£92,591	£95,967	19.5% plus £89,334	19.5% plus £92,591	19.5% plus £95,967	
1263	St Thomas' C of E Primary School - Manor Multi Academy Trust	19.5%	£6,461	£6,696	£6,941	19.5% plus £6,461	19.5% plus £6,696	19.5% plus £6,941	
1264	St Alban's C of E Primary School - Manor Multi Academy Trust	19.5%	£4,347	£4,506	£4,670	19.5% plus £4,347	19.5% plus £4,506	19.5% plus £4,670	
Matrix Academy Trust									
432	Barr Beacon School Matrix Academy Trust	19.9%	£31,517	£32,666	£33,857	19.9% plus £31,517	19.9% plus £32,666	19.9% plus £33,857	A
917	Bloxwich Academy- Matrix Academy Trust	19.9%	£51,885	£53,776	£55,737	19.9% plus £51,885	19.9% plus £53,776	19.9% plus £55,737	A
1100	Dame Elizabeth Cadbury School	19.9%	£105k	£109k	£113k	19.9% plus £105k	19.9% plus £109k	19.9% plus £113k	A
1101	Matrix Academy Trust (head office)	19.9%	£22,180	£22,989	£23,827	19.9% plus £22,180	19.9% plus £22,989	19.9% plus £23,827	A

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Nishkam School Trust									
458	Nishkam School Trust	18.6%	£9,154	£9,488	£9,834	18.6% plus £9,154	18.6% plus £9,488	18.6% plus £9,834	
Northern House School Academy Trust									
812	Northern House School Academy Trust	19.3%	£30,971	£32,100	£33,270	19.3% plus £30,971	19.3% plus £32,100	19.3% plus £33,270	
962	Northern House School (City of Wolverhampton) - Northern House School	19.3%	£44,961	£46,600	£48,299	19.3% plus £44,961	19.3% plus £46,600	19.3% plus £48,299	
1039	Northern House School (City of Wolverhampton) PRU	19.3%	£18,408	£19,079	£19,775	19.3% plus £18,408	19.3% plus £19,079	19.3% plus £19,775	
Oasis Community Learning									
625	Oasis Community Learning - Blakenhale Junior	19.7%	£34,370	£35,623	£36,922	19.7% plus £34,370	19.7% plus £35,623	19.7% plus £36,922	
626	Oasis Community Learning - Woodview School	19.7%	£31,715	£32,871	£34,070	19.7% plus £31,715	19.7% plus £32,871	19.7% plus £34,070	
628	Oasis Community Learning - Blakenhale Infants	19.7%	£15,657	£16,227	£16,819	19.7% plus £15,657	19.7% plus £16,227	19.7% plus £16,819	
637	Oasis Community Learning - Short Heath Primary	19.7%	£21,903	£22,701	£23,529	19.7% plus £21,903	19.7% plus £22,701	19.7% plus £23,529	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
690	Oasis Community Learning - Matthew Boulton	19.7%	£55,097	£57,106	£59,188	19.7% plus £55,097	19.7% plus £57,106	19.7% plus £59,188	
692	Oasis Community Learning - Hobmoor Primary	19.7%	£93,102	£96,496	£100,014	19.7% plus £93,102	19.7% plus £96,496	19.7% plus £100k	
778	Oasis Community Learning - Foundry Primary	19.7%	£49,687	£51,499	£53,376	19.7% plus £49,687	19.7% plus £51,499	19.7% plus £53,376	
Ocker Hill Academy Trust									
709	Ocker Hill Academy Trust	20.5%	£26,806	£27,783	£28,796	20.5% plus £26,806	20.5% plus £27,783	20.5% plus £28,796	
Ormiston Academies Trust									
369	Ormiston Shelfield Community Academy	19.6%	£94,023	£97,451	£101,003	19.6% plus £94,023	19.6% plus £97,451	19.6% plus £101k	
374	Ormiston Sandwell Community Academy	19.6%	£51,461	£53,338	£55,282	19.6% plus £51,461	19.6% plus £53,338	19.6% plus £55,282	B
447	Ormiston George Salter Academy	19.6%	£24,580	£25,476	£26,405	19.6% plus £24,580	19.6% plus £25,476	19.6% plus £26,405	
467	Ormiston Forge Academy	19.6%	£88,193	£91,409	£94,741	19.6% plus £88,193	19.6% plus £91,409	19.6% plus £94,741	
564	Ormiston Academy Trust	19.6%	-	-	-	19.6%	19.6%	19.6%	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
771	Wodensborough Academy - Ormiston Academies Trust	19.6%	£149k	£155k	£160k	19.6% plus £149k	19.6% plus £155k	19.6% plus £160k	
1133	Ormiston SWB Academy	19.6%	-	-	-	19.6%	19.6%	19.6%	
1160	Ormiston NEW Academy	19.6%	£60,535	£62,742	£65,030	19.6% plus £60,535	19.6% plus £62,742	19.6% plus £65,030	
Perry Hall MAT									
686	Perry Hall Primary School	19.1%	£77,225	£80,041	£82,959	19.1% plus £77,225	19.1% plus £80,041	19.1% plus £82,959	
783	Berrybrook Academy - Perry Hall MAT	19.1%	£29,667	£30,749	£31,870	19.1% plus £29,667	19.1% plus £30,749	19.1% plus £31,870	
967	Dunstall Hill Primary School- Perry Hall MAT	19.1%	£17,732	£18,379	£19,049	19.1% plus £17,732	19.1% plus £18,379	19.1% plus £19,049	
1217	Woodthorne Primary School	19.1%	£24,910	£25,818	£26,760	19.1% plus £24,910	19.1% plus £25,818	19.1% plus £26,760	
Plantsbrook Learning Trust									
444	Plantsbrook School - Plantsbrook Learning Trust	21.7%	£108k	£112k	£116k	21.7% plus £108k	21.7% plus £112k	21.7% plus £116k	A
857	Town Junior School - Plantsbrook Academy Trust	21.7%	£35,371	£36,660	£37,997	21.7% plus £35,371	21.7% plus £36,660	21.7% plus £37,997	A

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Prince Albert Community Trust									
916	Heathfield Primary School - Prince Albert Community Trust	19.0%	£66,024	£68,431	£70,926	19.0% plus £66,024	19.0% plus £68,431	19.0% plus £70,926	
919	Prince Albert Primary School - Prince Albert Community Trust	19.0%	£106k	£110k	£114k	19.0% plus £106k	19.0% plus £110k	19.0% plus £114k	
966	Highfield Junior and Infant School- Prince Albert Community Trust	19.0%	£83,031	£86,058	£89,196	19.0% plus £83,031	19.0% plus £86,058	19.0% plus £89,196	
1269	Birchfield Primary School - Prince Albert Community Trust	19.0%	£77,879	£80,719	£83,662	19.0% plus £77,879	19.0% plus £80,719	19.0% plus £83,662	
Quaerere Academies Trust									
353	Q3 Academy	18.4%	-	-	-	18.4%	18.4%	18.4%	
679	Q3 Tipton - Quaerere Academies Trust	18.4%	£93,364	£96,768	£100,296	18.4% plus £93,364	18.4% plus £96,768	18.4% plus £100k	
REAch2 Academy Trust									
918	Moor Green Primary Academy- REAch2 MAT	20.7%	£30,777	£31,899	£33,062	20.7% plus £30,777	20.7% plus £31,899	20.7% plus £33,062	
959	Manor Park Primary Academy - REAch2 Academy Trust	20.7%	£71,506	£74,113	£76,815	20.7% plus £71,506	20.7% plus £74,113	20.7% plus £76,815	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1053	Bushbury Lane Academy	20.7%	£15,476	£16,041	£16,625	20.7% plus £15,476	20.7% plus £16,041	20.7% plus £16,625	
1306	Springfield Primary Academy - Reach2 Academy Trust	20.7%	£12,934	£13,405	£13,894	20.7% plus £12,934	20.7% plus £13,405	20.7% plus £13,894	
RNIB Specialist Learning Trust									
711	Three Spires Academy - RNIB Specialist Learning Trust	22.0%	£49,454	£51,257	£53,125	22.0% plus £49,454	22.0% plus £51,257	22.0% plus £53,125	
Robin Hood MAT									
1058	Cedars Academy- Robin Hood Multi-Academy Trust	20.3%	£38,626	£40,034	£41,494	20.3% plus £38,626	20.3% plus £40,034	20.3% plus £41,494	
Romero MAC									
824	Sacred Heart Academy - Romero MAC	20.1%	£36,726	£38,065	£39,453	20.1% plus £36,726	20.1% plus £38,065	20.1% plus £39,453	B
825	St Gregory's School Coventry - Romero MAC	20.1%	£31,525	£32,674	£33,865	20.1% plus £31,525	20.1% plus £32,674	20.1% plus £33,865	B
826	Good Shepherd Primary School - Romero MAC	20.1%	£26,766	£27,742	£28,753	20.1% plus £26,766	20.1% plus £27,742	20.1% plus £28,753	B
827	SS Peter and Paul Catholic Primary School - Romero MAC	20.1%	£10,242	£10,615	£11,002	20.1% plus £10,242	20.1% plus £10,615	20.1% plus £11,002	A

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
828	St John Fisher Primary School - Romero MAC	20.1%	£38,809	£40,224	£41,691	20.1% plus £38,809	20.1% plus £40,224	20.1% plus £41,691	B
829	St Patrick's Catholic Primary School - Romero MAC	20.1%	£36,950	£38,297	£39,693	20.1% plus £36,950	20.1% plus £38,297	20.1% plus £39,693	B
830	Cardinal Wiseman Catholic School - Romero MAC	20.1%	£156k	£162k	£168k	20.1% plus £156k	20.1% plus £162k	20.1% plus £168k	B
831	Corpus Christi Catholic Primary School - Romero MAC	20.1%	£34,587	£35,848	£37,154	20.1% plus £34,587	20.1% plus £35,848	20.1% plus £37,154	B
952	Romero Catholic Academy (The)	20.1%	£1,052	£1,090	£1,130	20.1% plus £1,052	20.1% plus £1,090	20.1% plus £1,130	A
Ryders Hayes Academy Trust									
417	Ryder Hayes Academy Trust	18.7%	£24,562	£25,457	£26,385	18.7% plus £24,562	18.7% plus £25,457	18.7% plus £26,385	
Sevak Educational Trust									
854	Seva Free School - Sevak Educational Trust	19.8%	-	-	-	19.8%	19.8%	19.8%	
SHINE Academies									
795	Northwood Park Primary Academy - SHINE Academies	18.7%	£40,630	£42,111	£43,646	18.7% plus £40,630	18.7% plus £42,111	18.7% plus £43,646	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
977	Lodge Farm Primary School- SHINE Academies	18.7%	£48,885	£50,667	£52,515	18.7% plus £48,885	18.7% plus £50,667	18.7% plus £52,515	
1202	Villiers Primary School - SHINE Academies	18.7%	£66,679	£69,110	£71,630	18.7% plus £66,679	18.7% plus £69,110	18.7% plus £71,630	
Shireland Collegiate Academy Trust									
347	The Collegiate Academy Trust	19.9%	£15,332	£15,891	£16,471	19.9% plus £15,332	19.9% plus £15,891	19.9% plus £16,471	
1108	Thorns Collegiate Academy	19.9%	£52,485	£54,399	£56,382	19.9% plus £52,485	19.9% plus £54,399	19.9% plus £56,382	
1111	Holyhead Primary Academy	19.9%	£18,488	£19,162	£19,860	19.9% plus £18,488	19.9% plus £19,162	19.9% plus £19,860	
1229	Tameside Primary Academy - Shireland Collegiate Academy Trust	19.9%	£105k	£109k	£113k	19.9% plus £105k	19.9% plus £109k	19.9% plus £113k	
Sidney Stringer Academy Trust									
389	Sidney Stringer Academy Trust	19.0%	£139k	£144k	£150k	19.0% plus £139k	19.0% plus £144k	19.0% plus £150k	
751	Radford Primary Academy - Sidney Stringer Academy Trust	19.0%	£21,803	£22,598	£23,421	19.0% plus £21,803	19.0% plus £22,598	19.0% plus £23,421	
752	Ernesford Grange Community Academy - Sidney Stringer Academy Trust	19.0%	£161k	£167k	£173k	19.0% plus £161k	19.0% plus £167k	19.0% plus £173k	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
779	Riverbank Academy - Sidney Stringer Academy Trust	19.0%	£53,152	£55,090	£57,098	19.0% plus £53,152	19.0% plus £55,090	19.0% plus £57,098	
941	Sidney Stringer Free Primary School - Sidney Stringer Academy Trust	19.0%	£5,091	£5,277	£5,469	19.0% plus £5,091	19.0% plus £5,277	19.0% plus £5,469	
St Bartholomew's CE MAT									
1037	St Bartholomew's C of E Primary School (St Batholomews's CE Multi Academy Trust)	20.1%	£20,192	£20,928	£21,691	20.1% plus £20,192	20.1% plus £20,928	20.1% plus £21,691	B
1138	Woodfield Primary School	20.1%	£68,564	£71,064	£73,655	20.1% plus £68,564	20.1% plus £71,064	20.1% plus £73,655	B
St Catherine of Siena MAC									
846	St Gregory's Academy - St Catherine of Siena MAC	20.9%	£16,461	£17,061	£17,684	20.9% plus £16,461	20.9% plus £17,061	20.9% plus £17,684	
847	Our Lady and St Hubert's Primary Academy - St Catherine of Siena MAC	20.9%	£23,687	£24,550	£25,445	20.9% plus £23,687	20.9% plus £24,550	20.9% plus £25,445	
848	St Francis Xavier Academy - St Catherine of Siena MAC	20.9%	£40,662	£42,144	£43,681	20.9% plus £40,662	20.9% plus £42,144	20.9% plus £43,681	
849	St Philip's Catholic Primary Academy - St Catherine of Siena MAC	20.9%	£29,495	£30,571	£31,685	20.9% plus £29,495	20.9% plus £30,571	20.9% plus £31,685	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
St Chad's Academies Trust									
703	Birchills Academy - St Chads Academies Trust	19.3%	£46,967	£48,679	£50,454	19.3% plus £46,967	19.3% plus £48,679	19.3% plus £50,454	
777	St Judes Academy - St Chad's Academies Trust	19.3%	£57,492	£59,589	£61,761	19.3% plus £57,492	19.3% plus £59,589	19.3% plus £61,761	
832	All Saints National Academy- St Chad's Academy Trust	19.3%	£20,647	£21,400	£22,180	19.3% plus £20,647	19.3% plus £21,400	19.3% plus £22,180	
878	St John's C of E Primary Academy - St. Chad's Academy Trust	19.3%	£13,641	£14,139	£14,654	19.3% plus £13,641	19.3% plus £14,139	19.3% plus £14,654	
1310	Trinity C of E Primary Academy - St Chads Academy Trust	19.3%	£78,157	£81,007	£83,960	19.3% plus £78,157	19.3% plus £81,007	19.3% plus £83,960	
St Francis and St Clare Catholic MAC									
719	St Edmund's Catholic Academy - St Francis and St Clare Catholic MAC	20.9%	£131k	£136k	£141k	20.9% plus £131k	20.9% plus £136k	20.9% plus £141k	
720	SS Mary and St John's Academy - St Francis and St Clare Catholic MAC	20.9%	£8,195	£8,494	£8,804	20.9% plus £8,195	20.9% plus £8,494	20.9% plus £8,804	
721	St Teresa's Catholic Primary Academy - St Francis and St Clare Catholic MAC	20.9%	£13,150	£13,629	£14,126	20.9% plus £13,150	20.9% plus £13,629	20.9% plus £14,126	
723	The Giffard Catholic Primary Academy and Nursery - St Francis and St Clare Catholic MAC	20.9%	£32,235	£33,411	£34,629	20.9% plus £32,235	20.9% plus £33,411	20.9% plus £34,629	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
725	St Michael's Catholic Primary Academy and Nursery - St Francis and St Clare Catholic MAC	20.9%	£21,593	£22,381	£23,196	20.9% plus £21,593	20.9% plus £22,381	20.9% plus £23,196	
896	Holy Rosary Catholic Primary - St Francis and St Clare Catholic MAC	20.9%	£29,365	£30,435	£31,545	20.9% plus £29,365	20.9% plus £30,435	20.9% plus £31,545	
897	St Mary's Catholic Primary - St Francis and St Clare Catholic MAC	20.9%	£63,034	£65,332	£67,714	20.9% plus £63,034	20.9% plus £65,332	20.9% plus £67,714	
898	Our Lady and St Chad's Catholic Sports College - St Francis and St Clare Catholic MAC	20.9%	£79,928	£82,842	£85,863	20.9% plus £79,928	20.9% plus £82,842	20.9% plus £85,863	
899	Corpus Christi Catholic Primary - St Francis and St Clare Catholic MAC	20.9%	£34,435	£35,690	£36,991	20.9% plus £34,435	20.9% plus £35,690	20.9% plus £36,991	
St John Bosco Catholic Academy Trust									
727	St Joseph's Academy - St John Bosco CAT	20.5%	£3,653	£3,786	£3,924	20.5% plus £3,653	20.5% plus £3,786	20.5% plus £3,924	
728	Bishop Milner Academy - St John Bosco CAT	20.5%	£57,492	£59,588	£61,761	20.5% plus £57,492	20.5% plus £59,588	20.5% plus £61,761	
729	St Chads Academy - St John Bosco CAT	20.5%	£19,371	£20,077	£20,809	20.5% plus £19,371	20.5% plus £20,077	20.5% plus £20,809	
St Martin's MAT									
881	St Martin's C of E Primary School - St. Martin's MAT	17.6%	£10,709	£11,099	£11,504	17.6% plus £10,709	17.6% plus £11,099	17.6% plus £11,504	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
887	Field View Primary School - St Martin's MAT	17.6%	£46,496	£48,191	£49,948	17.6% plus £46,496	17.6% plus £48,191	17.6% plus £49,948	
965	Grove Primary School- St Martin's Multi Academy Trust	17.6%	£46,920	£48,631	£50,404	17.6% plus £46,920	17.6% plus £48,631	17.6% plus £50,404	
St Nicholas Owen Catholic MAC									
863	St Joseph's Catholic Primary School - St Nicholas Owen MAC	22.6%	£11,246	£11,656	£12,081	22.6% plus £11,246	22.6% plus £11,656	22.6% plus £12,081	
864	Our Lady of Fatima Catholic Primary School - St. Nicholas Owen Catholic MAC	22.6%	£23,460	£24,316	£25,202	22.6% plus £23,460	22.6% plus £24,316	22.6% plus £25,202	
865	St Mary's Catholic Primary School - St Nicholas Owen Catholic MAC	22.6%	£15,686	£16,258	£16,850	22.6% plus £15,686	22.6% plus £16,258	22.6% plus £16,850	
St Peters Church of England Academy Trust									
557	St Peters Church of England Academy Trust	22.8%	£96,629	£100,152	£103,803	22.8% plus £96,629	22.8% plus £100k	22.8% plus £104k	
St Stephen's Church of England Multi Academy Trust									
1110	St Stephen's Church of England Primary School	19.2%	£22,360	£23,175	£24,020	19.2% plus £22,360	19.2% plus £23,175	19.2% plus £24,020	
1113	Parkfield Primary School	19.2%	£22,630	£23,455	£24,310	19.2% plus £22,630	19.2% plus £23,455	19.2% plus £24,310	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Stanton Bridge MAT									
1049	Stanton Bridge Primary School	18.6%	£6,217	£6,443	£6,678	18.6% plus £6,217	18.6% plus £6,443	18.6% plus £6,678	
Star Academies									
1171	Small Heath Leadership Academy - Star Academies	23.0%	£110k	£114k	£118k	23.0% plus £110k	23.0% plus £114k	23.0% plus £118k	
Stour Vale Academy Trust									
471	Earls High School (The)	22.4%	£39,953	£41,410	£42,920	22.4% plus £39,953	22.4% plus £41,410	22.4% plus £42,920	
669	Redhill School	22.4%	£86,780	£89,944	£93,223	22.4% plus £86,780	22.4% plus £89,944	22.4% plus £93,223	
772	Ridgewood High School - Stour Vale Academy Trust	22.4%	£59,680	£61,856	£64,111	22.4% plus £59,680	22.4% plus £61,856	22.4% plus £64,111	
1151	Olive Hill Primary School	22.4%	£23,154	£23,998	£24,873	22.4% plus £23,154	22.4% plus £23,998	22.4% plus £24,873	
Streetsbrook Academy Trust									
1006	Streetsbrook Infant and Early Years Academy- Streetsbrook Academy Trust	18.1%	£39,321	£40,755	£42,240	18.1% plus £39,321	18.1% plus £40,755	18.1% plus £42,240	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Summer Park MAT									
708	Jubilee Park Academy Trust - Summer Park MAT	18.1%	£44,178	£45,789	£47,458	18.1% plus £44,178	18.1% plus £45,789	18.1% plus £47,458	
1023	Summerhill Primary Academy	18.1%	£102k	£105k	£109k	18.1% plus £102k	18.1% plus £105k	18.1% plus £109k	
Summit Learning Trust									
415	Ninestiles Academy Trust - Summit Learning Trust	21.0%	£159k	£165k	£171k	21.0% plus £159k	21.0% plus £165k	21.0% plus £171k	A
526	Erdington Hall Primary Academy - Summit Learning Trust	21.0%	£38,209	£39,602	£41,046	21.0% plus £38,209	21.0% plus £39,602	21.0% plus £41,046	A
656	Oaklands Primary - Summit Learning Trust	21.0%	£26,225	£27,181	£28,172	21.0% plus £26,225	21.0% plus £27,181	21.0% plus £28,172	A
700	Yarnfield Academy - Summit Learning Trust	21.0%	£94,495	£97,940	£101,511	21.0% plus £94,495	21.0% plus £97,940	21.0% plus £102k	A
713	Pegasus Academy - Summit Learning Trust	21.0%	£22,865	£23,699	£24,563	21.0% plus £22,865	21.0% plus £23,699	21.0% plus £24,563	A
911	Lyndon Academy - Summit Learning Trust	21.0%	£76,942	£79,747	£82,655	21.0% plus £76,942	21.0% plus £79,747	21.0% plus £82,655	A
1078	Cockshut Hill School - Summit Learning Trust	21.0%	£111k	£115k	£119k	21.0% plus £111k	21.0% plus £115k	21.0% plus £119k	A

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1147	The Sixth Form College Solihull - Ninestiles Academy Trust	21.0%	-	-	-	21.0%	21.0%	21.0%	
Sutton Coldfield Grammar School for Girls Academy Trust									
425	Sutton Coldfield Grammar School for Girls Academy Trust	21.8%	£96,398	£99,913	£103,555	21.8% plus £96,398	21.8% plus £99,913	21.8% plus £104k	B
The Core Education Trust									
478	Rockwood Academy - The Core Education Trust	18.0%	£77,545	£80,372	£83,302	18.0% plus £77,545	18.0% plus £80,372	18.0% plus £83,302	
545	Nansen Primary School - The Core Education Trust	18.0%	£108k	£112k	£116k	18.0% plus £108k	18.0% plus £112k	18.0% plus £116k	
1204	City Academy - The Core Education Trust	18.0%	£1,676	£1,737	£1,800	18.0% plus £1,676	18.0% plus £1,737	18.0% plus £1,800	
1205	Jewellery Quarter Academy - The CORE Education Trust	18.0%	-	-	-	18.0%	18.0%	18.0%	
1206	Central Academy - The Core Education Trust	18.0%	£3,827	£3,967	£4,111	18.0% plus £3,827	18.0% plus £3,967	18.0% plus £4,111	
1207	Arena Academy - The CORE Education Trust	18.0%	£25,167	£26,085	£27,036	18.0% plus £25,167	18.0% plus £26,085	18.0% plus £27,036	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
The Elliot Foundation Academies Trust									
566	Croft Primary Academy - The Elliot Foundation Trust	19.8%	£32,195	£33,368	£34,585	19.8% plus £32,195	19.8% plus £33,368	19.8% plus £34,585	
576	Kings Rise Academy - The Elliot Foundation Academy Trust	19.8%	£51,064	£52,925	£54,855	19.8% plus £51,064	19.8% plus £52,925	19.8% plus £54,855	
634	Shirestone Community Academy - The Elliot Foundation Academies Trust	19.8%	£40,237	£41,704	£43,225	19.8% plus £40,237	19.8% plus £41,704	19.8% plus £43,225	
641	Woods Bank Academy - The Elliot Foundation Academies Trust	19.8%	£51,224	£53,091	£55,027	19.8% plus £51,224	19.8% plus £53,091	19.8% plus £55,027	
647	Billesley Primary Academy - The Elliot Foundation Academies Trust	19.8%	£66,160	£68,573	£71,073	19.8% plus £66,160	19.8% plus £68,573	19.8% plus £71,073	
694	George Betts Academy - The Elliot Foundation Academies Trust	19.8%	£81,557	£84,530	£87,612	19.8% plus £81,557	19.8% plus £84,530	19.8% plus £87,612	
697	Shireland Hall Academy - The Elliot Foundation Academies Trust	19.8%	£86,859	£90,026	£93,308	19.8% plus £86,859	19.8% plus £90,026	19.8% plus £93,308	
726	Tiverton Academy - Elliot Foundation Academies Trust	19.8%	£53,299	£55,243	£57,257	19.8% plus £53,299	19.8% plus £55,243	19.8% plus £57,257	
1079	Chandos Primary School	19.8%	£94,048	£97,476	£101,030	19.8% plus £94,048	19.8% plus £97,476	19.8% plus £101k	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
The Futures Trust									
701	President Kennedy School	20.6%	£166k	£173k	£179k	20.6% plus £166k	20.6% plus £173k	20.6% plus £179k	
904	Barr's Hill School Academy - The Futures Trust	20.6%	£81,022	£83,976	£87,038	20.6% plus £81,022	20.6% plus £83,976	20.6% plus £87,038	
1064	Parkgate Primary School - The Futures Trust	20.6%	£66,751	£69,184	£71,707	20.6% plus £66,751	20.6% plus £69,184	20.6% plus £71,707	
1070	Keresley Grange Primary Academy - The Futures Trust	20.6%	£33,993	£35,233	£36,517	20.6% plus £33,993	20.6% plus £35,233	20.6% plus £36,517	
1126	Stoke Park School	20.6%	£58,616	£60,753	£62,968	20.6% plus £58,616	20.6% plus £60,753	20.6% plus £62,968	
The Khalsa Academies Trust									
921	British Sikh School (The) - The Khalsa Academies Trust	20.3%	£160	£166	£172	20.3% plus £160	20.3% plus £166	20.3% plus £172	
The Mercian Trust									
420	Shire Oak Academy	20.9%	£100k	£104k	£108k	20.9% plus £100k	20.9% plus £104k	20.9% plus £108k	A
423	Queen Mary's High School - The Mercian Trust	20.9%	£56,143	£58,190	£60,311	20.9% plus £56,143	20.9% plus £58,190	20.9% plus £60,311	A

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
424	Queen Mary's Grammar School - The Mercian Trust	20.9%	£51,235	£53,103	£55,038	20.9% plus £51,235	20.9% plus £53,103	20.9% plus £55,038	A
496	Aldridge School	20.9%	£81,066	£84,021	£87,084	20.9% plus £81,066	20.9% plus £84,021	20.9% plus £87,084	A
760	Walsall Studio School	20.9%	-	-	-	20.9%	20.9%	20.9%	
1293	The Ladder School - The Mercian Trust	20.9%	£474	£491	£509	20.9% plus £474	20.9% plus £491	20.9% plus £509	A
The Shaw Education Trust									
1061	Great Barr Academy - The Shaw Education Trust	21.7%	£285k	£295k	£306k	21.7% plus £285k	21.7% plus £295k	21.7% plus £306k	
The Waverley Education Foundation Ltd									
761	Waverley Studio College	19.5%	-	-	-	19.5%	19.5%	19.5%	
912	Waverley School - The Waverley Education Foundation Ltd	19.5%	£128k	£133k	£138k	19.5% plus £128k	19.5% plus £133k	19.5% plus £138k	
Thomas Telford MAT									
284	Walsall Academy - Thomas Telford MAT	21.4%	-	-	-	21.4%	21.4%	21.4%	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
336	Sandwell Academy - Thomas Telford MAT	21.4%	£37,686	£39,060	£40,484	21.4% plus £37,686	21.4% plus £39,060	21.4% plus £40,484	
Timberley Academy Trust									
507	Timberley Academy Trust	19.4%	£31,292	£32,433	£33,615	19.4% plus £31,292	19.4% plus £32,433	19.4% plus £33,615	
Triumph MAT									
1059	Courthouse Green Primary School	18.6%	£73,090	£75,755	£78,517	18.6% plus £73,090	18.6% plus £75,755	18.6% plus £78,517	C
Tudor Grange Academies Trust									
364	Tudor Grange Academy Kingshurst - Tudor Grange Academy Trust	20.2%	£5,207	£5,397	£5,593	20.2% plus £5,207	20.2% plus £5,397	20.2% plus £5,593	
404	Tudor Grange Academy Solihull Trust	20.2%	£104k	£108k	£112k	20.2% plus £104k	20.2% plus £108k	20.2% plus £112k	
658	Tudor Grange Primary Academy St James	20.2%	-	-	-	20.2%	20.2%	20.2%	
United Learning Academies									
693	Timbertree Primary - United Learning Academies	19.4%	£13,787	£14,290	£14,810	19.4% plus £13,787	19.4% plus £14,290	19.4% plus £14,810	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
696	Corngreaves Primary - United Learning Academies	19.4%	£25,086	£26,001	£26,949	19.4% plus £25,086	19.4% plus £26,001	19.4% plus £26,949	
University College Birmingham Partnership Trust									
1270	Wilson Stuart UCB Partnership Trust	20.4%	£1,818	£1,884	£1,953	20.4% plus £1,818	20.4% plus £1,884	20.4% plus £1,953	B
University of Wolverhampton MAT									
633	Tame Valley Academy - University of Wolverhampton MAT	21.3%	£14,951	£15,496	£16,061	21.3% plus £14,951	21.3% plus £15,496	21.3% plus £16,061	
671	Edgar Stammers Academy - University of Wolverhampton MAT	21.3%	£31,779	£32,938	£34,138	21.3% plus £31,779	21.3% plus £32,938	21.3% plus £34,138	
705	Fairway School - University of Wolverhampton MAT	21.3%	£44,013	£45,618	£47,281	21.3% plus £44,013	21.3% plus £45,618	21.3% plus £47,281	
731	Reaside Academy - University of Wolverhampton MAT	21.3%	£18,370	£19,040	£19,734	21.3% plus £18,370	21.3% plus £19,040	21.3% plus £19,734	
742	Orchards Primary Academy - University of Wolverhampton MAT	21.3%	£44,086	£45,693	£47,359	21.3% plus £44,086	21.3% plus £45,693	21.3% plus £47,359	
746	Woodhouse Primary Academy - University of Wolverhampton MAT	21.3%	£111k	£115k	£119k	21.3% plus £111k	21.3% plus £115k	21.3% plus £119k	
770	University of Wolverhampton MAT	21.3%	-	-	-	21.3%	21.3%	21.3%	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
794	Smestow School - University of Wolverhampton MAT	21.3%	£160k	£166k	£172k	21.3% plus £160k	21.3% plus £166k	21.3% plus £172k	
816	Heathlands Academy - University of Wolverhampton MAT	21.3%	£61,072	£63,299	£65,606	21.3% plus £61,072	21.3% plus £63,299	21.3% plus £65,606	
817	Wednesfield High School - University of Wolverhampton MAT	21.3%	£114k	£118k	£122k	21.3% plus £114k	21.3% plus £118k	21.3% plus £122k	
818	Albert Bradbeer Junior School - University of Wolverhampton MAT	21.3%	£108k	£112k	£116k	21.3% plus £108k	21.3% plus £112k	21.3% plus £116k	
Victoria Academies Trust									
525	Victoria Park Primary Academy	21.2%	£55,417	£57,437	£59,531	21.2% plus £55,417	21.2% plus £57,437	21.2% plus £59,531	
853	Devonshire Infant Academy - Victoria Academies Trust	21.2%	£93,071	£96,464	£99,981	21.2% plus £93,071	21.2% plus £96,464	21.2% plus £99,981	
856	Devonshire Junior Academy - Victoria Academies Trust	21.2%	£43,313	£44,892	£46,529	21.2% plus £43,313	21.2% plus £44,892	21.2% plus £46,529	
922	Northfield Manor Primary Academy - Victoria Academy Trust	21.2%	£68,624	£71,126	£73,719	21.2% plus £68,624	21.2% plus £71,126	21.2% plus £73,719	
1000	Fibbersley Park Academy- Victoria Academies Trust	21.2%	£57,915	£60,027	£62,215	21.2% plus £57,915	21.2% plus £60,027	21.2% plus £62,215	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Washwood Heath MAT									
685	Washwood Heath Academy - Washwood Heath MAT	20.7%	£272k	£282k	£292k	20.7% plus £272k	20.7% plus £282k	20.7% plus £292k	
872	Brownmead Primary Academy - Washwood Heath MAT	20.7%	£45,810	£47,481	£49,212	20.7% plus £45,810	20.7% plus £47,481	20.7% plus £49,212	
903	Saltley Academy - Washwood Heath MAT	20.7%	£120k	£125k	£129k	20.7% plus £120k	20.7% plus £125k	20.7% plus £129k	
1018	Gossey Lane Academy- Washwood Heath MAT	20.7%	£47,726	£49,466	£51,269	20.7% plus £47,726	20.7% plus £49,466	20.7% plus £51,269	
1062	Firs Primary School - Washwood Heath MAT	20.7%	£116k	£120k	£125k	20.7% plus £116k	20.7% plus £120k	20.7% plus £125k	
1063	Topcliffe School - Washwood Heath MAT	20.7%	£85,968	£89,102	£92,351	20.7% plus £85,968	20.7% plus £89,102	20.7% plus £92,351	
1115	Tile Cross Academy	20.7%	£66,310	£68,727	£71,233	20.7% plus £66,310	20.7% plus £68,727	20.7% plus £71,233	
Westminster Academy Trust									
1066	Westminster Primary School - Westminster Academy Trust	20.1%	£69,423	£71,954	£74,577	20.1% plus £69,423	20.1% plus £71,954	20.1% plus £74,577	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Windsor Academy Trust									
413	Windsor High School and Sixth Form	20.6%	£56,941	£59,017	£61,168	20.6% plus £56,941	20.6% plus £59,017	20.6% plus £61,168	
456	The Kingswinford School	20.6%	£15,646	£16,216	£16,807	20.6% plus £15,646	20.6% plus £16,216	20.6% plus £16,807	
575	Goldsmith Primary Academy - Windsor Academy Trust	20.6%	£37,799	£39,178	£40,606	20.6% plus £37,799	20.6% plus £39,178	20.6% plus £40,606	
754	Rivers Primary Academy - Windsor Academy Trust	20.6%	£19,771	£20,492	£21,239	20.6% plus £19,771	20.6% plus £20,492	20.6% plus £21,239	
936	Manor Way Primary Academy - Windsor Academy Trust	20.6%	£16,521	£17,123	£17,748	20.6% plus £16,521	20.6% plus £17,123	20.6% plus £17,748	
1041	Tenterfields Primary Academy	20.6%	£18,182	£18,845	£19,532	20.6% plus £18,182	20.6% plus £18,845	20.6% plus £19,532	
1075	Colley Lane Primary Academy	20.6%	£105k	£109k	£113k	20.6% plus £105k	20.6% plus £109k	20.6% plus £113k	
Wood Green Academy Trust									
414	Wood Green Academy	19.1%	£62,810	£65,100	£67,474	19.1% plus £62,810	19.1% plus £65,100	19.1% plus £67,474	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
305	Grace Academy	20.5%	£41,493	£43,005	£44,573	20.5% plus £41,493	20.5% plus £43,005	20.5% plus £44,573	
365	RSA Academy	19.6%	£17,283	£17,913	£18,566	19.6% plus £17,283	19.6% plus £17,913	19.6% plus £18,566	
397	Harborne Academy	20.2%	£67,718	£70,186	£72,745	20.2% plus £67,718	20.2% plus £70,186	20.2% plus £72,745	
402	Park Hall Infant Academy	22.7%	£29,209	£30,274	£31,378	22.7% plus £29,209	22.7% plus £30,274	22.7% plus £31,378	A
403	St Patricks Church of England Primary Academy	21.6%	£9,428	£9,771	£10,128	21.6% plus £9,428	21.6% plus £9,771	21.6% plus £10,128	
416	Lordswood Girls School and Sixth Form Centre - Lordswood Academies Trust	19.4%	£31,519	£32,668	£33,859	19.4% plus £31,519	19.4% plus £32,668	19.4% plus £33,859	
418	Kings Norton Girl's School and Language College	18.8%	£28,368	£29,402	£30,474	18.8% plus £28,368	18.8% plus £29,402	18.8% plus £30,474	B
421	Bartley Green School	20.0%	-1.7% plus £63,057	-0.8% plus £65,356	£67,739	18.3% plus £63,057	19.2% plus £65,356	20.0% plus £67,739	A
422	Blue Coat Church of England Academy Limited (The)	19.1%	£64,033	£66,368	£68,787	19.1% plus £64,033	19.1% plus £66,368	19.1% plus £68,787	
426	Whitley Academy	19.9%	£46,083	£47,764	£49,505	19.9% plus £46,083	19.9% plus £47,764	19.9% plus £49,505	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
429	Heart of England School	23.3%	£61,930	£64,188	£66,528	23.3% plus £61,930	23.3% plus £64,188	23.3% plus £66,528	
430	Light Hall School	20.8%	£53,230	£55,171	£57,182	20.8% plus £53,230	20.8% plus £55,171	20.8% plus £57,182	
434	Rookery School	21.2%	£48,657	£50,431	£52,269	21.2% plus £48,657	21.2% plus £50,431	21.2% plus £52,269	
436	Langley School	22.2%	£67,992	£70,470	£73,040	22.2% plus £67,992	22.2% plus £70,470	22.2% plus £73,040	B
437	Alderbrook School	23.3%	£78,544	£81,408	£84,376	23.3% plus £78,544	23.3% plus £81,408	23.3% plus £84,376	A
440	Holyhead School	20.5%	£76,047	£78,819	£81,693	20.5% plus £76,047	20.5% plus £78,819	20.5% plus £81,693	
442	The West Coventry Academy	22.8%	£102k	£105k	£109k	22.8% plus £102k	22.8% plus £105k	22.8% plus £109k	
443	Deanery Church of England School	22.0%	£42,138	£43,674	£45,266	22.0% plus £42,138	22.0% plus £43,674	22.0% plus £45,266	
445	Oldbury Academy	20.6%	£66,597	£69,025	£71,541	20.6% plus £66,597	20.6% plus £69,025	20.6% plus £71,541	A
446	Hillcrest School and Sixth Form Centre	20.8%	£36,299	£37,623	£38,994	20.8% plus £36,299	20.8% plus £37,623	20.8% plus £38,994	
455	Arthur Terry Learning Partnership	21.2%	£408k	£423k	£439k	21.2% plus £408k	21.2% plus £423k	21.2% plus £439k	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
463	Streetly Academy (The)	20.3%	£99,688	£103,322	£107,089	20.3% plus £99,688	20.3% plus £103k	20.3% plus £107k	B
474	Park Hall Junior Academy	21.8%	£17,685	£18,330	£18,998	21.8% plus £17,685	21.8% plus £18,330	21.8% plus £18,998	A
475	Joseph Leckie Academy Trust	20.5%	£167k	£173k	£179k	20.5% plus £167k	20.5% plus £173k	20.5% plus £179k	
477	Hall Green Secondary School	21.6%	£87,289	£90,472	£93,770	21.6% plus £87,289	21.6% plus £90,472	21.6% plus £93,770	B
480	Bishop Vesey's Grammar School	22.8%	£58,173	£60,294	£62,492	22.8% plus £58,173	22.8% plus £60,294	22.8% plus £62,492	B
481	Mesty Croft Academy	20.2%	£16,145	£16,734	£17,344	20.2% plus £16,145	20.2% plus £16,734	20.2% plus £17,344	B
487	Education Impact Academy Trust	17.5%	£85,853	£88,983	£92,227	17.5% plus £85,853	17.5% plus £88,983	17.5% plus £92,227	B
488	Hockley Heath Academy	21.7%	£9,302	£9,641	£9,992	21.7% plus £9,302	21.7% plus £9,641	21.7% plus £9,992	
493	Warren Farm Primary School	20.0%	£33,300	£34,514	£35,772	20.0% plus £33,300	20.0% plus £34,514	20.0% plus £35,772	
499	St John's C of E Primary School	20.8%	£62,171	£64,438	£66,787	20.8% plus £62,171	20.8% plus £64,438	20.8% plus £66,787	
501	Coundon Court Academy	19.8%	£118k	£122k	£126k	19.8% plus £118k	19.8% plus £122k	19.8% plus £126k	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
506	Barr View Primary & Nursery Academy	20.8%	£39,939	£41,395	£42,904	20.8% plus £39,939	20.8% plus £41,395	20.8% plus £42,904	
528	Woodlands Academy of Learning	20.7%	£29,720	£30,803	£31,926	20.7% plus £29,720	20.7% plus £30,803	20.7% plus £31,926	
533	Aston University Engineering Academy Birmingham	19.4%	£10,616	£11,003	£11,404	19.4% plus £10,616	19.4% plus £11,003	19.4% plus £11,404	
537	St Mary's C of E Primary Academy and Nursery	23.5%	£36,676	£38,013	£39,399	23.5% plus £36,676	23.5% plus £38,013	23.5% plus £39,399	
544	George Dixon Academy	21.0%	£62,662	£64,947	£67,315	21.0% plus £62,662	21.0% plus £64,947	21.0% plus £67,315	
565	EBN Free School	19.7%	-	-	-	19.7%	19.7%	19.7%	
579	Greenholm Primary School	19.8%	£42,513	£44,062	£45,669	19.8% plus £42,513	19.8% plus £44,062	19.8% plus £45,669	
587	Birmingham Ormiston Academy	17.5%	£12,136	£12,578	£13,037	17.5% plus £12,136	17.5% plus £12,578	17.5% plus £13,037	B
639	Yardleys School	21.1%	£118k	£122k	£127k	21.1% plus £118k	21.1% plus £122k	21.1% plus £127k	
652	James Brindley School	19.8%	£161k	£167k	£173k	19.8% plus £161k	19.8% plus £167k	19.8% plus £173k	
673	Knowle C of E Primary Academy	22.2%	£43,010	£44,578	£46,203	22.2% plus £43,010	22.2% plus £44,578	22.2% plus £46,203	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
683	Acocks Green Primary Academy	21.4%	£70,657	£73,233	£75,903	21.4% plus £70,657	21.4% plus £73,233	21.4% plus £75,903	B
712	Silvertrees Academy Trust	20.0%	£60,121	£62,313	£64,584	20.0% plus £60,121	20.0% plus £62,313	20.0% plus £64,584	
730	Bentley Heath Church of England Primary School	21.6%	£32,361	£33,541	£34,763	21.6% plus £32,361	21.6% plus £33,541	21.6% plus £34,763	
744	Wednesbury Oak Primary Academy	19.4%	£47,537	£49,270	£51,067	19.4% plus £47,537	19.4% plus £49,270	19.4% plus £51,067	
745	Robin Hood Academy	20.5%	£87,984	£91,192	£94,516	20.5% plus £87,984	20.5% plus £91,192	20.5% plus £94,516	
749	Broadway Academy	21.7%	£151k	£157k	£163k	21.7% plus £151k	21.7% plus £157k	21.7% plus £163k	
762	Twickenham Primary Academy	21.2%	£70,970	£73,558	£76,240	21.2% plus £70,970	21.2% plus £73,558	21.2% plus £76,240	B
766	St Paul's C of E Primary Academy	20.9%	£26,019	£26,968	£27,951	20.9% plus £26,019	20.9% plus £26,968	20.9% plus £27,951	
768	Leigh Primary Academy - Leigh Trust	20.2%	£154k	£160k	£165k	20.2% plus £154k	20.2% plus £160k	20.2% plus £165k	
776	Wolverhampton Girls High School	22.0%	£82,575	£85,585	£88,705	22.0% plus £82,575	22.0% plus £85,585	22.0% plus £88,705	B
784	Reach Free School	18.4%	£4,502	£4,667	£4,837	18.4% plus £4,502	18.4% plus £4,667	18.4% plus £4,837	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
785	WMG Academy for Young Engineers	20.6%	-	-	-	20.6%	20.6%	20.6%	
787	Cottesbrooke Infant and Nursery School	23.7%	£53,404	£55,351	£57,369	23.7% plus £53,404	23.7% plus £55,351	23.7% plus £57,369	
796	Marston Green Infant Academy	19.7%	£36,576	£37,910	£39,292	19.7% plus £36,576	19.7% plus £37,910	19.7% plus £39,292	B
797	Smith's Wood Primary School	20.3%	£72,486	£75,129	£77,868	20.3% plus £72,486	20.3% plus £75,129	20.3% plus £77,868	C
850	The University of Birmingham School	17.0%	£4,232	£4,386	£4,546	17.0% plus £4,232	17.0% plus £4,386	17.0% plus £4,546	
866	Calthorpe Academy	18.1%	£340k	£352k	£365k	18.1% plus £340k	18.1% plus £352k	18.1% plus £365k	B
868	Hillstone Junior and Infants Academy	20.4%	£95,553	£99,037	£102,647	20.4% plus £95,553	20.4% plus £99,037	20.4% plus £103k	
932	Edge Academy (The)	22.1%	-	-	-	22.1%	22.1%	22.1%	
938	West Midlands Construction UTC Trust	19.0%	£2,356	£2,441	£2,530	19.0% plus £2,356	19.0% plus £2,441	19.0% plus £2,530	
944	Health Futures UTC	17.7%	-	-	-	17.7%	17.7%	17.7%	
948	King Solomon International Business School (The)	20.4%	£1,489	£1,544	£1,600	20.4% plus £1,489	20.4% plus £1,544	20.4% plus £1,600	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
956	Highfields School	20.7%	£156k	£162k	£168k	20.7% plus £156k	20.7% plus £162k	20.7% plus £168k	
1104	WMG Academy for Young Engineers (Solihull)	21.4%	-	-	-	21.4%	21.4%	21.4%	
1273	Solihull Alternative Provision Academy	17.7%	£3,134	£3,248	£3,366	17.7% plus £3,134	17.7% plus £3,248	17.7% plus £3,366	
1275	Titan Aston Academy (Titan Education Trust)	17.9%	-	-	-	17.9%	17.9%	17.9%	
Transferee admission bodies									
244	Galliford (UK) Limited	29.4%	-17.6%	-17.6%	-17.6%	11.8%	11.8%	11.8%	
276	Amey Highways Limited	21.9%	-11.0%	-11.0%	-11.0%	10.9%	10.9%	10.9%	
306	Pell Frischmann Consultants Ltd	30.6%	-12.2%	-12.2%	-12.2%	18.4%	18.4%	18.4%	
317	Mitie PFI Limited	37.1%	-16.7%	-16.7%	-16.7%	20.4%	20.4%	20.4%	
325	Integral UK Limited (Coventry)	32.3%	-9.5%	-9.5%	-9.5%	22.8%	22.8%	22.8%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
332	Service Birmingham Ltd	19.2%	-19.2%	-19.2%	-19.2%	-	-	-	
342	Engie Services Limited	28.0%	-2.4%	-2.4%	-2.4%	25.6%	25.6%	25.6%	
352	Enterprise Managed Services Ltd (Solihull)	27.7%	-9.8%	-9.8%	-9.8%	17.9%	17.9%	17.9%	
359	Housing 21	26.8%	-15.2%	-15.2%	-15.2%	11.6%	11.6%	11.6%	
367	BAM Construct UK Limited	23.5%	-4.3%	-4.3%	-4.3%	19.2%	19.2%	19.2%	
370	Tarmac Limited	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
384	Agilisys Limited (Rowley/Smethwick)	21.0%	-20.0%	-20.0%	-20.0%	1.0%	1.0%	1.0%	
388	KGB Cleaning & Support Services Limited (Bishop Ulathorne)	31.1%	-14.8%	-14.8%	-14.8%	16.3%	16.3%	16.3%	
393	Amey LG Limited	25.5%	-1.1%	-1.1%	-1.1%	24.4%	24.4%	24.4%	
400	Balfour Beatty Living Places Ltd (Coventry)	26.9%	-10.7%	-10.7%	-10.7%	16.2%	16.2%	16.2%	
401	SERCO Limited (Sandwell)	25.8%	-2.6%	-2.6%	-2.6%	23.2%	23.2%	23.2%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
411	Agilisys Services Limited (OCOS/WODO/Tipton)	25.7%	-17.4%	-17.4%	-17.4%	8.3%	8.3%	8.3%	
428	Creative Support Limited	23.5%	-23.5%	-23.5%	-23.5%	-	-	-	
461	Lawrence Cleaning Limited (St Stephen)	23.3%	£55	£57	£59	23.3% plus £55	23.3% plus £57	23.3% plus £59	
464	NSL Limited (Solihull)	23.1%	-23.1%	-23.1%	-23.1%	-	-	-	
472	Interserve Catering Services Limited (Smethwick)	29.2%	-3.7%	-3.7%	-3.7%	25.5%	25.5%	25.5%	
473	Interserve Catering Services Limited (Rowley)	29.0%	-3.3%	-3.3%	-3.3%	25.7%	25.7%	25.7%	
486	Mytime Active	25.5%	-12.6%	-12.6%	-12.6%	12.9%	12.9%	12.9%	
510	Engie FM Limited (Broadway School)	28.2%	-5.6%	-5.6%	-5.6%	22.6%	22.6%	22.6%	
514	Engie FM Limited (Moseley School)	22.8%	-2.2%	-2.2%	-2.2%	20.6%	20.6%	20.6%	
516	Engie FM Limited (Waverley School)	27.0%	-0.7%	-0.7%	-0.7%	26.3%	26.3%	26.3%	
518	Lend Lease Construction (EMEA) Limited (Park View School)	23.6%	-3.1%	-3.1%	-3.1%	20.5%	20.5%	20.5%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
521	Lend Lease Construction (EMEA) Limited (George Dixon School)	27.6%	-2.8%	-2.8%	-2.8%	24.8%	24.8%	24.8%	
522	Lend Lease Construction (EMEA) Limited (Waverley School)	26.9%	-14.7%	-14.7%	-14.7%	12.2%	12.2%	12.2%	
523	Lend Lease Construction (EMEA) Limited (Four Dwellings School)	29.2%	-6.7%	-6.7%	-6.7%	22.5%	22.5%	22.5%	
554	Interserve FM Limited (OCOS/WODO/Tipton)	28.5%	£31,508	£32,657	£33,848	28.5% plus £31,508	28.5% plus £32,657	28.5% plus £33,848	
556	Interserve FM Limited (Rowley Campus)	27.0%	-3.6%	-3.6%	-3.6%	23.4%	23.4%	23.4%	
571	Lawrence Cleaning Limited (Parkfield)	23.8%	-0.8%	-0.8%	-0.8%	23.0%	23.0%	23.0%	
589	ABM Catering Limited (Bordesley Green School)	28.7%	-1.6%	-1.6%	-1.6%	27.1%	27.1%	27.1%	
600	Places for People Leisure Limited (Harborne Pool)	24.7%	-10.6%	-10.6%	-10.6%	14.1%	14.1%	14.1%	
613	Alliance in Partnership Limited (King Edward VI Sheldon Heath)	28.3%	-9.0%	-9.0%	-9.0%	19.3%	19.3%	19.3%	
615	Lend Lease Construction (Europe) Limited (HML Stockland Green and Broadway)	25.8%	-19.9%	-19.9%	-19.9%	5.9%	5.9%	5.9%	
616	Engie FM Limited (HM and Stockland Green School)	24.5%	-4.8%	-4.8%	-4.8%	19.7%	19.7%	19.7%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
620	Aspens Services Ltd (Gosford Park)	34.3%	-2.1%	-2.1%	-2.1%	32.2%	32.2%	32.2%	
684	Premier Support Services Limited (Alumwell Infant School)	24.8%	-3.3%	-3.3%	-3.3%	21.5%	21.5%	21.5%	
714	Alliance in Partnership Ltd (Harborne Primary School)	27.2%	-0.5%	-0.5%	-0.5%	26.7%	26.7%	26.7%	
732	Aspens-Services Limited (Phoenix Collegiate)	30.9%	-0.1%	-0.1%	-0.1%	30.8%	30.8%	30.8%	
750	Places for People Leisure Limited (Wolverhampton)	30.2%	-30.2%	-30.2%	-30.2%	-	-	-	
767	Kingswood Trust	22.9%	-4.0%	-4.0%	-4.0%	18.9%	18.9%	18.9%	
775	Aspen Services Limited (Courthouse Green)	30.5%	-2.0%	-2.0%	-2.0%	28.5%	28.5%	28.5%	
790	Alliance in Partnership Limited (Unity Cluster)	28.0%	-1.8%	-1.8%	-1.8%	26.2%	26.2%	26.2%	
791	Atalian Servest Food Co Ltd (Synergy Schools)	28.2%	-9.1%	-9.1%	-9.1%	19.1%	19.1%	19.1%	
793	APCOA Parking (UK) Limited (Wolverhampton)	24.3%	-6.8%	-6.8%	-6.8%	17.5%	17.5%	17.5%	
805	Integral UK Ltd (Hill Farm Primary School)	27.0%	-1.2%	-1.2%	-1.2%	25.8%	25.8%	25.8%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
808	ABM Catering Limited (Aldermoor School)	28.5%	-1.5%	-1.5%	-1.5%	27.0%	27.0%	27.0%	
815	Atalian Servest Food Co Ltd (John Gulson)	26.6%	-2.9%	-2.9%	-2.9%	23.7%	23.7%	23.7%	
819	Alliance in Partnership Limited (Broadway)	28.4%	-1.0%	-1.0%	-1.0%	27.4%	27.4%	27.4%	
821	Action Indoor Sports Birmingham CIC Limited	24.0%	-3.3%	-3.3%	-3.3%	20.7%	20.7%	20.7%	
822	Pendergate Limited	27.1%	-3.2%	-3.2%	-3.2%	23.9%	23.9%	23.9%	
833	Alliance in Partnership Limited (Greenfields Primary School)	28.1%	-2.4%	-2.4%	-2.4%	25.7%	25.7%	25.7%	
836	Aspens Services Limited (Old Church School)	38.5%	-8.1%	-8.1%	-8.1%	30.4%	30.4%	30.4%	
837	Aspens Services Limited (Rough Hays School)	30.4%	-0.9%	-0.9%	-0.9%	29.5%	29.5%	29.5%	
842	Aspens Services Limited (Salisbury) (ADD)	38.6%	£1,049	£1,088	-	38.6% plus £1,049	38.6% plus £1,088	38.6%	
843	Aspens Services Limited (Aldridge School)	29.7%	-0.2%	-0.2%	-0.2%	29.5%	29.5%	29.5%	
851	Aspens Services Limited (Pinford Street Primary)	27.4%	-2.9%	-2.9%	-2.9%	24.5%	24.5%	24.5%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
874	Aspens Service Ltd (Sladefield Infants School)	28.9%	£1,000	£1,036	£1,074	28.9% plus £1,000	28.9% plus £1,036	28.9% plus £1,074	
876	ABM Catering Limited (Allesley)	27.7%	£20	£21	£21	27.7% plus £20	27.7% plus £21	27.7% plus £21	
880	Change, Grow, Live Limited	24.9%	-7.2%	-7.2%	-7.2%	17.7%	17.7%	17.7%	
892	ABM Catering Limited (St Andrews CE Infant School)	31.2%	-1.5%	-1.5%	-1.5%	29.7%	29.7%	29.7%	
893	NSL Limited (BCC)	27.1%	-5.3%	-5.3%	-5.3%	21.8%	21.8%	21.8%	
901	Birmingham Community Leisure Trust (North East Contract)	24.1%	-1.2%	-1.2%	-1.2%	22.9%	22.9%	22.9%	
902	Birmingham Community Leisure Trust (South West Contract)	25.1%	-0.9%	-0.9%	-0.9%	24.2%	24.2%	24.2%	
905	Alliance in Partnership Limited (Brownhills School)	29.8%	-2.2%	-2.2%	-2.2%	27.6%	27.6%	27.6%	
906	Places for People Leisure (Sparkhill)	26.1%	-1.8%	-1.8%	-1.8%	24.3%	24.3%	24.3%	
914	T(n)S Catering Management Ltd (Potters Green School)	28.0%	-1.1%	-1.1%	-1.1%	26.9%	26.9%	26.9%	
915	T(n)S Catering Management Ltd (Moat House School)	28.5%	-0.9%	-0.9%	-0.9%	27.6%	27.6%	27.6%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
929	ABM Catering Limited (John Shelton Community Primary School)	27.1%	-8.2%	-8.2%	-8.2%	18.9%	18.9%	18.9%	
930	Alliance in Partnership Limited (Coventry South Cluster Group)	25.7%	-4.6%	-4.6%	-4.6%	21.1%	21.1%	21.1%	
939	Alliance in Partnerships Ltd (St Mathias)	25.1%	-17.8%	-17.8%	-17.8%	7.3%	7.3%	7.3%	
943	Elite Cleaning & Environmental Services Ltd (Bloxwich Academy)	27.8%	£2,016	£2,090	£2,166	27.8% plus £2,016	27.8% plus £2,090	27.8% plus £2,166	
950	Compass Contract Services Ltd - Diocese of Coventry MAT	29.2%	£14,614	-	-	29.2% plus £14,614	29.2%	29.2%	
954	Aspens-Services Ltd (Bartley Green)	26.9%	-1.9%	-1.9%	-1.9%	25.0%	25.0%	25.0%	
955	Aspens-Services Ltd (St Peters Collegiate)	28.6%	-3.4%	-3.4%	-3.4%	25.2%	25.2%	25.2%	
958	Engie Regeneration Holdings Ltd	25.6%	-1.3%	-1.3%	-1.3%	24.3%	24.3%	24.3%	
961	Wates Construction Ltd (West-Central)	25.8%	-0.9%	-0.9%	-0.9%	24.9%	24.9%	24.9%	
968	Priory Education Services Ltd	27.4%	-1.2%	-1.2%	-1.2%	26.2%	26.2%	26.2%	
969	Wates Construction Ltd (East)	26.0%	-1.8%	-1.8%	-1.8%	24.2%	24.2%	24.2%	

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		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
972	Compass Contract Services (Uk) Ltd (Hall Green Secondary School)	27.1%	£10,756	-	-	27.1% plus £10,756	27.1%	27.1%	
975	Fortem Solutions Ltd (BHAM South)	25.7%	-0.6%	-0.6%	-0.6%	25.1%	25.1%	25.1%	
976	Alliance in Partnership Limited (Pedmore Primary School)	28.9%	-	-	-	28.9%	28.9%	28.9%	
980	Dodd Group (Midlands) Ltd	26.0%	-1.2%	-1.2%	-1.2%	24.8%	24.8%	24.8%	
982	Mazars Ltd (Walsall MBC)	24.0%	-2.2%	-2.2%	-2.2%	21.8%	21.8%	21.8%	
985	Prospects Services (Coventry and Warwickshire)	26.4%	-6.4%	-6.4%	-6.4%	20.0%	20.0%	20.0%	
1004	Aspens-Services Ltd (St Peter's Catholic School)	28.4%	£3,592	£3,722	£3,858	28.4% plus £3,592	28.4% plus £3,722	28.4% plus £3,858	
1010	Aspens-Services Ltd (Heartlands Academy)	24.3%	£413	£428	-	24.3% plus £413	24.3% plus £428	24.3%	
1013	Aspens-Services Ltd (Merritts Brook Academy)	30.6%	-1.6%	-1.6%	-1.6%	29.0%	29.0%	29.0%	
1015	Aspens-Services Ltd (St George's C of E Academy)	28.7%	-1.2%	-1.2%	-1.2%	27.5%	27.5%	27.5%	
1017	Aspens-Services Ltd (Mansfield Green Academy)	26.9%	-1.0%	-1.0%	-1.0%	25.9%	25.9%	25.9%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1020	Aspens-Services Ltd (West Walsall E-ACT Academy)	27.6%	-1.7%	-1.7%	-1.7%	25.9%	25.9%	25.9%	
1027	Alliance in Partnership Ltd (Holy Family Catholic Primary School)	31.9%	£331	£343	£355	31.9% plus £331	31.9% plus £343	31.9% plus £355	
1030	Aspens-Services Ltd (Whitgreave Junior School)	27.4%	£1,396	£1,447	£1,499	27.4% plus £1,396	27.4% plus £1,447	27.4% plus £1,499	
1032	Sodexo Ltd (Oasis Community Learning)	26.8%	-4.1%	-4.1%	-4.1%	22.7%	22.7%	22.7%	
1034	Alliance in Partnership Ltd (Heart of England School)	27.3%	-0.7%	-0.7%	-0.7%	26.6%	26.6%	26.6%	
1035	Dovetail Group (UK) Limited (Alderbrook School)	23.5%	-0.5%	-0.5%	-0.5%	23.0%	23.0%	23.0%	
1043	Taylor Shaw Ltd (Broadway Academy)	24.7%	-3.1%	-3.1%	-3.1%	21.6%	21.6%	21.6%	
1045	Aspens-Services Ltd (Hillcrest School)	30.5%	-1.4%	-1.4%	-1.4%	29.1%	29.1%	29.1%	
1069	Aspens Services Ltd (Joseph Leckie)	28.4%	-0.9%	-0.9%	-0.9%	27.5%	27.5%	27.5%	
1072	Miquill Catering Ltd (Colton Hills)	29.4%	£607	£629	£652	29.4% plus £607	29.4% plus £629	29.4% plus £652	
1073	Miquill Catering Ltd (Woodfield Junior School)	27.3%	£1,756	£1,820	£1,886	27.3% plus £1,756	27.3% plus £1,820	27.3% plus £1,886	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1082	Aspens-Services Ltd (St Martin's MAT)	28.7%	-0.1%	-0.1%	-0.1%	28.6%	28.6%	28.6%	
1086	Sandwell Children's Trust	18.1%	£23	£24	£24	18.1% plus £23	18.1% plus £24	18.1% plus £24	
1087	Caterlink Ltd (John Paul II)	26.5%	-0.4%	-0.4%	-0.4%	26.1%	26.1%	26.1%	
1088	Murray Hall Community Trust (Rowley and Tipton)	24.1%	-9.6%	-9.6%	-9.6%	14.5%	14.5%	14.5%	
1090	Churchill Contract Services Ltd (Finham Park MAT)	30.7%	-2.3%	-2.3%	-2.3%	28.4%	28.4%	28.4%	
1097	Compass Contract Services (Arthur Terry LP)	26.0%	£41,600	-	-	26.0% plus £41,600	26.0%	26.0%	
1102	Caterlink Ltd (The Futures Trust)	28.2%	-0.5%	-0.5%	-0.5%	27.7%	27.7%	27.7%	
1105	Aspens-Services Ltd (Fairfax MAT)	26.5%	-0.5%	-0.5%	-0.5%	26.0%	26.0%	26.0%	
1106	Greenwich Leisure Ltd (Dudley MBC)	21.9%	£121k	£125k	£130k	21.9% plus £121k	21.9% plus £125k	21.9% plus £130k	
1117	Action for Children (West Bromwich and Wednesbury)	24.2%	-0.8%	-0.8%	-0.8%	23.4%	23.4%	23.4%	
1118	Action for Children (Smethwick and Oldbury)	25.6%	-0.7%	-0.7%	-0.7%	24.9%	24.9%	24.9%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1121	Aspens-Services Ltd (Merridale Primary School)	23.5%	£519	-	-	23.5% plus £519	23.5%	23.5%	
1122	Aspens-Services Ltd (Bantock Primary School)	26.8%	£107	-	-	26.8% plus £107	26.8%	26.8%	
1124	Aspens-Services Ltd (Lanesfield Primary School)	27.5%	-1.2%	-1.2%	-1.2%	26.3%	26.3%	26.3%	
1128	Churchill Contract Services Ltd (Wodensfield Primary School)	30.0%	-0.5%	-0.5%	-0.5%	29.5%	29.5%	29.5%	
1129	Churchill Contract Services Ltd (Stoke Park School and Community Technology College)	27.3%	-0.5%	-0.5%	-0.5%	26.8%	26.8%	26.8%	
1150	T(N)S Catering Management Ltd (Fibbersley Park School)	29.2%	-1.3%	-1.3%	-1.3%	27.9%	27.9%	27.9%	
1152	Caterlink Ltd (Stoke Park School)	27.4%	-3.2%	-3.2%	-3.2%	24.2%	24.2%	24.2%	
1155	Caterlink Ltd (Romero MAC)	28.3%	-	-	-	28.3%	28.3%	28.3%	
1162	Churchill Contract Services (Moat House Primary School)	28.0%	£3,292	-	-	28.0% plus £3,292	28.0%	28.0%	
1175	The Active Wellbeing Society Ltd	19.2%	£6,564	£6,803	£7,051	19.2% plus £6,564	19.2% plus £6,803	19.2% plus £7,051	
1177	Compass Contract Services (UK) Ltd (Uplands Junior School)	29.1%	-0.8%	-0.8%	-0.8%	28.3%	28.3%	28.3%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1179	Birmingham Childrens Trust	20.0%	-0.6%	-0.6%	-0.6%	19.4%	19.4%	19.4%	
1180	Jewson Ltd (Dudley MBC)	25.3%	-0.3%	-0.3%	-0.3%	25.0%	25.0%	25.0%	
1189	Accuro FM Ltd (Hall Green Secondary School)	26.0%	£18,855	-	-	26.0% plus £18,855	26.0%	26.0%	A
1193	Churchill Contract Services Ltd (Finham Park School)	28.0%	£87	£90	£93	28.0% plus £87	28.0% plus £90	28.0% plus £93	
1196	Change, Grow, Live Ltd (Walsall MBC)	20.7%	£2,977	£3,086	£3,198	20.7% plus £2,977	20.7% plus £3,086	20.7% plus £3,198	
1222	Alliance in Partnership Ltd (Edgewick Primary School)	26.9%	£3,488	£3,615	-	26.9% plus £3,488	26.9% plus £3,615	26.9%	
1228	Miquill Catering Ltd (Acocks Green Primary School)	28.6%	-0.6%	-0.6%	-0.6%	28.0%	28.0%	28.0%	
1239	Aspens-Services Ltd (Blue Coat C of E Academy)	30.5%	-0.6%	-0.6%	-0.6%	29.9%	29.9%	29.9%	
1240	Aspens-Services Ltd (Whitgreave Infant School)	27.6%	-0.5%	-0.5%	-0.5%	27.1%	27.1%	27.1%	
1261	The Camphill Village Trust Ltd (Dudley MBC)	30.9%	-0.6%	-0.6%	-0.6%	30.3%	30.3%	30.3%	
1268	Aspens-Services Ltd (Lordswood Girls School and Sixth Form Centre)	26.9%	£20,931	£21,694	-	26.9% plus £20,931	26.9% plus £21,694	26.9%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1277	Bellrock Property and Facilities Management Ltd (Tudor Grange Academies Trust)	25.5%	£2,681	£2,779	-	25.5% plus £2,681	25.5% plus £2,779	25.5%	
1281	Mellors Catering Services (Kingswinford Academy)	25.7%	£1,660	£1,720	-	25.7% plus £1,660	25.7% plus £1,720	25.7%	
1282	Churchill Contract Services Limited (Langley School)	25.5%	£2,517	£2,609	-	25.5% plus £2,517	25.5% plus £2,609	25.5%	
1287	Aspens Services Ltd (Yardley School)	31.0%	£4,496	£4,660	-	31.0% plus £4,496	31.0% plus £4,660	31.0%	
Community admission bodies									
224 and 236	Citizen Housing Group	20.6%	£50,000	£329,000	£608,000	20.6% plus £50,000	20.6% plus £329k	20.6% plus £608k	
45	Black Country Museum Trust Ltd (The)	27.3%	£30	£31	£32	27.3% plus £30	27.3% plus £31	27.3% plus £32	A
47	BID	33.2%	-	-	-	33.2%	33.2%	33.2%	
49	Central England Law Centre	28.4%	-13.4%	-13.4%	-13.4%	15.0%	15.0%	15.0%	
54	Wolverhampton Grammar School	21.1%	-	-	-	21.1%	21.1%	21.1%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
59	Wolverhampton Voluntary Sector Council	24.2%	£4,211	£4,364	£4,523	24.2% plus £4,211	24.2% plus £4,364	24.2% plus £4,523	
180	New Park Village Tenant Management Organisation	21.3%	-	-	-	21.3%	21.3%	21.3%	
181	West Midlands Growth Company Ltd	17.9%	£49,332	£51,131	£52,995	17.9% plus £49,332	17.9% plus £51,131	17.9% plus £52,995	
182	Light House Media Centre	22.8%	£11,891	£12,324	£12,774	22.8% plus £11,891	22.8% plus £12,324	22.8% plus £12,774	
193	St Columba's Day Care Centre	23.7%	-	-	-	23.7%	23.7%	23.7%	
201	Sandwell Community Caring Trust (The)	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
208	Penderels Trust Limited (The)	21.6%	-	-	-	21.6%	21.6%	21.6%	
214	Bushbury Hill Estate Management Board Limited	21.4%	£6,261	£6,490	£6,726	21.4% plus £6,261	21.4% plus £6,490	21.4% plus £6,726	
216	Brownhills Community Association Limited	30.2%	-1.2% plus see note E	-1.2% plus see note E	-1.2% plus see note E	29.0% plus see note E	29.0% plus see note E	29.0% plus see note E	E
218	Sickle Cell and Thalassaemia Support Project	18.7%	£2,387	£2,474	£2,564	18.7% plus £2,387	18.7% plus £2,474	18.7% plus £2,564	
219	Coventry Sports Trust Limited	24.8%	-	-	-	24.8%	24.8%	24.8%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
230	HOME-START (STOCKLAND GREEN / ERDINGTON)	28.2%	4.9%	4.9%	4.9%	33.1%	33.1%	33.1%	
233	Wildside Activity Centre	23.1%	-9.2%	-9.2%	-9.2%	13.9%	13.9%	13.9%	
239	Manor Farm Community Association	20.9%	-	-	-	20.9%	20.9%	20.9%	
240	Bloomsbury Local Management Organisation Limited	21.2%	-	-	-	21.2%	21.2%	21.2%	
259	Steps to Work (Walsall) Ltd	24.6%	£57,926	£60,038	£62,227	24.6% plus £57,926	24.6% plus £60,038	24.6% plus £62,227	
260	Home Start Walsall	24.0%	£3,324	£3,445	£3,571	24.0% plus £3,324	24.0% plus £3,445	24.0% plus £3,571	
262	Murray Hall Community Trust Limited	25.9%	£37,618	£38,989	£40,411	25.9% plus £37,618	25.9% plus £38,989	25.9% plus £40,411	A
266	Sandbank Tenant Management Organisation Limited	27.0%	-	-	-	27.0%	27.0%	27.0%	
274	Walsall Housing Group Limited	20.4%	-12.2%	-12.2%	-12.2%	8.2%	8.2%	8.2%	
282	Northern Housing Consortium Limited	21.9%	£22,247	£23,058	£23,898	21.9% plus £22,247	21.9% plus £23,058	21.9% plus £23,898	A
287	WATMOS Community Homes	21.1%	£56,299	£58,352	£60,479	21.1% plus £56,299	21.1% plus £58,352	21.1% plus £60,479	A

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
291	Voyage Care Limited	22.6%	-	-	-	22.6%	22.6%	22.6%	
301	Sandwell Leisure Trust	17.3%	-1.1%	-1.1%	-1.1%	16.2%	16.2%	16.2%	
326	Black Country Consortium Limited	17.3%	-2.9%	-2.9%	-2.9%	14.4%	14.4%	14.4%	
334	BME United Limited	30.5%	£30,442	£31,552	£32,702	30.5% plus £30,442	30.5% plus £31,552	30.5% plus £32,702	
337	Dovecotes TMO	24.1%	-	-	-	24.1%	24.1%	24.1%	
340	Midland Heart Ltd	28.1%	-	-	-	28.1%	28.1%	28.1%	
362	Titan Partnership	16.3%	28.4%	28.4%	28.4%	44.7%	44.7%	44.7%	
465	New Heritage Regeneration Ltd	25.7%	-0.9%	-0.9%	-0.9%	24.8%	24.8%	24.8%	
530	Acivico (Design Construction and Facilities Management)	22.8%	-15.0%	-15.0%	-15.0%	7.8%	7.8%	7.8%	
531	Acivico (Building Consultancy)	23.3%	-22.5%	-22.5%	-22.5%	0.8%	0.8%	0.8%	
534	Sandwell Community Caring Trust (The) (Sandwell Care Homes)	26.4%	-14.9%	-14.9%	-14.9%	11.5%	11.5%	11.5%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
547	4 Towers TMO Limited	25.5%	-9.2%	-9.2%	-9.2%	16.3%	16.3%	16.3%	
605	Sandwell Inspired Partnership Services	21.0%	-3.4%	-3.4%	-3.4%	17.6%	17.6%	17.6%	
665	Culture Coventry	21.6%	-9.6%	-9.6%	-9.6%	12.0%	12.0%	12.0%	
Other									
55	Chelmsley Wood Town Council	22.8%	-	-	-	22.8%	22.8%	22.8%	
76	Fordbridge Parish Council	24.3%	-	-	-	24.3%	24.3%	24.3%	
175	Coventry and Solihull Waste Disposal Company Limited (The)	26.2%	-	-	-	26.2%	26.2%	26.2%	
217	Smith's Wood Parish Council	22.8%	-	-	-	22.8%	22.8%	22.8%	
232	Meriden Parish Council	30.3%	-	-	-	30.3%	30.3%	30.3%	
248	Castle Bromwich Parish Council	23.2%	-	-	-	23.2%	23.2%	23.2%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
300	Solihull Community Housing Limited	22.1%	-6.1%	-6.1%	-6.1%	16.0%	16.0%	16.0%	
318	Wolverhampton Homes	21.1%	-1.9%	-1.9%	-1.9%	19.2%	19.2%	19.2%	
331	Kingshurst Parish Council	27.9%	-	-	-	27.9%	27.9%	27.9%	
410	John Henry Newman Catholic College	19.2%	£120k	£125k	£129k	19.2% plus £120k	19.2% plus £125k	19.2% plus £129k	
479	Birmingham Museums Limited	21.1%	-	-	-	21.1%	21.1%	21.1%	
706	Cheswick Green Parish Council	24.4%	-	-	-	24.4%	24.4%	24.4%	
738	Coventry University Enterprises Limited	24.5%	-	-	-	24.5%	24.5%	24.5%	
803	Police and Crime Commissioner West Midlands	17.1%	£26,654	£27,626	£28,633	17.1% plus £26,654	17.1% plus £27,626	17.1% plus £28,633	A
889	Futurelets Limited	23.2%	-	-	-	23.2%	23.2%	23.2%	
937	Dickens Heath Parish Council	25.8%	-	-	-	25.8%	25.8%	25.8%	
946	Bickenhill & Marston Green Parish Council	21.3%	1.9%	1.9%	1.9%	23.2%	23.2%	23.2%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
986	Royal Sutton Coldfield Town Council	18.2%	-	-	-	18.2%	18.2%	18.2%	
1161	LGPS Central	15.5%	3.3%	3.3%	3.3%	18.8%	18.8%	18.8%	
1237	PeoplesFuture Ltd	19.5%	£599	£621	£644	19.5% plus £599	19.5% plus £621	19.5% plus £644	

Payment plans

There are a few employers in the Fund that no longer have any active members but are still liable for their residual deferred and pensioner liabilities. A payment plan, or similar, has therefore been put in place for each of these employers and the resulting required contribution amounts for the period 1 April 2020 to 31 March 2023 are set out in the table below.

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
27	Aston University	0.0%	£426k	-	-	£426k	-	-	
150	Bickenhill Parish Council	0.0%	£7,125	£7,125	£7,125	£7,125	£7,125	£7,125	
187	Family Care Trust	0.0%	£20,000	£8,725	-	£20,000	£8,725	-	
222	West Midlands Councils	0.0%	£185k	£185k	£185k	£185k	£185k	£185k	
247	Home-Start (Birmingham South)	0.0%	See note D	See note D	See note D	See note D	See note D	See note D	D

Post valuation employers

A number of employers joined the Fund on or after 1 April 2019 and their rates were certified at their date of joining and have been reviewed as part of the 2019 valuation process. The table below summarises the contributions required from these employers where known. Any employer that joined the Fund after 31 March 2019 and is not listed will be advised of their contribution rates separately. Please note that some employers have been included here where the admission agreement was not sealed until after the valuation date but the effective start date was backdated to before 1 April 2019.

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Academies and free schools									
1319	DRB Ignite Multi-Academy Trust	21.3%	-	-	-	21.3%	21.3%	21.3%	
1364	Blowers Green Primary School - Dudley Academies Trust	20.5%	£13,800	£14,280	£14,880	20.5% plus £13,800	20.5% plus £14,280	20.5% plus £14,880	
1320	Colmers Farm Parimary School - Excelsior MAT	21.0%	£75,600	£78,400	£81,300	21.0% plus £75,600	21.0% plus £78,400	21.0% plus £81,300	
1312	Pearl Hyde Community Primary School - Finham Park MAT	20.2%	£10,900	£11,300	£11,700	20.2% plus £10,900	20.2% plus £11,300	20.2% plus £11,700	A
1345	St Barnabas C of E Primary School - Fioretti Trust	22.8%	£78,840	£81,720	£84,720	22.8% plus £78,840	22.8% plus £81,720	22.8% plus £84,720	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Holy Cross MAC									
1153	Cardinal Newman Catholic School - Holy Cross MAC	24.1%	£44,600	£46,200	£47,900	24.1% plus £44,600	24.1% plus £46,200	24.1% plus £47,900	
1212	St Thomas More Catholic Primary School - Holy Cross MAC	24.1%	£19,900	£20,600	£21,400	24.1% plus £19,900	24.1% plus £20,600	24.1% plus £21,400	
1221	Bishop Ullathorne Catholic School - Holy Cross MAC	24.1%	£39,100	£40,500	£42,000	24.1% plus £39,100	24.1% plus £40,500	24.1% plus £42,000	
1225	Christ the King Catholic Academy - Holy Cross MAC	24.1%	£17,100	£17,700	£18,300	24.1% plus £17,100	24.1% plus £17,700	24.1% plus £18,300	
1226	St Elizabeth's Catholic Academy - Holy Cross MAC	24.1%	£16,800	£17,400	£18,000	24.1% plus £16,800	24.1% plus £17,400	24.1% plus £18,000	
1227	St Augustines Academy - Holy Cross MAC	24.1%	£20,600	£21,400	£22,200	24.1% plus £20,600	24.1% plus £21,400	24.1% plus £22,200	
1232	St John Vianney Catholic Primary - Holy Cross MAC	24.1%	£8,000	£8,300	£8,600	24.1% plus £8,000	24.1% plus £8,300	24.1% plus £8,600	
1340	Holy Cross MAC - Central Office	24.1%	£5,400	£5,600	£5,800	24.1% plus £5,400	24.1% plus £5,600	24.1% plus £5,800	
John Paul II MAT									
1341	Sacred Heart Catholic School- John Paul II MAT	21.9%	£35,160	£36,480	£37,800	21.9% plus £35,160	21.9% plus £36,480	21.9% plus £37,800	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1358	St Edmund Campion Catholic Secondary School - John Paull II	21.9%	£105,240	£109,320	£113,640	21.9% plus £105,240	21.9% plus £109,320	21.9% plus £113,640	
1318	King Edward VI Balaam Wood Academy - KEVI AT Birmingham	21.7%	£63,700	£66,000	£68,400	21.7% plus £63,700	21.7% plus £66,000	21.7% plus £68,400	B
1360	St Thomas More Catholic Primary Academy - Lumen Christi Catholic	21.1%	£56,040	£58,200	£60,480	21.1% plus £56,040	21.1% plus £58,200	21.1% plus £60,480	
1346	Sutton Park Primary School - Prince Albert Community Trust	19.0%	£56,400	£58,440	£60,480	19.0% plus £56,400	19.0% plus £58,440	19.0% plus £60,480	
1280	Yenton Primary School - Robin Hood Multi Academy Trust	20.3%	£66,700	£69,100	£71,600	20.3% plus £66,700	20.3% plus £69,100	20.3% plus £71,600	
1302	Busill Jones Primary School - SHINE Academies	18.7%	£40,200	£41,700	£43,200	18.7% plus £40,200	18.7% plus £41,700	18.7% plus £43,200	
Shireland Collegiate Academy Trust									
1331	Shireland Technology Primary - Shireland Collegiate Academy Trust	19.9%	-	-	-	19.9%	19.9%	19.9%	
1333	West Bromwich Collegiate Academy - Shireland Collegiate Academy Trust	19.9%	-	-	-	19.9%	19.9%	19.9%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1365	St Patricks Catholic Primary School - St Francis and St Clare Catholic MAC	20.9%	£21,240	£22,080	£22,800	20.9% plus £21,240	20.9% plus £22,080	20.9% plus £22,800	
St Teresa of Calcutta MAC									
1262	Holy Trinity Catholic School - St Teresa of Calcutta MAC	22.3%	£125,400	£130,000	£134,700	22.3% plus £125,400	22.3% plus £130,000	22.3% plus £134,700	
1265	Archbishop IIsley Catholic School - St Teresa of Calcutta MAC	22.3%	£158,500	£164,300	£170,300	22.3% plus £158,500	22.3% plus £164,300	22.3% plus £170,300	
1297	Holy Souls Catholic Primary School - St Teresa of Calcutta MAC	22.3%	£80,100	£83,000	£86,000	22.3% plus £80,100	22.3% plus £83,000	22.3% plus £86,000	
1324	Northfield Road Primary School - Stour Vale Academy Trust	22.4%	£24,500	£25,400	£26,300	22.4% plus £24,500	22.4% plus £25,400	22.4% plus £26,300	
1367	Cherry Tree Learning Centre - The Skylark Partnership	26.8%	£8,900	£9,200	£9,500	26.8% plus £8,900	26.8% plus £9,200	26.8% plus £9,500	
1338	Tudor Grange Primary Academy Yew Tree - Tudor Grange Academies	20.2%	£21,600	£22,440	£23,280	20.2% plus £21,600	20.2% plus £22,440	20.2% plus £23,280	
1342	Ham Dingle Primary Academy - United Learning Trust	19.4%	£18,200	£18,900	£19,600	19.4% plus £18,200	19.4% plus £18,900	19.4% plus £19,600	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
Transferee admission bodies									
1038	Cleantec Services Ltd (Coventry College)	31.3%	-	-	-	31.3%	31.3%	31.3%	
1176	OCS Group UK Ltd (Highfields and Pennfields)	33.4%	-	-	-	33.4%	33.4%	33.4%	
1197	Tenon FM Limited (Bournville Junior and Infant School)	20.9%	-	-	-	20.9%	20.9%	20.9%	
1198	KWB Corporate Cleaning Ltd (Elms Farm Primary School)	35.9%	-	-	-	35.9%	35.9%	35.9%	
1223	Premier Support Services Ltd (Braidwood Trust School For The	32.5%	-	-	-	32.5%	32.5%	32.5%	
1224	Churchill Contract Services Ltd (Colmers School And Sixth Form	27.7%	-	-	-	27.7%	27.7%	27.7%	
1233	Aspens-Services Ltd (Maney Hill Primary)	22.7%	-	-	-	22.7%	22.7%	22.7%	
1252	Genie Cleaning Services Limited (Bartley Green School)	28.7%	-	-	-	28.7%	28.7%	28.7%	
1294	BSMHFT	27.1%	-	-	-	27.1%	27.1%	27.1%	

Employer Code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary rate plus secondary rate			Specific notes
		(% pay)	2020/21	2021/22	2022/23	2020/21	2021/22	2022/23	
1296	Accuro FM Ltd (Core Education Trust)	26.4%	-	-	-	26.4%	26.4%	26.4%	
1308	Cleantec Services Ltd (Montgomery Primary Academy)	26.9%	-	-	-	26.9%	26.9%	26.9%	
1311	CU Recruitment and Admissions Ltd	24.3%	-	-	-	24.3%	24.3%	24.3%	
1313	Miquill Catering Ltd (Woodfield School)	20.4%	-	-	-	20.4%	20.4%	20.4%	
1315	Greater Birmingham and Solihull LEP	20.2%	-	-	-	20.2%	20.2%	20.2%	
1350	SLM Food & Beverage Ltd (Solihull MBC)	29.5%	-	-	-	29.5%	29.5%	29.5%	

Notes

The notes below detail what the specific notes refer to in the tables above.

- A. We understand that employers with this note have agreed with the administering authority that they will prepay an element of their certified contributions by making a single lump payment in April 2020. This lump sum payment will include an actuarially equivalent discount and the employer has been notified of the required amount separately. If they do not make the lump sum payment by 30 April 2020, the above contributions in the table will apply as normal.
- B. We understand that employers with this note have agreed with the administering authority that they will prepay an element of their certified contributions by making lump sum payments at the start of each year (i.e. in April 2020, April 2021 and April 2022). This lump sum payment will include an actuarially equivalent discount and the employer has been notified of the required amount separately. If they do not make the lump sum payments by 30 April in the period they are due, the above contributions in the table will apply as normal.
- C. The annual secondary contributions payable by these employers shall be paid as a lump sum in October of each Scheme year.
- D. In accordance with the employer's exit payment agreement, the contributions payable in each year shall be on the basis of 5% of turnover subject to a minimum of £4,000. In the event that during the term of the agreement the admission body merges, amalgamates or consolidates with any other organisation, the sum of £6,000 shall be payable in each year.
- E. The deficit contributions payable by the employer in each year will be the lower of £12,000 and 5% of income.