



Cambridgeshire County Council Pension Fund

Annual Report Year Ended 31 March 2025

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Chair's Foreword

As the newly appointed Chair of the Cambridgeshire Pension Fund Committee, it is my pleasure to present the Annual Report and Statement of Accounts for the year ended 31 March 2025.

I have taken on the Chair of the Committee having previously been a Member of the Fund's Pension Board. I would like to acknowledge the leadership of my predecessor, Cllr Alison Whelan, as well as the dedication of the committee/board members, officers and advisors who have continued to act in the best interests of the Fund's members and employers.

The Fund continues to grow steadily, now managing over 100,000 active, deferred and pensioner member records. Despite uncertainty and market volatility during the year, the Fund remains in a strong financial position with its value increasing by £148.5 million to £4.9 billion.

The core objective of the Fund is to pay benefits to scheme members and other beneficiaries as they fall due. Our Funding Strategy and Investment Strategy have been set to ensure a stable cash position as well as maintaining a sufficient funding level. Encouragingly, the Fund's investment income rose to £84.2 million during the year, which was a key strategic objective as the Fund matures.

Funding level is the comparison of Fund assets to liabilities. At the last formal valuation, 31 March 2022, the funding level was 125%, meaning for every £1 of liabilities owed to members, the Fund has £1.25 of assets to cover the liability. This funding level has improved further, having reached an estimated 148% as at 31 March 2025. The next formal valuation will be taking place during 2025-26.

The Scheme Administration section of the annual report sets out the Key Performance Indicators (KPIs) for our main interactions with members ([page 19](#) to 22). This year we have introduced a Value for Money statement ([page 39](#) to 42) to demonstrate the Fund's continuous commitment to improve its value for money proposition for all members and employers.

Beyond the Fund's day to day "business as usual" operations, the pensions team has delivered a range of projects and planned activities including procurements, asset pool developments, policies and procedure reviews, continued implementation of the Climate Action Plan, Pensions Dashboards, becoming a UK Stewardship Code signatory, and launching a new Fund

website (more details of such activities can be found in pages 15 to 18).

Pension Dashboards is the government-led initiative designed to empower individual pension savers by allowing them view details of all their pensions in one secure place. This is a significant project that involves industry-wide collaboration and preparation. As of March 25, the Fund had undertaken all required activities to ensure it is in a position to connect to the dashboard ecosystem by the deadline of 31 October 2025. Pension Dashboards will be made available to the general public at a future date yet to be determined by government.

This year, the Fund was successfully recognised as a signatory to the UK Stewardship Code by the Financial Reporting Council. The Code sets high expectations for how money is invested on behalf of UK savers and pensioners and provides a clear benchmark for the responsible allocation, management and oversight of capital. This recognition reflects the Fund's ongoing commitment to responsible investment and demonstrates our continuous efforts to monitor and transparently report on our stewardship activities, including any voting and company engagement undertaken on our behalf.

The new Fund website successfully launched in January 25. It features improved navigation, more effective search functionality and clear, more relatable content with better accessibility to all users. If you have not yet visited the new site, I encourage you to do so - and would welcome your feedback.

If you are a scheme member and not yet using member self-service, I also encourage you to register via the Fund's website.

The Fund is currently a member of the ACCESS asset pool. Following the LGPS Fit for the Future consultation published in November 2024, all pools must be established as FCA-regulated investment management companies, possessing the expertise and capacity to implement investment strategies. ACCESS submitted a proposal to become an FCA-regulated investment management company, but this was not supported by Government. Following an evaluation process to determine alternative pooling options, the Fund concluded that Border to Coast Pension Partnership (BCPP) is its preferred pooling partner. An expression of interest to join BCPP has been submitted, alongside six other LGPS funds from ACCESS.

Chair's Foreword (continued)

Further due diligence is being undertaken alongside the necessary governance steps to progress the transition from ACCESS to BCPP, including obtaining approval from the BCPP partner funds. On 21st October 2025, the Council approved BCPP as the Fund's preferred pooling partner and authorised the necessary steps to be undertaken for the Administering Authority to become a shareholder in BCPP.

I hope this annual report provides you with a deeper understanding of the Fund's operations, progress, and strategic direction. The Fund remains steadfast in its mission to provide financial security for its members, uphold strong governance practices, and act as responsible stewards of its assets.

Yours Faithfully,

CLlr Dr Geoffrey Seeff

Chair of the Cambridgeshire Pension Fund Committee

Summary Report

Cambridgeshire County Council is the administering authority for the Cambridgeshire Pension Fund (the Fund) which is part of the Local Government Pension Scheme (LGPS). The LGPS is a defined benefit pension scheme, and the Fund has over 101,000 members and 194 active employers. The main purpose of the Fund is to pay benefits to members and beneficiaries as they fall due.

Funding Level

At the last formal valuation, the Funding level was 125%. This means for every £1 of liabilities owed to members, the Fund has £1.25 of assets to cover the liability. The actuarial statement on [page 75](#) provides more information on the latest actuarial valuation as of 31 March 2022.

Financial Performance

The budget is approved by Pension Fund Committee at the start of the year (see Governance section [page 48](#)) and forecasts are reported against the budget on a regular basis throughout the year. As at the end of the year, the Fund is still cash-flow positive, and the fund received enough income to pay its expenses.

Key highlights:

- The Fund returned 2.4% on investments during the year resulting in a £86.9m return on investments.
- In total, the Fund value increased by £148.5m from £4.76bn to £4.91bn.
- The Fund has received £160.8m of contributions during the year, of the total amount of contributions received, only 1% (£510k) was paid late by employers.
- Transfers in and out represent amounts received and paid for members who have joined or left the Fund, the Fund received £15.7m of transfers in and paid £16.0m in transfers out during the year.
- Benefits payable are pensions and lump-sum benefits paid to members. The Fund paid £155.3m in Pension benefits during the year.
- Management expenses during the year were £27.8m, of that £23.1m were paid to investment managers.

- Investment income received from investment managers during the year was £84.2m.

Financial Performance	2024-25 Budget £000	2024-25 Actual £000
Contributions	155,000	160,841
Transfers in from other funds	18,000	15,721
Total Income	173,000	176,562
Benefits payable	-149,000	-155,322
Payments to and for leavers	-13,000	-15,959
Total Benefits	-162,000	-171,281
Surplus of contributions over benefits	11,000	5,281
Management Expenses		
Administrative Costs	-3,546	-3,241
Investment Management Expenses (Invoiced)	-1,285	-1,131
Investment Management Expenses (Non-Invoiced)	-21,300	-21,959
Oversight and Governance Costs	-1,072	-1,506
Total Management Expenses	-27,203	-27,837
Total Income less Expenses	-16,203	-22,556
Investment Income	48,000	86,668
Taxes on Income	0	-90
Profit/(loss) on disposal and changes in market value of investments	219,000	84,448
Net return on investments	267,000	171,026
Net increase/(decrease) in assets during the year	250,797	148,470

Summary Report

Administration

Membership of the LGPS is voluntary and employees are free to choose whether to join the scheme, remain in the scheme or make their own personal arrangements outside the scheme. Organisations participating in the Cambridgeshire Pension Fund include: Scheduled bodies, Admitted bodies and Resolution/Designated bodies. For more information on these types of employers see [page 83](#).

The Fund has been working on its business plan activities during the year, across areas including administration, governance, investments and communications, all while keeping up to date with its business-as-usual activities. To name a few, we have successfully carried out three tenders and reviews for expiring contracts; continued with the development of the ACCESS Pool and climate action plan; launched the Fund's new website; implementing best practice and adhering to new legislation and regulations. For more information of these projects, see [page 15](#).

The Fund has developed a number of Key Performance Indicators (KPIs) to monitor service delivery. This report includes casework carried out during the year and the time taken for the case work to be completed against the Fund's targets. The Fund's targets for casework are currently tighter than the CIPFA Guidance recommends. For more information on the Fund's KPIs, see [page 19](#).

This year we have introduced a Value for Money statement to demonstrate our commitment to improving value for money for all members and employers. For the statement, see [page 39](#).

Governance

Cambridgeshire County Council has established a Pension Fund Committee (PFC) and Investment Sub-Committee (ISC).

All members of the ISC sit on the PFC. Councillor Geoffrey Seeff is the Chair for the Pension Fund Committee and Councillor Alison Whelan is the Vice-Chair since May 2025.

Membership of the PC consist of:

Member Type	Number of representatives
Cambridgeshire County Council elected members	6
All other local authorities, police and fire elected members	2
All other employer's representative	1
Active scheme member representative	1
Deferred and Pensioner member representative	1

The Local Pension Board (LPB) was established on 1 April 2015, providing an additional layer of governance for the Fund. The Local Pension Board is made up of 3 scheme employer representatives and 3 scheme member representatives. Councillor Denis Payne is the Chair and Barry O'Sullivan is the Vice Chair for the LPB.

The full membership list of the above governance bodies during the reporting period is available on [page 50](#).

Investments

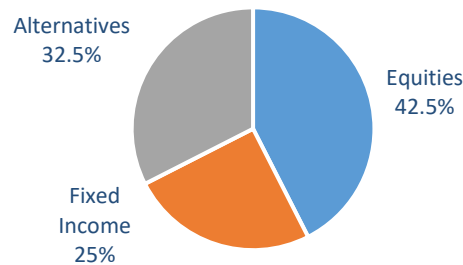
The primary objective of the Fund is to pay benefits as they fall due to members and beneficiaries. In normal market conditions, all accrued benefits should be fully covered by the value of the Fund's assets and an appropriate level of contributions is agreed by the employer to meet the cost of future benefits accruing. The Fund's approach to its investment arrangements is set out in its Investment Strategy Statement (ISS).

The Fund adopts a long-term perspective, focussing its investment strategy to generate sustainable returns on a risk adjusted basis to grow the Fund's assets to reflect its equally long-term future liabilities. The Fund has produced a responsible investment policy which sets out our approach to sustainable responsible investment and will help us manage the carbon and climate risks impacting our investments better. The Fund has also created a climate action plan, decarbonisation pathway and a climate dashboard which measures the funds progress at decarbonisation over time. All four documents can be found on the Funds website [key documents page](#).

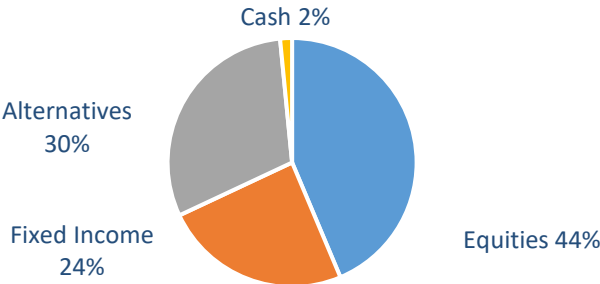
Summary Report

The below pie charts show the Fund’s actual allocation compared to its strategic allocation:

Strategic Asset Allocation at 31 March 2024



Actual Asset Allocation at 31 March 2025



The detailed market summary from our independent advisor’s annual review is available from the [page 68](#) ‘Independent Adviser’s annual review – Twelve months to 31st March 2025’.

The Fund is currently a member of the ACCESS assets pool, working with ten like-minded LGPS funds in response to the Government’s LGPS reform agenda, which encourages LGPS funds to collaborate in pooling investments to generate efficiency savings and share the collective expertise, while maintaining investment performance. Collectively as at 31st March 2025, the ACCESS Pool has significant scale with assets of £66.7bn (of which 74% has been pooled) serving 3,517 employers with 1.2 million members including 354K pensioners.

More details of the recent development in the ACCESS Pool since the launch of the Government’s LGPS pension review in July 2024 is available on the [page 54](#).

UK Levelling Up Investments

“Levelling up” refers to assets that make a measurable contributions to one of the missions set up in the Statement of Levelling Up Missions, which was presented to the UK Parliament by the former government, and support any local areas within the United Kingdom.

The ambition set in this statement and following-up policy initiative is for the funds to invest up to 5% of their assets in projects which support levelling up. As at 31 March 2025, the Fund has 6% invested in levelling up assets.

Asset	£m
Cambridge and Counties Bank	104.8
M&G UK Residential Property	57.7
Cambridge Building Society	15.0
Foresight East of England Fund	70.6
M&G Shared Ownership Fund	52.8
Total	300.9

Task Force on Climate Related Financial Disclosures (TCFD)

The Fund recognises the systemic risk associated with climate change as well as the County Council’s targets in this regard and has been working towards producing a climate change report. To manage this systemic risk and to align with its support of the Paris Agreement and a “just transition”, the Fund currently expects that its investment portfolio will be net carbon neutral by 2050, in line with UK Government’s targets.

Since the targets were set in June 2021, the Fund has:

- Reviewed the Fund’s passive equity allocation and implementing changes to the underlying benchmarks to increase exposure to stocks with positive climate-related characteristics.
- Switched one of the Fund’s multi-asset credit mandates to a portfolio with the same expected risk and return and stronger integration of positive Environmental, Social and Governance factors.
- Implemented a strategic allocation of 1% of total Fund assets to timberland.

Summary Report

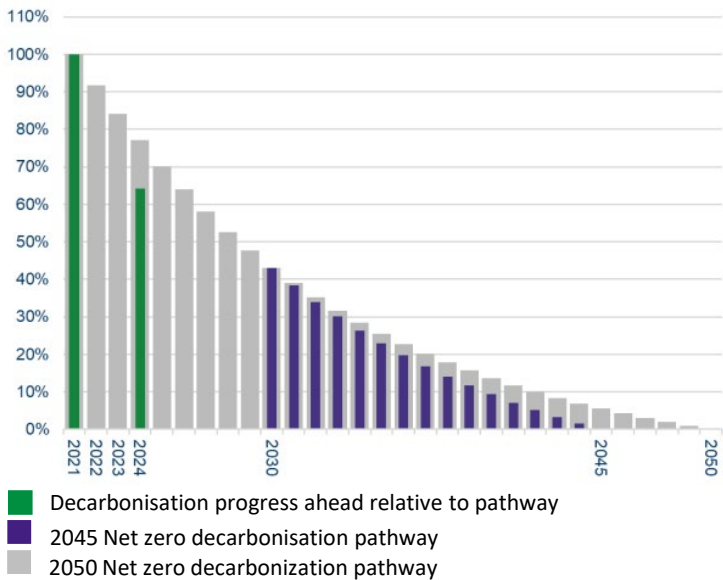
As at 30 June 2024, the Fund’s reporting has expanded to include an additional forward-looking metric, SBTi alignment. This is a measure of how many companies in a portfolio have submitted climate transition plan that have been approved by the Science Based Targets Initiative (SBTi). The Fund will continue to track absolute emissions, weighted average carbon intensity (WACI) and SBTi alignment, as each metric provides a different insight as to the nature of the companies held within portfolios.

The Fund’s reporting also includes corporate bonds in its carbon reporting since 30 June 2024 as the quality and availability of the climate-related data has improved over time.

Progress against targets

The chart below demonstrates the Fund’s progress (Green and Red bars) against the pre-defined pathway (Grey bars) required in order to achieve the Net Zero objective by 2050. The purple bars demonstrate the pathway to achieve Net Zero by 2045 for information.

The full report is available on [page 62](#)



Statement of Responsibilities

Introduction

This Annual Report and Statement of Accounts sets out the arrangements by which the Local Government Pension Scheme operates, reports changes which have taken place and reviews the investment activity and performance of the Cambridgeshire County Council Pension Fund ("Fund") during the year.

The Statement of Accounts has been prepared in accordance with the CIPFA/LASAAC Code of Practice for Local Authority Accounting in the United Kingdom 2024-25.

The accounts summarise the transactions and deal with the net assets of the Pension Fund. The accounts do not take account of the obligation to pay future benefits which fall due after year end. The actuarial position of the Fund which takes into account these obligations is available on the Fund's website,

[2022 Valuation Report](#)

The Council's Responsibilities in respect of the Pension Fund

Cambridgeshire County Council is required to:

- Make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this Council that officer is the Chief Finance Officer; and
- Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- Approve the Statement of Accounts which form part of the Council's Statement of Accounts.

The Chief Finance Officer's Responsibilities

The Chief Finance Officer is responsible for the preparation of the Council's statement of accounts in accordance with proper practices as set out in the *CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code)*.

In preparing this statement of accounts, the Chief Finance Officer has:

- Selected suitable accounting policies and then applied them consistently; and
- Made judgments and estimates that were reasonable and prudent; and
- Complied with the Code.

The Chief Finance Officer has also:

- Kept proper accounting records which are up to date; and
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

Certificate of Accounts

I certify that this Statement of Accounts presents a true and fair view of the financial position of the Pension Fund at 31 March 2025 and of its income and expenditure for the year 2024-25. I authorise the accounts for issue.

Michael Hudson

Chief Finance Officer

(Section 151 Officer)

Dated: xxxxxx

Scheme Management & Key Officers

The Key Officers of the Fund during the year were:

Michael Hudson – Executive Director of Finance and Resources

Mark Whitby – Head of Pensions

Ben Barlow – Investments and Fund Accounting Manager

Mohammed Mansha – Systems and Projects Manager

Akhtar Pepper – Operations Manager

Cory Blose – Employer Services and Communications Manager

Michelle Oakensen – Governance and Regulations Manager

The Team

The Pensions Service is based in Northampton and consists of the following teams:

- **Operations** – contact point for members of the scheme to deal with members' enquiries and requests. Maintain member records, calculate benefits and pensions payable.
Email: Pensions@westnorthants.gov.uk
- **Employers** – contact point for employers of the scheme and those wanting to join. Deliver training sessions to employers and payroll providers to assist them to participate efficiently in the Fund.
Email: PenEmployers@westnorthants.gov.uk
- **Funding** – record and reconcile contributions paid into the Fund and accounts for fund expenses. Provide financial monitoring and reporting of functions such as debt management and cash requirements.
Email: PenContributions@westnorthants.gov.uk
- **Governance** – support all Committees in governing the Fund effectively, develop and monitor policies and practices to improve data quality and ensure regulatory compliance.
Email: Pensions@westnorthants.gov.uk
- **Investments** – oversee the governance of Fund assets and support the Investment Sub-Committee, financial monitoring and reporting of investments.
Email: PenInvestments@westnorthants.gov.uk
- **Projects** – is responsible for delivering a wide range of projects that are required to be delivered across the service.
Email: PenProjects@westnorthants.gov.uk
- **Systems** – ensure internal systems are operating efficiently and provide support to maintaining accurate member records.
Email: PenSystems@westnorthants.gov.uk

Michael Hudson

Executive Director of Finance and Resources

Cambridgeshire County Council

Email: Michael.Hudson@cambridgeshire.gov.uk



Enquiries relating to management and administration should be directed to:

Mark Whitby

Head of Pensions

Pension Services

Email: Mark.Whitby@westnorthants.gov.uk



Further information regarding the accounts and investments can be obtained from:

Ben Barlow

Investments and Fund Accounting Manager

Pension Services

Email: Ben.Barlow@westnorthants.gov.uk



Registered Pension Scheme Number: 10038487

Scheme Management, Advisors and Partners

To visit each provider's website, you can access their link by clicking on the logos.

Partners		Asset Managers (Continued)	
ACCESS (Pension Pool)		Equitix Ltd	
KPMG (Auditor)		Foresight Group	
Hymans Robertson (Actuary)		HarbourVest Partners (UK)	
Hymans Robertson (Governance Benefits Consultants)		IFM Investors	
Mercer (Investment Consultants)		JO Hambro *	
NatWest (Bank)		JP Morgan	
Northern Trust (Custodian)		Longview Partners*	
Pathfinder (Legal Advisor)		M&G Investments*	
Sam Gervaise-Jones (Ind. Advisor)		Osmosis	
Squire Patton Boggs (Legal Advisors)		Partners Group	
Asset Managers		Schroders	
Adams Street Partners		Stafford Capital Partners	
Allianz Global Investors		Waystone Management Limited	
Ares Asset Management		UBS Asset Management	
AVIVA Investors		AVC Providers	
Blue Bay Asset Management*		Prudential	
CBRE Global		Utmost Life & Pensions	
Dodge & Cox Funds*			

*Sub-funds managed by Waystone Management in the ACCESS pool ([page 55](#))

Financial Performance

Financial Performance

The financial performance of the Fund is monitored against budgeted performance on a regular basis throughout the year by the Pension Fund Committee.

Variance Analysis

- Contributions from members are set in accordance with LGPS regulations and contributions from employers are set at the percentage rate recommended by the actuary in the payroll period to which they relate. If there were to be a large increase in active membership numbers or salary increases were higher than expected, contribution income would increase and vice versa for decreases. The variance from actual to budget is in line with current active membership numbers and salary increases higher than expected. Benefits payable are pensions, retirement and death lump-sum benefits paid to beneficiaries during the year. The figures are driven by pensioner membership numbers and Pension Increase. Benefits are in line with current membership numbers.
- Transfers in and payment out values represent the amounts received and paid for members who have either joined or left the Fund during the financial year and are calculated in accordance with the Local Government Pension Scheme Regulations and guidance. These figures are demand led.
- Management expenses include all direct fees charged to the Pension Fund during the year. For more information, the accounting policies on management fees can be found on [page 86](#).
- Administration fees are lower than expected due to large bank interest payments received during the year.
- Investment management expenses (invoiced) are lower than expected due to the movements of assets between the investment managers.
- Investment management expenses (non - invoiced) are higher than expected due to higher transaction costs from the changes in our asset holdings to align with the Investment Strategy.
- Oversight and governance costs are higher than expected due to underestimated consultancy costs for the implementation of the investment strategy.

The 2024-25 budget for profit/loss on disposal and changes in market value of investments assumed the actuarial target would be achieved. The actual market experience is explained in the independent investments advisor's review ([page 68](#)).

Details of non-investment assets and liabilities of the Fund are not included in the below table, They can be found in the Statement of Accounts in [Notes 21 to 22](#). There have been no significant changes to non-investment assets and liabilities during the year.

Financial Performance	2024-25 Budget £000	2024-25 Actual £000
Contributions	155,000	160,841
Transfers in from other funds	18,000	15,721
Total Income	173,000	176,562
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Payments to and for leavers	-13,000	-15,959
Total Benefits	-162,000	-171,281
Surplus of contributions over benefits	11,000	5,281
Management Expenses		
Administrative Costs	-3,546	-3,241
Investment Management Expenses (Invoiced)	-1,285	-1,131
Investment Management Expenses (Non-Invoiced)	-21,300	-21,959
Oversight and Governance Costs	-1,072	-1,506
Total Management Expenses	-27,203	-27,837
Total Income less Expenses	-16,203	-22,556
Investment Income	48,000	86,668
Taxes on Income	0	-90
investments	219,000	84,448
Net return on investments	267,000	171,026
Net increase/(decrease) in assets during the year	250,797	148,470

Financial Performance (continued)

Financial Performance (continued)

A breakdown of Administration Cost is shown below:

Administration Costs	2024-25 Budget £000	2024-25 Actual £000
Staff related	-2,458	-2,444
Pensions administration and payroll system	-413	-430
Data Assurance	-22	-18
Communications	-87	-47
Other non pay and income	15	286
County Council overhead recovery	-581	-589
Total Administration Costs	-3,546	-3,242

Contributions

Contributions are made by active members of the Fund in accordance with the LGPS Regulations 2013 and range from 5.5% to 12.5% of pensionable pay for the financial year ended 31 March 2025. Employers' contributions are set as part of the triennial actuarial funding valuation. The last such valuation was at 31 March 2022. Employers' contributions comprise a percentage rate on active payroll between 0% and 43.3% and deficit payments of fixed cash amounts set for each employer as part of the triennial funding valuation.

The Fund works closely with employers to collect contributions on time. The following table shows the amount of regular employee and employer contributions paid during the year and the value and percentage of which were paid both on time and after the deadline of the 19th day of the month following deduction.

Contributions	Total Paid in 2024-25 £000	Total Paid On Time £000	% Paid On Time	Total Paid Late £000	% Paid Late
Employer	121,415	121,017	99	398	1
Employee	39,426	39,313	99	113	1
Total	160,841	166,305	99	511	1

The Fund did not apply any additional charges or levies in respect of contributions received late, and no reports were made to The Pensions Regulator in respect of late contributions during the year.

Recovery of Overpayments of Pension

The Fund participates in the National Fraud Initiative which is a biennial process. The necessary recoveries arising from identified overpayments are being pursued.

Annual Pensioner Payroll (£) ¹	126,621,891
Total write off amount (£)	48,841
Write off amount as % of payroll	0.039%

¹Excludes additional pension awarded by the employer.

The following tables show the analysis of pension overpayments that occurred during the last five years:

Year	Overpayment £	Recovered/in progress £	Written Off £
2020-21	19,846	4,895	14,951
2021-22	40,591	28,750	11,841
2022-23 ¹	102,395	33,636	68,759
2023-24 ¹	87,512	11,961	75,551
2024-25	49,657	816	48,841

¹ Overpayments in 2022-23 and 2023-24 are high, as in addition to usual activity, the Fund undertook a Guaranteed Minimum Pension (GMP) rectification project. Overpayments identified as a result of incorrect or non-application of the GMP are written off after authorisation is obtained from Committee, unless the member could have known that their pension was being paid incorrectly as a result of the non or misapplication of GMP.

Overpayments identified with a value of under £250 are automatically written off, in line with the Fund's Overpayments Policy.

Scheme Administration

Introduction

Cambridgeshire County Council is responsible for administering the Cambridgeshire Pension Fund. The Fund is available to employees of the County Council, organisations with a statutory right to be in the scheme (scheduled bodies) and organisations, such as outsourced contractors and charities, which the County Council has admitted under its discretionary powers (admitted bodies). It also includes organisations that can admit their employees to the LGPS by passing their resolution to nominate them for access.

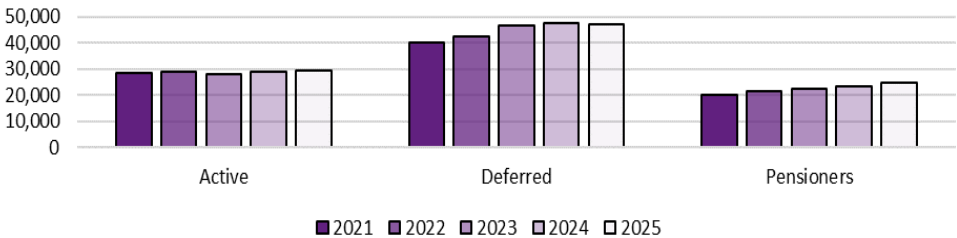
The Fund is a qualifying scheme under the automatic enrolment regulations and can be used by employers to automatically enrol eligible employees, and every three years re-enrol anyone who opts out of the scheme.

A shared service partnership between Cambridgeshire County Council and West Northamptonshire Council provides pension administration services to the Cambridgeshire Pension Fund.

Membership

Membership of the Fund increased by 1.3% from the previous year.

On 31 March 2025, the total membership of the Fund was 101,066 with 29,370 active, 47,120 deferred and 24,576 pensioner members. The deferred figure is inclusive of 8,245 open cases that may change status (undecided leavers).



Pension Fund Administration

There are 95 staff members (approximately 91 full time equivalent) within the Pensions Team, providing all aspects of service to both the Cambridgeshire and Northamptonshire Funds, with an average staff to member ratio of 1:2,025 (total members for Northamptonshire and Cambridgeshire Pension Funds divided by full time equivalent staff members). Of the 91 full time equivalent staff, approximately 49 are attributed to the Cambridgeshire Pension Fund.

Internal audit perform risk-based audit procedures to assess the effectiveness and efficiency of administration services.

The requirements of the General Data Protection Regulations (GDPR) are recognised and feature in the design of the Fund's administration processes. The Fund has in place a GDPR compliant privacy notice, conducts privacy impact assessments for all new activities involving personal data and has in place a Register of Processing Activities and Information Asset Register.

Scheme Administration Tools

The [Pensions website](#) contains detailed information for all the Fund's stakeholders and has dedicated pages for both members and employers. There is a comprehensive suite of forms and factsheets for members, prospective members and employers.

Support for members and employers can be accessed via the website or by contacting the Helpline on 01604 526 528.

Our [online pension account](#) allows members to securely access their records, amend their personal information, perform benefit projections and view their annual benefits statement.

i-Connect is a system used which allows employers to securely upload monthly payroll data into the pension database, improving efficiency and accuracy of data and ensuring timely record maintenance.

Scheme Administration (continued)

Scheme Framework

The Local Government Pension Scheme is a statutory funded pension scheme. The operation of the Cambridgeshire County Council Pension Fund is principally governed by the Local Government Pension Scheme Regulations 2013 (as amended) and the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (as amended) which have been made within the context of the primary legislation of the Public Service Pensions Act 2013.

The Scheme covers eligible employees of the County Council, the Police Authority, Police and Crime Commissioner, Combined Authority, District and Borough Councils and Academies within the county area other than teaching staff, police officers and fire-fighters for whom separate statutory arrangements exist. A number of other bodies are also members of the scheme.

Employers' contribution rates are set by the Fund's Actuary every three years following the valuation of the Fund, in order to maintain the solvency of the Fund. The last valuation took place as at 31 March 2022. The results of the valuation were a funding level of 125% and an average primary employer contribution rate of 18.4% (31 March 2019: 18.4%). The primary rate includes an allowance of 0.8% (31 March 2019: 0.6%) of the pensionable pay for the Fund's expenses. The average employee contribution rate is 6.4% (31 March 2019: 6.3%) of pensionable pay.

On 1 April 2014, the new Local Government Pension Scheme 2014 came into effect, allowing more flexibility around paying into the scheme and drawing benefits in comparison to the 2008 scheme. Normal pension age is linked to the state pension age but benefits can be drawn earlier or later, between age 55 and 75. The normal retirement age is the age a member can access their pension in full; if it is accessed before that date benefits will usually be reduced and if accessed after normal retirement age benefits may increase. All service built up to 31 March 2014 in the LGPS is fully protected and will continue to be based on a member's final year annual pay when the individual leaves the LGPS (2008 scheme). The new scheme from 1 April 2014 is a Career Average Revalued Earning (CARE) scheme under which the pensionable pay for each year of membership is used to calculate a pension amount for that particular year, which is then revalued each year in line with inflation. The comparison between the 2008 scheme and 2014 scheme (CARE scheme) is illustrated on [page 116](#).

Benefits built up before April 2014 retain their protected Normal Pension Age, which for most members is 65, although certain members have a retirement age of 60 for all or part of their membership. There is an additional protection known as the 'underpin' for members who were active on 31 March 2012 and were within ten years of their Protected Normal Pension Age on 1 April 2012. These members will get a pension at least equal to the pension they would have received in the LGPS had it not changed on 1 April 2014, subject to meeting certain criteria.

In December 2018 the Court of Appeal ruled against the Government in two linked cases relating to the Judicial Pension Scheme and the Firefighters' Pension Schemes. This ruling is generally referred to as the McCloud judgment.

In essence, the Court held that the transitional protections afforded to older members of public sector schemes when the reformed schemes were introduced in 2015 constituted unlawful age discrimination.

A written ministerial statement followed on 15 July 2019 to confirm that, as transitional protection was provided in all public service schemes upon their reform, the McCloud judgment had implications for all those schemes, including the LGPS in England and Wales.

Primary legislation required in relation to the McCloud remedy has now been put in place as The Public Service Pensions and Judicial Offices Bill received Royal Assent in March 2022, becoming the Public Service Pensions and Judicial Offices Act 2022.

Local Government Pension Scheme (Amendment) (No.3) Regulations 2023 came into force on 1 October 2023 to implement the McCloud remedy for the LGPS in England and Wales, which removed the age requirement and an immediate entitlement to benefits on leaving from the qualifying criteria.

Anyone who qualifies is entitled to have their pension built up between 1 April 2014 and 31 March 2022 calculated using final salary rules if it is higher than the CARE pensions.

The benefits of members in scope of the McCloud remedy that retire on or after 1 October 2023 are having their benefits fully assessed and paid accordingly. All other members in scope of the remedy are having their benefits reassessed in line with MHCLG statutory guidance that was issued in June 2024.

Scheme Administration (continued)

Summary of activities undertaken during the year

The following activities/projects were undertaken by the Fund during the year. The majority of these were listed in the Fund's Annual Business Plan and Medium-term Strategy and their performance and progress were monitored by Fund management team and reported periodically to governing bodies within the Fund's governance structure. The current Business Plan and Medium-term strategy can be obtained on the Fund's website [key documents page](#).

Activity	Description	Year end status
McCloud remedy rectification	Following the implementation of the age discrimination remedy on 1 October 2023, the records of scheme members within scope of the McCloud ruling are reviewed to determine if any rectification of benefits is required in line with the remedy and statutory guidance on implementation issued in June 24.	This project will continue into 2025-26.
Processing of undecided leaver records	To reduce the backlog by 1,000 in 24/25, and by 2,500 in 25/26 and by 2,500 in 26/27 with intention to reduce by 6,000 over the next 3 years from a baseline of approximately 7,268 case at January 2024.	The project will continue into 2025-26.
Investment Consultant Contract	The current investment consultancy contract with Mercer expires September 2024, with the ability to extend up to a maximum of three years. The contract has been extended for 2 years up to September 2026.	The project will continue into 25/26. This activity will be impacted by any regulations and guidance arising from the LGPS: Fit for the Future consultation proposals.
Review the National LGPS Framework for Additional Voluntary Contribution Services (AVC)	The first National LGPS Framework for AVC Services is being developed to support Funds in meeting their AVC responsibilities and is due to launch at the end of April 2024. A decision will be made as to whether to enter into a procurement process.	The project was rescheduled to commence in 2025/26 due to the Pension Dashboard requirements to connect to the ecosystem.
Implement equality, diversity and inclusion (EDI) best practices	The Pensions Regulator has published guidance to help improve pension schemes' equality, diversity and inclusion. Pension schemes have legal duties to scheme members, and good decision making is key to ensuring those duties are met. EDI supports robust discussion and effective decision making and is an important consideration for schemes. The Fund will be aiming to improve its equality, diversity and inclusion via these best practices.	The project will continue into 2025/26. There were some delays in enacting the EDI action plan due to conflicting statutory priorities.

Scheme Administration (continued)

Summary of activities undertaken during the year continued

Activity	Description	Year end status
Implement the best practice recommendations of the good governance review	Following consultation with LGPS stakeholders, in February 2021, a number of recommendations for improvement were identified. Some would require the input of MHCLG to amend scheme regulations and publish statutory guidance, others by SAB and others for Funds to implement as best practice. The standards are expected in due course.	The project was rescheduled to comment in 2025-26 due to the standards not being released during 2024/25.
Procure an Integrated Service Provider (ISP)	To complete procurement activities to have ISP solution and associated data quality reports in place, which enables; - connection to the Dashboard ecosystem. - improvements in data quality to facilitate smoother data matching.	Completed. Contract has been awarded to Heywood Pensions Technology Ltd and been incorporated in the Fund's existing pension administration and payroll software contract through a variation agreement.
Prepare for the implementation of Pension Dashboards	Government made a commitment that Pension Dashboards would be created by the pensions industry, enabling pension savers to view details of all their pensions together. The final staging date to connect to the dashboards ecosystem is 31 October 2026. Project plan activities based on national connection guidance will be undertaken on the following areas as preparation; Governance, Internal controls, Connection, Record keeping, Budget, Resource, Data.	Ongoing, on track as per the Project plan activities based on national connection guidance.
Continue to review cyber resilience	Cyber-crime will continue to evolve and become increasingly sophisticated and as such this area will be regularly reviewed and monitored.	Completed. Ongoing monitoring and development of the cyber strategy and action plan at each Committee/Board cycle.
Address and mortality screening services	To extend the contract with the current supplier of address and mortality screening services until 31 March 2025 and to have a new solution in place from 1 April 2025.	Completed.

Scheme Administration (continued)

Summary of activities undertaken during the year continued

Activity	Description	Year end status
Review and implement changes required from the Pension Regulator's new General Code of Practice	The new General Code of Practice was released on 28 March 2024. To review compliance of the Fund against the new standards and develop an action plan of changes to implement.	The compliance review is completed. The small number of actions highlighted from the review will be undertaken during 2025-26.
Explore the upgraded member self-service portal, Heywood Engage	Heywood Pension Technologies Ltd had launched a new self-service portal, Heywood Engage, which offers improved features to help members better understanding their future pension benefits. The Fund will carry out a full review covering below to determine the optimum time and plan migration. - What the new portal offers - How the migration process works - What communications will be needed for members.	Completed. Review of the current and enhanced features was conducted including the actions required from the migration process and possible impacts during the migration. Decision was made and Engage will be implemented by 30 November 2025.
Support the build of the ACCESS FCA regulated entity	The fund is a member of the ACCESS asset pool, contracting with Waystone, an FCA-regulated operator, with a small support function. The LGPS Fit for the Future consultation published in November 2024 set requirements for all pools to be established as FCA-regulated investment management companies, possessing the expertise and capacity to implement investment strategies. ACCESS is required to carefully consider all options, including establishing a new pool company, merging with another pool, or becoming a client of another pool company. The pool is required to achieve the pooling requirement by March 2026.	Ongoing. ACCESS' proposal to become an FCA-regulated investment management company was not supported by Government. A Review of the Fund's options and related activity is underway.
Continue activities within the Fund's Climate Action Plan	During 2024-25 the Fund will continue to focus on the milestone dates within the plan which are key to ensure the Fund is on the correct path to achieve "net-zero" carbon emissions by 2050 at the latest.	Ongoing, for more information see the Funds Climate report on page 62 .
Continue with the development of the website	To launch a new website following the review of the current website and testing of the recommended changes. To review satisfaction with the new website, following the initial launch.	Completed.

Scheme Administration (continued)

Summary of activities undertaken during the year continued

Activity	Description	Year end status
Prepare for 2025 Fund Valuation	The date of the next triennial valuation of the Pension Fund is 31 March 2025 with results to be published by 31 March 2026 and new employer contribution rates effective from 1 April 2026. Officers will work with the Fund's actuarial advisors to develop requirements and plan for the valuation. This will include a review of assumptions to be used for the valuation and preparation of early valuation results for large local authority employers. During 24/25, the Fund complete pre-valuation activities, such as planning and data cleansing.	Ongoing, the main valuation activities will be conducted in 25/26.
Review suitability of having multiple investment strategies	To re-visit and reconsider a suitability of having multiple investment strategies to provide greater flexibility to meet the different funding requirements of scheme employers, after the changes in the landscape have been observed since the last investigation and modelling assessment. A two-stage process is proposed for reconsideration; - Investigating degree of changes in the landscape to warrant further impact modelling. - Taking a full impact review of options.	Ongoing, the more detailed analysis will be conducted by the Fund's advisors to look at recommendation in 2025-26.

Scheme Administration (continued)

Freedom of Information Requests

The Freedom of Information Act allows everyone the right to request access to information the Administering Authority holds. For further information or if you wish to make a request, you can find the information on Cambridgeshire County Council's website at [Requesting information under the Freedom of Information Act](#)

The table to the right lays out how many Freedom of Information requests the Fund received during the year:

Nature of query	Number of Queries
Financial and performance information on the Fund's alternative holdings	9
The Fund's investment holdings	5
The Funds Investment Policy	1
KPIs	1
Pensioner Payments	1
Total number of Freedom of Information request received	17

Key Performance Indicators

The Fund has developed a number of Key Performance Indicators (KPIs) to monitor service delivery. These KPIs are reviewed internally on a monthly basis to monitor and inform where delivery is met or remedial action is required. The Pension Fund Committee receives quarterly performance updates within a Business Plan update. This report includes casework carried out during the year and the time taken for the case work to be completed against the Funds target; Communication and engagement targets with members and employers; staff resources and data quality scores.

Total number of casework

KPI	Total number of cases open as at 31 March	Total number of cases created during the year	Total number of cases completed in year	Total % of cases completed in year	Total number of cases completed in previous year	Total % of cases completed in previous year
Deaths recorded of active, deferred, pensioner and dependent members	2	734	736	100%	733	100%
New dependent member benefits	28	345	335	90%	382	93%
Deferred member retirements	47	1,209	1,200	96%	1,059	96%
Active member retirements	34	624	603	92%	548	94%
Deferred benefits	3,571	4,733	5,198	63%	5,019	58%
Transfers in (including interfunds in, club transfers)	188	875	776	73%	902	83%
Transfers out (including interfunds out, club transfers)	0	375	375	100%	400	100%
Refunds	44	608	619	95%	688	94%
Divorce quotations issued	42	210	200	79%	138	77%
Actual divorce cases*	8	7	2	13%	2	20%

*There has been a delay completing divorce cases while the Fund waits for further guidance on McCloud.

Scheme Administration (continued)

Key Performance Indicators

Total number of casework continued

KPI	Total number of cases open as at 31 March	Total number of cases created during the year	Total number of cases completed in year	Total % of cases completed in year	Total number of cases completed in previous year	Total % of cases completed in previous year
Member estimates requested either by scheme member and employer	178	901	780	72%	845	80%
New joiner notifications	0	5,915	5,915	100%	7,129	99%
Aggregation cases	3,124	1,898	1,615	32%	1,885	37%
Optants out received after 3 months membership	2	62	60	94%	69	100%

Time taken to process casework

KPI	Fund's target	% completed within fund target in year	% completed within fund target in previous year
Communication issued with acknowledgement of death of active, deferred, pensioner and dependent member	5 days	99%	99%
Communication issued confirming the amount of dependents pension	5 days	96%	96%
Communication issued to deferred member with confirmation of pension and lump sum options (actual)	10 days	90%	85%
Communication issued to active member with confirmation of pension and lump sum options (actual)	5 days to 31 December 2023 and 10 days from 1 January 2024	92%	85%
Communication issued with deferred benefit options	15 days	94%	96%
Communication issued to scheme member with completion of transfer in	10 days	97%	98%
Communication issued to scheme member with completion of transfer out	10 days	92%	98%
Divorce quotation	10 days	78%	58%
Communication issued to new starters	2 months	99%	99%
Member estimates requested by scheme member and employer	10 days	57%	72%

Scheme Administration (continued)

Key Performance Indicators continued

Communications and Engagement

	Percentage as at 31 March
Engagement with online portals	
% of active members registered	58%
% of deferred member registered	48%
% of pensioner and survivor members	66%
% total of all scheme members registered for self-service	55%
% of all registered users that have logged onto the service in the last 12 months	18%

Communication	As at 31 March
Total number of telephone calls received in year	11,330
Total number of email and online channel queries received	23,613
Number of scheme member events held in year (total of in-person and online)	7
Number of employer engagement events held in year (in-person and online)	10
Number of times a communication (i.e. newsletter) issued to:	
a) Active members	Annually
b) Deferred members	Annually
c) Pensioners	Annually

Age band	% of registered users on MSS	Number of users registered on MSS
0-20	16.9%	97
21-25	33.5%	497
26-30	41.0%	1,030
31-35	41.5%	1,688
36-40	43.0%	2,416
41-45	47.1%	3,246
46-50	50.8%	3,515
51-55	57.2%	4,805
56-60	64.3%	5,816
61-65	72.9%	5,542
66-70	74.8%	4,561
71-75	61.8%	2,852
76-80	51.1%	1,905
81-85	41.4%	763
86-90	32.9%	306
Over 90	27.4%	131

Scheme Administration (continued)

Key Performance Indicators continued

Resources

Resources	
Total number of all administration staff (FTE)	48.86
Average service length of all administration staff	9 years
Staff vacancy rate as a %	6%
Ratio of all administration staff to total number of scheme members (all staff including management)	1:2,069
Ratio of administration staff (excluding management) to total number of scheme members	1:2,205

Data Quality

Annual Benefit Statements	
Percentage of annual benefit statements issued as at 31 August	100%
Data category	
Common data score	96.40%
Scheme specific data score	92.79%
Percentage of active, deferred and pensioner members recorded as 'gone away' with no home address held, or address is known to be out of date	3.71%
Percentage of active, deferred and pensioner members with an email address held on file	60.40%
Employer performance	
Percentage of employers set up to make monthly data submissions	99.59%
Percentage of employers who submitted monthly data on time during the reporting year	89%

Scheme Administration (continued)

Contributors to the Fund

Active Employers as at 31st March 2025

Type Of Body	Number of Active Employers
Administering (AA)	1
Scheduled (S)*	254
Admitted (Ad)	94
Total	349

LEA schools are included within Scheduled Bodies but not in the above figures as they belong to their responsible local authorities, and in the table below they are shown in the Body column as S

Employer	Employee Contribution £	Employer Contribution £	Grand Total £	Ceased Type of Body
Abbey College Academy	75,275	206,688	281,963	S
Abbotts Ripton School (CCC)	8,312	30,757	39,070	S*
ABM Catering (Brewster Avenue)	2,309	14,822	17,132	Ad
ABM Catering (Ditchburn Place)	1,593	5,097	6,690	Ad
ABM Catering (Oakdale Primary School)	1,084	4,112	5,196	Ad
ABM Catering (St Augustine's)	765	5,378	6,143	Ad
ABM Catering (Vine Inter-Chur)	498	1,921	2,419	Ad
ABM Catering Limited (Alderman Jacobs)	1,746	5,271	7,017	Ad
ABM Catering Limited (Fulbourn Primary)	1,376	5,104	6,480	Ad
ABM Catering Limited (Heltwater Primary and Marshfields Primary School)	304	1,216	1,520	Ad

The table, left, shows employers in the fund as at the 31st March 2025. The breakdown of contributions by employers shown below will have different numbers of employers to the statement of accounts, as employers joined and left the fund throughout the year. The ceased column has been added to show this movement. Where contributions exist for ceased employers, this will be where prior year adjustments have been made within 2024-25, or contribution receipts recorded within the period.

Employer	Employee Contribution £	Employer Contribution £	Grand Total £	Ceased Type of Body
ABM Catering Limited (The Beeches Primary and Hampton Hargate Primary)	638	2,553	3,191	Ad
Active Learning Trust (HQ)	166,162	341,641	507,803	S
Advanced Cleaning (Bur&Neth)	402	1,512	1,914	Ad
Advanced Cleaning Services (Weatheralls)	338	1,360	1,698	Ad
Alconbury C of E Primary (CCC)	21,785	79,724	101,509	S*
Alderman Jacobs Academy	55,032	169,959	224,991	S
Alderman Payne Primary (CCC)	13,595	50,738	64,333	S*
All Saints Inter Church Academy	22,351	88,376	110,727	S
All Saints' Primary School (PCC)	38,034	146,678	184,712	S*
Aramark (Cambridge Regional College)	1,913	12,853	14,766	Ad

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Arbury Primary School (CCC)	22,158	82,384	104,543		S*
Arthur Mellows VC Academy	138,038	384,993	523,031		S
Ashbeach Primary School (CCC)	16,274	59,849	76,123		S*
Aspens (All Saints Inter Church Academy)	1,643	10,180	11,823		Ad
Aspens (Castle Camps)	351	1,302	1,654		Ad
Aspens (DEMAT)	26,560	137,062	163,622		Ad
Aspens (Diamond Learning Partnership Trust)	3,606	15,998	19,603		Ad
Aspens (Ernulf Academy)	2,364	6,920	9,284		Ad
Aspens (Morley Memorial)	1,426	5,334	6,759		Ad
Aspens (Over Primary Sch)	1,062	3,790	4,852		Ad
Aspens (Queens Federation)	9,561	36,132	45,692		Ad
Aspens (Sacred Heart)	-	4,500	4,500	Y	Ad
Aspens (The Harbour School)	420	1,602	2,022	Y	Ad
Aspens Services (Bourn Primary Sch)	497	1,496	1,993		Ad
Aspens Services Ltd (St Botolphs Primary)	801	3,241	4,042		Ad
Aspens Services Ltd (Cottenham VC)	286	847	1,132	Y	Ad
Babraham CE Primary Academy	5,315	22,232	27,547		S
Balfour Beatty	3,253	4,304	7,557		Ad

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Balsham Parish Council	946	3,490	4,435		S
Bar Hill Community Primary School	21,086	72,605	93,691		S
Bar Hill Parish Council	2,061	7,008	9,070		S
Barnabas Oley CE Primary School	11,420	42,668	54,088		S*
Barnack CE Primary School (PCC)	13,206	50,551	63,757		S*
Barrington CE Primary (CCC)	14,831	55,601	70,432		S*
Barton CE (VA) Primary School	10,115	36,952	47,067		S*
Bassingbourn Primary (CCC)	27,830	101,782	129,612		S*
Bassingbourn V C Academy	36,636	75,111	111,747		S
Beaupre CP School (CCC)	13,057	47,440	60,497		S*
Bellbird School (CCC)	32,451	120,906	153,357		S*
Benwick Primary School (CCC)	11,436	42,293	53,729		S*
Bewick Bridge C P Sch (CCC)	20,308	74,285	94,593		S*
Bishop Creighton Academy	19,371	51,774	71,145		S
Bottisham Community Primary Academy	30,066	84,038	114,104		S
Bottisham VC Academy	199,573	526,571	726,144		S
Bourn Primary Sch-Academy	11,849	34,961	46,809		S
Brampton Village School (CCC)	46,202	172,527	218,729		S*

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Braybrook Primary School Academy	19,595	70,133	89,728	S	
Bretton Parish Council	3,325	9,976	13,301	S	
Brewster Avenue School (PCC)	18,071	71,627	89,698	S*	
Brington CE Primary School (CCC)	9,609	35,602	45,211	S*	
Brunswick Nursery School (CCC)	17,436	63,737	81,173	S*	
Buckden CoE Primary School	49,975	147,311	197,286	S	
Burnt Fen I D B	3,849	12,138	15,986	S	
Burrough Green CoE Acd	3,773	16,865	20,639	S	
Burrough Green Primary (CCC)	5,035	18,777	23,812	Y S*	
Burrowmoor Primary School	40,203	131,476	171,678	S	
Burwell Parish Council	728	2,295	3,022	Y S	
Burwell VC Primary (CCC)	23,685	85,170	108,855	S*	
Bury CE Primary Sch (MAT)	10,121	38,772	48,893	S	
Bushmead Primary School (CCC)	35,471	128,439	163,910	S*	
Caldecote Primary School (CCC)	15,466	56,275	71,742	S*	
Cambourne Parish Council	23,800	71,460	95,260	S	
Cambourne Village College	107,792	331,544	439,336	S	
Cambridge & Peterborough NHS Foundation Trust	5,291	26,906	32,197	Ad	

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Cambridge BID Ltd	3,084	7,983	11,068	Ad	
Cambridge City Council	2,002,451	5,512,273	7,514,723	S	
Cambridge Maths School	9,715	33,349	43,064	S	
Cambridge Meridian Academy Trust (HQ staff)	256,374	603,766	860,140	S	
Cambridge Regional College	606,482	2,196,370	2,802,852	S	
Cambridgeshire & Pboro CCG (NHS)	12,601	153,272	165,873	Ad	
Cambridgeshire and Peterborough Combined Authority	653,827	1,347,487	2,001,314	S	
Cambridgeshire County Council	8,890,459	27,464,473	36,354,932	AA	
Cambs & P'boro Fire Authority	469,452	1,610,298	2,079,750	S	
Cambs Chief Constable	2,290,311	7,554,274	9,844,585	S	
Cambs Police & Crime Commis'er	65,186	190,013	255,199	S	
Care Quality Commisson	7,099	-	7,099	Ad	
Castle Camps Primary (CCC)	9,244	34,319	43,563	S*	
Castle School (CCC)	107,005	386,947	493,952	S*	
Castor CE Primary School (PCC)	14,393	55,233	69,626	S*	
Cater Link (Abbey College)	962	2,957	3,920	Ad	
Cater Link (Sir Harry)	3,530	17,110	20,640	Ad	
Caterlink (Active L T)	3,248	13,067	16,315	Y Ad	

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Caterlink (Burrowmoor)	57	231	288		Ad
Caterlink (Cam Academy Trust)	2,107	8,314	10,421		Ad
Caterlink (Meridian Trust)	6,828	20,518	27,346		Ad
Caterlink (Priory Park Infant School)	272	1,023	1,295		Ad
Cavalry Primary School	48,082	172,838	220,919		S
Caverstede Nursey School	28,284	111,801	140,084		S*
Chatteris Town Council	3,844	13,293	17,137		S
Cherry Hinton Primary (CCC)	19,724	72,126	91,850		S*
Chesterton Community College	59,166	149,926	209,092		S
Chesterton Primary Acad. (MAT)	9,485	31,090	40,575		S
Cheveley Primary School (CCC)	8,142	30,420	38,562		S*
Churchill (Meridian)	10,396	64,089	74,485		Ad
City College Peterborough	207,249	721,731	928,980		S
City of Ely Council	35,011	119,302	154,312		S
City of Peterborough Academy (MAT)	61,022	148,209	209,231		S
Clarion Housing Association Limited	-	1,012,000	1,012,000	Y	Ad
Clarkson Infants School (CCC)	19,063	68,366	87,429		S*
Clean Slate (Granta Sch)	220	830	1,050	Y	Ad

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
CleanTec (Godmanchester)	453	1,498	1,950		Ad
Coates Primary School (CCC)	21,510	78,250	99,760		S*
Collections Trust	465	-	465	Y	Ad
Colleges Nursery School (CCC)	15,924	58,328	74,252		S*
Colville Primary School (CCC)	21,519	78,490	100,008		S*
Comberton Academy Trust (HQ)	61,802	148,495	210,298		S
Comberton Village College	200,721	566,675	767,395		S
Compass (Hinchbrook)	2,029	5,742	7,771		Ad
Compass Contract Services (Staploe ET)	3,219	10,811	14,030		Ad
Conservators of the River Cam	-	47,112	47,112	Y	Ad
Coombs Catering-Leighton Prim	758	3,030	3,788		Ad
Coton C of E Primary School (CCC)	10,033	37,811	47,843		S*
Cottenham Primary School (CCC)	40,258	145,986	186,244		S*
Cottenham VC Academy	49,417	135,111	184,528		S
CRCC - Cambridge Rape Crisis Centre	2,718	8,867	11,585		Ad
Cromwell Academy	17,855	57,229	75,084		S
Cromwell Comm College (Academy)	116,195	475,500	591,695		S
Cross Keys Homes Ltd	-	1,665,000	1,665,000	Y	Ad

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Crosshall Infants Academy	38,582	116,253	154,835	S
Crosshall Juniors Academy	36,723	107,861	144,584	S
Cucina Ltd	758	-	758	Ad
Diocese of Ely Multi Academy Trust (DEMAT) HQ Staff	55,782	213,594	269,376	S
Discovery Primary Academy	48,063	151,469	199,532	S
Ditton Lodge Primary School	16,012	54,780	70,791	S
Dogsthorpe Academy	28,009	127,201	155,209	S
Dogsthorpe Infant School	22,938	85,227	108,164	S
Dolce Ltd (Elliot Foundation)	10,348	36,535	46,883	Ad
Downham Feoffees Primary Academy	7,404	26,168	33,573	S
Dry Drayton Primary (CCC)	6,195	23,017	29,212	S*
Duke of Bedford School (PCC)	25,008	98,758	123,766	S*
Duxford CE Community Primary	16,132	59,750	75,881	S*
Earith Primary Academy	10,491	40,600	51,091	S
East Cambs District Council	471,753	1,633,153	2,104,906	S
East of England Local Government Association (EEDA/EERA)	88,453	301,650	390,103	Ad
Eastfield Inf and Nursery (CCC)	21,672	78,597	100,269	S*
Easy Clean (Nova&Thorpe)	1,892	10,572	12,464	Ad

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Easy Clean (TDET)	1,029	6,658	7,687	Ad
Easy Clean (Upwood Primary School)	431	1,763	2,194	Ad
Edwards & Blake Ltd (Coates Primary School)	433	1,629	2,062	Ad
Edwards and Blake (Godmanchester Community Education Trust)	577	1,909	2,487	Ad
Edwards and Blake (Stukeley Meadows)	747	2,810	3,556	Ad
Edwards and Blake Ltd (Bassingbourn Primary)	586	2,090	2,675	Y Ad
Elm Cof E Primary Academy	17,882	56,362	74,244	S
Elm Road Primary School	17,672	70,809	88,481	S
Elsworth CE (A) Primary School (CCC)	8,471	31,575	40,046	S*
Elton Church School (CCC)	11,238	41,117	52,355	S*
Ely (City of) College - Academy	77,688	226,724	304,412	S
Ely St John Primary (CCC)	28,865	105,624	134,489	S*
Equans E&S Solutions	1,782	-	1,782	Ad
Ermine Street Church Academy	15,125	47,790	62,915	S
Ernulf Academy	44,976	126,692	171,668	S
Everyone Health Limited	1,036	5,644	6,681	Ad
Eye C of E Primary School (PCC)	56,021	209,758	265,779	S*
Eye Parish Council	693	2,458	3,151	S

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Eynesbury CE School (CCC)	19,952	73,315	93,267	S*
Eyrescroft Primary School	34,664	133,349	168,013	S
Family Psychology Mutual	13,451	48,424	61,875	Ad
Farcet CE Primary Academy	7,662	37,112	44,774	S
Farcet Parish Council	905	3,538	4,444	S
Farmland Museum	-	43,500	43,500	Y Ad
Fawcett Primary School	39,630	143,853	183,483	S*
Feldale Internal Drainage Board	-	2,651	2,651	Y S
Fen Ditton Primary Academy	9,778	33,884	43,662	S
Fen Drayton Primary (CCC)	11,770	43,583	55,353	S*
Fenland District Council	733,834	1,919,006	2,652,840	S
Fenstanton Primary School (CCC)	19,630	71,002	90,632	S*
Folksworth CE Primary (CCC)	8,101	30,113	38,214	S*
Fordham Primary School (CCC)	31,365	118,226	149,592	S*
Fourfields Primary School (CCC)	47,889	171,383	219,272	S*
Fowlmere Primary School (CCC)	5,313	20,548	25,861	S*
Foxton Primary School (CCC)	8,407	31,526	39,933	S*
Freedom Leisure (Fenland DC)	23,660	75,849	99,509	Ad

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Friday Bridge Primary (CCC)	12,536	46,917	59,453	S*
Fulbourn Primary School (CCC)	25,601	92,447	118,049	S*
Fulbridge Academy	103,806	317,073	420,879	S
Fusion	1,721	5,440	7,161	Ad
Gamlingay Parish Council	5,233	18,281	23,514	S
Gamlingay Village Primary	47,774	182,619	230,392	S
Girton Glebe Primary School	19,549	82,457	102,007	S
Gladstone Primary Academy	48,343	161,568	209,911	S
Glebelands Primary Academy	39,006	142,897	181,903	S
GLL - Greenwich Leisure Ltd	4,952	-	4,952	Ad
Godmanchester Community & Bridge Academies	48,657	158,017	206,673	S
Gorefield Primary Academy	16,667	58,621	75,288	S
Goshen Multi-Ser (Lot 3)	1,213	7,806	9,019	Ad
GP Homecare Ltd (Radis Community Care)	8,807	-	8,807	Ad
Granta School (CCC)	113,247	385,240	498,487	S*
Great Abington Primary (CCC)	10,245	37,555	47,800	S*
Great and LT Shelford (CCC)	20,852	79,659	100,511	S*
Great Paxton C of E Primary (CCC)	10,563	37,731	48,294	S*

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Great Staughton Academy (MAT)	10,237	43,647	53,884		S
Great Wilbraham CofE Primary	9,110	23,950	33,059		S
Greater Peterborough UTC	31,933	97,266	129,198		S
GSO Ltd T/A Reef Clean (Cam Vill Coll)	3,242	10,414	13,656		Ad
Guilden Morden Academy	8,248	26,603	34,851		S
Guyhirn C of E Primary Academy (CCC)	8,422	32,061	40,483		S
Haddenham Level Drainage Commissioners	2,473	7,420	9,893		S
Haddenham Parish Council	2,653	8,776	11,429		S
Hampton College Academy	148,906	435,374	584,280		S
Hampton Gardens Academy	72,109	217,224	289,333		S
Hampton Hargate Primary (PCC)	60,103	227,903	288,006		S*
Hampton Lakes Academy	26,759	87,771	114,530		S
Hampton Vale Primary Academy	62,253	211,595	273,848		S
Hardwick Primary (CCC)	43,714	159,094	202,808		S*
Harston & Newton Primary	1,165	5,824	6,988		S
Harston and Newton P Sch (CCC)	11,457	43,865	55,321	Y	S*
Hartford Infant School	20,418	66,632	87,050		S
Hartford Junior School	23,939	75,985	99,924		S

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Haslingfield Primary (CCC)	11,037	41,039	52,076		S*
Hatton Park School (MAT)	22,528	79,354	101,882		S
Hauxton Primary School (CCC)	9,419	35,602	45,020		S*
HCL (The Ashbeach Primary Sch)	1,276	4,646	5,922		Ad
Heltwate School (PCC)	94,004	355,518	449,522		S*
Hemingford Grey Primary School	19,768	73,040	92,808		S*
Hereward Housing Assoc	-	500,000	500,000	Y	Ad
Heritage Park School (PCC)	17,591	68,104	85,695		S*
Hertfordshire Catering Limited (Barrington CofE VC Primary School)	1,502	5,067	6,569		Ad
Hertfordshire Catering Limited (Harston & Newton Community Primary School)	875	2,785	3,660		Ad
Hertfordshire Catering Limited (Hartford Infants, Hartford Junior and Gamlingay First School Academy)	-	23,000	23,000	Y	Ad
Hertfordshire Catering Limited (Hauxton Primary School)	382	2,574	2,956		Ad
Hertfordshire Catering Limited (Melbourn Primary School)	1,886	6,447	8,333		Ad
Hertfordshire Catering Limited (Petersfield CofE Aided Primary School)	396	1,490	1,886		Ad

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Highfield Ely Academy	110,107	354,987	465,094		S
Highfield Littleport Academy	73,714	222,724	296,439		S
Highlees Primary School	31,879	136,584	168,463		S
Hills Road Sixth Form College	227,943	849,283	1,077,225		S
Hinchingbrooke School	172,956	470,274	643,230		S
Histon and Imp Brook Prim School	31,923	105,848	137,772		S
Histon and Imp Park Prim School	19,626	65,811	85,436		S
Histon and Impington Parish Council	4,392	13,509	17,901		S
Histon Early Years Centre (previously known as Histon Nursery School)	32,407	114,455	146,862		S*
Holme Church of England Primary Academy	7,964	32,754	40,718		S
Holywell CE(C)School (CCC)	16,821	62,395	79,216		S*
Homerton College	260,016	747,514	1,007,531		Ad
Homerton Early Years Centre (Nurse School) (CCC)	22,999	83,602	106,601		S*
Houghton Primary School (CCC)	18,028	66,014	84,041		S*
Huntingdon Nurse School (CCC)	29,101	105,211	134,312		S*
Huntingdon Primary School (CCC)	43,665	161,412	205,077		S*
Huntingdon Town Council	82,986	252,812	335,798		S
Huntingdonshire District Council	1,359,698	5,163,777	6,523,475		S

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Impington Village College	219,248	539,351	758,599		S
Industrial Site Maintenance Ltd	1,396	7,556	8,952		Ad
Innovate (Anglian Learning)	9,395	28,156	37,551		Ad
Innovate (St Ivo Academy)	4,135	11,013	15,148		Ad
Inspire Education Group	719,269	2,622,851	3,342,120		S
Isle of Ely Academy	31,727	89,481	121,208		S
Isleham Primary School (CCC)	15,658	57,253	72,911		S*
Jeavons Wood Primary School	36,523	117,229	153,752		S
Kelsey Kerridge S H	10,995	-	10,995		Ad
Ken Stimpson Academy	92,136	214,813	306,949		S
Kennett Community School (Academy)	8,721	30,013	38,735		S
Kettlefields Primary (CCC)	9,255	33,799	43,054		S*
KGB Cleaning (Meadowgate)	393	1,338	1,732		Ad
Kids R Us (Trumpington Park)	2,418	7,330	9,748	Y	Ad
Kimbolton Primary Acad (MAT)	10,344	31,118	41,462		S
Kinderley Primary School (CCC)	10,739	40,691	51,430		S*
Kings Hedges Primary (CCC)	46,756	174,236	220,992		S*
Kingsfield Primary School Academy	30,859	97,388	128,247		S

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Knightsbridge Comm Fac (OCEA)	1,240	4,271	5,511	Ad
Lantern CP School Academy	35,627	138,578	174,205	S
Leighton Primary School	44,980	166,387	211,367	S*
Leverington Primary Academy	25,286	73,960	99,246	S
Lime Academy Abbotsmede	38,205	142,465	180,670	S
Lime Academy Orton	93,977	372,983	466,960	S
Lime Academy Parnwell	26,233	94,788	121,021	S
Lime Academy Watergall	35,208	115,888	151,096	S
Linton Heights Junior Academy	18,388	53,903	72,291	S
Linton Infants School (CCC)	19,816	73,095	92,911	S*
Linton Parish Council	4,593	17,351	21,944	S
Linton VC Academy	46,255	133,019	179,274	S
Lionel Walden School (CCC)	22,606	98,934	121,540	S*
Little Downham Parish Council	2,051	7,241	9,293	S
Little Paxton Parish Council	5,386	18,781	24,166	S
Little Paxton School (CCC)	27,043	98,512	125,555	S*
Little Thetford CE Primary	10,598	40,975	51,573	S
Littleport and Downham I D B	8,914	30,065	38,978	S

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Littleport CP School (CCC)	39,758	145,035	184,792	S*
Long Road Sixth Form College	149,517	531,160	680,677	S
Longsands Academy	66,213	183,614	249,828	S
Lunchtime (Hardwick&Cambourne)	1,133	4,318	5,451	Ad
Lunchtime (Huntingdon Primary)	826	3,079	3,904	Ad
Lunchtime Company (CPET)	390	1,300	1,691	Y Ad
Lunchtime Company (Ely St Johns)	703	4,920	5,623	Ad
Lunchtime Company (Fordham)	564	3,949	4,513	Ad
Lunchtime Company (Great Wilbraham)	455	2,409	2,864	Y Ad
Lunchtime Company Ltd (Grove Primary)	663	2,497	3,160	Ad
Manea Primary School (CCC)	27,882	100,771	128,653	S*
Manor Drive Primary Academy	17,701	49,579	67,280	S
Manor Drive Sec Academy	40,165	116,071	156,237	S
Marleigh Primary Academy	11,753	39,236	50,989	S
Martin Bacon Academy	33,941	93,328	127,269	S
Mayfield Primary School (CCC)	37,827	181,398	219,225	S*
Meadow Primary School	12,374	37,569	49,943	S
Meadowgate Academy	100,443	324,334	424,777	S

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Mears Ltd (PCC)	44,615	-	44,615	Ad
Mears Ltd (SCDC)	9,828	-	9,828	Ad
Medeshamsted Academy (MAT)	27,692	87,096	114,788	S
Melbourn Primary School (CCC)	36,745	133,358	170,104	S*
Melbourn Village College	61,475	178,259	239,734	S
Meldreth Primary School (CCC)	22,603	83,311	105,913	S*
Mepal & Witcham CofE Primary Academy	8,383	27,467	35,850	S
Meridian School (CCC)	15,102	56,257	71,359	S*
Middle Fen and Mere I D B	25,593	67,978	93,571	S
Middle Level Commissioners	54,472	157,320	211,792	S
Middlefield CP School (Academy)	16,016	51,442	67,458	S
Milestone Infrastructure Ltd (M Group Services)	9,656	25,837	35,493	Ad
Millfield Primary School	34,939	135,498	170,437	S
Milton Primary Academy	12,246	45,566	57,812	S
Milton Road Primary Sch (CCC)	29,075	104,684	133,759	S*
Mitie PFI Limited	1,597	-	1,597	Ad
Monkfield Park School (CCC)	32,568	108,626	141,194	S*
Morley Memorial School (CCC)	31,336	112,393	143,728	S*

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Mountain Healthcare Ltd	1	3	4	Ad
Multi-Active Holiday Courses LTD	4,146	1,348	5,493	Y Ad
Murrow Primary School Academy	14,653	41,174	55,827	S
Neale-Wade Academy	104,241	398,442	502,683	S
Nene Gate	24,538	67,383	91,921	S
Nene Park Academy (MAT)	71,266	198,950	270,216	S
New Road Primary & Nursery School	25,949	86,745	112,694	S
Newark Hill Primary Acad (MAT)	30,315	130,439	160,754	S
Newborough & Borough Fen Parish Council	1,078	3,836	4,914	S
Newborough CofE Primary School	5,285	13,843	19,128	S
Newborough Primary (PCC)	11,823	47,591	59,413	Y S*
Newnham Croft Primary (CCC)	17,790	64,622	82,412	S*
Nexgen Services Limited (Meadowgate Academy)	2,379	12,635	15,014	Y Ad
North Cambridge Acad (MAT)	41,048	121,314	162,362	S
North Level IDB	51,253	147,661	198,913	S
Northstowe Secondary College	45,415	153,954	199,369	S
Norwood Primary School (PCC)	23,429	88,203	111,632	S*
Oakington CofE Primary School Academy	4,927	19,939	24,865	S

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
OCS Food Co (Ditchburn Place)	-	603	603	Y	Ad
OCS UK&I (Huntingdon Centre)	1,004	3,229	4,233		Ad
Offord Primary School	8,173	31,669	39,842		S
Old Fletton Primary School (PCC)	41,041	162,457	203,498		S*
Olive AP Academy - Cambridge	19,859	57,978	77,837		S
Olive AP Academy - Nene Valley	20,446	59,709	80,155		S
Orchard Park Comm School (CCC)	15,562	56,340	71,903		S*
Orchards CoE Primary Academy	40,801	130,229	171,030		S
Ormiston Bushfield Academy	98,892	253,318	352,210		S
Ormiston Meadows Acad (MAT)	24,297	118,634	142,931		S
Orton Longueville Parish C	519	1,661	2,180		S
Orton Waterville Parish Council	1,338	6,198	7,536		S
Over Primary School (CCC)	13,057	48,326	61,383		S*
OWN Trust	130,729	436,374	567,103		S
Oxford Archaeology	69,464	194,203	263,667		Ad
Pabulum (St Bede's Inter-Church School)	449	1,959	2,407	Y	Ad
Pabulum Ltd (Discovery A P'b)	1,973	6,424	8,396	Y	Ad
Park Lane Primary & Nurse School	38,986	135,623	174,608		S

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Park Street CE (A) Primary (CCC)	11,790	43,479	55,269		S*
Paston Ridings Primary (PCC)	38,501	150,800	189,302		S*
Pathfinder CofE Primary School	27,257	98,662	125,919		S
Pathfinder Legal (CCC)	242,212	709,449	951,661		S
Peakirk Cum Glinton Primary School (PCC)	16,786	65,789	82,575	Y	S*
Peakirk-Cum-Glinton Acad	1,110	6,920	5,810		S
Peckover Primary School	49,011	180,184	229,195		S
Pendragon CP School (CCC)	26,715	99,712	126,427		S*
Peterbor'h Keys Academy Trust	321,929	1,179,851	1,501,780		S
Peterborough City Council	4,057,893	12,519,809	16,577,701		S
Peterborough Ltd t/a Aragon Direct Services	140,941	394,050	534,991		Ad
Petersfield Primary School (CCC)	10,110	37,913	48,023		S*
Prestley Wood Academy	16,153	77,632	93,785		S
Priory Junior School (CCC)	20,132	73,625	93,757		S*
Priory Park Infants School (CCC)	31,452	116,819	148,272		S*
Queen Edith School (CCC)	34,626	126,330	160,956		S*
Queen Emma Primary School (CCC)	40,875	150,314	191,188		S*
Queen Katharine Academy (Previously known as The Voyager Academy)	114,765	379,691	494,456		S

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Queens Drive Infant School	27,668	107,740	135,408		S*
Rackham CE School (CCC)	38,064	140,364	178,427		S*
Radis (Ditchburn Place)	15,604	42,543	58,146		Ad
Ramnoth Junior School	41,873	112,161	154,034		S
Ramsey Junior School	20,358	72,920	93,277		S
Ramsey Spinning Infant School	16,455	66,004	82,459		S
Ramsey Town Council	3,154	9,295	12,449		S
Rapid Commercial Cleaning Services Ltd	349	1,313	1,662	Y	Ad
RCCN (Astrea MAT)	8,916	32,329	41,245		Ad
Richard Barnes Academy	38,693	149,536	188,229		S
Ridgefield Junior (CCC)	22,264	82,175	104,439		S*
Riverside Meadows Academy	41,443	126,977	168,421		S
Robert Arkenstall Primary (CCC)	25,011	92,964	117,974		S*
Round House C. P. Sch (MAT)	39,027	108,785	147,812		S
Sacred Heart Catholic Primary School	21,035	89,762	110,798		S
Samuel Pepys School (CCC)	65,187	234,893	300,080		S*
Sanctuary Group	-	1,837,000	1,837,000	Y	Ad
Sawston Parish Council	7,824	26,907	34,732		S

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Sawston VC Academy	95,273	259,757	355,030		S
Sawtry Infants School (CCC)	20,271	75,638	95,908		S*
Sawtry Junior Academy	17,348	67,175	84,523		S
Sawtry Parish Council	5,149	18,448	23,597		S
Sawtry Village Academy	57,327	163,788	221,115		S
Serco Limited (PCC)	100	-	100	Y	Ad
ServiceMaster Ltd (Kingsfield Primary School)	425	1,440	1,864		Ad
Shade Primary School (MAT)	30,572	87,034	117,605		S
Shirley Community Primary School and Pre-School (CCC)	56,323	202,763	259,086		S*
Sir Harry Smith Community College	100,623	353,512	454,135		S
Soham Town Council	7,907	27,973	35,880		S
Soham VC Academy	113,603	345,850	459,453		S
Soke Education Trust	116,527	445,111	561,639		S
Somersham Parish Council	3,811	14,035	17,846		S
Somersham Primary School	24,647	104,687	129,334		S
South Cambridgeshire District Council	1,767,840	6,178,490	7,946,329		S
Southfields Primary School (PCC) (Was Southfields Junior School)	60,260	231,464	291,724		S*
Spaldwick PS (ACES MAT)	11,562	47,279	58,841		S

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Spinney Primary School (CCC)	12,645	46,350	58,995		S*
Spring Common Academy	122,144	435,561	557,705		S
Spring Meadow Infants (CCC)	31,169	126,977	158,146		S*
St Alban's Catholic Primary	10,447	42,984	53,431		S
St Albans RC Primary (CCC)	2,294	8,269	10,563	Y	S*
St Andrews CofE Academy (Soham, Ely)	34,942	141,283	176,225		S
St Anne's CE Primary (CCC)	17,815	66,260	84,075		S*
St Augustines CE Junior School (PCC)	24,393	93,719	118,112		S*
St Bedes Inter Church School (Academy)	59,041	243,437	302,479		S
St Botolphs CE Primary Academy	26,247	87,135	113,382		S
St Helen's Primary Shcool (CCC)	12,612	46,924	59,535		S*
St Ives Town Council	26,279	87,835	114,114		S
St Ivo School Academy	71,053	199,735	270,789		S
St John Fisher Catholic High	70,416	250,903	321,319		S*
St John Henry Newman Catholic Primary School	27,360	104,175	131,536		S*
St John's Academy (Stanground)	14,189	57,665	71,854		S
St John's CoE Primary Academy (Huntingdon)	31,620	125,124	156,743		S
St Laurence Catholic Primary	21,427	74,770	96,197		S

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
St Luke's C of E Primary School Academy	7,199	30,537	37,736		S
St Mary's CofE Junior Ely	19,190	75,874	95,064		S
St Marys St Neots Academy	4,603	13,728	18,331		S
St Matthew's Primary Sch (CCC)	46,307	168,764	215,070		S*
St Michaels CE Prim Sch (PCC)	47,554	180,650	228,204	Y	S*
St Neots Town Council	61,076	196,651	257,727		S
St Pauls CE Primary (CCC)	8,117	30,295	38,412		S*
St Peters CofE Academy (Wisbech)	22,217	106,766	128,982		S
St Peter's School	138,203	418,763	556,967		S
St Philips C OF E Primary (CCC)	21,090	75,855	96,946		S*
St Thomas More Catholic Primary School	36,230	154,261	190,490		S
Stanground Academy (MAT)	95,746	381,558	477,304		S
Stapleford Primary Academy	15,384	59,602	74,986		S
Steeple Morden C OF E (CCC)	13,749	51,659	65,407		S*
Stephen Perse Foundation	4,050	11,348	15,398		Ad
Stilton Church of England Primary School	10,681	41,958	52,639		S
Stir Food Gt& Lt Shelford	515	1,937	2,452		Ad
Stretham Primary School (CCC)	15,202	57,426	72,628		S*

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
Stukeley Meadows School (CCC)	35,486	129,845	165,331	S*	
Sutton CE Primary School (CCC)	31,821	117,077	148,898	S*	
Sutton Parish Council	2,032	8,011	10,044	S	
Swaffham Bulbeck CE Prim Academy	6,766	24,288	31,054	S	
Swaffham Internal Drainage Board	2,534	7,993	10,527	S	
Swaffham Prior CE Prim Academy	4,641	42,060	46,701	S	
Swavesey Parish Council	1,938	5,815	7,753	S	
Swavesey Primary School (CCC)	31,827	114,867	146,694	S*	
Swavesey VC Academy (MAT)	84,755	226,477	311,232	S	
Taylor Shaw (CMAT)	3,385	6,111	9,496	Y	Ad
Taylor Shaw Ltd (Abbey College Academy)	516	1,533	2,049	Y	Ad
Teversham C of E Primary (CCC)	21,533	80,707	102,240	S*	
The Beeches Primary School (PCC)	48,263	182,707	230,970	S*	
The Cavendish School	43,979	149,033	193,012	S	
The Centre School Academy	7,385	18,487	25,872	S	
The Fields Nursery School (CCC)	18,439	66,863	85,303	S*	
The Galfrid School	24,878	101,425	126,304	S	
The Grove Primary School (CCC)	37,866	138,302	176,168	S*	

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased	Type of Body
The Harbour School	42,517	153,797	196,314	S	
The Icknield Primary School	14,323	53,118	67,441	S	
The King's (Cathedral) School	91,611	283,630	375,240	S	
The Nene Infant & Nursery School	39,632	123,546	163,178	S	
The Netherhall School	83,090	285,119	368,210	S	
The Newton Community Primary School (CCC)	7,647	28,679	36,326	S*	
The Weatheralls Primary School	33,086	128,244	161,330	S	
The Wisbech Academy	2,123	7,323	9,446	S	
Thomas Clarkson Academy	98,251	339,553	437,804	S	
Thomas Deacon Academy	319,909	722,765	1,042,673	S	
Thomas Eaton Primary Academy	19,494	78,930	98,425	S	
Thongsley Fields Primary & Nur	26,281	89,608	115,889	S	
Thorndown Community Pri (CCC)	51,467	191,554	243,021	S*	
Thorney Parish Council	2,170	8,052	10,222	S	
Thriplow CE Primary Academy	5,685	23,811	29,497	S	
Total Clean (Cambridge City)	944	3,579	4,523	Ad	
Townley Primary School (CCC)	17,537	66,241	83,778	S*	
Trumpington Meadows Primary School	20,138	73,318	93,456	S*	

Scheme Administration (continued)

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Trumpington Park Primary Academy	26,301	83,740	110,041	S
TSG Building Services Ltd	2,445	-	2,445	Ad
United Learning (previously CAP)	184,166	473,916	658,082	S
University of Cambridge Primary School	42,253	127,562	169,815	S
Upwood Primary Academy	15,482	62,831	78,313	S
VHS Cleaning (Anglian Learning)	3,624	10,699	14,323	Ad
Vine Inter Church School (CCC)	36,162	127,845	164,008	S*
Vista Academy Littleport	37,286	116,517	153,803	S
Warboys Primary Academy	25,219	109,272	134,491	S
Waterbeach CP School (CCC)	38,311	137,419	175,730	S*
Waterbeach Level Internal Drainage Board	2,589	7,767	10,357	S
Waterbeach Parish Council	2,291	7,225	9,515	S
Welbourne Primary Academy	31,337	137,903	169,240	S
Welland Primary School (MAT)	42,434	138,817	181,252	S
West Town Primary (MAT)	26,436	100,795	127,231	S
Westfield Junior School (CCC)	22,117	81,562	103,679	S*
Westwood Primary School	67,976	213,272	281,247	S
Wheatfields Primary School (CCC)	34,026	123,662	157,688	S*

Employer	Employee Contribution s £	Employer Contribution s £	Grand Total £	Ceased Type of Body
Whittlesey Internal Drainage Board	2,979	9,701	12,680	S
Whittlesey Town Council	2,511	7,918	10,429	S
Wilburton CE Primary (CCC)	12,560	46,342	58,902	S*
Wilburton Parish Council	339	5,207	5,547	S
William De Yaxley CofE Academy	14,484	51,866	66,350	S
William Law CE Primary School	50,567	189,352	239,919	S
William Westley CE (CCC)	14,450	52,993	67,444	S*
Willingham Primary School (CCC)	36,047	129,887	165,934	S*
Wimblington Parish Council	-	-	5,700	Y S
Winhills Primary School (Academy)	67,063	189,100	256,162	S
Wintringham Primary Academy	29,097	98,234	127,331	S
Wisbech and Fenland Museum	847	-	28,983	Y Ad
Wisbech Grammar School	-	55,225	55,225	Y Ad
Wisbech St Marys CE Primary Academy	17,745	76,708	94,453	S
Wisbech Town Council	6,586	20,578	27,164	S
Witcham Parish Council	460	1,632	2,092	S
Witchford Village College	66,700	182,913	249,613	S
Wyton Primary School (CCC)	19,223	69,296	88,519	S*
Yaxley Infants School (CCC)	18,537	70,332	88,869	S*
Yaxley Parish Council	12,487	38,993	51,480	S
Grand Total	39,426,104	121,414,595	160,840,699	

Scheme Administration (continued)

Communications Policy

Our strategy outlines how we plan to use technology to enhance our service and reduce costs where appropriate. It shows how we try to meet the needs of all our stakeholders. We also encourage feedback so we can continue to make improvements. You can find our communications strategy and plan on the [key documents page](#) of our website.

Our communications plan outlines our activities monthly for each stakeholder group. As well as:

- sending out statutory communications
- planned newsletters
- surveys
- employer training
- web updates

it also highlights other key communications initiatives.

Digital communications

Electronic communication is our preferred method of sharing information for most stakeholders. This could be through:

- our website
- emails
- texts
- self-service
- webinars
- videos.

For example, when a member first joins, we'll send them an email text, or letter depending on their preference. We ask them to visit our website to see guides and videos for more information about the scheme. We also suggest they sign up to our self-service portal. We use webinars, videos, and face to face events to educate our employers and members about the scheme.

Accessibility

We're committed to making sure our communications are accessible to everyone. We give all members the option to opt out of electronic communications, or to receive them in the best format for them. For example, braille, audio CD, alternative languages, or other reasonable adjustments. If members choose to opt out, we'll send them a paper copy of their pension statement or annual newsletter.

We make sure our communications are easy to understand, through:

- Plain English accreditation
- checking readability scores
- never using colour as the only way to convey information.

Promotion

We promote the scheme to members and employers through our website. We encourage our employers to promote the LGPS by giving them:

- posters,
- news stories, and
- email copy.

We also engage prospective members with promotions linked to:

- Life events
- Pensions Awareness Week, and
- the Pensions Attention campaign.

Scheme Administration (continued)

Value for Money Statements

Cambridgeshire Pension Fund is dedicated to delivering Value for Money (VfM) to its members, employers and other stakeholders to achieve the long-term financial sustainability of the fund. This statement aims to:

- Define the principles that underpin our approach to VfM.
- Ensure these principles are reflected in our strategies.
- Illustrate how VfM is measured.
- Set out targets for the year ahead.
- Define roles of different stakeholders and assign responsible owners to any targets.

Our Value for Money Principles

When assessing service delivery and interventions, the Fund applies the following VfM principles:

- **Economy:** Are inputs of appropriate quality acquired at a minimised price?
- **Efficiency:** How well are inputs converted into outputs?
- **Effectiveness:** How well do those outputs achieve outcomes?
- **Equity:** Are services available to and do they reach all people that they are intended to?

Value for Money Framework – Logic Map Example

The following framework illustrates how the Fund applies the VfM principles to its activities, using the website redevelopment project (completed in 24/25) as an example.



Stage of Logic Map	Example
Context: Refers to the problems the proposal aims to address.	The Fund's website had not been reviewed for several years. A comprehensive review was required to assess fitness for purpose and explore alternative solutions to better meet the needs of stakeholders.
Inputs: Refers to the resources required to deliver the proposal.	- Project leadership by the Fund's officers. - Engagement with users, members, employers, and officers for journey mapping and insight gathering. The pain points were also identified. - West Northamptonshire Council IT team developed prototype based on user feedback. - Ongoing stakeholder consultations.
Outputs: Refers to the tangible deliverables of the proposal.	- Improved website navigation. - Easier access to relevant pension information. - Enhanced search functionality. - Engaging content linking pension information to life events. - Unified platform for member and employer websites for better user experience.
Outcomes: Refers to the short- and medium-term results of the proposal.	- Improved understanding of pension information for members and employers. - Increased member engagement with retirement planning. - Reduction in routine enquiries as more information is self-served online. - Greater control over user outcomes by migrating the member website from an externally hosted site to an internally managed platform.
Impacts: Refers to the longer term effects of the proposal.	- Members engage proactively with pension issues throughout their working life. - Better-informed retirement decisions. - Enhanced financial wellbeing for members for their retirement.

Scheme Administration (continued)

Our Strategies with VfM Principles

The VfM principles are embedded in the Fund's business planning process through the following approaches;

- **Needs Assessment:** Ensuring that strategic goals and priorities are based on a clear understanding of stakeholder needs and service demands in line with regulations and guidance.
- **Governance Structure and Reporting Mechanism:** Ensuring transparency in planning and prosecution.
- **Benchmarking:** Comparing the Fund's historical performance against industry standards and best practices to identify areas for improvement and innovation.
- **Cost-Benefits Analysis:** Evaluating strategic options by assessing their potential costs relative to expected benefits, to support informed decision-making and optimal resource allocation.

Joined Service Delivery Model

The Cambridgeshire Pension Fund operates under a lead authority shared service model, with West Northamptonshire Council acting as the lead authority. This collaborative model maximises VfM through:

- **Shared Resources:** Combining operational functions for Fund management and administration, IT support, and project delivery.
- **Joint Procurement:** Leveraging economies of scale to achieve cost savings, particularly for specialist services, software licensing, and support contracts.
- **Strategic Planning Alignment:** Coordinating projects, strategy and policy development, and service improvements while ensuring the sovereignty and distinct needs of each Fund are protected.
- **Efficiency Gains:** Streamlining processes and reducing duplication of effort.
- **Governance:** Each Fund retains independent governance and oversight structures, ensuring local accountability and decision making.

Technology, Digital Services & System Utilisation

The Fund recognises the essential role of technology in delivering an efficient, accessible, and cost-effective pension service. Investments in digital platforms have enhanced service delivery through:

- **Website Development & Digital Accessibility:** A modern, user-friendly website that provides 24/7 access to essential information, forms, and guidance, compliance with digital accessibility standards.
- **Member Self-Service (Members' Account) Portal:** On-line member accounts for secure access to personal pension details, self-service tools, and digital distribution of documents, such as letter, statement and pensioner payslips.
- **Employer Membership Data Submission Portal:** an on-line platform for employers to securely and promptly manage and transmit member-related data.
- **System Utilisation:** bulk calculations on routine administration exercises and automated distribution of the member communications.

How We Measure Value for Money

The Cambridgeshire Pension Fund is committed to ensuring that VfM is achieved and delivered across all aspects of service delivery. This is monitored and ongoing performance is reviewed against the Fund's objectives using a combination of:

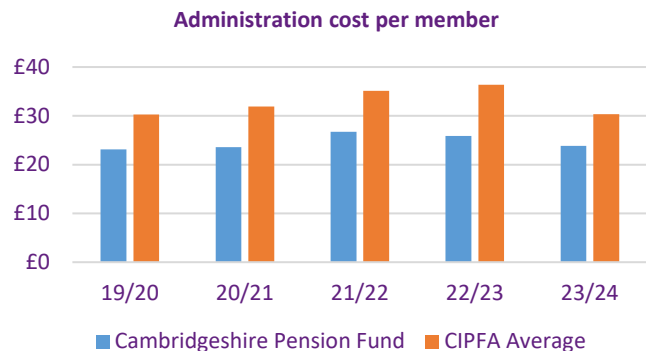
- **Key Performance Indicator (KPI):**

Developed to monitor service delivery, with annual results disclosed in this annual report (see [pages 19 - 22](#)). KPIs are reviewed monthly to monitor and inform where delivery is met, or remedial action is required. The Pension Fund Committee and Pension Fund Board receive quarterly performance updates.

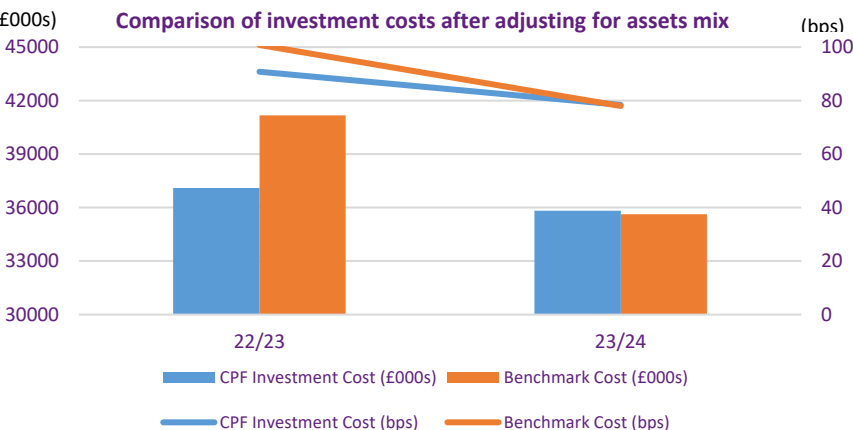
Scheme Administration (continued)

- Benchmarking:**

The Fund participates in the CIPFA Benchmarking club for pensions administration, which enables the comparison of costs and service delivery performance with other LGPS Funds. The graph below presents a five-year comparison between the Cambridgeshire Pension Fund against the CIPFA average cost per member.



The Fund also takes part in the CEM investment benchmarking which seeks to provide a more holistic approach to investment management expenses benchmarking. The peer group is selected based on size of assets and includes LPGS funds as well as large global pension funds. The following graph shows the Fund’s investment costs in the last two years compared with its benchmark.



*one basis point (bps) is equivalent to 0.01%, meaning that a 100 bps represent a 1% management fee.

- Member Satisfaction Survey:**

Surveys are sent to members once their enquiries or requests have been completed by the Fund to monitor non-financial performance. The following table shows the survey results across the two Funds in the last two years.

Member survey	2023-24	2024-25
Number of members surveyed	3443	3099
Number of responses	439	474
Number of responses expressed as a %	12.8%	15.3%
Average score (of 5)	3.92	4.15

Targets

The Cambridgeshire Pension Fund is committed to embedding VfM principles within all aspects of strategic and operational planning. These principles are reflected in the following strategies and plans along with their strategic targets, which can be found on the [Fund’s website](#).

- Business Plan
- Investment Strategy Statement
- Funding Strategy Statement
- Communications Strategy and Communications Plan
- Administration Strategy

Examples:

Administration performance and customer journey performance is presented to the Pension Committee and Pension Board on a quarterly basis. The customer journey indicators are linked to statutory requirements and encompass all interactions from the start to the end of a process. Since April 2025, the Fund’s administration performance targets have been aligned with the national standards issued by CIPFA enabling fair and consistent comparison across funds. The Fund’s actual performance against these targets is published in the quarterly Administration Performance Report available [Council’s democratic service page](#). Any customer journey targets not met are recorded as a non-material breach on the internal breaches log to review and identify process improvement.

Scheme Administration (continued)

Project work is included in the Fund's Business Plan with progress updates provided quarterly to the Committee and Board. As of March 2025, of 17 projects listed for the reporting period, 12 were completed as scheduled, and 5 were carried forwards due to the external factors. On-going progress can also be tracked in the quarterly Business Plan Updates Report on the [Council's democratic service page](#).

Accountability

Strong governance and oversight are central to delivering VfM within the Fund's strategies and policies and achieving their strategic targets. Independent governance and oversight are preserved by the separate Pension Committee and Local Pension Boards for each Fund, responsible for:

- Setting fund-specific strategies and policies
- Monitoring service performance and financial sustainability
- Ensuring compliance with laws and regulations
- Providing transparency and accountability to stakeholders.

KPI, Business plan update and budget monitoring update are reported quarterly to Pension committee and Local Pension Board. All reports are reviewed by Head of Pension, S151 officer and Monitoring Officer prior to being presented to the Committee and Board.

Continuous Improvement

The Cambridgeshire Pension Fund is committed to continuous monitoring and improvement of VFM to achieve the Fund's primary purpose, long term stability of the pension fund to provide pension benefits to scheme members now and in the future.

A Quality Assurance Board is in place and meets regularly to identify opportunities for improvement, alternating between strategic and operational agendas. The discussions are informed by past experiences, regulatory changes, developments in the wider pensions landscape and determinations from the Pension Ombudsman. The board comprises key

representatives from each team within the service, ensuring a well-rounded perspectives and coordinated follow-up actions.

The Fund will continue to;

- Review internal processes,
- Monitor performance through KPIs, benchmarking, and the Quality Assurance Board,
- Stay abreast of changes in the external environment and emerging opportunities.

This approach supports innovation and the effective use of technology to enhance service quality in line with VfM principle for all stakeholders.

Scheme Administration (continued)

Internal Dispute Resolution Procedures (IDRP)

The IDRP is a formal dispute procedure through which complaints or disagreements about decisions made by a scheme employer or the Fund are investigated and resolved. The LGPS regulations provide a two-stage process.

Stage 1 disputes are decided by the Head of Pensions if the complaint concerns an administering authority decision, or by an adjudicator appointed by the employer if an employer decision.

At Stage 2, the complaint is considered by Cambridgeshire County Council's Monitoring Officer, and if the complainant is still unhappy with the decision they may formally refer the case to The Pensions Ombudsman.

The details of the Fund's IDRP process can be accessed via [the website](#).

At any stage a scheme member may contact The Pensions Ombudsman for assistance with their complaint, but for a formal complaint to be raised with them both stages of the IDRP would normally need to be completed first. More information can be found on [The Pensions Ombudsman website](#).

The following formal disputes have arisen and/or been resolved during 2023-24 and 2024-25:

2024-25 Nature of dispute	Stage 1 Decision: Member complaint upheld/not upheld/partially upheld	Stage 2 Decision: Stage 1 decision upheld/not upheld/partially upheld
Challenge on decision to recoup erroneous payment of survivor's benefits.	Upheld	Not progressed to Stage 2
Challenge on maladministration regarding failure to implement Pension Sharing Order against former husband's pension rights.	Partially upheld	Not progressed to Stage 2
Challenge on handling of 'orphan' AVCs left behind on transfer to Teachers' Pensions and options available for use of these	Partially upheld	Not progressed to Stage 2
Challenge on delays in providing flexible retirement estimates and accuracy of information	Partially upheld	On going

2023-24 Nature of dispute	Stage 1 Decision: Member complaint upheld/not upheld/partially upheld	Stage 2 Decision: Stage 1 decision upheld/not upheld/partially upheld
Refusal to pay 50% survivor's pension for a post retirement marriage case. (prior year)	Not Upheld	Upheld
Decision by CPF to reduce exiting employer's credit and also charge for actuarial work at cessation.	Challenge against reduction of exit charge – Not Upheld. Complaint against charge of actuarial work - Upheld	Upheld
Maladministration in allowing an overseas transfer in 2015	Not Upheld	Upheld
Maladministration in allowing an overseas transfer in 2015	Not upheld	Not progressed to Stage 2

The Pensions Ombudsman

The Fund is not aware when a member has raised a dispute with The Pensions Ombudsman (TPO) unless:

- we have had initial contact from TPO in that year,
- the case has been resolved by acceptance of an opinion from a TPO adjudicator in that year (even if that is deemed as withdrawal of the complaint/dispute), and
- the case has been resolved by a TPO determination in that year.

The Pensions Ombudsman notified the Fund in 2021-22 that a complaint had been received relating to the Fund's request for repayment of an overpayment of pension made to the member. The complaint is challenging the repayment. The outcome has yet to be determined.

The Pensions Ombudsman notified the Fund in 2023-24 that a complaint had been received relating to an issue with membership records. The complaint relates to inconsistent details and delays in the Fund's responses in relation to membership that had been aggregated. The outcome has yet to be determined.

Scheme Administration (continued)

The Pensions Ombudsman notified the Fund in 2022-23 that a complaint had been received relating to the Fund’s administration of a case involving the early release of deferred benefits on ground of ill-health and the subsequent payment of survivor benefits following the member’s death. The complaint concerns delays in payment of benefits to the member before they died, tax issues relating to this and those experienced by a surviving child of the member. The outcome has yet to be determined.

The Pensions Ombudsman notified the Fund in 2024-25 that a complaint had been received relating to the administrating authority decision. The complaint concerns the level of a post-leaving marriage survivor’s pension awarded by the administering authority following a retired member’s death. The outcome has yet to be determined.

Complaints

Should you have a complaint about the service, we will do our best to put things right. To access support, please contact Pensions@westnorthants.gov.uk, telephone 01604 526 471, or write to: Pensions Service, West Northamptonshire Council, One Angel Square, Angel Street, Northampton, NN1 1ED.

The Fund received 28 complaints during 2024-25, which were managed outside IDRP (2023-24:17). An outline of the reasons for the complaints is as below;

Reason for complaint	Number of complaint
Administrative delays	19
Administrative error	2
Administrative issue	2
AVC fund	3
Data breach	1
Death grant award	1
Total complaints	28

Member Satisfaction levels

A member satisfaction survey is sent to a member once their enquiries or requests have been completed by the Fund.

For the financial year 2024-25, the member satisfaction survey has been sent to 1,641 members. The Fund has received 174 responses in total (10.6% reply rate) with average score of 3.91 out of 5.

Employer satisfaction levels

During 2024-25, the Fund hosted two employer communication events. These events saw participation from 70 attendees representing 139 scheme employers. The purpose of these gatherings was to discuss specific topics and provide a platform for scheme employers to question and voice their opinions. Although no employer satisfaction survey was conducted in 2024-25, the next survey is scheduled for 2025-26.

Governance and Training

Risk Management

The Cambridgeshire Pension Fund has both a risk strategy and a risk register in place to identify, evaluate, mitigate and monitor risks associated with the activities that the Fund carries out. Risk is managed through regular reporting to the Pension Fund Committee, Local Pension Board, Cambridgeshire County Council's Monitoring Officer and Section 151 Officer. This ensures that risks are integrated within the governance structure of Cambridgeshire County Council and all follow a consistent approach. Identified risks are recorded in the Risk Register, a copy of which can be found at: [Risk Register](#)

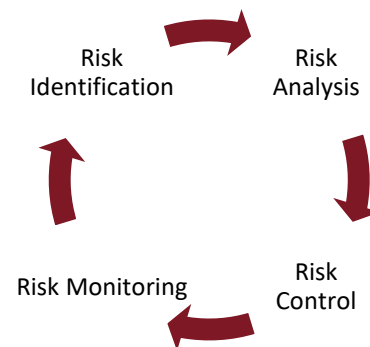
The aim of the Risk Register is to ensure that an informed decision can be made on whether a risk can or should be accepted. Risk appetite is informed by an understanding of any existing controls and will also be influenced by the expected reward or outcome. Once risks have been identified the Fund assesses the impact and likelihood of a risk to enable effective decision making.

Risks recorded in the Risk Register are linked and managed in line with the Pension Fund objectives to ensure relevance and are reviewed by the Pension Fund Committee twice a year and the Local Pension Board quarterly. New risks are therefore identified promptly and current risks are monitored on a regular basis, with risk ratings revised where necessary. The accompanying Risk Strategy is reviewed on an annual basis to ensure it remains relevant to support the Risk Register.

The Risk Strategy and Risk Register covers key administration, governance and investment (including pooling) risks.

Third party risks are managed through the Risk Register and associated policies, such as the Payment of Pension Contributions Policy. Mitigations are put in place to minimise third party risks and, in particular, the risks associated with Scheme Employers and effective covenant monitoring.

The Administering Authority's risk management process is in line with that recommended by CIPFA and is a continuous approach which systematically looks at risks surrounding the Fund's past, present and future activities. The main processes involved in risk management are identified in the figure to the right.



Cyber Risk

Cyber risks are managed through the Risk Register. In addition, as cyber-crime continues to evolve and becomes increasingly sophisticated, a Cyber Action Plan has been developed and is regularly reviewed by Officers. All updates of the Cyber Action Plan are reported as an exempt appendix to the Business Plan Update report at each meeting of the Pension Fund Committee and Local Pension Board.

The Fund's Cyber Strategy sets out the Fund's approach to cyber governance and incorporates evaluation of key cyber risks. The first version of the Cyber Strategy was reviewed and agreed by the Pension Fund Committee, following collaboration with the Local Pension Board in September 2021. The strategy was formally reviewed during 2024/25 and the revised strategy was approved by the Committee in December 2024.

Investment Risk

The Fund's Investment Strategy Statement, which is reviewed annually, sets out the Fund's investment strategy which incorporates evaluation of key investment risks.

In addition, the Statement of Accounts section of this document, provides further information about Investment risks and how they apply to the Investment Assets held by the Fund.

Governance and Training (continued)

Investment Risk (continued)

There are many risks inherent in investments. The Fund addresses these in the following ways:

Market Risk – investments will reduce in value due to fluctuations in prices, interest rates, exchange rates and credit spreads.

The Fund invests in different markets across the world and in different types of investment to reduce the risk of the portfolio reducing in value due to adverse market conditions and to smooth returns.

Price Risk – investments may be incorrectly valued due to price fluctuations or estimates used in pricing.

Investments are valued at published prices, where available. Investments that are not sold on a market are valued by specialist Investment Managers. Notes 16, 17 and 18 in the Statement of Accounts give information about how investments are valued and give an indication of the value of investments subject to an element of estimation.

There were no issues identified in following a review of the reports received by the Investment Managers.

A risk management dashboard has been introduced in 2024/25, providing a high-level overview of the Cambridgeshire Pension Fund’s risk profile. The profile includes the total number of risks and collective risk index between reviews as well as how those risks are distributed across high, medium and low residual risk ratings.

Risk assurances against any red and amber risks were also introduced to provide additional reassurance surrounding the management of the higher risks facing the Fund. The table contains tangible indicators to monitor performance of these risks against targets/tolerances.

Risk Assurance

The objective of an internal audit is to educate management and employees about how they can improve business operations and efficiencies while giving reliability and credibility to the financial reports that go to Pension Fund Committee and the Local Pension Board. Following the internal audit conducted in 2023/24, which provided the Fund with a good level of assurance regarding its administration, the Fund’s Internal Auditor has completed a risk assessment to inform a new three-year internal audit strategy and plan commencing in 2025/26. This new plan is expected to provide continued assurance over the Fund’s operation in the years ahead.

At year end all Investment Managers, including Waystone Management who are the Operator of the ACCESS pool ([page 55](#)), are required to provide ISAE 3402 Services Organisation Control Reports, which are made available to external audit.

Governance and Training (continued)

Policies and Strategy Statements

Information about the Fund's policies and procedures can be found on the Fund's website:

[Cambridgeshire Pension Fund Key Documents](#)

The following strategies and policies were in place during the financial year

- Administering Authority Discretions
- Administration Strategy
- Admitted Bodies Scheme Employers and Bulk Transfers Policy
- Annual Business Plan & Medium-Term Strategy
- Anti-Fraud and Corruption Policy
- Cash Management Strategy
- Cessations Policy
- Communications Strategy
- Conflicts of Interest Policy
- Data Improvement Policy
- Data Retention Policy
- Employer Data Retention Policy
- Funding Strategy Statement
- Governance and Compliance Statement
- Investment Strategy Statement
- Overpayment of Pension Policy
- Payment of Employee and Employer Pension Contributions Policy
- Reporting Breaches of the Law to the Pensions Regulator Policy
- Review of Contribution Rate Policy
- Risk Register
- Risk Strategy
- Training Strategy
- The Fund also has a Cyber Strategy, however this is not published due to its sensitive nature

The following other documentation is in place during the financial year

- Climate Action Plan
- Communications Plan
- Cyber Action Plan
- Data Improvement Plan
- Decarbonisation Dashboard
- Full Privacy Notice
- Personal Data Retention Policy Expectations
- ADI Action Plan
- Effectiveness Review Action Plan
- General Code of Practice Action Plan

Policies and strategies are reviewed by the Pension Committee on a three-year cycle to ensure they remain relevant and fit for purpose. Officers review all policies and strategies on an annual basis to ensure they remain fit for purpose and apply non-material amendments. If there are any material changes required, Committee approval is required before the three-year formal review point

Statement/Policy Changes in 2024-25

The following strategies and policies have been reviewed, updated and approved by the Pensions Committee accordingly in 2024-25:

- Administration Strategy
- Admissions Bodies, Scheme Employers and Bulk Transfers Policy
- Annual Business Plan and Medium-Term Strategy
- Anti-Fraud and Corruption Policy
- Climate Action Plan
- Communications Strategy
- Cyber Strategy
- Overpayment of Pension Entitlement and Debt Recovery Policy
- Risk Strategy
- Training Strategy

Governance and Training (continued)

Managing Decision Making

Cambridgeshire County Council has established a Pension Fund Committee (PFC) and Investment Sub-Committee (ISC) having strategic and operational investment decision making powers, respectively.

Membership of both bodies consist of elected members, and non-elected employer and scheme member representatives. All members of the ISC sit on the PFC.

The PFC's business covers all Fund matters with the exception of non-strategic investment issues, which are delegated to the ISC. Officers across the operations, investment, transactions, corporate and governance functions support the PFC and ISC as required. All meetings of the PFC and ISC are in person and duly minuted.

PFC members and ISC members are required to attain a desired level of skills and knowledge, to ensure decisions being made on behalf of the Fund are made with full understanding of the impact and therefore mitigating the risk of unfounded decisions.

The Committee members must at all times be conscious of their accountability to stakeholders. The PFC is responsible for determining the nature and extent of any significant risks taken on by the Administering Authority in the pursuit of its strategic objectives. Risk management should be dynamic and comprehensive, considering operational, reputational and environmental, social and governance (ESG) risks in addition to financial risks.

Cambridgeshire County Council has acknowledged the establishment of the ACCESS Joint Committee (AJC) delegating powers to this body in response to the Government's pooling agenda. The Chair of the PFC represents the Fund on the AJC, supported by Fund officers working in the ACCESS Officers Working Group (OWG).

The Local Pension Board (LPB) was established on 1 April 2015, providing an additional layer of governance for the Fund. The LPB is non-decision making but has the responsibility of assisting the Administering Authority to:

- Secure compliance with the Local Government Pension Scheme (LGPS) regulations and other legislation relating to the governance and administration of the LGPS and also the requirements imposed by the Pensions Regulator in relation to the LGPS; and
- Ensure the effective and efficient governance and administration of the LGPS.

The LPB has provided a separate annual report of its activities to Council for this financial year.

LPB members are also required to attain a desired level of skills and knowledge, in order to exercise their authority to assist Administering authority to secure compliance with the various legislation and to ensure the effective and efficient governance and administration of the scheme.

All PFC, ISC and LPB members have the right to vote at each meeting.

Governance and Training (continued)

Pension Fund Committee and Local Pension Board Training

In July 2021, CIPFA published its revised Knowledge and Skills Framework aimed at Pension Committee and Board members as well as senior officers. The principles of the guide include the need for formal objectives, policies, practices and strategies concerning knowledge and skills of those responsible for the fund. Administering authorities must maintain effective, ongoing maintenance and development of knowledge, addressing gaps where required and increasing skills as appropriate.

Cambridgeshire Pension Fund has adopted the LGPS Online Learning Academy (LOLA) to deliver training that mirrors the Knowledge and Skills Framework.

The areas covered are as follows:

- Committee Role and Pensions Legislation.
- Pensions Governance.
- Pensions Administration.
- Pensions Accounting and Audit Standards.
- Procurement and Relationship Management.
- Investment Performance and Risk Management.
- Financial Markets and Product Knowledge.
- Actuarial methods, Standards and Practice.

The platform also covers current LGPS issues, some examples include understanding McCloud, Pensions Dashboards, Cyber Risk and the Investment Consultation.

The Pension Regulator has an online toolkit designed to help those running public service schemes to understand the governance and administration requirements in the public service schemes Code of Practice. The toolkit is an user friendly resource and covers 7 compulsory short modules.

These are:

- Conflicts of Interests.
- Managing Risk and Internal Controls.
- Maintaining Accurate Member Data.

- Maintaining Member Contributions.
- Providing Information to Members and Others.
- Resolving Internal Disputes.
- Reporting Breaches of the Law.

Completion of the toolkit in conjunction with the CIPFA core competencies will provide Pension Committee and Local Pension Board members with a good grounding for their respective roles. Officers will issue details of the toolkit upon appointment and will request this to be completed within 6 months. The completion of the LOLA modules and the Pensions Regulator e-learning programme are a compulsory requirements of the Training Strategy for members of the Committee, Board and senior officers.

The online platform will be regularly updated, and members will be notified of the updates via email.

In addition to the compulsory training, the following types of training are also encouraged :

- In-house training events focused on enhancing economy, efficiency and effectiveness.
- Self-improvement and familiarisation with regulations and documents.
- Attending relevant courses, seminars and external events.
- Internally developed training days and pre/post meeting sessions.
- Shared training with other Funds or Asset Pools.
- Regular updates from officers and/or advisers.
- Circulated reading material.
- Topical training events in advance of decisions at meetings.

Progress reports will be monitored by Officers and information provided to both the Chair of the Committee and Board on an annual basis.

For more information the Fund's Training Strategy can be found on our [key documents page](#).

Governance and Training (continued)

Pension Fund Committee and Local Pension Board membership

The following table shows the attendance of Committee and Board members at applicable Pension Fund Committee, Investment Sub-Committee and Local Pension Board meetings during 2024-25, training undertaken in year, including; Training days, Conferences and Strategic Workshops.

Councillor/Member Name	Representation as at March 25	Committee/Board	Meetings Attended	Training Undertaken (In person and virtual)
Cllr Alison Whelan	Cambridgeshire County Council – Chair	Cambridgeshire Pension Committee Investment Sub Committee	5 meetings out of 5 4 meetings out of 4	2 external training sessions attended 9 LOLA modules completed
Cllr Mike Black	Cambridgeshire County Council - Vice Chair	Cambridgeshire Pension Committee Investment Sub Committee	5 meetings out of 5 3 meetings out of 4	1 external training session attended 9 LOLA modules completed
Cllr Adela Costello	Cambridgeshire County Council	Cambridgeshire Pension Committee Investment Sub Committee	4 meetings out of 5 3 meetings out of 4	2 external training sessions attended 9 LOLA modules completed
Cllr Chris Boden	All other Local Authorities, Police and Fire	Cambridgeshire Pension Committee Investment Sub Committee	4 meetings out of 5 2 meetings out of 4	0 external training sessions attended 9 LOLA modules completed
Cllr Peter McDonald	Cambridgeshire County Council	Cambridgeshire Pension Committee Investment Sub Committee	3 meetings out of 5 2 meetings out of 4	1 external training session attended 8 LOLA modules completed
Cllr Alan Sharp (Appointed May 2024)	Cambridgeshire County Council	Cambridgeshire Pension Committee	2 meetings out of 5	0 external training sessions attended 0 LOLA modules completed
Cllr Lara Davenport-Ray (Appointed May 2024)	All other Local Authorities, Police and Fire	Cambridgeshire Pension Committee	5 meetings out of 5	3 external training sessions attended 9 LOLA modules completed
Cllr Andrew Wood (Appointed Oct 2024)	Cambridgeshire County Council	Cambridgeshire Pension Committee	2 meetings out of 2	1 external training session attended 0 LOLA modules completed
Howard Nelson	All Other Employers	Cambridgeshire Pension Committee Investment Sub Committee	4 meetings out of 5 3 meetings out of 4	3 external training sessions attended 9 LOLA modules completed
Matthew Pink	Active Scheme Members	Cambridgeshire Pension Committee	2 meetings out of 5	1 external training session attended 9 LOLA modules completed
Liz Brennan	Deferred and Pensioner Members	Cambridgeshire Pension Committee Investment Sub Committee	4 meetings out of 5 3 meetings out of 4	1 external training session attended 9 LOLA modules completed
Cllr Denis Payne	Board Scheme Employers - Chair	Cambridgeshire Pension Board	4 meetings out of 4	3 external training sessions attended 9 LOLA modules completed

Governance and Training (continued)

Pension Fund Committee and Local Pension Board membership (continued)

Councillor/Member Name	Representation as at March 25	Committee/Board	Meetings Attended	Training Undertaken (In person and virtual)
Barry O'Sullivan	Board Scheme Members - Vice Chair	Cambridgeshire Pension Board	3 meetings out of 4	2 external training sessions attended 9 LOLA modules completed
Cllr Simon King	Board Scheme Employers	Cambridgeshire Pension Board	3 meetings out of 4	1 external training session attended 9 LOLA modules completed
Cllr Geoffrey Seeff	Board Scheme Employers	Cambridgeshire Pension Board	3 meetings out of 4	0 external training sessions attended 4 LOLA modules completed
Val Limb	Board Scheme Employers	Cambridgeshire Pension Board	4 meetings out of 4	5 external training sessions attended 9 LOLA modules completed

Summary of Committee Activity

It is the responsibility of the Pension Fund Committee to develop and maintain strategies, policies, and procedures, thus ensuring effective governance, oversight and accountability is upheld on behalf of the Fund's stakeholders.

The below information demonstrates the key decisions and approvals that have been made by the Pension Fund Committee during 2024-25, supported by the Investment Sub-Committee and Pension Fund Board.

Key Governance Activities

- Approval of the Administration Strategy
- Approval of the Overpayment of Pension Entitlement and Debt Recovery Policy
- Approval of the Training Strategy
- Approval of the Communication Strategy and Plan
- Approval of the Payment of Employee and Employer Contributions Policy
- Approval of the Annual Report and Statement of Accounts
- Approval of the Business Plan
- Approval of the Anti-Fraud and Corruption Policy
- Approval of the Cyber Strategy
- Approval of the Admissions and Bulk Transfer Policy
- Review of the General Code of Practice Compliance and Action Plan
- Review of the Equality, Diversity and Inclusion Report (including the Equality, Diversity and Inclusion Action Plan)
- Review of the Northamptonshire Pension Fund Committee and Board Effectiveness Review
- Review of the Multiple Investment Strategies

Governance and Training (continued)

Key Investment Activities

- Annual Investment Review
- Annual Investment Consultancy Provider review

Reports noted

- Administration Report
- Business Plan update
- Governance and Compliance Report
- Employers Admissions and Cessations
- Risk Monitoring
- ACCESS update
- Pensions Dashboard update
- Internal Audit Report

Summary of Board Activity

The below information shows the reports the Local Pension Board have considered during 2024-25.

- Administration report
- Governance and Compliance Report
- Business Plan update
- Valuation update
- ACCESS update
- Review of the Training Strategy
- Review of the Overpayment of Pension Entitlement and Debt Recovery Policy
- Review of the Communication Strategy and Plan
- Review of the Payment of Employee and Employer Contributions Policy
- Review of the Anti-Fraud and Corruption Policy
- Review of the Cyber Strategy
- Review of the Admissions and Bulk Transfer Policy
- Review of the General Code of Practice Compliance and Action Plan
- Review of the Equality, Diversity and Inclusion Report (including the Equality, Diversity and Inclusion Action Plan)
- Review of the Northamptonshire Pension Fund Committee and Board Effectiveness Review
- Risk Monitoring
- Internal Audit Report
- Review of the Administration Strategy
- Annual Report and Statement of Accounts
- Annual Report of the Local Pension Board

A copy of the most recent Local Pension Board Annual Report can be found on the Councils website [here](#).

Governance and Training (continued)

Conflicts of interest

A conflict of interest is defined in section 5(5) of The Public Service Pension Act 2013 as a financial or other interest likely to prejudice the way in which someone carries out their role. It further specifies that a conflict does not include a financial or other interest arising merely by virtue of that person being a member of a relevant pension scheme.

Therefore, a conflict of interest may arise when an individual has a responsibility or duty in relation to the management of, or provision of advice to, the LGPS fund administered by Cambridgeshire County Council, and at the same time, they:

- have a separate personal interest (financial or otherwise), or
- have another responsibility in relation to that matter.

This gives rise to a possible conflict with their first responsibility. An interest could also arise due to a family member or close colleague having a separate responsibility or interest in a matter.

Cambridgeshire County Council, as Administering Authority will:

- encourage a culture of openness and transparency
- encourage individuals to be vigilant, have a clear understanding of their role and the circumstances in which they may have a conflict of interest, and of how potential conflicts should be managed
- evaluate the nature of any dual interests or responsibilities that are highlighted and assess the impact on the Fund's operations and good governance were an actual conflict of interest to materialise.

One of the key areas of potential conflict relate to the dual roles held by an individual who sits in the governing bodies of the Fund and at the same time is employed or representing Cambridgeshire County Council as the Administering Authority to the Fund or/and a participating employer in the Fund.

All declarations should be collated and recorded on the Fund's Register of Conflicts of Interests.

In order for the Administering Authority to fulfil its obligations to manage and monitor potential conflicts of interests the Pension Fund Committee and the Pension Fund Board must include an item on conflicts of interest at each meeting. The Pension Fund Board must also include an item on conflict of

interest in its Annual Report.

The Fund's Register of Conflicts of Interest may be viewed by any interested party at any point in time. It will be made available on request by the Governance and Regulations Manager. To identify whether the objectives of this Policy are being met the Administering Authority will review the Register of Conflicts of Interest on an annual basis and consider whether there have been any potential or actual conflicts of interest that were not declared at the earliest opportunity.

It is inevitable that conflicts of interest will arise, and it is important to recognise that there are various ways that conflict can be managed depending on the individual circumstances.

The three main ways to assist in resolving conflict include:

- the conflicted individual concerned abstaining from the discussion, decision-making or providing advice relating to the relevant issue,
- the conflicted individual being excluded from the relevant meeting(s) and any related correspondence or material in connection with the relevant issue (for example, a report for a Pension Fund Committee meeting), or
- a working group or sub-committee being established which excludes the conflicted individual concerned, to consider the matter outside of the formal meeting (where the terms of reference permit this to happen).

Provided that the Administering Authority (having taken any professional advice deemed to be required) is satisfied that the method of management is satisfactory, the Administering Authority shall endeavour to avoid the need to advise an individual to resign due to a conflict of interest or to request the appointing body to reconsider their appointment to the Board or Committee). Where a Pension Fund Board Member has an actual conflict of interest as defined in the Public Service Pensions Act 2013, the individual will be required to resign from the Board.

For more information, the Fund's Conflict of Interest Policy can be found on our [key documents page](#).

Investments

Investment Policy

The Fund's approach to its investment arrangements is set out in its Investment Strategy Statement, (ISS) as required by Regulations that require the Fund to create and maintain an approach to investments that includes, amongst other things:

- a requirement to invest fund money in a wide variety of investments;
- the Fund's assessment of the suitability of different types of investments;
- the Fund's approach to risk, including the ways in which risks are assessed and managed;
- the Fund's approach to pooling investments;
- the Fund's policy on how social, environmental and corporate governance considerations are taken into account; and
- the Fund's policy on the exercise of the rights (including voting rights) attaching to investments.

The Pension Fund Committee (PFC) approves investment policies and strategy and an Investment Sub-Committee (ISC), which is supported by the Fund's Advisors, implements these investment policies and strategy, which includes the appointment and dismissal of Investment Managers and monitoring of performance.

The Fund adopts a long-term perspective, focussing its investment strategy to generate sustainable returns on a risk adjusted basis to grow the Fund's assets to reflect its equally long-term future liabilities. The PFC, Local Pensions Board, Fund officers and professional advisors have worked hard to develop an enhanced responsible investment (RI) policy, which forms part of our overall investment strategy. The RI policy sets out our approach to sustainable responsible investment and will help us manage the carbon and climate risks impacting our investments better.

The RI policy was agreed following a consultation that was open to scheme members and scheme employers. You can find a copy of the summary consultation responses and an updated investment strategy statement on our [key documents page](#).

The revised RI policy will inevitably mean some changes to our underlying

investments over time. In February 2022, the Investment Sub Committee approved decarbonisation targets to reduce the carbon emissions of listed equities by 23% by 2024 and by 57% by 2030 together with a climate action plan for 2022, 2023 and beyond.

The Fund has been decarbonising the portfolio at the same rate as the European Policy Curve meaning the Funds decarbonisation pathway would align with the Paris Accord and achieve the ambitions target to reach net zero by 2050 or earlier.

Progress against these targets are being reviewed regularly via a climate dashboard setting out key carbon metrics which are being measured and tracked over time. Regular communication will be provided on how the Fund is progressing on its journey to achieve net zero.

You can find copies of the Funds climate action plan, decarbonisation pathway, and climate dashboard on the [key documents page](#).

The Fund is a member of the Local Authority Pension Fund Forum (LAPFF), which is a voluntary association of LGPS funds that seeks to protect and enhance the value of its members' shareholdings by way of shareholder engagement, by action on corporate governance issues and by seeking to promote the highest standards of corporate social responsibility at the companies in which LAPFF members invest. Through LAPFF, the Fund exercises its belief that engagement with company management to promote improvements in SRI practices is more powerful than divesting from the company's shares. The Fund is also a subscriber to CIPFA and Pensions and Lifetime Savings Association (PLSA).

The Fund will also continue to support the principles of the UK Stewardship Code (the "Stewardship Code").

Voting Rights

The Fund has delegated the exercise of voting rights to all investment managers on the basis that voting power will be exercised by them with the objective of preserving and enhancing long-term shareholder value. These findings are reported to the ISC for review periodically.

Investments (continued)

Waystone, the operator of the ACCESS Pool, requires investment managers appointed by the Pool to exercise their voting rights in line with the agreed ACCESS voting guidelines. Where investment managers on the platform do not adopt the positions set out in the Waystone policy, they are required to provide a robust explanation of the position adopted on a comply or explain basis in each sub-fund prospectus. This information is also included in the Fund's own stewardship reporting.

Information about Investment Manager voting is available at [Cambridgeshire Pension Fund Key Documents](#)

Role of Investment Managers

Each Investment Manager relationship is governed by an Investment Management Agreement, which sets out how much they can invest, the asset class in which the Fund has employed them to invest, the expected target return and how much the Fund will pay for this service.

Active focus

With the exception of the passive global equity and passive index-linked bond mandates, the Fund favours an active management style to outperform agreed specific benchmarks.

Custodian

The Fund's Custodian is Northern Trust. The Custodian is responsible for ensuring that the Fund has good title to all investments, that all trades instructed by Investment Managers are settled on time and that all income due to the Fund is received and recorded accurately. Northern Trust also maintain the investment accounting records for the Fund.

Investment Management Fees

Fees of external Investment Managers and the Custodian are agreed in the respective mandates governing their appointments. Broadly, these are based on the market value of the investments under their management and therefore increase or reduce as the value of these investments change. For investments like actively managed equities, private equity etc the investment management fee is higher as the expected return is also meant to be higher. All returns are reported net of fees to give a true view of performance achieved by the Fund.

Asset Pooling

The Fund is currently a member of the ACCESS asset pool, which includes an FCA-regulated operator, Waystone, and a small centralised support function. ACCESS was established in response to the Government's LGPS reform agenda, which encouraged LGPS Funds to collaborate in pooling investments to generate efficiency savings, while maintaining investment performance. As of 31st March 2025, the ACCESS Pool holds assets worth £66.7bn (with 74% pooled) serving 3,517 employers with 1.2million members.

As of 31 March 2025, the Cambridgeshire Fund has invested £2,215.2m in the ACCESS pool and £1,758.0m under pooled management resulting in pooled assets of £3,973.2m, representing 81.2% of the Fund's total assets.

In July 2024, the Government launched a LGPS pension review and subsequently published the LGPS Fit for the Future consultation in November 2024. Based on this consultation, all pools must be established as FCA-regulated investment management companies, possessing the expertise and capacity to implement investment strategies. ACCESS submitted a proposal to become an FCA-regulated investment management company, but this was not supported by Government.

The Fund has evaluated alternative pooling options with the support of its investment consultant. Following this evaluation, the Fund has concluded that Border to Coast Pension Partnership (BCPP) is its preferred pooling partner. An Expression of interest to join the BCPP pool was submitted, alongside 6 other LGPS funds from ACCESS.

Further investment and operational due diligence is being undertaken, along with the necessary governance steps to progress the transition from ACCESS to BCPP. This includes approval of the BCPP partner authorities and the Fund's administering authority, Cambridgeshire County Council, becoming a shareholder in BCPP.

Further updates will be provided on the Fund's website and through other communication channels.

Investments (continued)

Asset Pooling continued

The ACCESS Support Unit (ASU) has been created to manage the Operator contract against specified KPIs and provide technical and secretariat support services to the AJC and Officer Working Group (OWG).

In addition to the savings in Investment Management fees through joint investments, there are other tangible benefits from pooling including a governance premium (potential for reduced risk due to manager diversification achieved at pool level), improved performance and tax savings.

More information about the ACCESS asset pool, including the ACCESS Annual Report, can be found on their website: [ACCESS Pool](#).

The below table reports the progress the Fund has made in pooling their assets across the different asset classes.

Asset class	£m Asset values as at 31 March 2024				£m Asset values as at 31 March 2025			
	Pooled	Under pooled management	Not pooled	Total	Pooled	Under pooled management	Not pooled	Total
Equities	1,159.8	1,086.2	0	2,246.0	1,094.1	1,034.4	0	2,128.5
Bonds	603.6	401.6	0.0	1,005.2	686.4	501.8	0	1,188.2
Private Debt	0	0	74.5	74.5	0	0	0.0	0.0
Property	98.4	0	282.2	380.6	407.9	0	52.8	460.7
Private Equity	0	0	603.0	603.0	0	19.0	653.4	672.4
Infrastructure	0	167.4	171.9	339.3	0	200.3	167.0	367.3
Cash and net current assets	0	4.8	84.1	88.9	0	0.0	74.7	74.7
Total	1,861.8	1,660.0	1,215.7	4,737.5	2,188.4	1,755.5	947.9	4,891.8

Pooled means assets invested through the Fund's chosen pool.

Under pool management means that the pool is responsible for the oversight or discretionary management of the investment, whether or not procured through the pool, (including passive market index tracker funds procured before pooling).

Not pooled means that the asset is neither pooled nor under pool management.

The Fund will maintain the current commitments during 2025-26 until the changes required from the Government's pension reforms, Fit for Future consultation.

Investments (continued)

Asset Pooling continued

A significant proportion (30.1%) of the Fund's assets are currently invested in UK assets. The below table sets out the Fund's investments in the United Kingdom in 2023-24 and 2024-25 by asset class;

Asset class	£m Asset values as at 31 March 2024				£m Asset values as at 31 March 2025			
	Pooled	Under pooled management	Not pooled	Total	Pooled	Under pooled management	Not pooled	Total
UK Listed Equities	68.4	290.6	0	359.0	65.1	37.4	0	102.5
UK Government Bonds	0	401.6	0.0	401.6	61.8	502	0	563.6
UK Property	98.4	0	273.5	371.9	398.1	0	52.8	450.9
UK Infrastructure	0	0	100.6	100.6	0	16	109	125.3
UK Private Equity	0	0	161.4	161.4	0	0	231	230.9
Total	167	692.2	535.5	1,394.5	525.0	555.4	392.8	1,473.2

UK Levelling Up

“Levelling up” refers to assets that make a measurable contributions to one of the missions set up in the Statement of Levelling Up Missions (made under Section 1 of the Levelling Up and Regeneration Act 2023), which was presented to the UK Parliament by the former government, and support any local areas within the United Kingdom. The following-up policy initiative related to this statement confirmed that funds are expected to publish plans for increasing investment in line with an ambition of up to 5% of assets being invested in projects which support levelling up.

As at the 31 March 2025 the Fund has 6% invested in levelling up assets:

£m Asset values as at 31 March 2025	Pooled	Under pooled management	Not pooled	Total	% Percentage of Total Fund
UK Levelling up	0	0	300.9	300.9	6%

Investments (continued)

The Costs of Pooling

The costs of setting up the ACCESS pool and the operating costs of the pool are collected by a nominated host authority and re-charged in equal shares to the eleven ACCESS funds. Cambridgeshire's share of costs is reported within Oversight and Governance costs in Note 11 to the Statement of Accounts and comprises the following:

Operational Costs	2024-25 £000	2015-16 to 2024-25 Cumulative £000
Strategic & Technical	97.3	339.0
Legal	49.7	215.3
Project Management	0	81.1
ACCESS Support Unit	63.3	331.5
Other	13.9	55.0
Total Operational Costs	224.2	1,021.9

Cost Transparency

The analysis below shows the investment expenses incurred during the financial year 2024-25 between expenses incurred in respect of Pooled and under pool management assets and not pooled assets.

Management Costs 2024-25	Direct £000	Asset Pool Indirect £000	Total £000	Direct £000	Non- Asset Pool Indirect £000	Total £000	Fund Total £000
Investment Management Fee	9,984	718	10,702	7,201	2,294	9,495	20,197
Performance Fee	1,671	2	1,673	-156	1,299	1,143	2,816
Transaction Taxes	56	0	56	595	0	595	651
Broker commissions	561	0	561	14	0	14	575
Other explicit costs	-430	0	-430	98	0	98	-332
Implicit/indirect transaction costs	0	4,511	4,511	0	-1,196	-1,196	3,315
Administration	406	68	474	1,751	0	1,751	2,225
Governance and Compliance	208	4	212	722	0	722	934
Other	-46	1,390	1,344	455	3,005	3,460	4,804
Total	12,410	6,693	19,103	10,680	5,402	16,082	35,185

Pooled Savings

Gross savings are calculated using the Chartered Institute of Public Finance and Accountancy price variance methodology based on average assets over the year. Net savings are calculated by subtracting the costs of pooling from the gross savings.

The below table sets out the gross and net fee savings for the 2024-25 financial year.

Savings	2024-25 £000	2015-16 to 2024-25 Cumulative £000
Gross savings	4,726.2	19,713.9
Fees	-224.2	-1,021.8
Net savings	4,502.0	18,692.1

Investments (continued)

Investment Allocation and Performance

The Pension Fund Committee performed a review of the Strategic Asset Allocation at the March 2023 meeting in conjunction with the Fund's Investment Consultants, Mercer Ltd and the independent Investment Advisor.

The following changes to the strategy were approved by PFC in March 2023:

- Reduce the equity allocation by 12.5%, maintaining the passive equity allocation at 20% and reduce active managers.
- Increase fixed income and alternative allocations by 10% and 2.5% respectively to provide greater exposure to inflation linked, cash flow generative assets while protecting the strong funding position; and
- Consider sustainable and impact opportunities across an expanded private markets portfolio – aligned with “levelling up” guidance.

The following changes have been carried out during the year to reach the new strategic asset allocations.

- Implement equity sales (£50m) and invested in ACCESS long lease property manager (£98.6m),
- Full redemption (£81m) from the Funds Secured Loans manager,
- Invested in Timberland manager (\$21m),
- Implement equity sales (£75) to fund increase allocation in index-linked gilts,
- Increased exposure in infrastructure (£74m).

The next review of the strategic asset allocation will take place in March 2026.

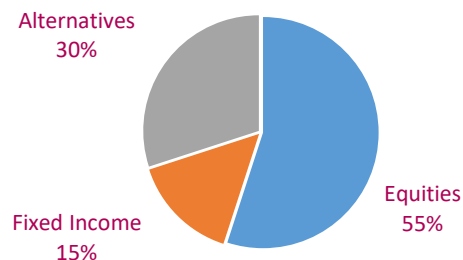
The following changes have been made as part of the work within the ACCESS pool:

- Transition of property assets (£285m) into the pool.

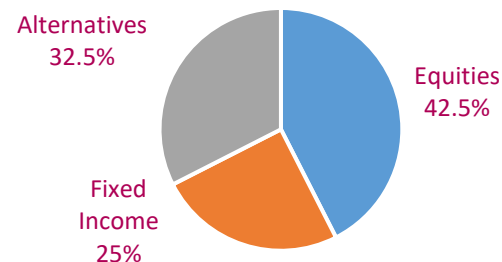
To reduce the risk on currency, the Fund transitioned two of their holdings with their global infrastructure managers to a GBP hedged share class (£188m).

The charts below show the strategic asset allocation before and following PFC approval and the actual allocation of assets at 31 March 2025.

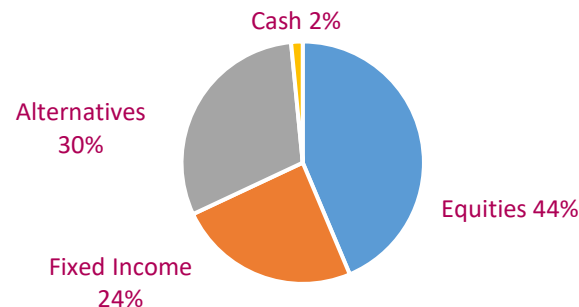
Strategic Asset Allocation at 31 March 2023



Strategic Asset Allocation at 31 March 2024



Actual Asset Allocation at 31 March 2025



Investments (continued)

Total Fund Performance

The total investment return for the Fund over the financial year was 2.4% net of fees compared with a weighted benchmark return of 5.5%. In the previous year the total investment return was 11.7% compared with a weighted benchmark of 14.2%. The Fund's total investment return was 3.8% p.a. over the three years to 31 March 2025 and 9.4% p.a. over the five years to 31 March 2025.

Performance of Managers

The ISC continue to monitor the Investment Managers' performance against their benchmark at their quarterly meetings. All managers are measured against market-based performance benchmarks with bespoke outperformance targets set for active managers which are expected to be met over a three to five year period. Net of fees performance of each manager compared to benchmark over one year is shown in the table below.

Asset Class /Manager	Benchmark	Return %	Benchmark %	Variance %
Dodge & Cox – Equity	MSCI AC World Value Index	3.4	7.0	3.6
J O Hambro – Equity	MSCI AC World (NDR) Index	-5.9	4.9	10.8
Longview – Equity	MSCI AC World (NDR) Index	-1.4	4.9	6.3
Osmosis -Equity	Solactive Osmosis Resource Efficient Core Equity Ex-Fossil Fuels Index NTR	4.4	4.5	0.1
UBS Passive – Equity	FTSE Developed (GBP Hedged) Index	7.8	7.9	0.1
BlueBay Asset Management - Bonds	Composite Benchmark	6.8	7.6	0.8
M&G Alpha Opportunities – Bonds	Composite Benchmark	9.1	7.6	-1.5
UBS Passive – Gilts	FTSE A Over 5 Year Index-Linked Gilts Index	-10.5	-10.4	0.1
Adams Street – Private Equity	MSCI World Index	6.4	9.7	3.3
Foresight – Private Equity	MSCI World Index	14.4	9.7	-4.7
HarbourVest – Private Equity	MSCI World Index	9.5	9.7	0.2
Allianz – Infrastructure	IRR of 4.0% p.a.	-1.7	4	5.7
Ares debt – Infrastructure	IRR of 10.0% p.a.	8.5	10	1.5
Equitix – Infrastructure	IRR of 10.0% p.a.	-3.5	10.0	13.5
IFM – Infrastructure	IRR of 10.0% p.a.	4.6	10.0	5.4
JP Morgan – Infrastructure	IRR of 10.0% p.a.	7.2	10.0	2.8
Partners Group – Infrastructure	IRR of 10.0% p.a.	1.3	10.0	8.7
UBS – Infrastructure	IRR of 10.0% p.a.	-5.2	10	15.2
Aviva – Property	Composite Benchmark	2.8	7.3	4.5
M&G Residential – Property	Composite Benchmark	2.3	7.3	5.0
M&G Shared Ownership – Property	Composite Benchmark	2.7	7.3	4.6
CBRE - Property	MSCI All Balanced Property Funds Index	3.7	6.4	2.7
Stafford - Timberland	IRR of 10.0% p.a.	n/a	n/a	n/a

n/a = Not invested for the full period therefore no meaningful performance measure is available

Investments (continued)

Performance in Comparison with Local Authority Universe

The Local Authority Universe is a national scheme consisting of 62 pension funds collated by PIRC Ltd that provides benchmarking of local authority pension funds investment performance.

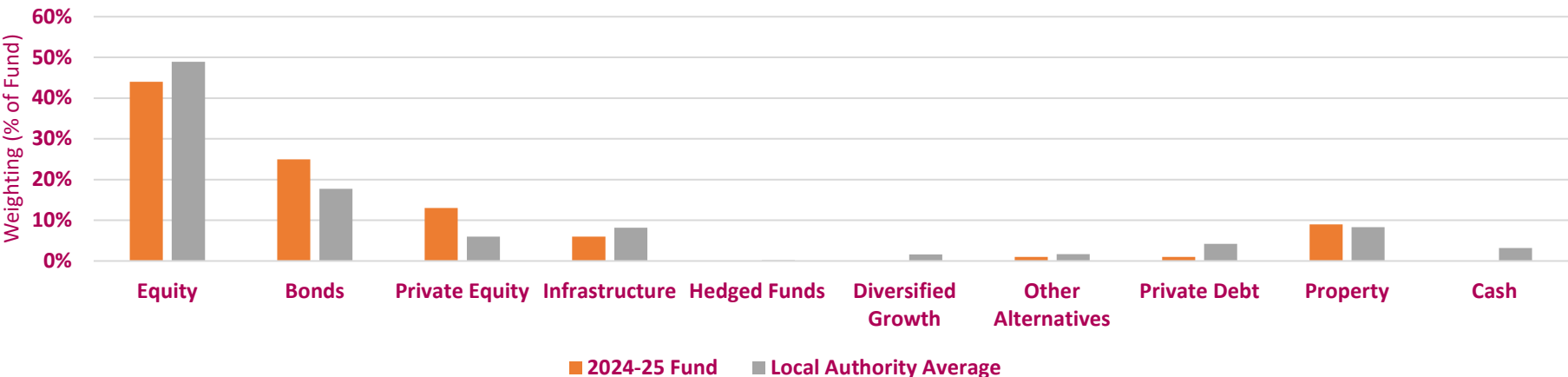
In 2024-25 the Fund’s performance of 2.4% net of fees over the financial year was ranked 80th percentile out of the 62 Funds participating in the Universe.

Investment Return compared to Local Authority Universe



The Fund’s current strategy has a slightly lower allocation to Equities and private debt and a higher allocation to Bonds and Private Equity when compared to the Local Authority Universe.

Investment Allocation compared to Local Authority Universe



Investments (continued)

Climate Change Report

Executive summary

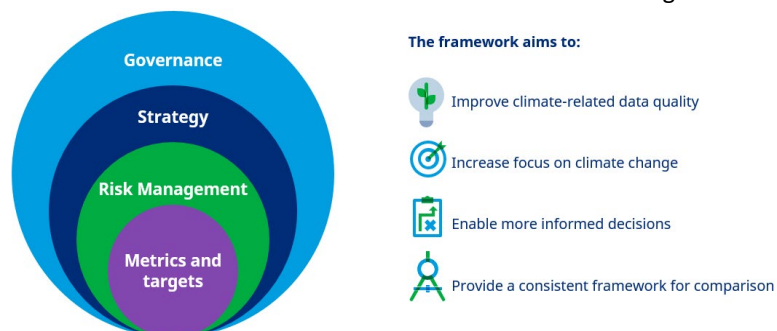
The Fund recognises the systemic risk associated with climate change as well as local government targets in this regard and the views and aspirations of other scheme employers and scheme members.

In order to manage this systemic risk and to align with its support of the Paris Agreement and a “just transition”, the Fund’s Listed Equity portfolio has the following decarbonisation targets: a 23% reduction by 2024, a 57% reduction by 2030, and achieving net zero by 2050 or earlier. **The Fund has achieved its 2024 target during the year.**

The Fund is working towards producing climate change reports in future which comply with Task Force on Climate-Related Financial Disclosures (“TCFD”) reporting recommendations, which are expected to become mandatory for LGPS Funds in the coming years.

This report provides a summary of the Fund’s position as it relates to climate change, assessed across the four pillars under the TCFD Framework:

- **Governance:** How the Pension Fund Committee (PFC) maintains oversight and incorporates climate change into its decision making;
- **Strategy:** How potential future climate warming scenarios could impact the Fund;
- **Risk Management:** How climate-related risk is incorporated in the Fund’s broader risk management processes; and
- **Metrics and Targets:** How the PFC measures, and monitors progress against different climate related indicators known as metrics and targets.



Governance

The Administering Authority has delegated to the PFC the power to determine and maintain the Fund’s strategies, policies and procedures. Implementation of the strategy and the monitoring of performance is delegated to the Investment Sub-Committee (ISC), for which the membership is drawn from the PFC.

Research into how climate-related risks and opportunities impact financial markets is constantly evolving and expanding. The PFC or its ISC receives training on a regular basis to keep up-to-date with developments and will allocate time on meeting agendas to cover items such as developing and meeting the Fund’s climate action plan, climate-change scenario analysis, reporting of metrics and monitoring of progress against agreed targets.

The PFC acknowledges that the reporting of climate-related risk is relatively new and the collective experience of the PFC and ISC will grow over time.

Climate change will form an explicit agenda item at least annually for the PFC or ISC when the Fund’s climate action plan and / or when the Fund’s annual climate change report is updated. It will also be covered as part of other agenda items as part of a wider discussion of funding or investment strategy, or as part of the investment manager appointment and review discussions.

Strategy

The Fund undertook climate scenario analysis on its investment strategy in 2021. Given the uncertainty around the timing and impact of climate-related transition and physical risks, the ISC considered three climate scenarios or ‘warming pathways’ i.e. the expected degrees of warming of the atmosphere by the end of the century relative to pre-industrial levels, to help test the resiliency of the Fund’s investment strategies at the strategic level.

Investments (continued)

Whilst a lower warming pathway (2°C scenario) is one in which governments, businesses and society should aim for as a minimum, there is a possibility that a failure to reduce GHG emissions quickly enough could set off irreversible feedback loops that significantly warms the planet (as modelled by 3°C and 4°C scenarios).

The Fund will be impacted by climate change, regardless of the scenario that unfolds.

Resilience of the Fund's investment strategy

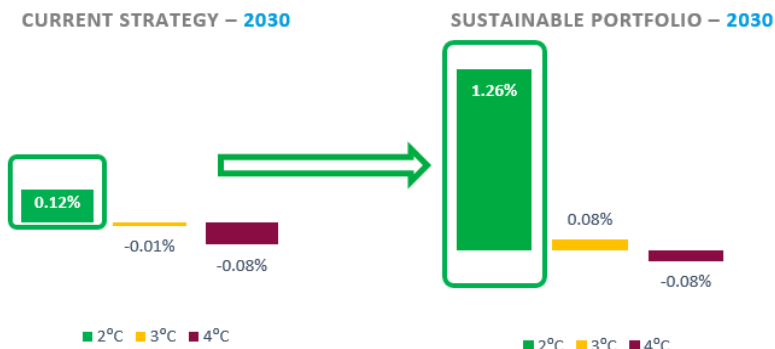
The graphic below shows how a 2°C scenario leads to enhanced projected returns for the Fund's investment strategy versus 3°C or 4°C scenarios, with the greatest impact over the period to 2030.

CLIMATE CHANGE IMPACT ON RETURN (% P.A.)		
2°C	2030	0.12%
	2050	-0.06%
	2100	-0.08%
3°C	2030	-0.01%
	2050	-0.06%
	2100	-0.10%
4°C	2030	-0.08%
	2050	-0.14%
	2100	-0.18%

■ ≥ 10 bps
 ■ > -10 bps, < 10bps
 ■ ≤ -10 bps

Transition opportunities emerge from a 2°C scenario

The graphic below illustrates the benefits of investing sustainably (i.e. in a portfolio broadly aligned with the Fund's investment strategy but where asset class exposures are mapped to sustainable equivalents).



Climate change impact on return (% p.a.)

As at 30 June 2021. Source: Mercer/Investment Managers

Under the 2°C scenario, to 2030, the Sustainable Portfolio is expected to benefit by up to +16.2% on a cumulative basis, compared with the Fund's investment strategy.

Key findings of the analysis

Investing for a 2°C scenario is both an imperative and an opportunity the Fund should address.

- An imperative, since, for nearly all asset classes and timeframes, a 2°C scenario leads to enhanced projected returns versus 3°C or 4°C and a better investment outcome.
- An opportunity, since, although incumbents can suffer losses in a 2°C scenario, there are many notable investment opportunities enabled in a low-carbon transition, including sustainability themed investments in listed and private equities to infrastructure and fixed income.

Climate scenario analysis is an ever evolving space and, as such, the scenarios modelled and reported may be subject to review in future periods. It is important to note that the modelling may understate the true level of risk due to the uncertainty around the future economic impacts of climate change.

Investments (continued)

Action taken since analysis date

Since the date of the climate scenario analysis (30 June 2021), the ISC has undertaken a number of workstreams with a view to improving the sustainability characteristics of the Fund's investment strategy. These include:

- Reviewing the Fund's passive equity allocation (23% of total Fund assets at 30 June 2024) and implementing changes to the underlying benchmarks to increase exposure to stocks with positive climate-related characteristics, in favour of stocks with negative climate-related characteristics while maintaining expected return.
- Switching one of the Fund's multi-asset credit mandates (6.6% of total Fund assets at 30 June 2024) to a portfolio with the same expected risk and return and stronger integration of positive Environmental, Social and Governance factors.
- Implementing a strategic allocation of 1% of total Fund assets to timberland.

Risk Management

This section summarises the primary climate-related risk management processes and activities carried out for the Fund. These assist with understanding the materiality of climate-related risks, both in absolute terms and relative to other risks that the Fund is exposed to.

Governance

The Fund recognises the systemic risk associated with climate change as well as local government targets in this regard and the views and aspirations of other scheme employers and scheme members.

The Fund has acknowledged the risk to the Fund of climate change in its Risk Register: "As long-term investors, the Fund believes climate risk has the potential to significantly alter the value of the Fund's investments."

The Officers maintain a Climate Action Plan which is reviewed and updated on a regular basis. This document forms part of the ISC's wider business plan

and summarises the progress, actions and outcomes of scheduled climate-related investment projects and tasks.

Strategy

The Fund's advisers will take climate-related risks and opportunities into account as part of the wider strategic investment advice provided to the PFC and ISC. This includes highlighting the expected change in climate-risk exposure through proposed asset allocation changes, both from the top-down level (via climate scenario analysis) and bottom-up (via climate-related metrics). Climate scenario analysis for the investments of the Fund will be reviewed periodically.

Reporting

The ISC will receive an annual climate dashboard providing an update on climate-related metrics and progress against targets in respect of the assets held in the Fund. The ISC may use the information to engage with the Fund's investment managers.

The ISC receives a quarterly stewardship monitoring report which summarises how the investment managers choose to vote and engage on climate-related issues (among other key engagement priorities).

Manager selection and retention

The ISC, with advice from its advisers, will consider an investment manager's firm-wide and strategy-specific approach to managing climate-related risks and opportunities when either appointing a new manager, in the ongoing review of a manager's appointment, or as a factor when considering the termination of a manager's appointment.

What are the climate-related risks and opportunities?

The Fund has considered two types of climate-related risks and opportunities in its climate scenario analysis:

1. Transition risks and opportunities

Investments (continued)

This covers the potential financial and economic risks and opportunities from the transition to a low-carbon economy (i.e. one that has a low or no reliance on fossil fuels), in areas such as:

- Policy and legislation
- Market
- Technology
- Reputation

Risks include the possibility of future restrictions, or increased costs, associated with high carbon activities and products.

There are also opportunities, which may come from the development of low-carbon technologies. In order to make a meaningful impact on reducing the extent of global warming, most transition activities need to take place over the next decade and certainly in the first half of this century.

2. Physical risks and opportunities

The higher the future level of global warming, the greater physical risks will be in frequency and magnitude. Physical risks cover:

- Physical damage (storms; wildfires; droughts; floods)
- Resource scarcity (water; food; materials; biodiversity loss)

Physical risks are expected to be felt more as the century progresses though the extent of the risks is highly dependent on whether global net zero greenhouse gas emissions are achieved by 2050.

There are investment opportunities, for example, in newly constructed infrastructure and real estate that are designed to be resilient to the physical impacts of climate change, as well as being constructed and operated in a way that have low or no net carbon emissions. There are also opportunities for investment in those companies or industries that focus on energy conservation and resource efficiency.

Metrics and targets

Metrics

The primary metrics that are used by the Fund to measure climate-related impact are:

- **Absolute emissions.** This is the total emissions of seven major GHGs associated with the investments held (carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulphur hexafluoride and nitrogen trifluoride).
- **Carbon footprint.** This is the total emissions per million pounds invested.
- **Weighted average carbon intensity (WACI).** This is the total emissions per million pounds of sales

As at 30 June 2024, the Fund's reporting has expanded to include an additional forward-looking metric, SBTi alignment. This is a measure of how many companies in a portfolio have submitted climate transition plans that have been approved by the Science Based Targets Initiative (SBTi).

Limitations of emissions data

The Fund is aware of issues around climate-related data quality, in particular carbon data for many private companies, governments and asset classes is not currently sufficiently robust to set targets against. The Fund has therefore focused on the listed equity portfolio initially, given data quality is more robust within this asset class and it comprises a significant proportion of the Fund's strategic investment portfolio.

As at 30 June 2024, the Fund's reporting now includes corporate bonds in its carbon reporting as the quality and availability of climate-related data has improved over time. The Fund has also begun requesting data across a range of metrics annually from its private markets investment managers and seeks to engage with them on improving this data over time.

The Fund is also aware that Scope 3 emissions data, i.e. covering indirect emissions from the value chain such as those embedded in material inputs or freight, is an area that needs development and as such it is not currently included in the Fund's target-setting process. However, the Fund will continue to collect this data to inform its engagement with investment managers.

Investments (continued)

Targets

The Fund's overall climate-related objective is to align its portfolio with a 'pursue efforts towards 1.5°C' objective - i.e. net zero by 2050 or earlier, with an aspiration of achieving a net zero position by 2045.

Targets were set on an absolute emissions basis in 2021, but also monitored on an intensity basis (using two intensity metrics: carbon footprint and weighted average carbon intensity (WACI)). However, the Fund switched to a carbon footprint metric as the baseline measure for a de-carbonisation pathway from the 2022 analysis date as it:

- It is not impacted by changes in strategy, unlike absolute emissions. For example, a reduction in the Fund's strategic target equity allocation would, all else equal, lead to a reduction in the level of absolute emissions.
- Widening the scope of the Fund's climate reporting to include additional asset classes would naturally increase absolute emissions.

Carbon footprint is not impacted in the same way. Instead, it normalises absolute emissions by the amount of assets invested.

The Fund will continue to track absolute emissions, WACI and SBTi alignment as each metric provides a different insight as to the nature of the companies held within portfolios.

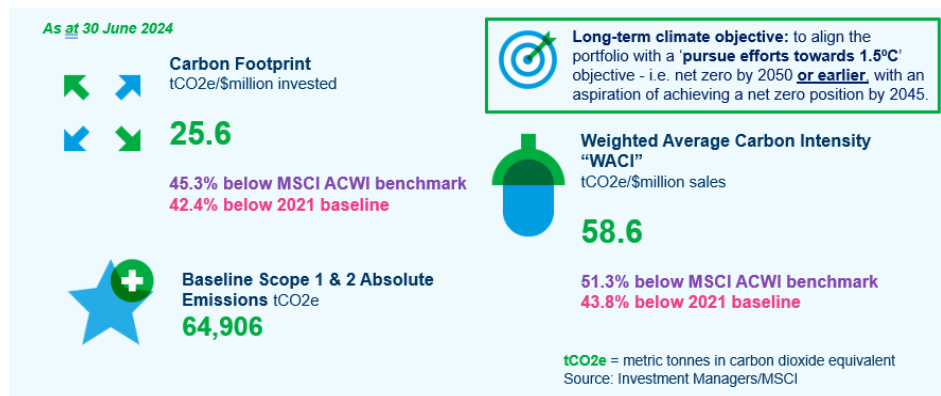
Carbon reporting dashboard

The Fund's metrics were initially measured as at 30 June 2021, providing a baseline for future targets, and were recalculated annually as at 30 June in order to monitor progress against these targets. The metrics are set out in the carbon reporting dashboard to the right, which is also available on [the key documents page](#) of the Fund's website.

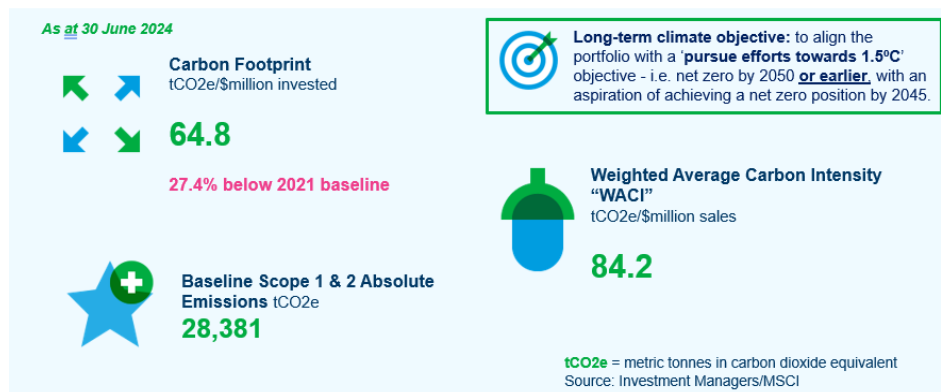
The reported metrics are based on Scope 1 and 2 emissions data for the listed equity portfolio and as of this year, this has expanded to now include corporate bonds.

The dashboard will be updated on an annual basis:

Climate action plan Climate monitoring dashboard – Listed Equity



Climate action plan Climate monitoring dashboard – Corporate Bonds



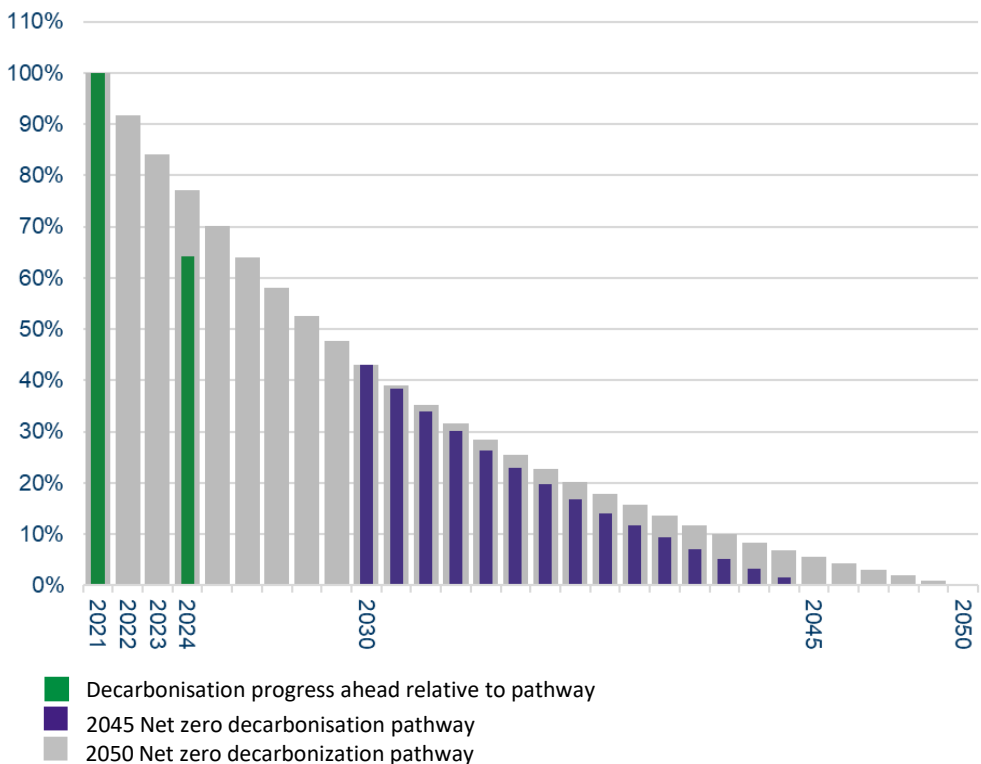
Investments (continued)

Progress against targets

The chart below shows a decarbonisation pathway for the Fund’s listed equity and corporate bonds portfolio (49.8% of total assets as at 30 June 2024) based on its Carbon Footprint, starting from a baseline as at 30 June 2021. It compares this portion of the Fund to the decarbonisation targets: a 23% reduction by 2024, a 57% reduction by 2030, and achieving net zero by 2050 or earlier.

Changes to the Fund’s passive equity portfolio were implemented in early 2023 with the objective of improving the portfolio’s climate characteristics. This is the key driver of the material reduction in the carbon footprint over the period shown.

The Fund will review and assess its interim targets following analysis of its carbon metrics as at 30 June 2025.



Investments (continued)

Independent Adviser's annual review – Twelve months to 31st March 2025

Reflecting on last year's outlook, it is clear that many of the anticipated themes did indeed materialise. Inflation remained persistent, particularly in the US, defying expectations of a swift retreat and forcing central banks to maintain elevated interest rates for longer than many investors had hoped. Political uncertainty also stayed front and centre, with campaigning ahead of elections in both the UK and US, and initial government actions with new administrations coming in to power, contributing to market volatility and investor caution. Meanwhile, the war in Ukraine has continued and broader geopolitical tensions – particularly around trade and Middle Eastern conflict – have kept markets on edge.

However, our outlook last year also emphasised those aspects of the Fund's strategy that are more firmly within our control: diversification, responsible investment, and capitalising on developments within the ACCESS Pool. In these areas, we have seen tangible progress. Our responsible investment reporting is more advanced, and the tools available to the committee to assess ESG and climate-related risks have improved significantly.

In summary, while the external environment has remained complex and often unpredictable, the Fund has continued to deliver on the areas where governance and planning make a difference.

Here I provide an investment review covering the financial year 2024/25 and offer some thoughts on the road ahead.

Market Activity

Equities

Equity markets had a year of ups and downs. The first half of the year saw steady gains, especially in technology and AI-linked stocks. But these gains were concentrated in a small number of large US companies, leaving the rest of the market behind.

In the second half, global political developments—including elections, interest rate cuts, and growing trade tensions—led to greater volatility. The return of Donald Trump to the White House and his tariff-first approach raised fresh concerns about global trade and inflation. As a result, emerging markets and export-driven economies came under pressure, while more defensive sectors

and value-oriented stocks gained traction.

While global equities delivered solid returns overall for the calendar year, the final quarter and start of 2025 reminded investors of the risks still facing markets: political uncertainty, slowing growth, and a complex interest rate environment. Against this backdrop, diversification and flexibility became even more important for navigating the road ahead.

Q2 2024 (April – June 2024): Narrow Leadership Amid Global Uncertainty

Global stock markets made steady gains in the second quarter of 2024, despite ongoing concerns around rising prices and slowing economic growth. The main global share index, the MSCI All Country World Index, rose by 2.9% (in US dollars).

In the US, strong job numbers and easing inflation kept the Federal Reserve from cutting interest rates. Even so, the S&P 500 index rose by 4.2%. However, most of those gains came from just a handful of large technology companies known as the "Magnificent Seven"—meaning that much of the market lagged behind. Smaller and mid-sized companies, for instance, struggled to keep up.

In Europe, share prices rose slightly, supported by company profits and hopes of future interest rate cuts. However, surprise elections in France and political uncertainty across the continent created headwinds. The UK's stock market performed better, helped by merger and acquisition activity and a weaker British pound, which made UK exporters more competitive.

Emerging markets outpaced developed ones this quarter, with strong gains in Asia. Taiwan saw a major boost thanks to investor excitement around artificial intelligence (AI), while India's completed elections helped reduce uncertainty. China also delivered short-term gains, helped by government support for its property sector. In contrast, political instability in Brazil and Mexico weighed on Latin American markets.

Q3 2024 (July – September 2024): Style Rotation and Regional Divergence

The third quarter saw global stock markets continue their climb, with emerging markets again leading the way. China made headlines as its government launched major spending and lending programmes to support the economy. This gave the wider emerging market index a strong boost of 8.7%.

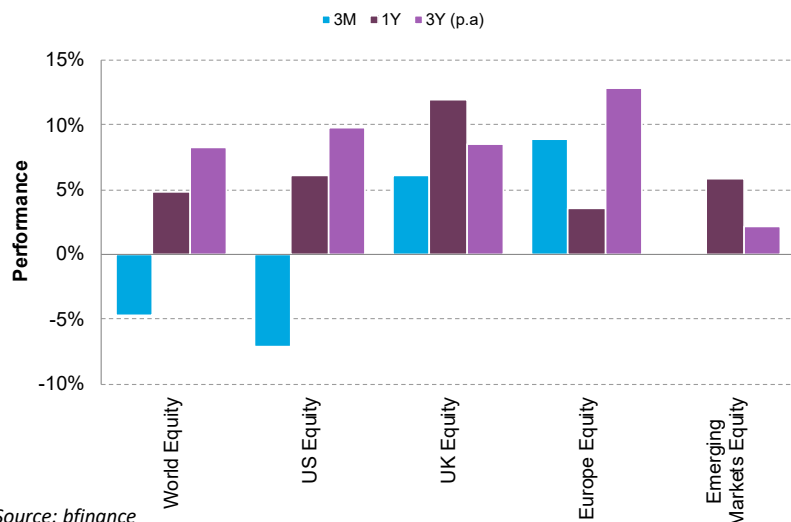
Investments (continued)

In the US, gains were more broadly spread than earlier in the year. Smaller companies and value stocks—those considered undervalued—did especially well, thanks in part to hopes of interest rate cuts. In fact, the Federal Reserve did reduce rates by 0.5% in September, which helped sectors like utilities and property bounce back. However, doubts about how much AI can boost earnings in the short term kept technology stocks in check.

Japan faced setbacks. A surprise interest rate hike and rising uncertainty in global markets pushed up the yen, making Japanese exports more expensive. As a result, Japan's stock market fell nearly 5% during the quarter, though domestic-focused companies fared better.

Europe saw modest gains, driven by interest rate cuts from the European Central Bank. Healthcare, real estate, and utilities led the way. However, the economic picture remained mixed, especially in Germany, where manufacturing activity slowed. In the UK, confidence improved following a clear Labour election win, though concerns around potential tax increases tempered optimism later in the quarter.

Performance of Equity Markets to 31 March 2025



Source: bfinance

Indices Used

World Equity: MSCI World NR (GBP), US Equity: S&P 500 TR (GBP), UK Equity: FTSE 100 TR (GBP), Europe Equity: Euro STOXX 50 NR (GBP), Emerging Markets Equity: MSCI EM NR (GBP)

Q4 2024 (October – December 2024): Volatility Returns with Global Policy Shifts

Global stock markets lost momentum in the final quarter of 2024. The MSCI World Index dipped slightly, down 0.2% in US dollars, though it closed the year with a strong annual return overall.

The US was one of the better performers during the quarter, with the S&P 500 up 2.3%. Technology and AI-linked companies continued to drive gains, though investors grew more cautious as the year ended. December brought a pause in the market rally, after the Federal Reserve signalled it might slow future rate cuts due to persistent inflation.

Donald Trump's return to the US presidency following the November election gave a short-term lift to smaller domestic-focused companies. But global markets quickly turned cautious again, particularly around trade. Fears of a return to tariff-heavy policies hit investor confidence and contributed to a sell-off in emerging markets. The MSCI Emerging Markets Index dropped 8%, with Latin America particularly hard hit by economic and political concerns—especially in Brazil, where debt worries and a weakening currency spooked investors.

Europe also struggled. Trade tensions and political instability—such as government changes in France and Germany—led to a decline of 2.7% in the MSCI Europe Index. The UK saw flat returns, as economic data pointed to weak retail sales and manufacturing activity during the festive period.

Q1 2025 (January – March 2025): Trade Shocks and Defensive Realignment

Stock markets had a rocky start to 2025, as uncertainty returned in force. In the US, major indices fell sharply—the S&P 500 dropped 4.6%, its weakest quarter since 2022. Big tech companies, which had previously powered the market higher, suffered the most. Investors grew concerned about high valuations, regulatory pressure, and slowing earnings.

Broader fears of “stagflation”—where inflation stays high but growth slows—also unsettled markets. This was compounded by the reintroduction of major US trade tariffs in early 2025, which disrupted global supply chains and increased fears of an escalating trade war.

Investments (continued)

Despite these challenges, European stock markets held up relatively well. Shares in energy and defence-related companies rose, supported by increased government spending and investor interest in more stable, value-driven sectors. The UK and Eurozone indices saw small gains in local currency terms, even as broader global sentiment weakened.

Asia delivered a mixed performance. Hong Kong's Hang Seng Index was one of the best-performing markets globally, surging more than 15% thanks to a rebound in Chinese tech stocks and central bank support. Japan, however, gave back some of its 2024 gains, as investors locked in profits amid global volatility.

Emerging markets ended the quarter ahead of their developed peers, led by China and South Korea. Defensive sectors such as utilities, consumer goods, and materials outperformed, offering some protection as broader markets wobbled. Still, rising uncertainty around trade and inflation in early April weighed on confidence, setting the stage for further turbulence.

Bonds

The 2024–25 financial year was marked by dramatic shifts in the fixed income landscape. Early in the year, fears of persistent inflation and high interest rates weighed on bond markets. Mid-year, global rate cuts sparked a powerful rally in government and corporate bonds. However, a late-year inflation surprise and political tensions—including trade disputes and unexpected elections—reversed some of these gains.

Across the year, credit-sensitive assets (like corporate and high-yield bonds) generally outperformed government bonds, which were hit harder by shifting rate expectations. Emerging markets delivered mixed results: local currency bonds struggled when the US dollar strengthened but recovered as the dollar softened again in early 2025.

In the end, the fixed income environment remained highly sensitive to policy signals, global politics, and macroeconomic data. For investors, managing interest rate exposure and staying diversified across regions and credit types proved especially important in navigating the volatility.

Q2 2024 (April–June 2024): Yields rise on inflation fears; politics add volatility.

Bond markets faced a bumpy ride in the second quarter of 2024, especially in April, as solid economic data and stubborn inflation led investors to believe that interest rates might stay higher for longer. This caused US government bond yields to rise, meaning bond prices dropped slightly. However, the pressure eased by June as inflation cooled and economic indicators softened. The US Treasury market ended the quarter just slightly positive.

In Europe, the European Central Bank cut interest rates in June, but the move was overshadowed by political events. Surprise elections in France unsettled markets, pushing European government bond yields higher and causing a small loss in European bond values for the quarter.

Corporate bonds in the US and Europe showed modest gains. In both regions, bonds from slightly riskier companies (those rated BBB) performed better than safer, higher-rated ones. Investors preferred bonds with more yield, especially as rising government bond yields pulled down the value of safer assets. Energy and financial company bonds were among the top performers.

High-yield bonds (which come from companies with lower credit ratings) delivered solid returns in both the US and Europe. Investors remained confident in these riskier assets, especially as the economic outlook remained stable. Emerging markets also performed well, especially in Asia. China, Taiwan, and India saw strong bond market activity, while Brazil and Mexico struggled due to rising inflation and political risks.

One area of weakness was local currency bonds from emerging markets. A stronger US dollar during the quarter hurt returns when translated into dollars. Countries like Brazil and Mexico saw large losses due to falling currencies, while South Africa bucked the trend with double-digit gains thanks to better inflation news and political progress.

Investments (continued)

Q3 2024 (July–September 2024): Global rate cuts fuel bond rally and risk appetite.

The third quarter marked a turning point, as central banks around the world began cutting interest rates.

The US Federal Reserve reduced rates by half a percent, while the European Central Bank and the Bank of England followed with smaller cuts. These moves helped bring down bond yields, which lifted bond prices.

US government bonds had a particularly strong quarter, with long-term bonds performing best. The overall return for US Treasuries was a healthy 4.8%. European government bonds also posted solid gains.

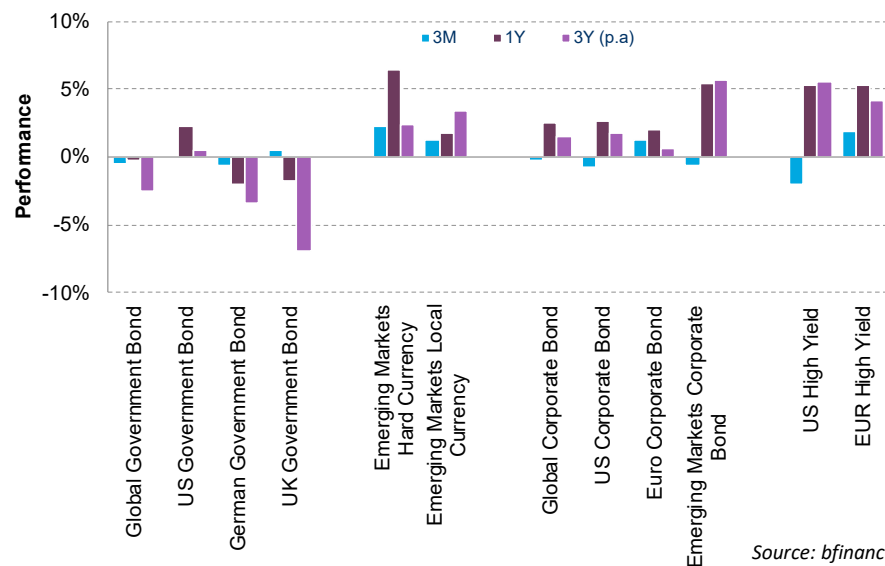
Corporate bonds had a strong showing too. In the US, investment-grade corporate bonds returned nearly 6%, supported by falling interest rates and investor confidence in company earnings. Sectors like utilities and telecoms did especially well. In Europe, corporate bonds delivered over 3%, with real estate and infrastructure-linked sectors leading the way.

High-yield bonds rose in value but not as much as higher-quality ones. US high-yield bonds returned around 5%, with the riskiest bonds (CCC-rated) gaining more than 11%, reflecting renewed investor appetite for risk. European high-yield bonds rose by 3.5%.

Emerging market debt rebounded sharply. Hard currency government bonds (denominated in US dollars or euros) gained over 6%, helped by the fall in US interest rates. Riskier countries such as Argentina and Ecuador saw major rallies. Corporate emerging market bonds also performed well, led by strong returns in sectors like telecoms and real estate.

Local currency emerging market debt was one of the top performers globally, returning 9%. Falling inflation in many countries and a weaker US dollar supported local bond prices. South Africa, Thailand, and Malaysia were the best performers, while Brazil, Mexico, and China lagged behind.

Performance of Bond Markets to 31 March 2025



Indices Used

World Equity: Barclays GlobalAgg Treasury TR (GBP Unhedged), ICE BofA ML US Treasury (GBP Unhedged), ICE BofA ML German Government (GBP Unhedged), ICE BofA ML UK Gilt (GBP Unhedged), JPM EMBI GLOBAL DIVERSIFIED TR (GBP Unhedged), JPM GBI-EM Global Div TR (GBP Unhedged), Barclays Global Agg Corporate TR (GBP Unhedged), Barclays US Agg Corporate TR (GBP Unhedged), Barclays Euro Agg Corporate TR (GBP Unhedged), JPM CEMBI BROAD DIVERSIFIED TR (GBP Unhedged), ICE BofA ML US High Yield (GBP Unhedged), ICE BofA ML Euro High Yield (GBP Unhedged)

Q4 2024 (October–December 2024): Inflation surprises stall rally; credit holds up better.

Bond markets came under renewed pressure in the fourth quarter. Inflation ticked higher again in the US, UK, and Europe, surprising investors and raising doubts about how quickly central banks would continue to cut interest rates. Even though rate cuts did occur, bond yields climbed across most major markets as investors reassessed the outlook for 2025.

Investments (continued)

As a result, government bond prices fell. In the US, Treasury bonds lost over 3% for the quarter. European bonds were more resilient but still declined slightly.

Corporate bonds in the US followed suit, posting a negative return of nearly 3%. However, credit conditions remained strong, and investors continued to support corporate debt, leading to tighter spreads—the extra yield companies pay over government bonds. In Europe, corporate bonds actually delivered a small positive return, thanks to strong demand and a more stable interest rate outlook.

High-yield bonds outperformed government and investment-grade corporate bonds. Their shorter duration (less sensitivity to interest rate changes) helped cushion losses. In the US, returns were flat overall, while European high-yield bonds rose nearly 2%. Riskier companies led the gains as investors remained upbeat about growth prospects.

Emerging market bonds struggled due to the rise in global yields. US-dollar denominated sovereign bonds declined by nearly 2%, although distressed countries like Argentina and Lebanon rallied strongly. Emerging market corporate bonds fell slightly but did better than sovereign bonds.

Local currency emerging market debt took the biggest hit, dropping 7% in US dollar terms. A strengthening dollar hurt returns across many regions, especially Brazil, South Korea, and Hungary, where local currencies fell sharply. Only a handful of countries, like China, posted gains thanks to local rate cuts.

Q1 2025 (January–March 2025): Geopolitical tension and diverging policies drive mixed returns.

The new year began with a more mixed environment for fixed income. Global markets were unsettled by rising geopolitical tensions and signs of growing economic fragmentation. In the US, renewed tariff proposals by the new administration in February triggered volatility. However, government bond yields fell as investors sought safer assets. The US Treasury market returned 3% for the quarter.

In Europe, bond yields rose slightly despite the European Central Bank cutting rates twice. Germany's push for fiscal expansion added to investor concerns about inflation, and bond prices declined modestly overall.

Corporate bonds in the US delivered solid returns of around 2.4%, helped by falling yields. There was little difference in performance across credit ratings,

and all sectors posted positive returns. In Europe, investment-grade corporate bonds were flat, with higher-quality bonds under pressure from rising yields. Financial sector bonds stood out with positive gains.

High-yield bonds delivered smaller returns than their higher-rated peers. In the US, returns were just under 1%, with the safest high-yield bonds doing best. In Europe, performance was similar, though the riskiest bonds (CCC-rated) outperformed thanks to some individual company recoveries.

Emerging market bonds saw a modest recovery. Dollar-denominated sovereign bonds returned 2.2%, with investment-grade countries doing slightly better than high-yield ones. Corporate emerging market debt also returned 2.4%, with gains fairly even across different credit quality levels. Real estate and energy-related companies performed well.

Emerging market local currency bonds bounced back with a 4.3% return. Latin American countries led the gains—especially Brazil—while Asian markets like China and Malaysia lagged. A weaker US dollar and falling local interest rates helped boost overall returns.

Fund Activity

Valuation and Strategic Asset Allocation review

A formal valuation as of 31 March 2025 is being undertaken currently, including a review of all of the relevant assumptions for liability calculations, decisions on employer contribution rates for the next three years and a Strategic Asset Allocation review to follow. In the meantime, the fund's assets finished the year at £4.9bn, marginally up (£36m) over the past 12 months. The fund's liabilities, having fallen during the early part of the year but then risen again more recently, ended the year broadly flat at £2.9bn. The resulting funding position of c.148% remains very healthy, securing the position the fund is in to meet its existing and future pension payments. Confidence in the fundamental funding position remains empowering when it comes to taking decisions regarding the fund's social and environmental impact, decisions that I have said before could be more complicated should the requirement for financial growth be substantially more urgent.

Investments (continued)

Responsible Investment

In line with plans made following the adoption of a new Responsible Investment Policy in 2021, along with a revised Investment Strategy Statement and net zero investment commitments the fund made substantial changes with a shift to low carbon passive equity investments in 2023/2024 as well as utilising more sustainable versions of other investment funds available to us on the ACCESS pool platform. The results of these changes are coming through, with significant reduction in carbon missions attached to the portfolio.

This year, our consultants have deployed enhancements to their Climate Transition Analytics tools, increasing asset class coverage and allowing the committee to have a better picture across the broader portfolio. Equity and Bond aspects are now well covered, with alternatives coming on line.

Stewardship of our assets continues to be a priority, with robust reporting on voting activity at companies we invest in and Environmental, Social and Governance investment concerns form a substantial part of investment decision making for the fund.

The work of officers and committee members in this regard is delivering an investment programme to be proud of. One that is delivering the returns needed to safeguard members' pensions while also ensuring that we leave the world a better place for future generations.

Fund Performance

In the face of major market uncertainty, the fund has maintained both its capital value and its healthy funding ratio in the past year.

In aggregate, the portfolio underperformed its benchmark (2.4% vs 5.5%), largely due to underperformance in the on the equity side (2.9% vs 6.2%) where all three active managers underperformed for the period. Volatility, and in particular style rotation through the year made it difficult for any of our managers to build any consistency. The Committee and its advisers are monitoring performance closely.

The fixed income managers marginally outperformed (flat for the year vs -0.2% for the benchmark) despite our UK gilts allocation being down 10%. Multi-Asset-Credit managers were up 7% and 9% respectively with the larger allocation to these strategies offsetting the Gilts impact.

The alternatives portfolio demonstrated continues to mature and there are some bright spots (Local private equity investment in the East of England with Foresight delivering 14.4% vs its 9.7% benchmark for instance) but the overall alternatively portfolio returned just 3.3% vs the long term benchmark of 8.7%. Infrastructure investments in particular had a difficult year, down 3-5% vs their long term benchmarks of 10%.

As I have mentioned previously, the Fund has seen significant asset allocation change over the past couple of years with a substantial uplift in the target allocation to alternatives, funded by a reduction in equity investments, and this continues to be the trend.

These alternative investments, particularly those focused on infrastructure, are designed to enhance portfolio diversification – providing a return stream meaningfully different to that provided by the equity investments and also have potentially useful inflation proofing characteristics. These investments take time to build up, committing to managers who then go out and source appropriate assets over an investment period that can run to several years.

The ACCESS Pool had begun delivering on ambitions to provide highly cost effective and efficient alternatives investment solutions. Pooling developments are likely to slow this progress. The committee and advisers remain committed to the alternatives allocation and will seek the most efficient approach to continuing its development.

Investments (continued)

Outlook

I often talk about uncertainty in investment markets. This coming year uncertainty is rearing its head closer to home. The government's proposed pensions reforms include a new vision for LGPS Pooling with pressure being put on the sector to deliver further consolidation. The months and years ahead will see our investment pooling plans significantly change, with the potential for an entirely new Pooling organisation to replace ACCESS Pool that we have been working so well with in recent years. Committee members, officers and advisers are working hard to ensure that any negative impacts for the Fund are mitigated as well as possible, that disruption to "business as usual" is minimised, and that opportunities for improvements are seized.

As we get started on the Fund's 31 March 2025 valuation, the investment landscape remains complex and fast-evolving. Global markets have experienced significant volatility over the past year, with interest rate cycles diverging, inflation proving more persistent than expected in some regions, and geopolitical tensions—including renewed trade frictions—fueling uncertainty. Equity markets have shown resilience, but underlying risks remain elevated, while fixed income markets have faced sharp repricing as investors adjust to shifting monetary policy paths.

These conditions coincide with the reform of pooling arrangements, which presents both challenges and opportunities. Strategic reviews of asset allocation and implementation structures will be critical as funds seek to balance long-term funding objectives with short-term market dynamics. Liquidity, transparency, and value for money will remain central to decision-making—particularly in private markets, where deployment pacing and governance capacity are under scrutiny.

Looking ahead, a cautious but flexible investment approach is warranted. The diversification across asset classes, geographies, and risk premia we have worked so hard in recent years to achieve will be key, alongside ongoing engagement with our pool to ensure alignment with evolving fund needs.

The March 2025 valuation will provide an important anchor for revisiting risk tolerance, contribution strategy, and the role of growth versus liability-hedging assets in a changing macro and regulatory environment.

Progress against our responsible investment and environmental impact commitments remains more within the committee's control. We continue to develop a better understanding of the impacts our investments are having and we can continue to look to shape these to meet our objectives.

The fund remains in a healthy funding position we are in a good place, with strong governance and a resilient portfolio, to continue to face the future with confidence.

Sam Gervaise-Jones, CFA

May 2025

Actuarial Information

Cambridgeshire Pension Fund ("the Fund") Actuarial Statement for 2024-25

This statement has been prepared in accordance with Regulation 57(1)(d) of the Local Government Pension Scheme Regulations 2013. It has been prepared at the request of the Administering Authority of the Fund for the purpose of complying with the aforementioned regulation.

Description of Funding Policy

The funding policy is set out in the Administering Authority's Funding Strategy Statement (FSS), dated March 2023. In summary, the key funding principles are as follows:

- take a prudent long-term view to secure the regulatory requirement for long-term solvency, with sufficient funds to pay benefits to members and their dependants
- use a balanced investment strategy to meet the regulatory requirement for long-term cost efficiency (where efficiency in this context means to minimise cash contributions from employers in the long term)
- where appropriate, ensure stable employer contribution rates
- reflect different employers' characteristics to set their contribution rates, using a transparent funding strategy
- use reasonable measures to reduce the risk of an employer defaulting on its pension obligations
- manage the fund in line with the stated ESG policies.

The FSS sets out how the Administering Authority seeks to balance the conflicting aims of securing the solvency of the Fund and keeping employer contributions stable. For employers whose covenant was considered by the Administering Authority to be sufficiently strong, contributions have been stabilised to have a sufficiently high likelihood of achieving the funding target over 20 years. Asset-liability modelling has been carried out which demonstrate that if these contribution rates are paid and future contribution changes are constrained as set out in the FSS, there is at least a 70% likelihood that the Fund will achieve the funding target over 20 years.

Funding Position as at the last formal funding valuation

The most recent actuarial valuation carried out under Regulation 62 of the Local Government Pension Scheme Regulations 2013 was as at 31 March 2022. This valuation revealed that the Fund's assets, which at 31 March 2022 were valued at £4,305 million, were sufficient to meet 125% of the liabilities (i.e. the present value of promised retirement benefits) accrued up to that date. The resulting surplus at the 2022 valuation was £860 million.

Each employer had contribution requirements set at the valuation, with the aim of achieving their funding target within a time horizon and likelihood measure as per the FSS. Individual employers' contributions for the period 1 April 2023 to 31 March 2026 were set in accordance with the Fund's funding policy as set out in its FSS.

Principal Actuarial Assumptions and Method used to value the liabilities

Full details of the methods and assumptions used are described in the 2022 valuation report.

Method

The liabilities were assessed using an accrued benefits method which takes into account pensionable membership up to the valuation date; and makes an allowance for expected future salary growth to retirement or expected earlier date of leaving pensionable membership.

Actuarial Information (continued)

Assumptions

A market-related approach was taken to valuing the liabilities, for consistency with the valuation of the Fund assets at their market value.

The key financial assumptions adopted for the 2022 valuation were as follows:

Financial Assumptions	31 March 2022
Discount Rate	4.9%
Salary increase assumption	3.2%
Benefit increase assumption(CPI)	2.7%

The key demographic assumption was the allowance made for longevity. The life expectancy assumptions are based on the Fund's VitaCurves with improvements in line with the CMI 2021 model, with a 0% weighting of 2021 (and 2020) data, standard smoothing (Sk7), initial adjustment of 0.25% and a long term rate of 1.50% p.a. Based on these assumptions, the average future life expectancies at age 65 are as follows:

	Males	Females
Current Pensioners	22.0 years	24.6 years
Future Pensioners*	22.8 years	26.1 years

*Aged 45 at the 2022 Valuation.

Copies of the 2022 valuation report and Funding Strategy Statement are available on request from the Administering Authority to the Fund to the Fund and on the Fund's website.

Experience over the period since 31 March 2022

Markets were disrupted by the ongoing war in Ukraine and inflationary pressures in 2022 and 2023, impacting on investment returns achieved by the Fund's assets. Asset performance improved in 2024 and early 2025; however the recent increase in US tariffs on imports has caused significant market volatility. The peak of this market volatility was experienced immediately after 31 March 2025, however, generally lower than expected asset returns were experienced in the month immediately prior to this.

High levels of inflation in the UK (compared to recent experience) have resulted in higher than expected LGPS benefit increases of 10.1% in April 2023 and 6.7% in April 2024. However, inflation has reduced towards historical levels and the Bank of England's target (2% pa), with LGPS benefits increasing by 1.7% in April 2025.

There has been a significant shift in the wider economic environment since 2022, resulting in generally higher expected future investment returns and a reduction in the value placed on the Fund's liabilities. Overall, the funding position is likely to be stronger than at the previous formal valuation at 31 March 2022.

The next actuarial valuation will be carried out as at 31 March 2025, and will be finalised by 31 March 2026. The FSS will also be reviewed at that time, and a revised version will come into effect from 1 April 2026.

Jamie Baxter FFA C.Act

9 May 2025

For and on behalf of Hymans Robertson LLP

Actuarial Information (continued)

Extract from the Actuarial Valuation Report

Executive Summary

We have carried out an actuarial valuation of the Cambridgeshire Pension Fund ("the Fund") as at 31 March 2022. The results are presented in this report and are briefly summarized below.

Funding Position

The table below summarises the financial position of the Fund at 31 March 2022 in respect of benefits earned by members up to this date (along with a comparison at the last formal valuation at 31 March 2019).

Valuation Date	31 March 2019 (£m)	31 March 2022 (£m)
Past Service Liabilities	3,204	3,445
Market Value of Assets	3,193	4,305
Surplus/(Deficit)	-11	860
Funding Level	100%	125%

The most significant external event to occur since the last valuation has been the Covid-19 pandemic. The impact on the funding position has been small, likely due to the age profile of the excess deaths and the level of pension.

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

Contribution Rates

The table below summarizes the whole fund Primary and Secondary Contribution rates at this triennial valuation. 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 (before any pre-payment or capitalization of future contributions), calculated in accordance with the Regulations and CIPFA guidance.

Primary Rate (% of pay)		Secondary Rate (£)	
1 April 23 – 31 March 26	2023-24	2024-25	2025-26
18.4%	£16,449,000	£14,485,000	£13,144,000

The Primary rate also includes an allowance of 0.8% of pensionable pay for the Fund's expenses. The average employee contribution rate is 6.4% of pensionable pay.

The minimum contributions to be paid by each employer from 1 April 2023 to 31 March 2026 are shown in the Rates and Adjustment Certificate.

Douglas Green FFA

Robert McInroy FFA

31 March 2023

For and on behalf of Hymans Robertson LLP

The full valuation report is available on the Funds website [2022 Valuation Report](#)

Audit Opinion

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Audit Opinion (continued)

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Audit Opinion (continued)

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Glossary

ACCRUAL An amount to cover income or spending that belongs to the accounting year, which was outstanding at the accounting date.

ACTUARY An independent company which advises on the assets and liabilities of the Fund with the aim to ensure that the payment of pensions and future benefits are met.

ALTERNATIVES assets that fall outside of the traditional asset classes (equities, bonds and cash). Types of alternative investments include private equity, infrastructure and property.

ADMINISTERING AUTHORITY The LGPS is administered locally by 86 local pension funds. The administering authority is the body responsible for each fund. For the Cambridgeshire Pension Fund, the administering authority is Cambridgeshire County Council.

ADMISSION AGREEMENT A legal agreement allowing certain private companies and charities (Admission bodies) to participate in the LGPS.

ADMITTED BODIES Voluntary and charitable bodies whose staff can become members of the Local Government Pension Scheme subject to certain terms and conditions and other organisations to whom Local Government employees have been transferred under the outsourcing of Local Government services.

ANNUAL BENEFIT STATEMENT A document issued to active and deferred members on an annual basis informing them of the current and estimated future value of their pension benefits at the end of each scheme year.

AUTOMATIC ENROLMENT is the term used to describe an employer's duty to automatically enrol employees who meet certain criteria into a qualifying workplace pension scheme.

BOND Security issued by a corporate or government body borrowing in the capital markets. Bonds promise to pay interest (coupons) during the life of the bond plus the principal sum borrowed on the redemption date. Bonds may be secured over assets of the firm or be unsecured.

COMMUTATION Giving up part or all of the pension payable from retirement in exchange for an immediate lump sum. Commutation factors (usually

calculated by the Scheme Actuary) are used to determine the amount of pension which needs to be given up in order to provide the lump sum.

CURRENT ASSETS Short-term assets such as inventories, receivables and bank balances.

CURRENT LIABILITIES Amounts owed which are due to be settled in less than one year, such as bank overdrafts and money owed to suppliers.

CUSTODIAN An external body responsible for ensuring Fund assets are registered in the name of the Fund, managing the settlement of trades entered into by the Fund, collecting income arising on Fund assets and reporting transactions and values to the Fund on a regular basis.

DEFINED BENEFIT a pension which guarantees you specific income throughout retirement

DEFERRED BENEFITS Deferred benefits are the pension benefits held within the pension fund for a member who has stopped building up new benefits in the LGPS but is not receiving payment of their pension benefits.

DEFICIT An outcome as a result of taking away all expenses from income. Additionally, the Fund is in deficit when the liabilities are larger than assets.

DERIVATIVE A financial instrument derived from a security, currency or commodity, or an index indicator representing any of these, the price of which will move in a direct relationship to the price of the underlying instrument. Derivatives can be used for a number of purposes - including insuring against price movements (hedging), increasing exposure to price movements for speculation or getting access to otherwise hard to trade assets or markets.

DISCRETIONS are powers given to employers and administering authorities, by the LGPS, to choose how to apply the Scheme rules in certain situations. A guide to these discretions is available on the [LGPS Regulations and Guidance website](#).

DIVIDEND The distribution of profits by a company to its shareholders. The dividend may be passed or cut if profits fall. [See also Equities]

EBITDA Earnings Before Interest, Taxes, Depreciation, and Amortisation is a statistic used to assess a company's operating performance.

Glossary (continued)

EQUITIES Shares representing the capital of a company issued to shareholders usually with voting rights on the way the company runs the business. Equity holders rank last in the event of the winding up of a company.

FIXED INCOME asset or security that pay a fixed level of income to investors, typically in the form of fixed interest or dividend. Government and corporate bonds are the most common types of fixed income products.

FORMAL VALUATION A valuation, carried out every three years, of the pension assets and liabilities held by each employer in the Pension Fund.

FINANCIAL INSTRUMENTS Contracts which give rise to a financial asset of one entity and a financial liability or equity instrument of another.

GUARANTEED MINIMUM PENSIONS (GMPs) A member of LGPS who were an active member of the scheme between 6 April 1978 and 5 April 1997, did not pay into the State earnings Related Pension Scheme (SERPS). The GMPs are a pensions which LGPS must pay to the member at least as good as the member would have received from SERPS.

LEAVER An active member who ceases membership of the LGPS as a result of ending an employment. This includes someone who leaves employment voluntarily or who's employment is terminated by the employer.

LOCAL GOVERNMENT The term local government within this document covers:

- County, District and Borough councils
- Combined local authorities
- Police and Fire service civilian staff
- Town and Parish Council's
- Local authority schools (non-teaching staff)
- Academy trusts (non-teaching staff)
- Sixth form colleges (non-teaching staff)
- Further or Higher education establishments (non-teaching staff)
- Other tax raising bodies

LOCAL GOVERNMENT PENSION SCHEME (LGPS) The LGPS is a national pension scheme for people working in local government or working for other employers that participate in the scheme.

LOCAL PENSION BOARD The Local pension board is made up of employer and member representatives and provides assistance to the scheme manager with the administration of the pension fund.

HEDGE To protect a fund from a fall in prices. This is usually accomplished by the selling of futures.

INDEX LINKED Stock whose value is related directly to an index, usually the Retail Price Index and therefore provides a hedge against inflation.

INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS) Accounting Standards, Interpretations and the Framework adopted by the International Accounting Standards Board (IASB).

MHCLG Ministry of Housing, Communities and Local Government. A ministerial department responsible for housing, communities and local government in England.

PENSION STRAIN Charges to employers to cover discretionary early retirement costs, which are the responsibility of the employer, recovered in the first year of retirement in full.

PORTFOLIO A collection of investments. This can refer to the investments managed by a particular Investment Manager, or to describe the whole Fund's investments.

PENSION FUND (FUND) The LGPS is split into 86 local pension funds. The pension fund or simply "Fund" is the collective term for both the employers participating in the LGPS within Cambridgeshire and the monies held to pay the benefits of those employers' members. The pension fund is administered by the administering authority and overseen by the pension fund committee and local pension board.

PENSION FUND COMMITTEE The pension fund committee is the ultimate decision maker for the pension fund. Its members act as 'quasi-trustees'. The pension fund committee decides the overall policy objectives, strategy and operation of the pension fund in line with the relevant legislation. It also decides the strategy for the investment of pension fund money

Glossary (continued)

PENSIONS OMBUDSMAN The Pensions ombudsman is the official body responsible for investigating complaints regarding pensions in the UK.

PENSIONS REGULATOR The pensions regulator is the official regulator of workplace pension schemes and is responsible for ensuring the pension schemes operating in the UK are managed in line with UK law.

PRAG Pensions Research Accountants Group is a leading independent industry body working for the development of occupational pension scheme, focusing on financial reporting and internal control.

RELATED PARTY A person or an organisation which has influence over another person or organisation.

RETIREMENT In this document retirement refers to the act, by an active or deferred member, of taking immediate payment of LGPS benefits following the end of a relevant employment regardless of whether that person stops all employment.

SAA Strategic Assets Allocation is a portfolio strategy by setting the target allocations for various asset classes and rebalancing the portfolio periodically.

SAB The Local Government Pension Scheme Advisory Board is a statutory body to help and support DLUHC and administering authorities fulfil their statutory duties and obligations in relation to the scheme.

SBTi alignment The Science Based Targets initiative (SBTi) is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis. They develop standards, tool and guidance which are line with climate science.

SCHEDULED BODIES Local Authorities and similar bodies whose staff are entitled automatically to become members of the local Authority Pension Fund.

SCHEME EMPLOYER An employer participating in the pension fund with current employees enrolled in the LGPS.

SCHEME MEMBER An individual with pension benefits in the LGPS or who is in receipt of pension benefits from the LGPS. Members are categorized as:

- **Active member:** A current employee of a scheme employer building up pension benefits in the LGPS.

- **Deferred member:** A person who has pension benefits in the LGPS but who is neither building up new benefits in, or receiving payment of pension benefits from, the LGPS.

- **Pensioner member:** A person who receives payment of pension benefits from the LGPS. This may be someone who was an active member in the LGPS or a dependant of someone who was an active member of the LGPS and is being paid dependant benefits.

SCHEME YEAR The Scheme year runs from 1 April to 31 March.

STOCK Shares (e.g. Common stock). However, UK Gilts are more correctly described as stock.

SURPLUS An outcome as a result of taking away all expenses from income. Additionally, the Fund is in surplus when the assets are larger than liabilities.

TRANSFER VALUES Sums which are paid either to or received from other pension schemes and relate to new and former members' periods of pensionable employment with employers participating in the scheme.

TREASURY MANAGEMENT A process which plans, organises and controls cash, investments and borrowings so as to optimise interest and currency flows, and minimise the cost of funds.

UNFUNDED Pension benefits not funded by the Pension Fund. Benefits are fully reclaimed from the employer bodies.

UNIT TRUST An open-ended trust investing in a wide spread of stocks, shares and cash (subject to FSA limits). Investors buy units directly from the Investment manager to participate in a diversified portfolio. Unit trusts are subject to FSA investment and borrowing regulations.

VESTING PERIOD The length of time what an individual needs to be an active member of the LGPS to qualify for benefits in the scheme.

WEIGHTED AVERAGE CARBON INTENSITY (WACI) is a measure of carbon emissions calculated by a debtor/issuer divided by the debtor's/issuer's total revenue and weighted by the value of the creditor's/holder's investment as a share of its total investment portfolio.

Appendix A

The below table compares the 2008 and the 2014 schemes.

Schemes	LGPS 2008	LGPS 2014
Basis of Pension	Final Salary	Career Average Revaluated Earnings (CARE)
Accrual Rate	1/60 th	1/49 th
Revaluation Rate	Based on Final Salary	Consumer Prices Index (CPI)
Pensionable Pay	Pay excluding non contractual overtime and non pensionable additional hours	Pay including non-contractual overtime and additional hours
Employee Contribution Rates	Between 5.5% and 7.5%	Between 5.5% and 12.5%
Contribution Flexibility	No	Option to pay 50% contributions for 50% of pension benefit
Normal Pension Age	65	Equal to individuals state pension age
Lump Sum Trade Off	Trade £1 of pension for £12 lump sum	Trade £1 of pension for £12 lump sum
Death in Service Lump Sum	3 x Pensionable Pay	3 x Pensionable Pay
Death in Service Survivor Benefits	1/160 th accrual based on Tier 1 ill health pension enhancement	1/160 th accrual based on Tier 1 ill health pension enhancement
Ill Health Provision	Tier 1 – Immediate payment with service enhanced to Normal Pension Age (65) Tier 2 – Immediate payment with 25% service enhancement to Normal Pension Age (65) Tier 3 – Temporary payment of pension for up to 3 years	Tier 1 – Immediate payment with service enhanced to Normal Pension Age Tier 2 – Immediate payment with 25% service enhancement to Normal Pension Age Tier 3 – Temporary payment of pension for up to 3 years
Indexation of Pension in Payment	CPI (RPI for pre-2011 increases)	CPI
Vesting Period	3 months	2 years