

Appendix 5 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 2023 to 31 March 2026.

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 31 March 2023.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2023 to 31 March 2026 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 2023. 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.

Primary and secondary rate summary

The primary rate for the Fund is the weighted average (by payroll) of the individual employers' primary rates and is 19.6% p.a. of payroll.

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 2023 to 31 March 2026 is set out in the table below.

Secondary contributions	2023/24	2024/25	2025/26
Total as a % of payroll	6.2%	6.3%	6.7%
Equivalent to total monetary amounts of	£26,951,770	£26,146,346	£26,811,858

These amounts reflect the individual employers' deficit recovery plans.

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 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 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.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Government bodies									
205	Luton Borough Council	20.2%	£4.26m	£4.42m	£4.59m	20.2% plus £4.26m (£4.164m)	20.2% plus £4.42m (£4.129m)	20.2% plus £4.59m (£4.097m)	i
319	Central Bedfordshire	19.3%	£7.56m	£7.85m	£8.15m	19.3% plus £7.56m (£7.390m)	19.3% plus £7.85m (£7.334m)	19.3% plus £8.15m (£7.277m)	ii
	Central Bedfordshire schools	19.3%	8.9%	8.9%	8.9%	28.2%	28.2%	28.2%	
320	Bedford Borough Council	19.9%	£5.80m	£6.03m	£6.26m	19.9% plus £5.80m (£5.670m)	19.9% plus £6.03m (£5.633m)	19.9% plus £6.26m (£5.588m)	iii
518	Chief Constable	18.3%	£585k	£607k	£631k	18.3% plus £585k	18.3% plus £607k	18.3% plus £631k	
261	Beds and Luton Combined Fire Authority	20.6%	£148k	£153k	£159k	20.6% plus £148k	20.6% plus £153k	20.6% plus £159k	

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 2023 to 31 March 2025 will be paid in full in April 2023 (£12,390k)

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 2023 to 31 March 2025 will be paid in full in April 2023 (£22,001k)

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 2023 to 31 March 2025 will be paid in full in April 2023 (£16,891k)

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
Further education bodies									
208	Cranfield University	19.5%	£1.837m	TBC	TBC	19.5% plus £1.837m	TBC	TBC	iv
233	University of Bedfordshire	18.7%	£1.333m	£1.384m	£1.438m	18.7% plus £1.333m	18.7% plus £1.384m	18.7% plus £1.438m	v
699	Bedford College Group	19.9%	19.9%	19.9%	19.9%	19.9% plus £323k	19.9% plus £335k	19.9% plus £348k	vi
241	Luton Sixth Form College	19.8%	£116k	£120k	£125k	19.8% plus £116k	19.8% plus £120k	19.8% plus £125k	vii

iv. Contributions are due between 1 August and 31 July each year i.e. the payment schedule ends 31 August 2026. For the period from 1 April 2023 to 31 July 2023 the Employer should pay 19.6% plus £546.7k.

v. Contributions are due between 1 August and 31 July each year i.e. the payment schedule ends 31 August 2026. For the period from 1 April 2023 to 31 July 2023 the Employer should pay 17.8% plus £266.3k.

vi. Contributions are due between 1 August and 31 July each year i.e. the payment schedule ends 31 August 2026. For the period from 1 April 2023 to 31 July 2023 the Employer should pay 18.8% plus £9k.

vii. Contributions are due between 1 August and 31 July each year i.e. the payment schedule ends 31 August 2026. For the period from 1 April 2023 to 31 July 2023 the Employer should pay 20.6% plus £14.2k.

Academies

306	The Shared Learning Trust	20.1%	1.7%	2.0%	2.0%	21.8%	22.1%	22.1%
321	All Saints Academy	20.1%	0.6%	2.0%	2.0%	20.7%	22.1%	22.1%
324	HEART Academies - Bedford	20.1%	2.7%	2.0%	2.0%	22.8%	22.1%	22.1%
329	Sharnbrook Academy Federation	20.1%	6.4%	5.5%	4.7%	26.5%	25.6%	24.8%
332	Eversholt Lower School	20.1%	4.6%	3.1%	2.0%	24.7%	23.2%	22.1%
335	BEST - Samuel Whitbread Community College	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%
336	Vandyke Upper School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%
339	Greenfield & Pulloxhill Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
341	BEST - Robert Bloomfield Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
343	Eaton Bray Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
345	Redborne Upper School	20.1%	4.2%	2.7%	2.0%	24.3%	22.8%	22.1%	
346	Woodland Academy	20.1%	2.1%	2.0%	2.0%	22.2%	22.1%	22.1%	
350	Goldington Academy	20.1%	6.2%	5.3%	4.5%	26.3%	25.4%	24.6%	
352	Alameda Middle School	20.1%	3.1%	2.0%	2.0%	23.2%	22.1%	22.1%	
354	Wootton Academy Trust	20.1%	1.4%	2.0%	2.0%	21.5%	22.1%	22.1%	
355	Brooklands Middle School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
357	Icknield High School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
358	The Firs Lower School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
359	Hadrian Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
360	BEST - Etonbury Middle School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
361	Cranfield Church of England Academy	20.1%	0.6%	2.0%	2.0%	20.7%	22.1%	22.1%	
362	Stratton Education Trust	20.1%	6.3%	5.4%	4.6%	26.4%	25.5%	24.7%	
363	Fulbrook Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
364	Weatherfield Special School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
368	BEST - St Christopher's Lower School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
369	St Mary's Stotfold	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
370	Gilbert Inglefield Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
469	St Augustine's Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
471	Queensbury Academy	20.1%	4.1%	2.6%	2.0%	24.2%	22.7%	22.1%	
474	Advantage MAT - Bedford Free School	20.1%	1.4%	2.0%	2.0%	21.5%	22.1%	22.1%	
477	Holywell Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
482	Mark Rutherford School Trust	20.1%	1.9%	2.0%	2.0%	22.0%	22.1%	22.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
483	Whipperley Infants Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
488	Toddington St George's C of E School	20.1%	2.2%	2.0%	2.0%	22.3%	22.1%	22.1%	
490	Goldington Green Academy	20.1%	1.8%	2.0%	2.0%	21.9%	22.1%	22.1%	
491	Sharnbrook Primary	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
492	Putnoe Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
493	Our Lady Immaculate Catholic Academies Trust	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
494	The Hills Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
495	Raynsford C of E Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
499	Ferrars Academy	20.1%	1.2%	2.0%	2.0%	21.3%	22.1%	22.1%	
506	Academy of Central Bedfordshire	20.1%	-0.8%	0.7%	2.0%	19.3%	20.8%	22.1%	
507	Harlington and Sundon Academy Trust (HSAT)	20.1%	7.0%	6.0%	5.0%	27.1%	26.1%	25.1%	
508	Chiltern Learning - Denbigh High School, Challney Boys and Dallow Primary School	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
509	Active Education Academy Trust	20.1%	-2.1%	-0.6%	0.9%	18.0%	19.5%	21.0%	
510	BEST - Gravenhurst Lower School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
511	Clifton All Saints Academy	20.1%	1.7%	2.0%	2.0%	21.8%	22.1%	22.1%	
512	Oak Bank School	20.1%	-1.3%	0.2%	1.7%	18.8%	20.3%	21.8%	
513	LIFE Academies Trust	20.1%	0.8%	2.0%	2.0%	20.9%	22.1%	22.1%	
514	BEST - Gothic Mede School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
515	Beecroft Lower School	20.1%	1.2%	2.0%	2.0%	21.3%	22.1%	22.1%	
519	BEST - Langford Village Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
524	Chiltern Learning Trust - Lancot	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
528	St Thomas Catholic Academies Trust - Cardinal Newman	20.1%	8.0%	6.8%	5.6%	28.1%	26.9%	25.7%	
529	St Thomas Catholic Academies Trust - St Margaret of Scotland	20.1%	8.0%	6.8%	5.6%	28.1%	26.9%	25.7%	
530	St Thomas Catholic Academies Trust - St Martin de Porres	20.1%	8.0%	6.8%	5.6%	28.1%	26.9%	25.7%	
538	Chiltern Learning Trust - Daubeney	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
539	Chiltern Learning Trust - Kempston Challenger Academy	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
541	B.I.L.T.T - St Johns	20.1%	1.8%	2.0%	2.0%	21.9%	22.1%	22.1%	
542	B.I.L.T.T - Greys	20.1%	1.8%	2.0%	2.0%	21.9%	22.1%	22.1%	
543	B.I.L.T.T - Grange	20.1%	1.8%	2.0%	2.0%	21.9%	22.1%	22.1%	
544	Chiltern Learning - Marston	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
546	Advantage MAT - Elstow	20.1%	15.1%	12.5%	9.9%	35.2%	32.6%	30.0%	
547	Chiltern Learning - Putteridge	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
548	Chiltern Learning - Challney Girls	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
551	D.S.A.M.A.T Thomas Whitehead	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
553	HEART Academies - Shortstown	20.1%	2.7%	2.0%	2.0%	22.8%	22.1%	22.1%	
554	HEART Academies - Shackleton	20.1%	2.7%	2.0%	2.0%	22.8%	22.1%	22.1%	
555	HEART Academies - Cauldwell	20.1%	2.7%	2.0%	2.0%	22.8%	22.1%	22.1%	
556	D.S.A.M.A.T Manshead	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
557	Unity CofE MAT - Great Barford	20.1%	9.9%	8.3%	6.8%	30.0%	28.4%	26.9%	
561	B.C.A.T - Wixams Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
562	B.C.A.T - Wixams Tree Primary	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
563	D.S.A.M.A.T Caldecote	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
565	D.S.A.M.A.T Kensworth	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
571	Chiltern Learning Trust - Springfield	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
574	St Thomas Catholic Academies Trust - St Vincents	20.1%	8.0%	6.8%	5.6%	28.1%	26.9%	25.7%	
575	St Thomas Catholic Academies Trust - St Marys	20.1%	8.0%	6.8%	5.6%	28.1%	26.9%	25.7%	
576	D.S.A.M.A.T Totternhoe	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
578	Chiltern Learning - Linslade	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
579	Chiltern Learning - Cedars	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
580	Chiltern Learning - Lark Rise	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
583	Everton Heath Primary School	20.1%	8.5%	7.2%	5.9%	28.6%	27.3%	26.0%	
584	Chiltern Learning - Chiltern Academy	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
586	D.S.A.M.A.T Roxton	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
588	BEST - Lawnside Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
589	Pioneer Learning Trust - Southfield	20.1%	4.6%	3.1%	2.0%	24.7%	23.2%	22.1%	
590	Pioneer Learning Trust - Whitefield	20.1%	11.1%	9.3%	7.5%	31.2%	29.4%	27.6%	
591	Pioneer Learning Trust - Chantry	20.1%	1.4%	2.0%	2.0%	21.5%	22.1%	22.1%	
593	The Rushmere Park Academy (SLT)	20.1%	1.7%	2.0%	2.0%	21.8%	22.1%	22.1%	
596	Scholar's Education Trust - Priory	20.1%	7.0%	6.0%	5.0%	27.1%	26.1%	25.1%	
603	BEST - Pix Brook Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
608	Chiltern Learning Trust - Ardley Hill Academy	20.1%	4.4%	2.9%	2.0%	24.5%	23.0%	22.1%	
610	Tennyson Road Primary	20.1%	4.1%	2.6%	2.0%	24.2%	22.7%	22.1%	
623	Pyramid School Trust - Westoning	20.1%	14.9%	12.3%	9.8%	35.0%	32.4%	29.9%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
624	Pyramid School Trust - Parkfields	20.1%	16.3%	13.4%	10.6%	36.4%	33.5%	30.7%	
625	Pyramid School Trust - Ramsey Manor	20.1%	16.9%	13.9%	11.0%	37.0%	34.0%	31.1%	
644	D.S.A.M.A.T Studham	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
645	Pyramid School Trust - Arnold Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
646	Pyramid School Trust - Harlington Upper School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
647	BEST - Campton Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
651	Farley Junior Academy	20.1%	10.3%	8.7%	7.0%	30.4%	28.8%	27.1%	
653	D.S.A.M.A.T Ravensden	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
654	Hawthorn Park Community Primary	20.1%	19.3%	15.8%	12.4%	39.4%	35.9%	32.5%	
659	Windmill Hill School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
668	D.S.A.M.A.T Northill	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
671	Middlesex Learning Trust - Stopsley High	20.1%	11.1%	9.3%	7.5%	31.2%	29.4%	27.6%	
673	Poppy Hill MAT-Henlow	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
674	Poppy Hill MAT-Meppershall	20.1%	12.9%	10.7%	8.6%	33.0%	30.8%	28.7%	
676	Advantage MAT - Queens Park	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%	
677	D.S.A.M.A.T Ursula Taylor Academy	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%	
Parish and Town Councils									
211	Beds and River Ivel Drainage Board	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
212	Biggleswade Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
213	Aley Green Cemetery Joint Committee	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
214	Kempston Burials Joint Committee	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
217	Toddington Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
218	Leighton Linlade Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
219	Potton Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
220	Sandy Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
221	Ampthill Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
226	Stotfold Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
230	Dunstable Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
231	Flitwick Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
237	Houghton Regis Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
268	Kempston Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
293	Caddington Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
294	Bromham Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
295	Harlington Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
296	Arslesey Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
302	Wootton Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
316	Marston Moretaine Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
353	Biddenham Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
356	Brickhill Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
383	Northill Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
390	Blunham Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
391	Houghton Conquest Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
392	Bolnhurst & Keysoe Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
393	Turvey Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
476	Staploe Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
478	Kempston Rural Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
489	Stanbridge Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
501	Sharnbrook Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
522	Kensworth Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
527	Oakley Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
531	Great Barford Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
534	Maulden Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
594	Shefford Town Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
600	Shortstown Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
622	Aspley Guise Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
631	Campton & Chicksands Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%	
Other									
300	Active Luton	17.5%	-	-	-	17.5%	17.5%	17.5%	
615	Active Luton (Libraries Contract)	15.0%	-	-	-	15.0%	15.0%	15.0%	
255	Grand Union Housing	23.6%	£224k	£233k	£242k	23.6% plus £224k	23.6% plus £233k	23.6% plus £242k	
313	The Culture Trust Luton	19.7%	-9.7%	-9.7%	-9.7%	10.0%	10.0%	10.0%	
326	Mitie	27.8%	-17.8%	-17.8%	-17.8%	10.0%	10.0%	10.0%	
394	Civica	23.2%	-13.2%	-13.2%	-13.2%	10.0%	10.0%	10.0%	
503	Stevenage Leisure (Original Contract)	24.0%	-14.0%	-14.0%	-14.0%	10.0%	10.0%	10.0%	
516	Fusion Lifestyle	23.0%	-	-	-	23.0%	23.0%	23.0%	
520	East London NHS Foundation Trust (Luton)	22.8%	-12.8%	-12.8%	-12.8%	10.0%	10.0%	10.0%	
521	East London NHS Foundation Trust (Bedford)	24.2%	-13.3%	-13.3%	-13.3%	10.9%	10.9%	10.9%	
533	Ringway Jacobs	27.3%	-17.3%	-17.3%	-17.3%	10.0%	10.0%	10.0%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
537	Pathfinder Legal Services Ltd	21.7%	-3.9%	-3.9%	-3.9%	17.8%	17.8%	17.8%	
582	Aramark Ltd	26.1%	-10.1%	-10.1%	-10.1%	16.0%	16.0%	16.0%	
585	Kindred (M&D)	22.1%	-	-	-	22.1%	22.1%	22.1%	
587	Kindred (Putter)	27.1%	-12.0%	-12.0%	-12.0%	15.1%	15.1%	15.1%	
592	Compass (Shared Learning Trust)	24.1%	-2.8%	-2.8%	-2.8%	21.3%	21.3%	21.3%	
595	Churchill (Ltn Cult Propert)	33.8%	4.7%	4.7%	4.7%	38.5%	38.5%	38.5%	
601	XMA Limited	20.9%	-	-	-	20.9%	20.9%	20.9%	
602	Stevenage Leisure (Dunstable Centre, Grove Theatre, Tiddenfoot Leisure Centre)	26.0%	-1.8%	-1.8%	-1.8%	24.2%	24.2%	24.2%	
605	Kindred (Cedars, Linslade & Lark Rise)	18.8%	-	-	-	18.8%	18.8%	18.8%	
609	Taylor Shaw (Etonbury)	21.1%	-	-	-	21.1%	21.1%	21.1%	
612	FCC Environment Services Ltd	24.5%	-	-	-	24.5%	24.5%	24.5%	
614	School Catering Support Ltd (Relish)	18.4%	-2.9%	-2.9%	-2.9%	15.5%	15.5%	15.5%	
626	ABM Catering Ltd (Bushmead)	24.3%	-	-	-	24.3%	24.3%	24.3%	
627	ABM Catering Ltd (The Meads)	24.4%	-9.8%	-9.8%	-9.8%	14.6%	14.6%	14.6%	
628	ABM Catering Ltd (Surrey Street)	22.7%	-	-	-	22.7%	22.7%	22.7%	
630	Herts Catering (Ferrars)	23.1%	-7.0%	-7.0%	-7.0%	16.1%	16.1%	16.1%	
633	Caterlink (CLT)	21.4%	-5.4%	-5.4%	-5.4%	16.0%	16.0%	16.0%	
637	Aspens Services (Hillborough)	22.3%	4.6%	4.6%	4.6%	26.9%	26.9%	26.9%	
638	Aspens Services (Tennyson)	20.7%	5.0%	5.0%	5.0%	25.7%	25.7%	25.7%	
639	Aspens Services (Warden Hill)	34.0%	2.4%	2.4%	2.4%	36.4%	36.4%	36.4%	
640	Aspens Services (Foxdell)	23.5%	8.6%	8.6%	8.6%	32.1%	32.1%	32.1%	
641	Caterlink (Somerles Junior)	31.7%	-	-	-	31.7%	31.7%	31.7%	
642	Caterlink (Warden Hill Inf)	22.5%	-	-	-	22.5%	22.5%	22.5%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
643	Compass - CBC (Tithe Farm Lower)	18.6%	-	-	-	18.6%	18.6%	18.6%	
648	Alliance in Partnership Limited (Ramridge Primary)	28.4%	-	-	-	28.4%	28.4%	28.4%	
649	Alliance in Partnership Limited (Icknield Primary)	25.2%	-3.5%	-3.5%	-3.5%	21.7%	21.7%	21.7%	
650	Sector Support Services (KCA)	28.1%	0.9%	0.9%	0.9%	29.0%	29.0%	29.0%	
652	Aspens Services (Sharnbrook)	20.4%	-	-	-	20.4%	20.4%	20.4%	
656	Aspens Services (DSAMAT)	22.7%	-3.4%	-3.4%	-3.4%	19.3%	19.3%	19.3%	
660	ABM Catering (William Austin Infant School)	21.5%	-2.9%	-2.9%	-2.9%	18.6%	18.6%	18.6%	
661	ABM Catering (Luton Primary Cluster)	21.1%	-1.5%	-1.5%	-1.5%	19.6%	19.6%	19.6%	
665	Alliance in Partnership Ltd (St Joseph's)	24.8%	-	-	-	24.8%	24.8%	24.8%	
669	Kindred (Shared Learning Trust - Chalk Hill)	28.1%	1.3%	1.3%	1.3%	29.4%	29.4%	29.4%	
670	Compass (STCAT)	22.5%	-3.2%	-3.2%	-3.2%	19.3%	19.3%	19.3%	
675	Miquill (St Matthews)	23.3%	-1.6%	-1.6%	-1.6%	21.7%	21.7%	21.7%	
678	turn IT on	20.1%	-2.8%	-2.8%	-2.8%	17.3%	17.3%	17.3%	
679	Caterlink (Ardley Hill)	21.5%	-1.4%	-1.4%	-1.4%	20.1%	20.1%	20.1%	

Post valuation employers

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
635	Streatley Parish Council	20.4%	6.4%	6.4%	6.4%	26.8%	26.8%	26.8%
686	D.S.A.M.A.T St James	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%
687	Easy Clean (OLICAT)	21.9%	0.0%	0.0%	0.0%	21.9%	21.9%	21.9%
688	Partnership Education Ltd	18.6%	0.0%	0.0%	0.0%	18.6%	18.6%	18.6%
689	Avalon Cleaning (Tennyson)	21.1%	0.0%	0.0%	0.0%	21.1%	21.1%	21.1%
690	Houstone School	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%
691	KST - Doverly Academy	20.1%	2.0%	2.0%	2.0%	22.1%	22.1%	22.1%
692	Aspens (Warden Hill Inf)	22.7%	0.0%	0.0%	0.0%	22.7%	22.7%	22.7%
697	D.S.A.M.A.T Wenlock	20.1%	9.6%	8.1%	6.6%	29.7%	28.2%	26.7%
698	Aspens Services Ltd (Wenlock)	23.2%	0.0%	0.0%	0.0%	23.2%	23.2%	23.2%
700	ABM Catering (Stopsley Primary)	29.9%	29.9%	29.9%	29.9%	29.9%	29.9%	29.9%