

Gloucestershire Pension Fund

Rates and Adjustments Certificate
March 2026

Julie West FFA C.Act
Fellow of the Institute and Faculty of Actuaries

Catherine McFadyen FFA C.Act
Fellow of the Institute and Faculty of Actuaries

Viktoria Bachtler AFA C.Act
Associate of the Institute and Faculty of Actuaries

For and on behalf of Hymans Robertson LLP



Rates and Adjustments Certificate

In accordance with Regulation 62 of the Regulations, we have assessed the contributions that should be paid into the Fund by participating employers for the period 1 April 2026 to 31 March 2029 to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in this Rates and Adjustments Certificate are detailed in the Funding Strategy Statement dated 1 April 2026 and in [Appendix 2](#) of the report on the 2025 actuarial valuation dated March 2026. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

Table 15 sets out the combined individual employer primary and secondary contribution rates for the period 1 April 2026 to 31 March 2029. The primary rate is the payroll weighted average of the underlying individual employer primary rates, and the secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the LGPS regulations and CIPFA guidance. The secondary rate has been shown both as a percentage of the projected pensionable pay and the equivalent monetary amount.

| Primary rate | 17.4% of pay | |
|-----------------------|---------------------|-----------------------------------|
| Secondary rate | % of payroll | Equivalent monetary amount |
| 2026/27 | 1.9% | 8,713,000 |
| 2027/28 | 1.9% | 8,957,000 |
| 2028/29 | 1.9% | 9,208,000 |

Table 15: Combined individual employer rates from 1 April 2026 to 31 March 2029

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

Julie West FFA C.Act

Catherine McFadyen FFA C.Act

Viktoria Bachtler AFA C.Act

26 March 2026

For and on behalf of Hymans Robertson LLP

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|-------------------------------------|---------------------------------|----------------------------|---|------------|------------|--|--------------------------|--------------------------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Local Authorities and Police | | | | | | | | | |
| Pool | GCC and Schools | 17.6% | 2.8% | 2.8% | 2.8% | 20.4% | 20.4% | 20.4% | |
| Pool | Gloucester City Council | 17.1% | £1,638,000 | £1,684,000 | £1,732,000 | 17.1% plus £1,638,000 | 17.1% plus £1,684,000 | 17.1% plus £1,732,000 | |
| Pool | Cheltenham Borough Council | 17.1% | £290,000 | £298,000 | £306,000 | 17.1% plus £290,000 | 17.1% plus £298,000 | 17.1% plus £306,000 | 2 |
| Pool | Cotswold District Council | 17.9% | £724,000 | £744,000 | £765,000 | 17.9% plus £724,000 | 17.9% plus £744,000 | 17.9% plus £765,000 | 1 |
| Pool | Forest of Dean District Council | 17.6% | £873,000 | £897,000 | £922,000 | 17.6% plus £873,000 | 17.6% plus £897,000 | 17.6% plus £922,000 | 1,2 |
| 14 | Stroud District Council | 16.9% | 3.2% | 3.2% | 3.2% | 20.1% | 20.1% | 20.1% | |
| 18 | Tewkesbury Borough Council | 16.7% | 6.2% | 6.2% | 6.2% | 22.9% | 22.9% | 22.9% | |
| 35 | Police and Crime Commissioner | 17.0% | -1.2% | -1.2% | -1.2% | 15.8% | 15.8% | 15.8% | |
| Other Scheduled Bodies | | | | | | | | | |
| 65 | Cotswolds National Landscape | 19.8% | -6.8% | -6.8% | -6.8% | 13.0% | 13.0% | 13.0% | |
| Further Education Bodies | | | | | | | | | |
| Pool | University of Gloucestershire | 14.8% | 0.0% | 0.0% | 0.0% | 14.8% | 14.8% | 14.8% | |
| Pool | Gloucestershire College | 17.6% | -3.8% | -3.8% | -3.8% | 13.8% | 13.8% | 13.8% | |
| Pool | Hartpury University | 16.9% | -3.9% | -3.9% | -3.9% | 13.0% | 13.0% | 13.0% | |
| 905 | Cirencester Tertiary College | 17.4% | -2.8% | -2.8% | -2.8% | 14.6% | 14.6% | 14.6% | |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|--------------------------------------|--------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Town and Parish Councils Pool | | | | | | | | | |
| 3 | Tewkesbury Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 6 | Painswick Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 20 | Lydney Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 21 | Prestbury Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 22 | Cirencester Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 34 | Cinderford Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 40 | Dursley Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 43 | Ashchurch Rural Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 46 | Charlton Kings Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 48 | Tetbury Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 49 | Cam Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 50 | Nailsworth Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 51 | Coleford Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 52 | Wotton-under-Edge Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 53 | Lechlade Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 55 | Northleach Eastington TC | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 59 | Cainscross Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 63 | Chalford Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 66 | Rodborough Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 72 | Hucclecote Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 75 | Leonard Stanley Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 80 | Berkeley Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 168 | King's Stanley Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 206 | Moreton in Marsh Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 208 | Tidenham Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|--|----------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Town and Parish Councils Pool (continued) | | | | | | | | | |
| 228 | Hinton Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 231 | Bisley & Lypiatt Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 251 | Churchdown Parish Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 443 | Newent Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| 444 | Stroud Town Council | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |
| Admitted Bodies | | | | | | | | | |
| 17 | Lower Severn Drainage Board | 19.5% | -19.5% | -19.5% | -19.5% | 0.0% | 0.0% | 0.0% | 3 |
| 31 | Stroud Court Community Trust | 23.7% | -23.7% | -23.7% | -23.7% | 0.0% | 0.0% | 0.0% | 3 |
| 37 | Gloucestershire Group Homes | 23.1% | -23.1% | -23.1% | -23.1% | 0.0% | 0.0% | 0.0% | 3 |
| 62 | Gloucestershire Health&Care NHS | 16.2% | -16.2% | -16.2% | -16.2% | 0.0% | 0.0% | 0.0% | 3 |
| 64 | The Order of St. John Care Trust | 18.3% | -18.3% | -18.3% | -18.3% | 0.0% | 0.0% | 0.0% | 3 |
| 140 | Ubico - Cheltenham Waste | 11.7% | -11.7% | -11.7% | -11.7% | 0.0% | 0.0% | 0.0% | 3 |
| 141 | Ubico - Cotswold Waste | 9.8% | -9.8% | -9.8% | -9.8% | 0.0% | 0.0% | 0.0% | 3 |
| 186 | Cheltenham BC (CheltenhamTrust) | 6.8% | -6.8% | -6.8% | -6.8% | 0.0% | 0.0% | 0.0% | 3 |
| 191 | Tewkesbury BC - Ubico | 12.8% | -12.8% | -12.8% | -12.8% | 0.0% | 0.0% | 0.0% | 3 |
| 192 | Forest of Dean DC - Ubico | 12.6% | -12.6% | -12.6% | -12.6% | 0.0% | 0.0% | 0.0% | 3 |
| 194 | Tinies UK (Glos College) | 13.1% | -13.1% | -13.1% | -13.1% | 0.0% | 0.0% | 0.0% | 3 |
| 196 | Wealden Leisure (FoD DC) | 12.3% | -12.3% | -12.3% | -12.3% | 0.0% | 0.0% | 0.0% | 3 |
| 201 | Brandon Trust | 14.7% | -14.7% | -14.7% | -14.7% | 0.0% | 0.0% | 0.0% | 3 |
| 202 | Places for People | 6.6% | -6.6% | -6.6% | -6.6% | 0.0% | 0.0% | 0.0% | 3 |
| 235 | Adoption West | 9.8% | -9.8% | -9.8% | -9.8% | 0.0% | 0.0% | 0.0% | 3 |
| 240 | Ringway (GCC Highways Term M) | 11.0% | -11.0% | -11.0% | -11.0% | 0.0% | 0.0% | 0.0% | 3 |
| 244 | Stroud Subscription Rooms | 13.6% | -13.6% | -13.6% | -13.6% | 0.0% | 0.0% | 0.0% | 3 |
| 410 | Cotswold Archaeology Ltd | 23.0% | -23.0% | -23.0% | -23.0% | 0.0% | 0.0% | 0.0% | 3 |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|---|----------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Multi-Academy Trusts | | | | | | | | | |
| Cabot Learning Federation | | | | | | | | | |
| 138 | Tewkesbury School | 18.0% | 0.0% | 0.0% | 0.0% | 18.0% | 18.0% | 18.0% | |
| 298 | Queen Margaret Primary Academy | 18.0% | 0.0% | 0.0% | 0.0% | 18.0% | 18.0% | 18.0% | |
| Corinium Education Trust | | | | | | | | | |
| 98 | Cirencester Deer Park School | 18.7% | 0.0% | 0.0% | 0.0% | 18.7% | 18.7% | 18.7% | |
| 226 | Kemble Primary School | 18.7% | 0.0% | 0.0% | 0.0% | 18.7% | 18.7% | 18.7% | |
| 227 | Siddington CofE Primary Academy | 18.7% | 0.0% | 0.0% | 0.0% | 18.7% | 18.7% | 18.7% | |
| 229 | Chesterton Primary Academy | 18.7% | 0.0% | 0.0% | 0.0% | 18.7% | 18.7% | 18.7% | |
| 315 | Down Ampney CofE Primary | 18.7% | 0.0% | 0.0% | 0.0% | 18.7% | 18.7% | 18.7% | |
| 316 | Sherborne CofE Primary Academy | 18.7% | 0.0% | 0.0% | 0.0% | 18.7% | 18.7% | 18.7% | |
| Cotswold Beacon Academy Trust | | | | | | | | | |
| 112 | Marling School | 18.4% | 0.0% | 0.0% | 0.0% | 18.4% | 18.4% | 18.4% | |
| 203 | Berkeley Primary Academy | 18.4% | 0.0% | 0.0% | 0.0% | 18.4% | 18.4% | 18.4% | |
| 225 | Cam Woodfield Junior Academy | 18.4% | 0.0% | 0.0% | 0.0% | 18.4% | 18.4% | 18.4% | |
| 283 | Callowell Primary | 18.4% | 0.0% | 0.0% | 0.0% | 18.4% | 18.4% | 18.4% | |
| 297 | CBAT (Central Staff) | 18.4% | 0.0% | 0.0% | 0.0% | 18.4% | 18.4% | 18.4% | |
| Diocese of Gloucestershire Academies Trust | | | | | | | | | |
| 129 | Field Court CofE Infant Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 149 | St Johns CofE Academy, Coleford | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 151 | Christchurch CofE Primary School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 155 | St David's CofE Primary School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 169 | Dursley CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|---|---------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Diocese of Gloucestershire Academies Trust (continued) | | | | | | | | | |
| 175 | Primrose Hill CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 183 | Winchcombe Abbey CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 187 | Minchinhampton Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 188 | Hardwicke Parochial Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 193 | DGAT (Central Staff) | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 197 | Longney CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 198 | North Cerney CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 199 | Whiteshill Primary School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 204 | Lakefield CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 207 | St James CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 215 | Clearwater CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 221 | Coaley CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 222 | St Lawrence CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 234 | Bibury CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 242 | St Matthews CofE Primary School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 269 | Watermoor CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 281 | Amberley Parochial School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 282 | St Marys (Tetbury) CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 304 | Hatherley Infant Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 305 | St James CofE Junior Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| Forest of Dean Trust | | | | | | | | | |
| 128 | Dene Magna School | 18.1% | 0.0% | 0.0% | 0.0% | 18.1% | 18.1% | 18.1% | |
| 156 | Forest View Primary School | 18.1% | 0.0% | 0.0% | 0.0% | 18.1% | 18.1% | 18.1% | |
| 248 | Drybrook Primary School | 18.1% | 0.0% | 0.0% | 0.0% | 18.1% | 18.1% | 18.1% | |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|--|--------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Greenshaw Learning Trust | | | | | | | | | |
| 84 | Gloucester Academy | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 137 | Henley Bank High School | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 174 | Holmleigh Park High School | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 216 | Five Acres High School Academy | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 230 | Grange Primary Academy | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 263 | Waterwells Primary Academy | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 264 | Hunts Grove Primary Academy | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 278 | GLT (MAT Central Staff) | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 285 | Widden Primary Academy | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 314 | Barnwood Park School | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| 324 | Hillside Primary School | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| Lift Schools | | | | | | | | | |
| 142 | Lift Brockworth | 17.6% | 0.0% | 0.0% | 0.0% | 17.6% | 17.6% | 17.6% | |
| 146 | Lift Offa's Mead | 17.6% | 0.0% | 0.0% | 0.0% | 17.6% | 17.6% | 17.6% | |
| 150 | Lift Crescent View | 17.6% | 0.0% | 0.0% | 0.0% | 17.6% | 17.6% | 17.6% | |
| North Cotswold Schools Federation MAT | | | | | | | | | |
| 270 | Cold Aston CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 271 | Longborough CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 272 | St James & Ebrington CofE | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 273 | Swell CofE Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 274 | NCSF MAT (Central Staff) | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |

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|--|--------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Primary Quest MAT | | | | | | | | | |
| 120 | Highnam CofE Primary Academy | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 121 | Redmarley CofE Primary | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 125 | Staunton & Corse CofE Primary | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 139 | Gretton Primary School | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 241 | Hartpury CofE Primary School | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 279 | Ann Cam CofE Primary School | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 307 | Oak Hill CofE Primary Academy | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 308 | Bromesberrow St Marys CofE | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 310 | Hopebrook CofE Primary Academy | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 311 | Tibberton Primary Academy | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| Sand Academies Trust | | | | | | | | | |
| 182 | Tredworth Infant School | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 237 | The Milestone School Academy | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 238 | Paternoster School Academy | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 247 | Battledown School Academy | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 249 | Belmont Academy | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 256 | The Willow Primary Academy | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 257 | Sand MAT (Central Staff) | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 286 | Sladewood Academy | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| 309 | Calton Primary Academy | 17.6% | -1.0% | -1.0% | -1.0% | 16.6% | 16.6% | 16.6% | |
| Severn Federation Academy Trust | | | | | | | | | |
| 154 | Severbanks Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 252 | Aylburton CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|--|-----------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Severn Federation Academy Trust (continued) | | | | | | | | | |
| 253 | Lydney CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 254 | Bream CofE Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 267 | English Bicknor Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 275 | SFAT (Central Staff) | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 287 | Newnham St Peters | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| SGS Academy Trust | | | | | | | | | |
| 143 | Forest High School | 17.6% | 0.0% | 0.0% | 0.0% | 17.6% | 17.6% | 17.6% | |
| 217 | SGS Academy Trust (Central Staff) | 17.6% | 0.0% | 0.0% | 0.0% | 17.6% | 17.6% | 17.6% | |
| 218 | Berkeley Green UTC Academy | 17.6% | 0.0% | 0.0% | 0.0% | 17.6% | 17.6% | 17.6% | |
| The Athelstan Trust | | | | | | | | | |
| 113 | Sir William Romneys School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 152 | The Dean Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 280 | Leighterton Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 284 | Avening Primary Academy | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| The Little Way Catholic Educational Trust | | | | | | | | | |
| 132 | The Rosary Catholic Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 292 | St Catherines Catholic Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 293 | St Gregorys Catholic Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 294 | St Josephs Catholic Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 295 | St Peters Catholic Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 296 | St Thomas More Catholic Primary | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 306 | Little Way (Central Staff) | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|------------------|-----------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| Academies | | | | | | | | | |
| Pool | All Saints Academy | 17.5% | -0.1% | -0.1% | -0.1% | 17.4% | 17.4% | 17.4% | |
| Pool | Denmark Road High School | 17.7% | 0.0% | 0.0% | 0.0% | 17.7% | 17.7% | 17.7% | |
| Pool | Farmors Academy | 18.6% | 0.0% | 0.0% | 0.0% | 18.6% | 18.6% | 18.6% | |
| Pool | Gloucestershire Learning Alliance | 17.5% | 0.0% | 0.0% | 0.0% | 17.5% | 17.5% | 17.5% | |
| Pool | St Peters Catholic High School | 17.5% | 0.0% | 0.0% | 0.0% | 17.5% | 17.5% | 17.5% | |
| Pool | The Balcarras Trust | 18.2% | 0.0% | 0.0% | 0.0% | 18.2% | 18.2% | 18.2% | |
| 85 | Sir Thomas Rich School | 18.2% | 0.0% | 0.0% | 0.0% | 18.2% | 18.2% | 18.2% | |
| 94 | The Cotswold Academy Trust | 18.6% | 0.0% | 0.0% | 0.0% | 18.6% | 18.6% | 18.6% | |
| 95 | Pate's Grammar School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 97 | Chosen Hill Academy | 17.8% | 0.0% | 0.0% | 0.0% | 17.8% | 17.8% | 17.8% | |
| 99 | The Crypt School | 18.4% | -1.6% | -1.6% | -1.6% | 16.8% | 16.8% | 16.8% | |
| 102 | Cheltenham Bournside Academy | 17.9% | 0.0% | 0.0% | 0.0% | 17.9% | 17.9% | 17.9% | |
| 103 | Cleeve Academy | 17.9% | 0.0% | 0.0% | 0.0% | 17.9% | 17.9% | 17.9% | |
| 104 | Ribston Hall High School | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 106 | Stroud High School | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 107 | Charlton Kings Infant School | 18.3% | -1.0% | -1.0% | -1.0% | 17.3% | 17.3% | 17.3% | |
| 108 | Charlton Kings Junior School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 109 | Chipping Campden School | 18.5% | 0.0% | 0.0% | 0.0% | 18.5% | 18.5% | 18.5% | |
| 110 | Cirencester Kingshill School | 18.2% | 0.0% | 0.0% | 0.0% | 18.2% | 18.2% | 18.2% | |
| 111 | Katharine Lady Berkeley's School | 18.2% | 0.0% | 0.0% | 0.0% | 18.2% | 18.2% | 18.2% | |
| 114 | Thomas Keble School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 119 | Gotherington Primary School | 17.8% | 0.0% | 0.0% | 0.0% | 17.8% | 17.8% | 17.8% | |
| 123 | St Mary's Catholic Primary School | 18.7% | -1.0% | -1.0% | -1.0% | 17.7% | 17.7% | 17.7% | |
| 126 | Severn Vale School | 17.3% | 0.0% | 0.0% | 0.0% | 17.3% | 17.3% | 17.3% | |
| 130 | Field Court Junior School | 18.3% | -0.2% | -0.2% | -0.2% | 18.1% | 18.1% | 18.1% | |

| Employer code | Employer name | Primary rate (% of pay) | Secondary rate (% of pay plus monetary amount) | | | Total contributions (primary rate plus secondary rate) | | | Note |
|--|----------------------------------|----------------------------|---|---------|---------|--|---------|---------|------|
| | | | 2026/27 | 2027/28 | 2028/29 | 2026/27 | 2027/28 | 2028/29 | |
| 133 | Wyedean School & 6th Form | 18.2% | 0.0% | 0.0% | 0.0% | 18.2% | 18.2% | 18.2% | |
| 135 | Churchdown Secondary School | 17.8% | 0.0% | 0.0% | 0.0% | 17.8% | 17.8% | 17.8% | |
| 145 | Newent Community School | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 157 | Bourton-on-the-Water Primary | 18.6% | -1.5% | -1.5% | -1.5% | 17.1% | 17.1% | 17.1% | |
| 158 | Blockley CofE Primary School | 19.1% | 0.0% | 0.0% | 0.0% | 19.1% | 19.1% | 19.1% | |
| 171 | Stone with Woodford CofE Primary | 18.8% | 0.0% | 0.0% | 0.0% | 18.8% | 18.8% | 18.8% | |
| 173 | Abbey View - CCT Learning | 18.4% | 0.0% | 0.0% | 0.0% | 18.4% | 18.4% | 18.4% | |
| 179 | Mitton Manor Primary School | 18.6% | 0.0% | 0.0% | 0.0% | 18.6% | 18.6% | 18.6% | |
| Pass-through employers | | | | | | | | | |
| 268 | Halo Leisure (Greenshaw LT) | 20.8% | 0.0% | 0.0% | 0.0% | 20.8% | 20.8% | 20.8% | |
| 276 | Ubico (GlosCity Streetcare) | 28.6% | 0.0% | 0.0% | 0.0% | 28.6% | 28.6% | 28.6% | |
| 288 | Purgo Cleaning (GLA) | 26.2% | 0.0% | 0.0% | 0.0% | 26.2% | 26.2% | 26.2% | |
| 290 | Caterlink (St Peters Academy) | 26.0% | 0.0% | 0.0% | 0.0% | 26.0% | 26.0% | 26.0% | |
| 291 | Kindred Cleaning (St Peters) | 26.0% | 0.0% | 0.0% | 0.0% | 26.0% | 26.0% | 26.0% | |
| 299 | Wealden Leisure (Cots DC) | 26.0% | 0.0% | 0.0% | 0.0% | 26.0% | 26.0% | 26.0% | |
| 300 | Purgo Cleaning (Athelstan) | 27.0% | 0.0% | 0.0% | 0.0% | 27.0% | 27.0% | 27.0% | |
| 313 | Innovate Catering (Farmors) | 27.6% | 0.0% | 0.0% | 0.0% | 27.6% | 27.6% | 27.6% | |
| 317 | Aramark Catering (Hartpur Uni) | 28.2% | 0.0% | 0.0% | 0.0% | 28.2% | 28.2% | 28.2% | |
| 320 | Aspire Foundation (GCC Family) | 26.0% | 0.0% | 0.0% | 0.0% | 26.0% | 26.0% | 26.0% | |
| 321 | Venture Community Hub (GCC)) | 26.0% | 0.0% | 0.0% | 0.0% | 26.0% | 26.0% | 26.0% | |
| 323 | Purgo Cleaning (All Saints) | 25.5% | 0.0% | 0.0% | 0.0% | 25.5% | 25.5% | 25.5% | |
| 325 | Family Action (GCC Youth) | 26.0% | 0.0% | 0.0% | 0.0% | 26.0% | 26.0% | 26.0% | |
| 326 | Children's Society (GCC Youth) | 26.0% | 0.0% | 0.0% | 0.0% | 26.0% | 26.0% | 26.0% | |
| New employers joining the Fund after the 2025 valuation | | | | | | | | | |
| 319 | NCSF Trust (St Andrews Primary) | 18.3% | 0.0% | 0.0% | 0.0% | 18.3% | 18.3% | 18.3% | |
| 322 | Caterlink (Ribston Hall) | 26.5% | 0.0% | 0.0% | 0.0% | 26.5% | 26.5% | 26.5% | |

Notes to the Rates & Adjustments Certificate

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

| Employer | Cheltenham Borough Council | Forest of Dean District Council |
|--------------------------------------|----------------------------|---------------------------------|
| Pre-payment amount | £817,000 | £2,459,000 |
| Date payment to be made by | 1 April 2026 | 1 April 2026 |
| Amount payable in respect of: | | |
| - 2026/27 | 17.1% of pay plus £290,000 | 17.6% of pay plus £873,000 |
| - 2027/28 | 17.1% of pay plus £298,000 | 17.6% of pay plus £897,000 |
| - 2028/29 | 17.1% of pay plus £306,000 | 17.6% of pay plus £922,000 |
| Rate of discount | 6.2% pa | 6.2% pa |
| Revised contributions due*: | | |
| - 2026/27 | 17.1% of pay | 17.6% of pay |
| - 2027/28 | 17.1% of pay | 17.6% of pay |
| - 2028/29 | 17.1% of pay | 17.6% of pay |

*in addition to the pre-payment amount

3. This employer's nil rate will be reviewed annually, and the Fund reserves the right to adjust the employer's contribution rates before the 2028 valuation if required.

Comments to the Rates & Adjustments Certificate

- Contributions expressed as a percentage of payroll should be paid into the Fund at a frequency in accordance with the requirements of the Regulations.
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- Payments to the Fund by employers may be required to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions.
- Any new employers or admission bodies joining the Fund should be referred to the Fund Actuary to assess the required level of contribution. Depending on the number of transferring members the ceding employer's rate may also need to be reviewed.
- Any employer who ceases to participate in the Fund should be referred to the Fund Actuary in accordance with Regulation 64 of the LGPS regulations.
- The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.