West Yorkshire Pension Fund

REPORT AND ACCOUNTS

24
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For the year ended 31 March 2025

West Yorkshire Pension Fund is administered by City of Bradford Metropolitan District Council

Pension Schemes Registry Number 10041078

Contents

SECTION 1 INTRODUCTION

West Yorkshire Pension Fund (WYPF) is one of the largest of the regional funds that make up the Local Government Pension Scheme (LGPS). As at 31 March 2025 WYPF had 327,632 members and 425 active employers across the UK. The largest employers in the fund are the five West Yorkshire Councils - Bradford, Calderdale, Kirklees, Leeds and Wakefield.

WYPF also provide shared service administration arrangements to three other LGPS funds and twenty four Fire and Rescue Authorities.

In total, with the Shared Service administration arrangements, WYPF serves 517,211 members and over 1,000 active employers.

Even by recent standards, 2024/25 has been an extremely busy year for the LGPS and the wider UK pensions sector. Shortly after taking office the Labour Government launched stage 1 of its Pension Review, seeking to explore how pension schemes can help drive UK economic growth, with the LGPS being a key focus.

This was followed by the 'LGPS – Fit for the Future' consultation being launched in November 2024, which proposed a number of measures to relating to LGPS asset pooling and, perhaps surprisingly, a number of long-awaited measures arising from the Scheme Advisory Board's Good Governance review.

WYPF had been carrying out its own governance review and shortly after the year-end made some changes to its governance arrangements, replacing the Investment Advisory Panel and Joint Advisory Group with a single WYPF Advisory Panel. It is hoped that this new arrangement will align well with measures being introduced by Government, the details of which will likely appear in regulations and guidance over the next year; but it is clear that Government expects LGPS pension committees to take a more high-level strategic focus on investments, rather than make detailed asset allocation decisions. WYPF is working closely with its Northern LGPS Pool partners to ensure Pool and fund governance arrangements are well aligned and can continue to deliver strong net investments returns.

Moving to a single advisory panel will allow more efficient consideration of matters that bridge both investment and administration, such as the actuarial valuation and wider-discussions around scheme funding.

The funding of defined benefit pensions schemes is a long-term endeavour, with actuarial assumptions typically being set with a time-horizon of 20 years or more. However, early indications from the actuary is that experience over the 3 years since the last valuation is very close to the assumptions made, with WYPF delivering an annualised investment return of 4.3% per annum and, as expected, inflation returning to a more-typical level after its spike in 2022 and 2023.

2024/25 was another solid year for investments, although many global stock-markets fell back from all-time highs in the last few weeks of the year, due in part to concerns over the implications for economic growth of the US Government introducing tariffs, or increasing existing tariffs, on many imported goods. The US dollar also retreated, which reduces the value of WYPF's assets in UK sterling terms. Whilst listed equities are still by far WYPF's biggest allocation, the Fund holds an increasingly diversified portfolio and most other asset classes also delivered single-digit positive returns over the year.

WYPF's provisional investment return for the year is 3.9%, which is the fifth consecutive year of positive returns. WYPF's assets were valued at a record year-end high of nearly £20 billion at the end of March 2025.

Another aspect of the Government's LGPS investment reforms is to set out a protocol for sourcing and appraising local investment opportunities, and local-investment has been a key strength of the Northern LGPS Pool. I am pleased to note that WYPF has recently invested, alongside our pooling partners, in two-high profile brownfield housing developments in Leeds, which will deliver 1,000 new homes when complete. These investments help support our *Sustainable Cities and Communities* investment belief.

Building on our commitment to place-based investment, we are also supporting the development of nature-based infrastructure through our investment in Rebalance Earth. This pioneering platform enables institutional investment into UK natural capital, delivering measurable services such as flood mitigation, biodiversity gain and water quality improvement, critical to UK growth and resilience.

https://www.rebalance.earth/

WYPF's administration service continues to perform to a very high standard in a continually challenging environment. An updated WYPF website was launched during the year after consultation with member focus groups and WYPF's shared service partners to enhance the content and branding. An updated member portal with enhanced functionality will also be launched shortly which will help to drive an increasingly digital member offering.

WYPF believes that it is well prepared to connect to the Pensions Dashboards infrastructure in the autumn and is looking forward to this helping to increase members' awareness of, and engagement with, their pension benefits.

Whilst much of the public focus is on the potential for collaboration and economies of scale in LGPS investments, this is also very important in administration. WYPF has demonstrated the benefits of collaboration in its shared service arrangements. Administration costs per member were £20.74 in 2024/25. This is a relatively material increase on the previous year, largely due to the delivery of significant projects such as implementing the McCloud remedy, but will once again be one of the lowest costs in the LGPS. However, low cost does not come at the expense of serving members and reassuringly WYPF continues to score very highly on quality in the CEM benchmarking studies that it participates in each year.

As WYPF completes its 2024/25 year, I would like to once again extend my thanks to all members of the bodies that provide oversight of WYPF for their valuable contributions over the past year. I would also like to thank officers, advisors, fund members and employers for their continued support.

Councillor Andrew Thornton

Chair of the WYPF Advisory Panel

SECTION 2 OVERALL FUND MANAGEMENT

Overview and legal status of West Yorkshire Pension Fund

West Yorkshire Pension Fund (WYPF) is part of the Local Government Pension Scheme (LGPS). The LGPS is a statutory scheme and benefits are paid under the provisions of the Local Government Pension Scheme Regulations 2013, the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 and other applicable legislation. The government issues local government pension scheme guidance and regulations through the Department for Levelling Up, Housing and Communities (DLUHC) and as such these have the force of law.

Administering authority

City of Bradford Metropolitan District Council is the administering authority for WYPF. Bradford Council's administering authority responsibilities are met by WYPF's in-house pensions administration and investment teams. WYPF's Pension Schemes Registration number with HMRC is 10041078. Contributing members of the scheme were contracted out of the State Second Pension until 5 April 2016 when the State Second Pension was abolished and replaced by a single-tier state pension. The result is that employers and members now pay full Class 1 National Insurance Contributions (NICs) and members will benefit from the single-tier state pension.

Full legal name of WYPF is:

City of Bradford Metropolitan District Council as the Administering Authority of West Yorkshire Pension Fund

WYPF Head Office is in Bradford:

West Yorkshire Pension Fund

(Administered by City of Bradford Metropolitan District Council)

Aldermanbury House

4 Godwin Street

Bradford

BD1 2ST

United Kingdom Phone **01274 434999**

Website www.wypf.org.uk

Email pensions@wypf.org.uk

The Bradford office is open Monday to Friday from 8:45am to 4:30pm.

WYPF Lincolnshire Office:

West Yorkshire Pension Fund

WYPF Shared service office

Lincolnshire County Council

County Offices, Newland, Lincoln

LN1 1YL

United Kingdom

Phone **01274 434999**

Website www.wypf.org.uk

Email pensions@wypf.org.uk

The Lincoln office is open Monday to Friday from 9:00am to 4:00pm.

Members of the WYPF Joint Advisory Group

Bradford Council

Cllr Andrew Thornton **Chair** | Cllr Geoff Winnard **Deputy Chair** | Cllr Paul Godwin

Calderdale Council

Cllr Katie Kimber | Cllr Colin Hutchinson | Cllr Chris Pillai

Kirklees Council

Cllr Beverley Addy | Cllr Eric Firth | Cllr Harry McCarthy

Leeds Council

Cllr Andrew Scopes | Cllr Ryan Stephenson | Cllr Hannah Bithell

Wakefield Council

Cllr Deb Nicholls | Cllr Hilary Mitchell | Cllr David Pickersgill

Trade union representatives

Liz Bailey – UNISON | Tristan Chard – GMB | Andrew Goring – UNISON

Scheme member representatives

Neil Warren – Wakefield District Housing

Representative from Finance Directors of the councils of West Yorkshire

Steven Mair – Interim Director of Finance/S151 Officer, Bradford Council

Members of the WYPF Investment Advisory Panel

Bradford Council

Cllr Andrew Thornton **Chair** | Cllr Geoff Winnard

Calderdale Council

Cllr Colin Hutchinson | Cllr Katie Kimber

Kirklees Council

Cllr Eric Firth | Cllr Beverley Addy

Leeds Council

Cllr Andrew Scopes | Cllr Ryan Stephenson

Wakefield Council

Cllr Hilary Mitchell | Cllr David Pickersgill

Trade union representatives

Liz Bailey – UNISON | Tristian Chard – GMB | Andrew Goring – UNISON

West Yorkshire Pension Fund		
Euan Millier - Managing Director		
External advisors		
Marian George	Philip Hebson	Mark Stevens
Representative from the Finance Directors of the councils of West Yorkshire		
Victoria Bradshaw – Chief Financial Officer, Leeds Council		
Scheme member representatives		
Phil Cole	Chris Greaves	

Members of the WYPF Local Pension Board

Employer representatives

Cllr Shakeela Lal **Chair** Bradford MDC	Cllr Mahalia France-Mir Leeds City Council	Cllr Kevin Swift (Joined July 24) Wakefield MDC
Cllr David Pickersgill Wakefield MDC (Left April 2024)	David Butcher (Left July 24) Leeds Trinity	Vacancy

Member representatives

Mick Binks – Unison

Shane Brand-Robinson – Unite

Philip Charlton - GMB

Isaac Dziya - Unison

Appointed service providers and advisers

Actuarial services	Aon 1 Redcliff Street Bristol BS1 6NP	**Auditors**	Forvis Mazars LLP 5th Floor 3 Wellington Place Leeds LS1 4AP

AVC providers

Utmost Life and Pensions
Walton Street
Aylesbury
Bucks
HP21 7QW

Scottish Widows
PO Box 902
15 Dalkeith Road
Edinburgh
EH16 5BU

Prudential
Lancing
BN15 8GB

Banking Services

HSBC
8 Canada Square
Canary Wharf
London
E14 5HQ

Custodial Services

Northern Trust
One Canada Square
Canary Wharf
London
E14 5AB

Independent Investment Advisors

Marian George,
Philip Hebson,
Mark Stevens.

Contact at WYPF, Ground Floor,
Aldermanbury House,
4 Godwin Street,
Bradford.
BD1 2ST

Legal Adviser

J Field - Director of Legal and Governance
City of Bradford Metropolitan District Council
City Hall
Bradford
BD1 1HY

Northern Local Government Pension Scheme Pool (NLGPS)

Pool funds - GMPF, MPF and WYPF

Guardsman Tony Downes House,
5 Manchester Road,
Droylsden M43 6SF

Pensions Administration Software	Civica Plc Vanguard House Dewsbury Road Leeds LS11 5DD

Section 151 officer	S Mair - Interim Director of Finance/S151 Officer, Bradford Council City of Bradford Metropolitan District Council Britannia House Bradford BD1 1HX

WYPF senior management team

Managing Director – West Yorkshire Pension Fund	Euan Miller Phone 01274 434517 E-mail euan.miller@wypf.org.uk

WYPF Administration

Assistant Director Finance, Admin & Governance	Yunus Gajra Phone 01274 432343 E-mail yunus.gajra@wypf.org.uk
Head of Finance	Ola Ajala Phone 01274 434534 E-mail ola.ajala@wypf.org.uk
Head of Service Centre Group	Haroon Rashid Phone 07870 990627 E-mail haroon.rashid@wypf.org.uk

Head of Employer Services & Compliance	Caroline Blackburn Phone 01274 434523 E-mail caroline.blackburn@wypf.org.uk	
Head of Governance & Business Development	Matthew Mott Phone 07815 476877 E-mail matt.mott@wypf.org.uk	
Head of Technology, Projects and Communications	Elizabeth Boardall Phone 07890 532188 E-mail elizabeth.boardall@wypf.org.uk	

WYPF Investments

Chief Investment Officer-West Yorkshire Pension Fund	Leandros Kalisperas (Left January 2025) Phone 07890 420810 E-mail leandros.kalisperas@wypf.org.uk	John Dewey (From April 2025) Phone 01274 437679 E-mail john.dewey@wypf.org.uk
Assistant Director – UK	Joanna Wilkinson Phone 01274 432038 E-mail joanna.wilkinson@wypf.org.uk	
Assistant Director – Private Markets	Simon Edwards Phone 01274 432783 E-mail simon.edwards@wypf.org.uk	
Assistant Director - Overseas	Colin Standish Phone 01274 432748 E-mail colin.standish@wypf.org.uk	

Head of Alternatives	Darran Ward Phone 01274 437642 E-mail darran.ward@wypf.org.uk

WYPF risk management

The full risk management report for WYPF is provided in Appendix I: Risk Management and risk management of investments in Note 23 within SECTION 4: FUND ACCOUNT, NET ASSETS STATEMENT AND NOTES of this Report and Accounts.

SECTION 3 GOVERNANCE AND TRAINING

Annual Report of the West Yorkshire Pension Fund Pension Board 2024/2025

Introduction

I am pleased to present the report of the Local Pension Board for West Yorkshire Pension Fund (WYPF) for the year 2024/2025.

The WYPF Pension Board was established as a result of the Public Sector Pensions Act 2013, which required all public sector pension schemes to set up a representative local pension board by 1 April 2015. The board operates independently from both the Joint Advisory Group (JAG) and Investment Advisory Panel (IAP). The role of the pension board is to assist City of Bradford Metropolitan District Council as the administering authority of the WYPF in securing compliance with all regulations and legislation and to help ensure the effective, efficient governance and administration of the scheme.

Local Pension Boards have no executive powers. The Board can scrutinise compliance with regulations and call WYPF officers or the WYPF Joint Advisory Group and Investment Advisory Panel to account, but we are not a decision-making body. The aim of the Board is to focus our discussions on providing scrutiny of WYPF's decision-making process and provide input from the perspective of scheme members and employers.

Governance arrangements

The governance arrangements of the fund and relationship with the Scheme Manager (City of Bradford MDC), Local Pension Board, Joint Advisory Group and Investment Advisory Panel are detailed in the fund's Governance Compliance Statement (Appendix E) which can also be found on the funds website at:

https://www.wypf.org.uk/media/ksnevyut/governance-compliance-statement.pdf

Constitution and membership

Local Pension Boards must contain an equal number of employer and scheme member representatives. WYPF's Pension Board has been established with four employer and four member representatives.

During 2023/24 one of the Member Representative left the Board – Mark Morris from Unite. Also Employer Representatives Councillor Martin from Leeds CC and Councillor Malkin from Wakefield MDC gave notice they would leave the Board. I would like to thank them all for their support during their tenure.

The Board had an Employer Representative vacancy from the previous year, 2023/24. However, I'm very pleased to inform you that this vacancy was filled by a new member in April 2024 – Cllr Kevin Swift from Wakefield MDC. With effect from December 2024 David Butcher from Leeds Trinity left the Pension Board. This position currently remains vacant.

The membership of the board at the end of 2024/25 is listed below:

Employer Representatives

- Councilor Shakeela Lal (Chair) – City of Bradford MDC
- Councilor Kevin Swift - Wakefield MDC (Joined July 2024)
- Cllr David Pickersgill – Wakefield MDC (Left April 2024)
- Councilor Mahalia France-Mir – Leeds CC
- David Butcher – Leeds Trinity (Left December 2024)
- 1 vacancy

Member Representatives

- Mick Binks – Unison
- Isaac Dziya – Unison
- Phillip Charlton – GMB
- Shane Brand-Robinson - Unite

Information about the board members and their contact details, are available on the WYPF website via the following link:

https://www.wypf.org.uk/wypf/wypf-documents-and-boards/

Meetings

During the year the board held four meetings:

- 18-Jul-24
- 05-Sep-24
- 28-Nov-24
- 13-Mar-25

Information about the board, including minutes of board meetings, is available on the Bradford Council website via the following link:

https://bradfordintranet.moderngov.co.uk/ieListMeetings.aspx?CId=286&Year=0

The work programme

Services to members and employers continues to be high on the Board's agenda. The meetings during the year received the following reports:

- Minutes of the Joint Advisory Group meetings
- Updates to the Pensions Administration Strategy

- Proposed updates to the Funding Strategy Statement
- Register of Breaches of Law
- Local Government Pension Scheme updates
- 2024/25 WYPF Service Budget
- Training conferences and seminars
- Minutes of Investment Advisory Panel
- Report and Accounts
- Audit Plan
- 2024 Annual Benefit Statement Exercise
- Data Improvement Plan
- McCloud Planning
- Risk Register
- Communication Strategy
- Pensions Dashboard
- WYPF Pensions Administration report
- Training Strategy
- TPR General Code of Practice
- Death Grants
- CEM Benchmarking
- TPR Supervisory Report

Training delivered during Pension Board meetings:

- LGPS Additional Contributions
- WYPF website
- Pension Scams

Pension Board attendance and training completed in 2024/25

	Pension Board Attendance	TPR Toolkit (7 modules)	TPR Toolkit (Scams Module)	LOLA (6 modules)	In Board Training	Fundamentals LGA Training	Conferences	National Knowledge Assessment	Valuation Training
Employer Representative									
Cllr Shakeela Lal	4				1		LGA Governance		
Cllr Mahalia France-Mir	2								
Cllr Kevin Swift	3				1				
David Butcher (Left Dec 24 now vacant)	2				2				
Mick Binks	3				1		PLSA Conference		P
Phillip Charlton	1						LGA Governance.	✓	P
Isaac Dziya	4				1		CIPFA, LGC, PLSA, LAPFF, PLSA trusteeship part 1, PLSA trusteeship part 2, Trustee senate residential, AMNT Conference		
Shane Brand-Robinson	0								

Conclusion

This is the ninth report of the WYPF Pension Board. WYPF's membership, employer base and administration service will continue to evolve, as will the role of the Board in providing support and constructive challenge. I would like to thank all members of the Board for their valuable contributions over the year and our officers and advisers for their continued support and assistance.

Councillor S Lal Chair of WYPF Pension Board

SECTION 4 FINANCIAL PERFORMANCE

Financial Performance – analytical review

The following table identifies movements in the fund account based on expenditure between 31 March 2024 and 31 March 2025 and provides reasons for variances. The full financial statements are within Section 5 – Fund Account, Net Assets Statement and Notes of this document.

Statutory accounts financial performance variance 2025 versus 2024

Table A – dealing with members and employers

Dealings with members, employers and others directly involved in the fund	31-Mar-25 £000	31-Mar-24 £000	Variance £000	Notes on significant variances
Contributions receivable	588,330	521,117	67,213	Decrease number of active members, average employer rate has increased.
Transfers In	65,150	46,694	18,456	Increased number of new members joining WYPF employers and transferring their pension savings to WYPF.
Non-statutory pensions and pensions increases recharged	20,748	20,708	40	No significant change.
Benefits payable	(782,585)	(689,430)	(93,155)	Increased number of members in receipt of pension benefits and pension inflation increase of 6.7%
Non-statutory pensions and pensions increase	(20,748)	(20,708)	(40)	No significant change.
Payments to and on account of leavers	(47,926)	(29,548)	(18,378)	No significant change.
Management expenses	(16,721)	(14,421)	(2,300)	Impact of increased investment in pension services. In addition, there has been an increase in investment activities.

Table B – fund assets performance

Dealings with members, employers and others directly involved in the fund	31-Mar-25 £000	31-Mar-24 £000	Variance £000	Notes on significant variances
Investment income	589,904	571,926	17,978	Increased dividend payout from companies and increased number of assets globally.
Taxes on income	(12,465)	(7,739)	(4,726)	Increased tax from increased income
Profit and losses on disposal and changes in value of investments	230,519	980,466	(749,947)	Negative market performance in the year, driven by overseas equities.
Stock lending	1,719	1,448	271	Stock lending activities has increased.
Net return on investments	**809,677**	**1,546,101**	**(736,424)**	Negative market impact of investment asset values.
Net increase/(decrease) in the net assets	**615,925**	**1,380,513**	**(764,588)**	Negative market impact of investment asset values.
Opening net assets of the fund	**19,353,631**	**17,973,118**	**1,380,513**	Positive global financial market
Closing net assets of the fund	**19,969,556**	**19,353,631**	**615,925**	Stable 3% increase of the net asset value because of stable financial market.

Fund account three-year forecast and two-year outturn

The table below shows a three-year budget estimate 2025/26 to 2027/28 and outturn figures for 2023/24 and 2024/25.

Fund account – estimates and actual	**2027/28 Estimate £000**	**2026/27 Estimate £000**	**2025/26 Estimate £000**	**2024/25 Outturn £000**	**2023/24 Outturn £000**
Dealings with members, employers and others directly involved in the fund					
Contributions receivable	606,100	600,100	594,200	588,330	521,117
Transfers in	67,200	66,500	65,800	65,150	46,694
Non-statutory pensions and pensions increases recharged	21,400	21,200	21,000	20,748	20,708
Total income from members and employers	**694,700**	**687,800**	**681,000**	**674,228**	**588,519**
Benefits payable	(871,400)	(829,900)	(790,400)	(782,585)	(689,430)
Non-statutory pensions and pensions increase	(21,400)	(21,200)	(21,000)	(20,748)	(20,708)
Payments to and on account of leavers	(53,300)	(50,800)	(48,400)	(47,926)	(29,548)
Total payments to members	**(946,100)**	**(901,900)**	**(859,800)**	**(851,259)**	**(739,686)**
Management expenses	**(18,600)**	**(17,700)**	**(16,900)**	**(16,721)**	**(14,421)**
Returns on investments					
Investment income	656,900	625,600	595,800	589,904	571,926
Taxes on income	(13,900)	(13,200)	(12,600)	(12,465)	(7,739)
Profit and losses on disposal of and changes in value of investments	256,600	244,400	232,800	230,519	980,466
Stock lending	1,900	1,800	1,700	1,719	1,448
Net return on investments	**901,500**	**858,600**	**817,700**	**809,677**	**1,546,101**
Net increase in the net assets available for benefits during the year	631,500	626,800	622,000	615,925	1,380,513
Opening net assets of the	21,218,356	20,591,556	19,969,556	19,353,631	17,973,118
Closing net assets of the fund	**21,849,856**	**21,218,356**	**20,591,556**	**19,969,556**	**19,353,631**
% Increase in net assets	**2.98%**	**3.04%**	**3.11%**	**3.18%**	**7.68%**

Estimates are based on straight line projection of outturn figures in previous years, adjusted for the fund’s operational activities, with the exception of management expenses which are based on current costs of operational activities and our business plans.

Management expenses forecast and outturn report

The table below gives the management cost forecast for 2025/26 to 2028/29 and outturn figures for 2023/24 and 2024/25.

	2028/29 Estimate £000	2027/28 Estimate £000	2026/27 Estimate £000	2025/26 Estimate £000	2024/25 Estimate £000	2024/25 Outturn £000	2024/25 Budget £000	2024/25 Variance £000	2023/24 Outturn £000
Expenditure									
Accommodation	590	560	530	500	424	412	424	12	441
Actuary	380	360	340	320	200	267	200	(67)	286
CBMDC Support Services	820	780	740	700	851	606	851	245	604
Computer	2,960	2,820	2,690	2,560	2,328	2,403	2,328	(75)	2,165
Contingency - Invest to save	870	830	790	750	750	-	750	750	-
Employees	16,260	15,490	14,750	14,048	13,253	12,251	13,253	1,002	11,214
External Management Cost	1,080	1,030	980	935	850	439	850	411	117
Other Running Costs	1,590	1,510	1,440	1,368	1,244	1,588	1,244	(344)	1,303
Printing & stationery	470	450	430	414	376	365	376	11	426
Transaction Costs	2,420	2,300	2,190	2,090	1,900	2,544	1,900	(644)	1,620
Total expenditure	**27,440**	**26,130**	**24,880**	**23,685**	**22,176**	**20,875**	**22,176**	**1,301**	**18,176**
Income									
Other Income	(350)	(330)	(310)	(298)	(271)	(512)	(271)	241	(298)
Shared Service Income	(4,350)	(4,140)	(3,940)	(3,748)	(3,408)	(3,642)	(3,408)	234	(3,457)
Total income	**(4,700)**	**(4,470)**	**(4,250)**	**(4,046)**	**(3,679)**	**(4,154)**	**(3,679)**	**475**	**(3,755)**
Total	**22,740**	**21,660**	**20,630**	**19,639**	**18,497**	**16,721**	**18,497**	**1,776**	**14,421**

Estimates shown above are based on current costs of operational activities and our current and future business plans. Variances between the revised estimate and outturn for 2024/25 are mainly due to:

Expenditure

- **Accommodation** underspend by £12k due to energy cost reduction and underspend reduced adverse impact from cyclical maintenance pressures.
- **Actuary cost** overspend of £67k due to increase work with Aon on empoyers covenant and further work being carried out on funding strategy and other governance work.
- **CBMDC** Support Services underspend of £245k, this may change if Bradford were to update the central support charging model for all services.
- **Computer** overspend of £75k, improvements in IT services across the fund.
- **Invest to save** resources has no cost allocated, £750k underspend. We used staff underspend and increased income to fund service improvement projects across WYPF.
- **Employees** underspend of £1,001k, due to vacancies and cost of pay award being lower than provision.
- **External management cost** underspend of £411k, 4 substantial properties were purchased in 2024/25 - total valuation £88m (management cost of £439k, translates to 5pbs).
- **Other running costs** overspend of £344k, cost pressures on legal costs, bank charges, training portal subscriptions and increased audit fees due to delayed Bradford Account final audit work on 2021/22 to 2023/24.
- **Printing and stationery** underspend of £11k, increased postage costs and increase in member numbers and shared service partners.
- **Transaction costs** overspend of £644k. It is difficult to predict this spend, and it is dependent on our activities in financial markets and any dynamic strategy we pursue to manage investment performance and maintain investment strategy.

Income

- **Other income** extra income of £241k, impact of increase recharges due to increased work for treasury, IDRP etc.
- **Shared service income** extra income of £234k, direct result of increased member number and shared service partners.

Changes to non-investment assets & liabilities

Non-investment assets and liabilities	Notes	2024/25 '£000	2023/24 '£000
Current assets			
Debtors	20	72,131	68,022
Current liabilities			
Creditors	21	(37,867)	(47,409)
Net current assets and liabilities		**34,264**	**20,613**

Debtors have increased in 2024/25 due to contributions owed from employees and employers compared to 2023/24 and Creditors has decreased due to clearance of amount owed to Bradford Council for support services during the year.

Employers and employees contributions as a percentage of pensionable pay

Contribution rates payable	2022 valuation	2019 Valuation
3 year average total employer contribution rate	16.6% of pay	16.6% of pay
Average employee contribution rate (% of pay)	6.4% of pay	6.3% of pay

Benefits paid

West Yorkshire Pension Fund pays almost 117,000 pensioners and beneficiaries with a gross annual pension payroll was £782m for West Yorkshire members. The Fund also pays pensions to members of pension funds participating in our shared services administration arrangements. Only payments to West Yorkshire Pension Fund members are charged to the account in this financial statement.

Pension overpayment

Occasionally pensions are paid in error. When this happens, we have processes in place to recover the overpayments. The table below shows a summary of the value of the overpayments involved. Every effort is made to recover these, whilst managing the financial and social impact on overpaid pensioners.

Overpayments	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20
	£000	£000	£000	£000	£000	£000
Annual payroll	782,585	689,430	606,566	591,305	550,077	553,082
Overpayments	281	1,258	642	409	440	331
Overpayments written off	21	0	0	0	8	27
Overpayments recovered	222	223	265	175	238	62

The table below shows a summary of transactions processed during the year:

Analysis of overpayments	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20
	No. of payments	No. of payments	No. of payments	No. of payments	No. of payments	No. of payments
Number of pensions paid	1,372,360	1,319,475	1,271,730	1,227,740	1,173,770	1,160,604
Number of cases overpaid	383	535	628	435	375	295
Number of cases written off	59	0	0	0	0	36
Number of cases recovered	268	395	437	317	295	225

Fraud prevention – National Fraud Initiative

West Yorkshire Pension Fund takes part twice a year in the National Fraud Initiative (NFI). The data that is submitted by the fund includes pensioners, beneficiaries and deferred member information for LGPS and fire services pension members managed by the fund.

A summary of the five-year results of these exercises is shown below.

	Number of records sent	Number of mismatches	Number of mismatches %	Overpayments	Overpayments %	Possible Frauds	Mismatches carried forward at 31 March
2024/25	350,354	2,600	0.70	20	0.00	0	13
2023/24	338,572	1,591	0.47	26	0.00	2	17
2022/23	329,082	2,379	0.72	24	0.01	0	10
2021/22	288,636	1,685	0.58	15	0.01	0	22
2020/21	286,429	963	0.34	4	0.00	0	1
2019/20	277,293	3,845	1.39	17	0.01	2	10
2018/19	260,387	3,339	1.28	3	0.00	2	2

Internal audits completed during 2024/25

The internal audit function for the West Yorkshire Pension Fund is carried out by Bradford Council; each year an agreed number of planned audits are performed on financial systems, service operations, and procedures across the organisation. Listed below is a summary of reviews that were carried out during the financial year 2024/25.

Transfers In

When new employees join the WYPF as members, previous LGPS or other Pension Fund benefits can be transferred into the WYPF. This audit looked at the arrangements surrounding these Transfers In and found that control was of an excellent standard with no improvements required.

Fire Services new Pensions and Lump Sums – Deferred Members

WYPF provide an administration service for 24 Fire and Rescue Authorities across the country, under a shared service agreement. This audit examined the administration of deferred benefits as a result of an employee leaving their post but not claiming their pension. The control environment was found to be of a good standard, with one High Priority recommendation being made resulting from a mis-coded lump sum.

Northern LGPS Governance Arrangements

The Northern LGPS (investment pool) was formed as a partnership between the West Yorkshire Pension Fund (Bradford Council), Merseyside Pension Fund (Wirral Council), and Greater Manchester Pension Fund (Tameside Council), in reaction to Central Governments, Local Government Pension Scheme Investment Reform Criteria and Guidance issued in November 2015. This audit was a high level review of the arrangements which support the partnership which makes up the Northern LGPS and examines governance, legal support and compliance with the Government's Investment Reform Criteria. The work was undertaken in collaboration with Internal Audit colleagues at Tameside and Wirral Councils. The arrangements were found to be of a good standard with three High Priority recommendation being made covering inclusion of risks on the WYPF risk register and compliance with Council contract standing orders in the event of NLGPS procurement exercises.

New Pensions and Lump Sums – Normal and Early Retirements

This audit examined the calculation of the pension benefits for those members who have taken the decision to retire either at their normal retirement age or early with reduced benefits. The control environment for this process was found to be of an excellent standard with no recommendations being required.

Admission of New Bodies

Under the Local Government Pension Scheme Regulations, certain employers are allowed to participate in the fund if they satisfy the relevant criteria as set out in the Pension Regulations. This audit, therefore, examined the controls in place surrounding the admission of employer bodies. The control environment was deemed to be of a good standard, two recommendations for further improvement were made.

Recruitment and Selection

Controls surrounding recruitment and selection processes within the WYPF were examined in detail ensuring that appropriate Council policies and procedures were followed. The audit found a good standard of control to be in place with four High Priority recommendations being made to further improvement in future recruitment exercises.

UK and Overseas Unit Trusts Property

This audit covered investment in UK and Overseas Private Equities. Control of investment in this asset class was found to be of a good standard, with one recommendation for improvement being required.

LGPS Annual Benefit Statements

All active and deferred members of the LGPS are required to receive an Annual Benefit Statement by the 31st August each year. This provides a number of pension details for the members and the details that WYPF holds in relation to qualifying service and current remuneration. The statements are calculated from information provided by the member's employer on their monthly returns. The control environment surrounding this process was found to be of a good standard with only one low priority recommendation for improvement.

Fire Service Annual Benefit Statements

As above, all active and deferred members of the Fire Schemes receive an Annual Benefit Statement by the 31st August each year. The control environment surrounding this process was of a good standard, with one recommendation being made which resulted from system calculation issues as a result of the McCloud remedy and which caused some delays in issuing the Benefit Statements.

Review of the West Yorkshire Pension Fund 2023/24 Accounts

This is an annual review process, which ensures the Report and Accounts are consistent with internal control reviews carried out by Internal Audit during the year.

UK and Overseas Private Equities

This audit covered investment in UK and Overseas Private Equities, not included in those investments made through NPEP. Control of this asset class was found to be of an excellent standard, therefore no recommendations for improvement were required.

Treasury Management

This audit reviewed the arrangements in place for Treasury Management, to ensure that surplus cash is invested in the most appropriate ways. Controls in this area were found to be excellent.

Glossary of Terms

A glossary of commonly used pension fund terms can be found in Appendix B: Glossary of Terms.

SECTION 5 FUND ACCOUNT, NET ASSETS STATEMENT AND NOTES

Pension Fund Accounts and Notes

NOTES TO THE PENSION FUND ACCOUNT

NOTES TO THE PENSION FUND ACCOUNT

Pension Fund Account

2023/24 £'000		2024/25 £'000	Note
	Dealings with members, employers and others directly involved in the fund		
521,117	Contributions receivable	588,330	*6*
46,694	Transfers in	65,150	*7*
567,811		**653,480**	
	Benefits payable:		
(689,430)	Benefits payable	(782,585)	*9*
(29,548)	Payments to and on account of leavers	(47,926)	*10*
(718,978)		**(830,511)**	
(151,167)	**Net additions/(withdrawals) from dealing with members**	**(177,031)**	
(14,421)	Management expenses	(16,721)	*13*
(165,588)	**Net additions/(withdrawals) including management expenses**	**(193,752)**	
	Returns on investments		
571,926	Investment income	589,904	*15*
(7,739)	Taxes on income	(12,465)	*15a*
980,466	Profit and (losses) on disposal of and changes in value of investments	230,519	*17*
1,448	Stock lending	1,719	*17b*
1,546,101	**Net return on investments**	**809,677**	
1,380,513	**Net Increase (decrease) in the net assets available for benefits during the year**	615,925	
17,973,118	**Opening net assets of the scheme**	19,353,631	
19,353,631	**Closing net assets of the scheme**	**19,969,556**	

Net Assets Statement

31 March 2024 £'000 (restated)		31March 2025 £'000	Note
	Investment assets		
2,548,328	Bonds *	2,744,969	*17*
11,463,748	Equities (including convertible shares)	11,670,558	*17*
4,363,665	Pooled investment vehicles	4,564,235	*17*
6,200	Direct Property	94,200	*17*
867,815	Cash **	786,473	*17*
86,310	Other investment balances	80,586	*17*
	Investments liabilities		
(3,048)	Other investment balances	(5,729)	*17*
19,333,018	**Investments at 31 March**	**19,935,292**	
	Current assets		
68,022	Debtors	72,131	*20*
	Current liabilities		
(47,409)	Creditors	(37,867)	*21*
20,613	**Net current assets and liabilities**	**34,264**	
19,353,631	**Net assets of the fund available to fund benefits at the end of the reporting period**	**19,969,556**	

NOTE: The financial statements for West Yorkshire Pension Fund do not take account of liabilities to pay pensions and other benefits after 31 March 2025. This financial statement shows the net value of assets owned by the Fund, the actuarial calculation of the present value of promised retirement benefits is provided in Note 12.

* Net Asssets Statement for 2023/24 has been restated for index-linked securities which were disaggregated from bonds.

The decision to group bonds and index-linked securities was made to align with the structure of the CIPFA Code of Practice and to streamline the presentation of the Net Assets Statement.

a) Nature of the reclassification:

Under the CIPFA Code of Practice, bonds and index-linked securities are not treated as separate categories. As a result, we have grouped them together for reporting purposes within the Net Assets Statement.

b) Amount of each item or class of items reclassified:

The combined value of bonds and index-linked securities has been reported as a single aggregated figure. In 2023/24 the value of index-linked securities was £998,698,000 and bonds was £1,549,630,000.

c) Reason for the reclassification:

The decision to group bonds and index-linked securities was made to align with the structure of the CIPFA Code of Practice and to streamline the presentation of the Net Assets Statement.

** Net Asssets Statement for 2023/24 has been restated for cash which was an aggregation of cash deposits and cash at bank.

The decision to group cash deposits and cash at bank was made to align with the structure of the CIPFA Code of Practice and to streamline the presentation of the Net Assets Statement.

a) Nature of the reclassification:

Under the CIPFA Code of Practice, cash deposits and cash at bank are not treated as separate categories. As a result, we have grouped them together for reporting purposes within the Net Assets Statement.

b) Amount of each item or class of items reclassified:

The combined value of cash deposits and cash at bank has been reported as a single aggregated figure as cash. In 2023/24 the value of cash deposits was £760,571,000 and cash at bank was £107,244,000.

c) Reason for the reclassification:

The decision to group cash deposits and cash at bank was made to align with the structure of the CIPFA Code of Practice and to streamline the presentation of the Net Assets Statement.

Signed

Steven Mair

Interim Strategic Director Corporate Resources/S151

City of Bradford Metropolitan District Council

Date 10 February 2026

Notes to the Pension Fund Account

Note 1: Operations and Membership

The West Yorkshire Pension Fund (WYPF) provides for the payment of defined pension benefits to members or their dependants, from participating employers. It publishes its own detailed report and accounts document, which is available on the WYPF website address:

https://www.wypf.org.uk/wypf/wypf-documents-and-boards/

Administering Authority – City of Bradford Metropolitan District Council is the administering authority for the Fund, and as such has statutory responsibility for the management and administration of the Fund. The Fund's entire investment portfolio is managed within the Northern LGPS on a day to day basis in-house supported by the Fund's external advisors.

Legal Status – WYPF is a statutory scheme, and the benefits are paid out under the provisions of the Local Government Pension Scheme Regulations (2013). It has been classified as a registered public service pension scheme under Chapter 2 of Part 4 of the Finance Act 2004.

The scheme is governed by the Public Service Pensions Act 2013.

The Fund is administered in accordance with the following secondary legislation

- The Local Government Pension Scheme Regulations 2013 (as amended)
- The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (as amended)
- The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016

Management – The West Yorkshire Pension Fund Joint Advisory Group is responsible for advising on the administration of the Fund. The group is made up of three elected members from each of the five West Yorkshire Metropolitan District Councils (MDCs), three Trade Union representatives and two Scheme members. The Investment Advisory Panel is responsible for advising on the investment of the Fund and comprises three elected members from each of the five West Yorkshire Metropolitan District Councils, three trade union representatives, three external investment advisors, two scheme members, the Managing Director – West Yorkshire Pension Fund and a Chief Financial Officer from the West Yorkshire District Councils on a two-year rotational basis.

Participating employers – There were 444 participating employers during the year, 22 left in the year, leaving 422 actives at 31st March 2025 (In 2023/24 there were 448 participating employers during the year, 39 left in the year leaving 409 active employers as at 31st March 2024), whose employees were entitled to be contributors to the Fund.

Membership – Total membership as at 31st March 2025 is 327,632 (31st March 2024 is 323,414).

31-March-2024		31-March-2025
107,102	Active members	107,023
112,780	Pensioner members	117,309
103,532	Members with preserved pensions	103,300
323,414	**Total members**	**327,632**

Benefits payable

On 1st April 2014, LGPS pensions became a career average scheme, whereby members accrue benefits based on their pensionable pay in that year at an accrual rate of 1/49th. Accrued pension is increased annually in line with Consumer Prices Index. Prior to April 2014 pension benefits under the LGPS were based on final pensionable pay and length of pensionable service as summarised below:

	Service pre 1 April 2008	**Service post 31 March 2008**
Pension	Each year worked is worth 1/80 x final pensionable salary	Each year worked is worth 1/60 x final pensionable salary
Lump sum	Automatic lump sum of 3 x pension. In addition, part of the annual pension can be exchanged for a one off tax free cash payment. A Lump sum of £12 is paid for each £1 of pension given up.	No automatic lump sum. Part of the annual pension can be exchanged for a one off tax free cash payment. A lump sum of £12 is paid for each £1 of pension given up.

Pension liability –

Under IFRS the Fund is required to disclose the actuarial present value of promised retirement benefits. This is disclosed in Note 12 and does not comprise part of the Net Assets Statement. Significant estimates are used in formulating this information, all of which are disclosed in Note 12. Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries and pensions are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. Aon, the Fund's consulting Actuaries are engaged to provide expert advice about the assumptions applied. Actuarial valuations are carried out every 3 year an in addition each year we carry out an update to review our pension liability. The methodology used in the intervening years follows generally agreed guidelines and is in accordance with IAS 19.

Note 2: Actuary’s Report

West Yorkshire Pension Fund

Statement of the Actuary for the year ended 31 March 2025

Introduction

This statement has been prepared in accordance with Regulation 57(1)(d) of the Local Government Pension Scheme Regulations 2013 (the 'LGPS Regulations').

The LGPS Regulations require that a full actuarial valuation is carried out every third year. The purpose of this is to establish that the West Yorkshire Pension Fund (the 'Fund') is able to meet its liabilities to past and present contributors and to review employer contribution rates. The last full actuarial investigation into the financial position of the Fund was completed as at 31 March 2022 by Aon, in accordance with Regulation 62 of the LGPS Regulations.

Actuarial Position

1. The valuation as at 31 March 2022 showed that the funding level of the Fund had increased since the previous valuation with the market value of the Fund's assets as at 31 March 2022 (of £17,979.5M) covering 108.5% of the liabilities.

2. The valuation also assessed each individual employer's (or group of employers') position separately. Contribution requirements were determined based on the principles in the Fund's Funding Strategy Statement and are set out in Aon's report dated 31 March 2023 (the "actuarial valuation report"). In addition to the contributions certified, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.

   Total contributions payable by all employers over the three years to 31 March 2026 are estimated to be:

Year from 1 April	% of pensionable pay	Plus total contribution amount (£M)
2023	16.40%	2.546
2024	16.30%	1.833
2025	16.20%	1.747

3. The funding plan adopted in assessing the contributions for each employer is in accordance with the Funding Strategy Statement. Different approaches were adopted in relation to the calculation of the primary contribution rate, stepping of contribution changes and recovery periods as agreed with the Administering Authority and reflected in the Funding Strategy Statement, reflecting the employers' (or Group's) circumstances.

4. The valuation was carried out using the projected unit actuarial method for most employers, allowing for future increases in pensionable pay. The main financial actuarial assumptions used for assessing the funding target and the contribution rates were as follows:

Discount rate for periods in service	
Secure scheduled and subsumption body funding target *	4.50%pa
Intermediate funding targets	
● Low risk	4.25%pa
● Medium risk	4.05%pa
● Higher risk	3.95%pa
Ongoing orphan funding target	3.95%pa
Orphan exit funding target	N/A

Discount rate for periods after leaving service	
Secure scheduled and subsumption body funding target *	4.50% p.a.
Intermediate funding targets	
● Low risk	4.25% p.a.
● Medium risk	4.05% p.a.
● Higher risk	3.95% p.a.
Ongoing orphan funding target	1.60% p.a.
Orphan exit funding target	1.60% p.a.
Rate of pay increases	3.55% p.a.
Rate of increase to pension accounts	2.30% p.a.
Rate of increases in pensions in payment (in excess of Guaranteed Minimum Pension)	2.30% p.a.

** The secure scheduled and subsumption body discount rate was also used for employers whose liabilities will be subsumed after exit by a secure scheduled body.*

In addition, a 10% uplift was applied to the past service liabilities to make allowance for short-term inflation above the long-term assumption.

The assets were valued at market value.

5. The key demographic assumption was the allowance made for longevity. The post-retirement mortality assumption adopted for the actuarial valuation was in line with standard self-administered pension scheme (SAPS) S3 Heavy mortality tables with appropriate scaling factors applied based on an analysis of the Fund's pensioner mortality experience and a Fund membership postcode analysis using Aon's Demographic Horizons™ longevity model, and included an allowance for future improvements based on the 2021 Continuous Mortality Investigation Projections Model, with a long term annual rate of improvement in mortality rates of 1.5% p.a. The resulting average future life expectancies at age 65 (for normal health retirements) were:

	Men	Women
Current pensioners aged 65 at the valuation date	21.5	24.5
Current active members aged 45 at the valuation date	22.8	25.6

Further details of the assumptions adopted for the valuation, including the other demographic assumptions, are set out in the actuarial valuation report.

6. The valuation results summarised in paragraphs 1 above are based on the financial position and market levels at the valuation date, 31 March 2022. As such the results do not make allowance for changes which have occurred subsequent to the valuation date. The Actuary, in conjunction with the Administering Authority, monitors the funding position on a regular basis.

7. The formal actuarial valuation report and the Rates and Adjustments Certificate setting out the employer contribution rates for the period from 1 April 2023 to 31 March 2026 were signed on 31 March 2023. Other than as agreed or otherwise permitted or required by the Regulations and in line with the Fund's policy, employer contribution rates will be reviewed at the next actuarial valuation of the Fund as at 31 March 2025 in accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013.

8. This Statement has been prepared by the Actuary to the Fund, Aon, for inclusion in the accounts of the Fund. It provides a summary of the results of their actuarial valuation which was carried out as at 31 March 2022. The valuation provides a snapshot of the funding position at the valuation date and is used to assess the future level of contributions required.

   This Statement must not be considered without reference to the formal actuarial valuation report which details fully the context and limitations of the actuarial valuation.

   Aon does not accept any responsibility or liability to any party other than our client, City of Bradford Metropolitan District Council, the Administering Authority of the Fund, in respect of this Statement.

9. The report on the actuarial valuation as at 31 March 2022 is available on the Fund's website at the following address:

https://www.wypf.org.uk/media/khvf1mox/west-yorkshire-pension-fund-2022-actuarial-valuation-report-v2.pdf

Aon Solutions UK Limited

April 2025

Note 3: Accounting policies

Basis of preparation

The statement of accounts summarises the Fund's financial activities for the 2024/25 financial year and its financial position at year-end as at 31 March 2025. The accounts have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2024/25 which is based upon International Financial Reporting Standards (IFRS), as amended for the UK public sector.

Going concern

WYPF statement of accounts have been prepared on a going concern basis, with the assumption that the services of the Fund will continue to operate indefinitely and meet its obligations to provide benefits to its members. Actuarial assumptions are used to calculate WYPF liabilities on the assumption that it will continue to operate and pay out benefits over the long term. WYPF also comply with various regulatory requirements which includes triennial actuarial valuations and audits to ensure the Fund's financial health and its ability to meet future obligations. The officers and Joint Advisory Committee of the West Yorkshire Pension Fund have reviewed the Fund's forecasts and projections, taking into account reasonably possible changes in investments and pension administration performance, and are confident that the Fund has adequate resources to continue in operational existence for the foreseeable future. Therefore, West Yorkshire Pension Fund officers continue to adopt the going concern basis in preparing the annual financial statements.

Contributions

Normal contributions from employers are accounted for on an accruals basis at the percentage rate recommended by the Fund actuary in the payroll period to which they relate. Normal contributions from members are accounted for on an accruals basis at a percentage rate outlined in the Local Government Pension Scheme Regulations.

Employer deficit funding contributions are accounted for on the due dates on which they are payable.

Where employers have to pay the indirect costs of early retirement, these costs are accounted for in the period in which the liability arises. Any amount due but unpaid will be classed as current asset debtors.

Transfers in and out of the Fund

Individual member transfer values represent amounts received and paid during the period. Bulk (group) transfers are accounted for on an accruals basis, these are calculated in accordance with the Local Government Pension Scheme Regulations 2013. There were individual and bulk transfers in 2023/24 and 2024/25. These are detailed in Note 7.

Benefits payable

Pensions and lump-sum benefits payable include all amounts known to be due as at the end of the financial year. Any amounts due but unpaid are disclosed in the net assets statement as current liabilities.

Management expenses

All management expenses are accounted for on an accruals basis. The Code does not require any breakdown of pension fund management expenses. However, in the interests of greater transparency, the Fund discloses its pension fund management expenses in accordance with CIPFA's preparing the annual report - Guidance for Local Government Pension Scheme (2019).

Administrative expenses

All WYPF staff are charged directly to the Fund. Associated indirect management costs and other overheads are apportioned to administrative expenses using relevant factors and charged as expenses to the Fund.

Oversight and governance costs

All oversight and governance expenses are accounted for on an accruals basis. Associated indirect management costs and other overheads are apportioned to oversight and governance activities using relevant factors and charged as expenses to the Fund.

Investment management expenses

All investment management expenses are accounted for on an accruals basis. Fees charged by external advisors and custodian are agreed in the respective mandates governing their appointment. The custodian fees are based on the market value of the investments under their management and unit price per transaction, therefore increase or reduce as the value of the investments and volume of transactions change. The fees of the external advisors increase by RPI on an annual basis.

The cost of the fund's in-house investment fund management team is charged direct to investment management expense and a proportion of the fund's management costs which represents management time spent by officers on investment management is also charged to investment management expenses.

Actuarial present value of promised retirement benefits

The actuarial present value of promised retirement benefits is assessed every three years per LGPS regulations, and it is reviewed annually in the intervening years by the appointed actuary. Annual reviews allow for more frequent updates to the assumptions and data used in the valuation. This can lead to more accurate and timely adjustments to the data used for the triennial valuation, reflecting current economic conditions, demographic changes, and investment performance. This proactive approach helps in managing risks more effectively and ensures that the fund is aware of potential shortfalls or surpluses. Regular updates can provide greater transparency and reassurance to stakeholders, including members, beneficiaries, and regulators. In accordance with the requirements of IAS19 and relevant actuarial standards, and permitted under IAS26, WYPF has opted to disclose the actuarial present value of promised retirement benefits as a note to the net assets statement (Note 12).

Cash and cash equivalents

Cash comprises of cash in bank and on demand deposits. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and that are subject to minimal risk of changes in values.

Financial liabilities

The fund recognises financial liabilities at amortised cost. A financial liability is recognised in the net assets statement on the date the fund becomes party to the liability.

Investment income

Income is the interest due on fixed-interest securities, index-linked securities and short-term investments is accounted for on an accruals basis and calculated daily until the interest is paid.

Property related income

Property related income is primarily rental income which is recognised on a straight-line basis over the term of the lease. Lease incentives have been recognised as a reduction of the total rental income over the term of the lease.

Dividend income

Dividend income is recognised on the date the shares are quoted ex dividend. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Distribution from pooled funds

Distributions from pooled funds are recognised at the date of issue. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Dividend income

Dividend income is recognised on the date the shares are quoted ex dividend. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Distribution from pooled funds

Distributions from pooled funds are recognised at the date of issue. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Taxation

The fund is a registered public service scheme under section 1(1) of Schedule 36 of the Finance Act 2004 and as such is exempt from UK income tax on interest received and from capital gains tax on the proceeds of investments sold. Income from overseas investments suffers withholding tax in the country of origin, unless exemption is permitted. Irrecoverable tax is accounted for as an expense as it arises.

Financial assets

All our financial assets consist of ordinary equity shares, bonds, properties, pooled investment vehicles and cash. Ordinary equity shares, bonds, pooled investment vehicles and properties are included in the Net Assets Statement based on fair value through profit and loss (FVTPL). All cash, cash deposits, investments debtors and creditors are held to be collected therefore are valued at amortised cost in the Net Assets Statement. A financial asset is recognised in the Net Assets Statement on the date the Fund becomes party to the contractual acquisition of the asset. From the date of recognition, any gains or losses arising from changes in the fair value or amortised cost of assets held are recognised in the Net Assets Statement. The values of investments as shown in the Net Assets Statement have been determined at fair value or amortised cost in accordance with the requirements of the Code and IFRS9 (see Note 18). For the purpose of disclosing levels of fair value hierarchy, the Fund has adopted the classification guidelines recommended in Practical Guidance on Investment Disclosures (PRAG / Investment Association, 2016).

Additional voluntary contributions (AVCs)

West Yorkshire Pension Fund provides an additional voluntary contribution (AVC) scheme for its members, the assets of which are invested separately from those of the pension fund. The Fund has appointed Scottish Widows, Prudential and Utmost as its AVC providers. AVCs are paid to the AVC provider by employers and are specifically for providing additional benefits for individual contributors. Each AVC contributor receives an annual statement from AVC providers showing the amount held in their AVC account and the movements in the year.

AVCs are not included in the accounts in accordance with section 4(1)(b) of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 but are disclosed as a note only (Note 11).

Currency translation

At the year end all foreign currency balances are translated into sterling at exchange rates ruling at the financial year-end and any gains or losses arising are treated as part of the change in market value of investments. During the year foreign currencies are transacted as follows:

a) Proceeds of sales of foreign assets are translated into sterling at the exchange rate on the day of sale and recorded in our investment book of records in sterling and in local currency.

b) Purchase of foreign investments are translated into sterling using the exchange rate at the time of purchase and recorded in our investment book of record at book cost in sterling and local currency.

c) Balance of foreign currency income accounts are moved daily to the capital account using the mid-market rate on the date of movement.

d) Dividends from foreign investments are translated into sterling using the mid-market rate on the date of receipt.

e) When currency is sold or purchased the actual trade rate is used and commissions are charged to management expenses.

Acquisition costs of investments

Brokerage commissions, fees, stamp duties and foreign exchange fees paid as part of acquisition costs of investments are charged as revenue cost and included in investment management costs.

Netting

A financial asset and a financial liability shall be offset and the net amount presented in the Net Assets Statement when and only when, the Fund:

a) Currently has a legally enforceable right to set off the recognised amounts,

And

b) Intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Contingent liabilities

A contingent liability arises when an event has taken place that gives the Fund a possible obligation, the existence of which will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Fund. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources would be required, or the amount of the obligation cannot be measured reliably. There are no Contingent liabilities for Accounts Payable and this is not recognised in the Net Assets Statement.

Contractual commitments

Contractual (undrawn) commitments relate to outstanding call payments due on unquoted limited partnership funds held in private equity, property and infrastructure parts of the portfolio. The amounts "called" by these funds are irregular in both size and timing, typically over a period of between four and six years from the date of each original commitment. Contractual commitments are disclosed in Note 24 to the accounts.

Investment transactions

Investment transactions occurring up to 31 March 2025 but not settled until later are accrued in the accounts.

Note 4: Assumptions made about the future and other major sources of estimation uncertainty

In applying the accounting policies set out in Note 3 above, WYPF has had to make certain estimations about complex transactions or those involving uncertainty about future events.

Assumptions made about the future and other major sources of estimation uncertainty.

Fair value of Investments

In accordance with the Code and IFRS13, the Fund categorises financial investments carried on the Net Assets Statement at fair value using a three-level hierarchy as disclosed in Note 18. Level 1 and 2 are low risk and require minimal judgement and estimation. However, Level 3 is determined using the latest investor reports and capital statements provided by the general partners, adjusted for cash flow after the date of the general partners' report. These require management judgement and contain significant estimation uncertainty. Reliance is placed on general partners to perform these valuations and further due diligence is performed by the Fund to maintain confidence in the data provided. For directly held investment properties we use surveyors' valuation report. The total value of level 3 investment is £3,723m at 31 March 2025. This consists of the Fund's unlisted private equity, pooled investments, property funds and direct property.

In line with the market risk within Note 18, there is a risk that the value of the Fund may reduce or increase during the 2025/26 reporting period by £175m which represents the potential market movement on value of investment at level 3, the potential market movement is shown in Note 18 of the accounts

Note 5: Events After the Balance Sheet Date

These are events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the financial statements are authorised for issue.

Two types of events can be identified:

a) Those that provide evidence of conditions that existed at the end of the reporting period, adjusting events after the reporting period. There have been no adjusting or unadjusting events since 31 March 2025.

b) Those that are indicative of conditions that arose after the reporting period, non-adjusting events after the reporting period.

Note 6: Contributions receivable by category:

Contributions from employers and employees:

2023/24 £'000		2024/25 £'000
362,480	Employers	419,608
158,637	Members	168,722
521,117	**Total**	**588,330**

By type of employer

2023/24 £'000		2024/25 £'000
41,457	Administering authority	65,201
439,830	Scheduled bodies	492,737
39,830	Admitted bodies	30,392
521,117	**Total**	**588,330**

By category

2023/24 £'000	Category	2024/25 £'000
	Employees' contributions:	
150,869	Employees' normal contributions	157,737
7,768	Employees' additional contributions	10,985
158,637		**168,722**
	Employers' contributions:	
352,209	Employers' normal contributions	393,233
7,718	Employers' augmentation contribution *	24,957
2,553	Employers' deficit contributions	1,418
362,480		**419,608**
521,117	**Total**	**588,330**

The reversal of an accrual made in 2022/23 reduced the value of employer contributions in 2023/24.

* Employers' augmentation contribution was within Employer's normal contributions in 2023/24. The increase in employer augmentation costs in 2024/25 compared to 2023/24 relates to staff restructuring at a number of local authorities in 2024/25.

Employers’ contribution rates and deficit contributions

Employer contributions receivable in 2024/25 were based on 31 March 2022 triennial valuation. At each triennial valuation (latest 31 March 2022) the Actuary calculates an employer rate for each employer. In addition to this some employers are also required to pay an additional monetary amount to cover any past service deficit, which is recoverable over an appropriate period.

Employees' contribution rates

Employees' contributions are as set out in the LGPS regulations from 1st April 2014, and there are several tiered employee contribution rates. The rates for 2023/24 and 2024/25 based on pay in the financial year are provided below.

2023/24 Pay	2024/25 Pay	Contribution rate
Up to £16,500	Up to £17,600	5.5%
£16,501 to £25,900	£17,601 to £27,600	5.8%
£25,901 to £42,100	£27,601 to £44,900	6.5%
£42,101 to £53,300	£44,901 to £56,800	6.8%
£53,301 to £74,700	£56,801 to £79,700	8.5%
£74,701 to £105,900	£79,701 to £112,900	9.9%
£105,901 to £124,800	£112,901 to £133,100	10.5%
£124,801 to £187,200	£133,101 to £199,700	11.4%
£187,201 or more	£199,701 or more	12.5%

Note 7: Transfers in from Other Pension Funds

By category

2023/24 £'000	Type of transfer	2024/25 £'000
43,843	Individual transfers	47,025
2,851	Bulk transfer in from other schemes	18,125
46,694	**Total**	**65,150**

Note 8: Non-statutory pensions and pensions increase recharged

West Yorkshire Pension Fund pays discretionary awards to former employees of a number of employers on an agency basis as shown below. The amounts are fully reclaimed from the employer bodies. The costs of added years granted by participating employers for early retirement together with associated inflation proofing costs are reimbursed to the Fund by the employer.

2023/24 £'000	Non-statutory pensions and pensions increase recharged	2024/25 £'000
	Payments on behalf of top employers :	
5,664	Bradford Teachers Compensation	5,821
4,240	Leeds City Council	4,292
3,240	Bradford M.D.C	3,258
2,570	Wakefield M.D.C	2,622
1,957	Kirklees M.C	1,950
1,032	Calderdale M.B.C	1,052
751	West Yorkshire P.T.E	724
1,254	OTHER EMPLOYERS	1,029
20,708	**Total**	**20,748**

Note 9: Benefits Payable

2023/24 £'000	Analysis of benefits payable	2024/25 £'000
	Funded pensions	
(508,151)	Retired employees	(559,717)
(39,331)	Dependants	(42,700)
	Funded lump sums	
(124,426)	On retirement	(159,823)
(17,522)	On death	(20,345)
(689,430)	**Total Benefits Payable**	**(782,585)**

The total benefits payable are further analysed by type of member body.

By type of employer

2023/24 £'000	Employer type	2024/25 £'000
(100,370)	Administering Authority	(117,815)
(519,085)	Scheduled bodies	(589,855)
(69,975)	Admitted bodies	(74,916)
(689,430)	**Total benefits payable**	**(782,586)**

For participating employers, all basic pensions plus the costs of annual inflation proofing are met from the assets of the fund.

Note 10: Payments to and on Account of Leavers

2023/24 £'000	Payments to and on account of leavers	2024/25 £'000
(2,384)	Refund of contributions	(2,569)
(27,164)	Individual transfers out to other schemes	(45,357)
(29,548)	**Total transfers out**	**(47,926)**

Note 11: AVC scheme with Utmost, Scottish Widows and Prudential

The Fund provides an Additional Voluntary Contributions (AVC) Scheme for its contributors, the assets of which are invested separately from the main Fund. The scheme providers are Utmost, Scottish Widows and Prudential, whereby additional benefits are secured on a money purchase basis for those contributors electing to pay additional voluntary contributions.

As advised by the three companies the amounts administered under AVC arrangements are as follows:

2023/24 £'000	Additional voluntary contributions	2024/25 £'000
45,264	Value of funds at 1st April	55,400
12,926	Contributions received	15,321
110	Transfers and withdrawals	80
4,457	Interest and bonuses / change in market value of assets	2,538
(7,358)	Sale of investments to settle benefits due to members	(12,228)
55,400	**Value of fund at 31st March**	**61,111**

The aggregate amounts of AVC investments are:

2023/24 £'000	AVC investments	2024/25 £'000
1,493	Utmost	1,210
45,281	Prudential	52,108
8,626	Scottish Widows	7,793
55,400	**Total**	**61,111**

Additional voluntary contributions are not included in the Fund Account in accordance with regulation 4(2)(c) of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009.

Note 12: Actuarial present value of promised retirement benefits

The Fund is part of the Local Government Pension Scheme and under IAS 26 it is required to disclose the actuarial present value of promised retirement benefits across the Fund as a whole. The Fund provides defined benefits, which for membership to 31 March 2014, are based on members' final pensionable pay. On the 1 April 2014 the scheme changed from a final salary scheme to a CARE (career average revalued earnings) scheme and pension benefits are based on a member's pay in each scheme year. The required valuation is carried out by the fund actuary Aon Hewitt using assumptions derived in the same way as those recommended for individual participating employers reporting pension liabilities under IAS 19. This approach results in a different valuation of liabilities than at the triennial funding.

Introduction

IAS 26 requires the 'actuarial present value of the promised retirement benefits' to be disclosed, which is the IAS 26 terminology for what IAS 19 refers to as the 'defined benefit obligation'.

The information set out below relates to the actuarial present value of the promised retirement benefits in the Fund which is part of the Local Government Pension Scheme.

The LGPS is a funded defined benefit plan with benefits earned up to 31 March 2014 being linked to final salary. Benefits after 31 March 2014 are based on a career average revalued earnings scheme. Details of the benefits covered by these figures are set out in 'The Local Government Pension Scheme Regulations 2013' (as amended) and 'The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014' (as amended).

Actuarial present value of promised retirement benefits

CIPFA's Code of Practice on local authority accounting for 2024/25 sets out that the actuarial present value of promised retirement benefits based on projected salaries should be disclosed.

The results as at 31 March 2025, together with the results as at 31 March 2024 are shown in the table below. The corresponding fair value of the Fund assets is also shown in order to show the level of surplus or deficit within the Fund when the liabilities are valued using IAS 19 assumptions.

31st March 2024 £m		31st March 2025 £m
19,353.6	Value of net assets	19,969.6
17,408.1	Actuarial present value of the defined benefit obligation	15,096.9
1,945.5	**Surplus / (deficit) in the fund as measured for IAS 26 purposes**	**4,872.7**

Assumptions

The latest full triennial actuarial valuation of the Fund's liabilities was carried out as at 31 March 2022. The principal assumptions used for the purpose of IAS 26 by the Fund's independent qualified actuaries were:

31st March 2024		31st March 2025
16.7	Duration of Liabilities (years)	15.4
4.80%	Discount rate	5.80%
2.60%	CPI inflation [(1) (2)]	2.50%
3.85%	Salary increases [(3)]	3.75%

(1) Pension increases in excess of Guaranteed Minimum in payment where appropriate.

(2) The assumption for the revaluation rate of pension accounts is set equal to the assumption for pension increases. In addition to the assumption for future pension increases, we have allowed for the impact of known CPI inflation as published at the accounting date (up to 28 February 2025) which will influence the pension increase as at April 2026.

(3) A promotional salary scale is assumed to apply in addition to this, at the rates assumed in the 2022 actuarial valuation of the Fund. We have also not allowed for the effect of pay rises being either above or below the rates assumed at the year-start.

Demographic assumptions

The mortality assumptions are based on actual mortality experience of members within the Fund based on analysis carried out as part of the 2022 Actuarial Valuation and allow for expected future mortality improvements. Sample life expectancies at age 65 in normal health resulting from these mortality assumptions are shown below.

31st March 2024		31st March 2025
	Males	
21.0	Future lifetime from age 65 (pensioners aged 65)	20.9
22.3	Future lifetime from age 65 (actives aged 45)	21.8
	Females	
24.2	Future lifetime from age 65 (pensioners aged 65)	24.1
25.2	Future lifetime from age 65 (actives aged 45)	24.8

Different mortality assumptions have been used for other categories of member as set out in the actuary's report on the 2022 valuation. Assumptions for the rates of the rates of withdrawal and ill health retirements (for active members), the allowance made for cash commutation on retirement, and the proportion of members whose death gives rise to a dependant's pension are the same as those adopted in the 2022 valuation of the fund, which are detailed in the actuary's valuation report.

Key risks associated with reporting under IAS 26 and sensitivity

Volatility of results

Results under IAS 26 can change dramatically depending on market conditions. The defined benefit obligation is linked to yields on AA-rated corporate bonds, while a significant proportion of the assets of the Fund are invested in equities and other growth assets. Changing markets in conjunction with discount rate volatility will lead to volatility in the funded status of the pension fund. For example:

- A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes, although this will be marginally offset by the increase in the assets as a result (to the extent the Fund invests in corporate bonds).
- The majority of the pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to a higher liability value. The assets are not perfectly correlated with inflation meaning that an increase in inflation will increase the deficit. As such, the Fund Administering Authority should ensure that it understands the reasoning behind the assumptions adopted and is comfortable that they are appropriate.
- The majority of the Fund's obligations are to provide benefits for the life of the member following retirement, so increases in life expectancy will result in an increase in the liabilities.

Choice of accounting assumptions

The calculation of the actuarial present value of the promised retirement benefits involves projecting future cash-flows from the Fund many years into the future. This means that the assumptions used can have a material impact on the surplus / deficit. As such, the Fund Administering Authority should ensure that it understands the reasoning behind the assumptions adopted and is comfortable that they are appropriate.

The accounting standard (and industry/auditor interpretation of the accounting standard) results in a narrow range of financial assumptions that could be used to report pension liabilities. In particular, the discount rate must be based on the yields on high quality corporate bonds, and the assumption for future inflation is expected to be based on implied inflation priced into the gilts market. This also impacts the reported nominal pay increase assumption, which is determined in real terms. The financial assumptions will therefore be different to the assumptions used in the triennial valuation when setting contribution rates, resulting in different published results. Further explanation of these differences is set out later in this report.

All other assumptions used for accounting pension liabilities must represent a best estimate of future experience from the Fund. Most other assumptions are therefore set in line with those used for the last triennial valuation, however the mortality improvement assumptions may be updated for accounting purposes to reflect the latest published data.

In practice future experience within the Fund may not be in line with the assumptions adopted. This means that the liabilities shown in this report only represent one view of the future and the true position could be different from those shown. For example, members could live longer than foreseen or inflation could be higher or lower than allowed for in the calculations.

Sensitivity of results to key assumptions

In order to understand the magnitude of the possible volatility in the balance sheet position and to understand which assumptions are most important in determining the size of the liabilities, it is helpful to understand how sensitive the results are to the key assumptions.

IAS 19 requires entities to disclose information about the sensitivity of the defined benefit obligation to changes in key assumptions although it is not clear that IAS 26 or the CIPFA Code of Practice requires this information. Nevertheless, we have set out below how the results would alter by changing the discount rate, the pay increase assumption and pension increase assumption by plus or minus 0.1% and if life expectancy was to reduce or increase by one year. In each case, only the assumption mentioned is altered. All other assumptions remain the same.

Sensitivity analysis

Discount rate assumption

Adjustment to discount rate assumption	+0.10% £m	(0.10%) £m
£ change to present value of the defined benefit obligation	(229.9)	233.4
% change in present value of defined benefit obligation	(1.5%)	1.5%

Rate of general increase in salaries

Adjustment to salary increase rate assumption	+0.10% £m	(0.10%) £m
£ change to present value of the defined benefit obligation	28.7	(28.4)
% change in present value of defined benefit obligation	0.2%	(0.2%)

Rate of increase to pensions and rate of revaluation of pension accounts

Adjustment to pension increase rate assumption	+0.10% £m	(0.10%) £m
£ change to present value of the defined benefit obligation	204.7	(201.5)
% change in present value of defined benefit obligation	1.4%	(1.3%)

Post retirement mortality assumption

Adjustment to members' life expectancy	- 1 year £m	1 year £m
£ change to present value of the defined benefit obligation	(368.8)	377.4
% change in present value of defined benefit obligation	(2.4%)	2.5%

Comparison with funding valuation

The results of the IAS 26 valuation will differ from results of the latest triennial actuarial valuation. This section explains the main reasons for these differences between the funding update as at 31st March 2025 and the 2025 IAS 26 result.

Purpose of each exercise

IAS 26 requires the pension fund to disclose the actuarial present value of the promised retirement benefits in the pension fund accounts, using prescribed accounting principles and CIPFA guidance. The purpose is to disclose a liability value to users of the accounts on a comparable basis to similar entities. The purpose of the triennial actuarial valuation is to review the financial position of the Fund and report on the adequacy of the contributions to support the benefits of the Fund. If the valuation identifies that the contributions will fall short of (or be in excess of) those necessary to provide the benefits, contributions will normally be revised up (or down).

Who makes the key decisions?

Under IAS 26 the Administering Authority has the responsibility of deciding on the actuarial assumptions to be used for the assessment, but these must be based upon the guidance set out within the accounting standard and should be set upon advice given by an actuary.

Under the triennial actuarial valuation the LGPS regulations require the Fund's Actuary to produce the valuation report. The Actuary must have regard to the Funding Strategy Statement and the regulatory framework, and will discuss the funding strategy with the Administering Authority before finalising the valuation.

Assumptions used to value the liabilities

The main difference between the accounting exercise and the valuation exercise is the assumptions used to calculate the liabilities (actuarial present value of the promised retirement benefits).

The discount rate (assumption for future investment returns) is set differently in each exercise, and this often causes the greatest difference in the results.

IAS 19 (the guidance on the assumptions to use under IAS 26) requires the discount rate to be based on the current rate of return on high quality corporate bonds of equivalent term to the Fund's liabilities. High quality corporate bonds are interpreted to be bonds with at least a AA credit rating.

In the triennial actuarial valuation the assumption for the discount rate reflects the Actuary's views of the estimated returns available on the Fund's investments over the long term. The Fund holds significant holdings of equity type investments that currently, and in recent history, are expected to achieve a return above AA-rated corporate bond yields. A prudent approach is taken, considering the level of risk as set out in the Funding Strategy Statement. This results in an expected return assumption that the actuary believes has a better than evens chance of being achieved by the Fund's investment strategy (in other words, the assumption is set below the best estimate return assumption, to be prudent).

When the discount rate (investment return assumption) used in the IAS 26 assessment is lower than the discount rate used in the triennial actuarial valuation this results in a higher accounting liability, a higher accounting deficit (or lower surplus), and a higher current service cost (relative to the contributions being paid for future service). The opposite is true when the accounting discount rate is higher than the discount rate used in the triennial valuation.

The assumptions for future inflation are also set differently under IAS 26 reporting from in the triennial valuation. Both assumptions have regard to the implied rate of future inflation priced by the gilts markets, however the gilts market has historically over-priced inflation, and the consensus is that it will continue to do so. This is known as an 'inflation risk premium'. When setting the inflation assumption for IAS 26 purposes auditors expect the CPI assumption to be based on market data and accept only a very modest reduction for an inflation risk premium. In contrast, in the funding valuation we make a best estimate allowance for inflation, which involves a greater reduction to market-implied inflation resulting in a lower future rate of assumed CPI inflation. All else being equal, this results in a lower liability value in the funding valuation than presented in the accounts.

The demographic assumptions (such as mortality rates) used for the accounting figures are usually the same as those adopted for the triennial actuarial valuation of the Fund, however revised assumptions for the rate of longevity improvements may be used for accounting purposes (as is the case in 2025).

Roll-forward method / different calculation dates.

The most recent triennial actuarial valuation of the Fund was carried out as at 31 March 2022. IAS 19 requires the results to be based on a full actuarial valuation at least every 3 years. The 2025 actuarial valuation is currently in progress and the results of which will be published in the Fund Actuary's valuation report by 31 March 2026. The results of the 2025 valuation will be different to the results of the funding update shown in this report for a number of reasons including the use of updated membership data and updated funding strategy in the 2025 valuation results. It is widely accepted that the use of 'roll-forward' techniques can be used in the intermediate years to approximately update the position for reporting purposes without the need for a valuation using full membership data of the Fund. As the roll-forward is approximate the result will be different to the result of a full valuation of the benefits at the same date. This difference will increase the longer the period of the roll-forward. Finally, if the accounting date is at a different date to the actuarial triennial valuation the calculation will be based on different market conditions and will not be comparable.

Reconciliation of IAS 26 liabilities to the funding liabilities

The below tables set out the difference between the IAS 26 valuation and funding valuation measured at two different dates (31 March 2022, the date of the latest funding valuation, and 31 March 2025.

Comparison as at 31 March 2022

	Comment moving from funding to IAS 26	£M
Funding Liability at 31 March 2022		16,573.0
Impact of change due to:		
Discount rate assumption	Lower IAS 19 discount rate discount rate (reduce from 4.5%* to 2.7%)	6,030.0
Inflation assumption **	Higher IAS 19 CPI assumption (increase from 2.3% to 3.0%)	3,160.2
Mortality improvement assumptions	No change	-
Allowance for short term high inflation	Removing the 10% uplift to valuation liabilities and replacing with known experience to date	(1,746.8)
IAS 26 Liability at 31 March 2022		**24,016.4**

Comparison as at 31 March 2025

	Comment moving from funding to IAS 26	£M
Funding Liability at 31 March 2025		17,422.6
Impact of change due to:		
Discount rate assumption	Higher IAS 19 discount rate discount rate (increase from 4.7%* to 5.8%)	(3,047.8)
Inflation assumption **	Higher IAS 19 CPI assumption (increase from 2.1% to 2.5%)	931.5
Mortality improvement assumptions	Updated IAS 26 projection model from CMI 2021 to CMI 2023 and a reduction in the long term rate of mortality improvements from 1.5% p.a.. To 1.25% p.a.	(358.8)
Allowance for short term high inflation	Removing the 10% uplift to valuation liabilities and replacing with known experience to date	149.4
IAS 26 Liability at 31 March 2025		**15,096.9**

Notes (both tables)

* We have quoted the discount rate for secure scheduled bodies. However, our calculations allow for some employers' liabilities being calculated using a funding target with a lower discount rate. The average Fund discount rate is around 0.12% p.a. lower than quoted.

** Impact on change in inflation assumption includes change in general salary increase assumption which is based on a margin above inflation.

Actuarial confirmation

In June 2023 the High Court ruled in the case of Virgin Media Limited v NTL Pension Trustees. The ruling was that certain pension scheme rule amendments were invalid if they were not accompanied by the correct actuarial confirmation. The High Court ruling has since been appealed. In a judgement delivered on 25 July 2024, the Court of Appeal unanimously upheld the decision of the High Court.

The actuarial confirmations for all local government pension scheme (LGPS) amendments have not yet been located. The update received from PwC in July 2024 included the following statement from GAD 'We believe a certificate will have been prepared in respect of the 2008 reforms, but the initial electronic search for this has meant paper files would now need to be retrieved from archive storage to try and locate this'.

On 5 June 2025, the Government announced that it will 'introduce legislation to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards.' Once the legislation has been passed, affected pension schemes will be able to obtain written confirmation from an actuary about the benefit changes that were previously made and apply that confirmation retrospectively without making the plan amendments void, if the changes met the necessary standards.

Given this announcement, it is unlikely that there will be an impact on LGPS liabilities, however management will continue to monitor developments.

Note 13: Management expenses

2023/24 £'000	Management expenses	2024/25 £'000
(5,824)	Administration costs	(6,202)
(7,141)	Investment Management expenses	(8,979)
(1,456)	Oversight and Governance	(1,540)
(14,421)	**Total**	**(16,721)**

This analysis of the costs of managing West Yorkshire Pension Fund during the accounting period has been prepared in accordance with CIPFA guidance. The Oversight and Governance expenses above includes a statutory audit fee of £217k (2023/24 £163k) which is included in Oversight and Governance.

The costs associated with the running of Northern LGPS that relate specifically to WYPF are included within the administration costs above. The total actual costs for the 2024/25 reporting period was £57.4k (2023/24 £13.5k). The estimated provision for 2024/25 was £50k and the brought forward estimated provision from 2023/24 was £15k.

Note 14: Investment Management Expenses

	2023/24			2024/25		
	Transaction costs £'000	Management fees £'000	Total £'000	Transaction costs £'000	Internal/ External Management fees £'000	Total £'000
Bonds*	-	736	736	-	897	897
Equities	754	3,436	4,190	1,704	3,812	5,516
Pooled investment vehicles	304	1,308	1,612	(21)	1,491	1,470
Direct property	-	2	2	-	470	470
Cash**	-	260	260	-	257	257
	1,058	**5,742**	**6,800**	**1,683**	**6,926**	**8,609**
Custody fees			341			370
Total	**1,058**	**5,742**	**7,141**	**1,683**	**6,926**	**8,979**

* Index-linked securities have been reclassified to Bonds in 2024/25 in line with the CIPFA Code of Practice on Local Authority Accounting in the UK 2024/25. The 2023/24 value for Index linked securities which was £998,698,000 and bonds which was £1,549,630,000 have been aggregated.

** The combined value of cash deposits and cash at bank has been reported as a single aggregated figure as cash. In 2023/24 the value of cash deposits was £760,571,000 and cash at bank was £107,244,000.

Investment expenses are included in within management expenses (Note 13). Investment expenses are of particular interest to LGPS funds' stakeholders and as such a further breakdown of this cost is provided here. Transaction costs are included to comply with CIPFA guidance. All of the assets that WYPF hold are managed by a team of internal investment managers and as such we do not incur any performance fees.

There were no performance fees payable to fund managers in 2024/25 and 2023/24.

Note 15: Investment Income

2023/24 £'000	Investment Income	2024/25 £'000
59,683	Bonds	84,545
356,799	Equites	349,244
416,482	**Bonds, Equities**	**433,789**
26,311	Pooled funds equities	17,493
18,589	Pooled funds properties	18,745
-	Pooled funds hedge fund	-
20,340	Pooled funds private equities	26,575
38,728	Pooled funds private equity infrastructure	39,817
103,968	**Pooled funds**	**102,630**
420	Direct property	1,075
51,056	Cash*	46,100
-	Interest received on bank balances	6,310
571,926	**Total**	**589,904**

* In 2023/24 this was Cash certificate of deposits. This has been renamed as Cash.

Note 15a: Tax on Income

2023/24 £'000	Tax on income	2024/25 £'000
(12,333)	Dividends from equities	(13,596)
4,594	Investment tax reclaim	1,131
(7,739)	**Total tax on income**	**(12,465)**

Note 16: Direct Property Holdings

2023/24 £'000	Direct Property Holdings	2024/25 £'000
6,125	**Opening balance**	6,200
	Additions:	
-	Purchases	91,713
-	Construction	-
-	Subsequent expenditure	-
-	Disposals	-
75	Net Increase/ decrease in market value	(3,713)
-	Other changes in fair value	-
6,200	**Closing value**	**94,200**

Note 17: Investments

Note 17a: Movement in the value of investments

2024/25	Value as 1 Apr £'000	Purchases £'000	Sales £'000	Reclassification * £'000	Realised gains/losses £'000	Unrealised gains/losses £'000	Value at 31 March £'000
Bonds	2,548,328	1,678,347	(1,341,656)	776	(7,001)	(133,825)	2,744,969
Equities (including convertible shares)	11,463,748	1,032,666	(1,006,730)	(150,809)	451,768	(120,086)	11,670,558
Bonds, Equities	**14,012,076**	**2,711,013**	**(2,348,386)**	**(150,033)**	**444,767**	**(253,911)**	**14,415,527**
Pooled funds equities	1,079,231	140,129	(227,910)	(18,880)	155,388	(112,423)	1,015,534
Pooled funds properties	558,324	8,770	(47,985)	-	10,303	(5,361)	524,051
Pooled funds hedge fund	159,306	6,000	(15,908)	-	11,151	5,937	166,486
Pooled funds private equities	1,301,658	266,643	(259,541)	177,601	91,872	(28,914)	1,549,318
Pooled funds private equity infrastructure	1,265,146	117,755	(70,538)	(8,688)	(870)	6,040	1,308,846
Pooled investment vehicles	**4,363,665**	**539,297**	**(621,882)**	**150,033**	**267,844**	**(134,721)**	**4,564,235**
Direct property	6,200	92,763	(1,051)	-	-	(3,713)	94,200
Investments	**18,381,941**	**3,343,073**	**(2,971,319)**	**-**	**712,611**	**(392,345)**	**19,073,962**
Cash Debtors Creditors		**Increase**	**Decrease**		**Currency movement Increase/ Decrease**		
Cash	867,815	8,406	-		(89,747)	-	786,473
Other investment debtors	86,310	-	(5,724)	-	-	-	80,586
Other investment creditors	(3,048)	(2,681)	-	-	-	-	(5,729)
Total investment cash, debtor and creditors	**951,077**	**5,725**	**(5,724)**	**-**	**(89,747)**	**-**	**861,330**
Total investments	**19,333,018**	**3,348,798**	**(2,977,043)**	**-**	**622,864**	**(392,345)**	**19,935,292**

Other investment debtors and Other investment creditors have been included in order to balance back to the total net assets.

* Investment assets were reclassified during 2024/25 as a result of better information becoming available about the nature of the assets

2023/24	Value as 1 Apr £'000 (Restated)	Purchases £'000 (Restated)	Sales £'000 (Restated)	Realised gains/losses £'000 (Restated)	Unrealised gains/losses £'000 (Restated)	Value at 31 March £'000 (Restated)
Bonds*	2,115,773	1,384,156	(931,895)	(130,321)	110,615	2,548,327
Equities (including convertible shares)	10,814,133	512,847	(613,639)	187,829	562,579	11,463,749
Bonds, Equites	**12,929,906**	**1,897,003**	**(1,545,534)**	**57,508**	**673,194**	**14,012,076**
Pooled funds equities	983,903	24,645	(48,177)	85	118,775	1,079,231
Pooled funds properties	593,475	21,688	(35,666)	15,674	(36,847)	558,324
Pooled funds hedge fund	144,142	10,099	(195,975)	123,496	77,544	159,306
Pooled funds private equities	1,318,376	149,423	(143,585)	73,255	(95,811)	1,301,658
Pooled funds private equity infrastructure	1,226,660	187,625	(101,937)	17,858	(65,060)	1,265,146
Pooled investment vehicles	**4,266,556**	**393,480**	**(525,340)**	**230,368**	**(1,399)**	**4,363,665**
Direct property	6,125	-	-	-	75	6,200
Investments	**17,202,587**	**2,290,483**	**(2,070,874)**	**287,876**	**671,870**	**18,381,941**
Cash Debtors Creditors		**Increase**	**Decrease**	**Currency movement Increase/ Decrease**		
Cash*	651,517	195,577	-	20,721	-	867,815
Other investment debtors	80,283	6,027	-	-	-	86,310
Other investment creditors	(18,496)	-	15,448	-	-	(3,048)
Total investment cash, debtor and creditors	**713,304**	**201,604**	**15,448**	**20,721**	**-**	**951,077**
Total investments	**17,915,891**	**2,492,087**	**(2,055,426)**	**308,597**	**671,870**	**19,333,018**

*Investment assets in 2023/24 had been disaggregated to a greater level than is required by the Code. To bring the disclosure in line with the Code Index linked bonds have now been included with bonds and cash deposits and cash at bank combined as cash. In 2023/24 the value of index-linked securities was £998,698,000 and bonds was £1,549,630,000 and the value of cash deposits was £760,571,000 and cash at bank was £107,244,000.

Other investment debtors and Other investment creditors have been included in order to balance back to the total net assets.

WYPF does not have a single financial asset holding that is more that 5% of market value of the total asset holding as at 31/03/2025 and 31/03/2024.

Realised gains and losses are profits and losses realised on sales of investments during the year. Unrealised gains and losses are changes in market value of investments during the year includes all increases and decreases in market value of investments held at any time during the year. A further analysis of the asset split between overseas, and UK can be found in Note 23.

Note 17b: Stock Lending

2023/24 £'000	Analysis of stock lending	2024/25 £'000
	Income	
312	Bonds	-
201	UK Equities	-
1,247	International equities	2,107
(312)	**Expenditure**	(388)
1,448	**Total**	**1,719**

As at 31st March 2025 the value of the stock on loan was £1.3bn, equivalent to approximately 6.8% of the total value of assets. The stock on loan was covered by collateral valued at £1.4bn. this includes a 7.63% margin on value.

As at 31 March 2024, the value of stock on loan was £790 million, equivalent to approximately 4.11% of the total value of the assets. The stock on loan was covered by collateral valued at £842 million (which includes a 6.68% margin on value).

Note 18: Fair value - basis of valuation

The classification of assets within the fair value hierarchy is determined using the criteria set out in IFRS13 Fair Value Measurement. The basis of the valuation of each class of investment asset is set out below. There has been no change in the valuation techniques used during the year. All assets have been valued using fair value techniques which represent the highest and best price available at the reporting date. Transfers between levels are deemed to have occurred when there is a significant change to the level of observable and unobservable inputs used to determine fair value.

Description of asset	Basis of Valuation	Observable and unobservable inputs	Key Sensitivities affecting valuation provided
Level 1			
Quoted equities	Quoted equities that are listed and actively traded on a recognised stock exchange. These are valued at the quoted bid price at the valuation date.	Observable inputs - bid prices on stock exchanges.	Not Required
Quoted bonds	Quoted bonds that are listed and actively traded on a recognised stock exchange are valued at the quoted bid price at the relevant date.	Observable inputs - bid prices on stock exchanges.	Not Required

Description of asset	Basis of Valuation	Observable and unobservable inputs	Key Sensitivities affecting valuation provided
Level 1			
Quoted indexed linked bonds	Quoted indexed linked bonds that are listed and actively traded on a recognised stock exchange are valued at the quoted bid price at the relevant date. The bid price is further adjusted for inflation by multiplying the bid price with change in the relevant inflation from issued date to the valuation date.	Observable inputs - bid prices on stock exchanges and retail price index.	Not Required
Level 2			
Pooled investment- overseas unit trusts and quoted property funds	Quoted equities that are listed on a recognised stock exchange, but are not actively traded daily. These are valued using bid prices at the valuation date published by investment managers at the pooled funds. These prices are typically NAV-based prices and they are set on a forward pricing basis. We do not know in advance the exact price we will pay or receive, as this will be based on the NAV at a future time. Prices are reviewed periodically ranging from 7 days, monthly or quarterly.	Observable inputs - bid prices on stock exchanges.	Not Required
Level 3			
All unquoted, delisted or suspended assets, pooled investments - hedge funds, unit trusts and property funds	**Unquoted** assets are valued based on either of these methods: a) Unquoted assets are valued at fair value by the fund manager, in accordance with industry-accepted guidelines, and adjusted for any cash transactions occurring after the reporting date. b) Valued based on the latest unit redemption price (bid price) supplied by general partners. c) **Delisted** assets are valued at nil. d) **Suspended** assets are valued at the latest bid price at the date of valuation.	Unobservable inputs - a) Private net asset statements supplied by general partners. b) Bid (redemption) prices supplied general partners. c) Zero valuation based on prudence. d) Observable inputs - latest quoted prices, classified as Level 3, based on prudence.	Valuations could be affected by material events occurring between the date of the net assets statement provided and the general partners own reporting date by changes to expected cashflows and by any differences between audited and unaudited accounts.

Description of asset	Basis of Valuation	Observable and unobservable inputs	Key Sensitivities affecting valuation provided
Level 3			
Freehold and leasehold properties	**Freehold properties** are valued at fair value at the year-end by CBRE independent valuers - in accordance with the RICS Valuation – Global Standards 2022 which incorporate the International Standards and the RICS Valuation – Professional Standards UK 2022 (revised November 2021) ("The Red Book").	Observable inputs - valuation certificates provided by RICS valuers.	Changes in rental growth, vacancy levels or discount rates could affect valuations.

Note 18a: Sensitivity of assets valued at level 3

The sensitivity of the assets valued at level 3 to potential changes in unobservable inputs is set out in the table below. The table reports the potential impact on the value of the assets if there were to be changes to the inputs at various percentages.

Asset type	Potential variation in fair value depending on valuation basis adopted	Values at 31 March 2025 £'000	Potential value on increase £'000	Potential value on decrease £'000
Pooled investments - hedge funds	+ or - 4.84%	166,268	174,315	158,221
Property funds	+ or - 4.02%	524,051	545,118	502,984
Direct property	+ or - 4.02%	94,200	97,987	90,413
Private equity	+ or - 4.84%	2,858,165	2,996,500	2,719,830
Other assets	+ or - 4.74%	80,688	84,513	76,863
Total		**3,723,372**	**3,898,433**	**3,548,311**

Note: The percentage values for the potential variation in fair value are based on the values from the Northern Trust performance report on investments at March 2025.

Asset type	Potential variation in fair value depending on valuation basis adopted	Values at 31 March 2024	Potential value on increase £'000	Potential value on decrease £'000
Pooled investments - hedge funds	+ or - 13.96%	159,195	181,419	136,971
Property funds	+ or - 13.96%	558,324	636,266	480,382
Direct property	+ or - 13.96%	6,200	7,066	5,335
Private equity	+ or - 13.96%	2,566,804	2,925,130	2,208,478
Other assets	+ or - 3.45%	236,200	244,349	228,051
Total		**3,526,723**	**3,994,229**	**3,059,217**

Note: The percentage values for the potential variation in fair value are based on the values from the Northern Trust performance report on investments at March 2024.

Financial instruments – valuation

Valuation of financial assets carried at fair value

The valuations of financial assets have been classified into three levels according to the quality and reliability of information used to determine the fair values. Transfers between levels are recognised in the year in which they occur.

Level 1

Level 1 fair value measurements are those derived from unadjusted quoted prices in active markets for identical assets or liabilities. Financial assets classified as level 1 comprise quoted equities, quoted bonds (fixed interest securities and quoted index linked securities) and unit trusts..

Level 2

Level 2 valuations are those where quoted market prices are not available, for example where the financial asset is traded in a market that is not considered to be active or valuation techniques are used to determine fair value and where these techniques use inputs that are based significantly on observable market data. Financial assets classified as level 2 are quoted property funds.

Level 3

Level 3 portfolios are those where at least one input which could have a significant effect on the instrument's valuation is not based on observable market data. Such instruments would include unquoted equity investments and hedge funds or unquoted property funds, which are valued using various valuation techniques that require significant judgement in determining appropriate assumptions.

The table below provides an analysis of the financial assets and liabilities of the Fund that are carried at fair value in the Fund's Net Assets Statement, grouped into levels 1 to 3 based on the degree to which the fair value is observable.

Note 18b: Valuation hierarchy

	Values at 31-March-2024				Values at 31-March-2025			
	Quoted market Price	Using observable inputs	With significant unobservable inputs	Total	Quoted market Price	Using observable inputs	With significant unobservable inputs	Total
	Level 1	Level 2	Level 3		Level 1	Level 2	Level 3	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Financial assets								
Financial assets at fair value through profit & loss	14,329,982	525,236	3,520,523	18,375,741	14,983,176	367,415	3,629,172	18,979,763
Non financial assets at fair value through profit and loss								
Direct property	-	-	6,200	6,200	-	-	94,200	94,200
Total	**14,329,982**	**525,236**	**3,526,723**	**18,381,941**	**14,983,176**	**367,415**	**3,723,372**	**19,073,963**

Reconciliation of fair value measurements within level 3

2024/25	Value as 1 Apr	Purchases	Sales	Reclassification *	Realised gains/(losses)	Unrealised gains/(losses)	Value at 31 March
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Pooled investments - Hedge funds	159,195	6,000	(15,908)	-	41,676	(24,695)	166,268
Property funds	558,324	8,770	(47,985)	-	54,460	(49,518)	524,051
Direct property	6,200	91,713	-	-	(95,425)	91,712	94,200
Private equity	2,566,804	384,398	(330,078)	168,913	57,941	10,187	2,858,165
Other assets	236,200	29,526	(6,600)	(168,913)	(31,730)	22,205	80,688
Total	**3,526,723**	**520,407**	**(400,571)**	**-**	**26,922**	**49,891**	**3,723,372**

* Investment assets were reclassified during 2024/25 as a result of better information becoming available about the nature of the assets

2023/24	Value as 1 Apr £'000	Purchases £'000	Sales £'000	Realised gains/(losses) £'000	Unrealised gains/(losses) £'000	Value at 31 March £'000
Pooled investments - Hedge funds	144,000	10,000	(10,000)	-	15,195	159,195
Property funds	593,475	75,856	58,841	40,730	(210,578)	558,324
Direct property	6,125	-	-	-	75	6,200
Private equity	2,545,036	512,474	(107,194)	68,091	(451,602)	2,566,805
Other assets	114,202	171,705	(69,961)	(467)	20,721	236,200
Total	**3,402,837**	**770,035**	**(128,314)**	**108,354**	**(626,189)**	**3,526,723**

Note 19: Financial instruments – classification

The following table analyses the carrying value of the financial assets and liabilities by category and by net asset statement heading as at 31 March 2025. The table also includes Direct Property (non-financial instrument) for completeness.

	Values at 31-March-2024				Values at 31-March-2025			
	Fair value through profit and loss As stated £'000	Assets at amortised cost £'000	Liabilities at amortised cost £'000	Total £'000	Fair value through profit and loss £'000	Assets at amortised cost £'000	Liabilities at amortised cost £'000	Total £'000
Financial Assets								
Bonds*	2,548,328	-	-	2,548,328	2,744,969	-	-	2,744,969
Equities	11,463,748	-	-	11,463,748	11,670,558	-	-	11,670,558
Bonds, Equities	**14,012,076**	**-**	**-**	**14,012,076**	**14,415,527**	**-**	**-**	**14,415,527**
Pooled funds equities	1,079,231	-	-	1,079,231	1,015,534	-	-	1,015,534
Pooled funds properties	558,324	-	-	558,324	524,051	-	-	524,051
Pooled funds hedge fund	159,306	-	-	159,306	166,486	-	-	166,486
Pooled funds private equities	1,301,658	-	-	1,301,658	1,549,319	-	-	1,549,319
Pooled funds private equity infrastructure	1,265,146	-	-	1,265,146	1,308,846	-	-	1,308,846
Pooled investment vehicles	**4,363,665**	**-**	**-**	**4,363,665**	**4,564,236**	**-**	**-**	**4,564,236**
Cash*	-	867,815	-	867,815	-	786,473	-	786,473
Other investment balances	-	86,310	-	86,310	-	80,586	-	80,586
Debtors	-	68,023	-	68,023	-	72,132	-	72,132
Total cash and debtors	**-**	**1,022,148**	**-**	**1,022,148**	**-**	**939,191**	**-**	**939,191**
Total financial assets	**18,375,741**	**1,022,148**	**-**	**19,397,889**	**18,979,763**	**939,191**	**-**	**19,918,954**
Financial Liabilities								
Other investment balances	-	-	(3,048)	(3,048)	-	-	(5,729)	(5,729)
Creditors	-	-	(47,409)	(47,409)	-	-	(37,868)	(37,868)
Total financial liabilities	-	**-**	**(50,457)**	**(50,457)**	**-**	**-**	**(43,597)**	**(43,597)**
Total	**-**	**1,022,148**	**(50,457)**	**19,347,432**	**18,979,763**	**939,191**	**(43,597)**	**19,875,357**
Non-Financial instrument assets								
Direct Property	6,200	-	-	6,200	94,199	-	-	94,199
Total	**18,381,941**	**1,022,148**	**(50,457)**	**19,353,632**	**19,073,962**	**939,191**	**(43,597)**	**19,969,556**

*Investment assets in 2023/24 had been disaggregated to a greater level than is required by the Code. To bring the disclosure in line with the Code Index linked bonds have now been included with bonds and cash deposits and cash at bank combined as cash. In 2023/24 the value of index-linked securities was £998,698,000 and bonds was £1,549,630,000 and the value of cash deposits was £760,571,000 and cash at bank was £107,244,000.

Note 20: Current assets – debtors

2023/24 £'000		2024/25 £'000
	Debtors	
40,663	Contributions due from employees and employers	40,665
27,359	Other debtors	31,466
68,022	**Total**	**72,131**

All debtors are trade debtors with payments due within 12 months.

Note 21: Current liabilities – creditors

2023/24 £'000		2024/25 £'000
	Creditors	
(15,100)	Unpaid benefits	(17,901)
(32,309)	Other current liabilities	(19,966)
(47,409)	**Total current liabilities**	**(37,867)**

Note 22: Related party transactions

In accordance with IAS24 Related Party Disclosures, material transactions with related parties not disclosed elsewhere are detailed below.

Administering body

Bradford Metropolitan District Council is a related party in its role as the Administering Authority for West Yorkshire Pension Fund.

In 2024/25, City of Bradford Metropolitan District Council charged West Yorkshire Pension Fund £606k in respect of support services provided (£604k in 2023/24). The support costs include a full year support for financial systems, payroll, HR, legal, internal audit and information technology services.

Employers

Employers are related parties in so far as they pay contributions to the fund in accordance with the appropriate Local Government Pension Scheme (LGPS) Regulations. A list of employers who have contributed to the fund during the reporting period can be found in Section 5 of this report. Contributions owed by employers in respect of March 2025 payroll are included within the total debtors figures in Note 20.

Members

The Metropolitan Councils of Bradford, Leeds, Kirklees, Wakefield and Calderdale appoint a number of members to the Investment Advisory Panel, the Joint Advisory Group and the Local Pension Board. Six of these members are in receipt of pension benefits from the Fund.

Each of the members to the Investment Advisory Panel, the Joint Advisory Group and the Local Pension Board is required to declare any interests relevant to the matters being discussed at each meeting. There are eight members who had declared an interest for 2024/25, however there were no transactions in 2024/25 which are considered material. The following organisations are considered related parties due to such relationships.

YPO Procurement Holdings Ltd

Whitaker & Co Limited

MHM Trustee Services LTD

The Leeds United Foundation

Mosaic Church Limited

The Gorse Academies Trust

Leeds Heritage Theatres

Northern Pool Group (No.1) Limited

Creedborne Limited

LBFL Consultancy Ltd

There have been no material transactions between any member or their families and the pension fund. This was also the case for 2023/24.

Key management personnel

No senior officers responsible for the administration of the Fund have entered into any contract for the supply of goods or services to the Fund, other than their contract of employment with City of Bradford Metropolitan District Council. This was also the case for 2023/24.

IAS 24 requires entities to disclose key management personnel compensation. The Fund has identified key management personnel as the Managing Director of the West Yorkshire Pension Fund, the Chief Investment Officer of the West Yorkshire Pension Fund and the Chief Executive of Bradford Council. The combined compensation for these officers, attributable to West Yorkshire Pension Fund, is £378k (2023/24 £426k). Details of the remuneration for these two posts are included in Note 10b of the City of Bradford Metropolitan District Council’s statement of accounts.

Note 23: Nature and extent of risks arising from financial instruments

Risk and risk management

The Fund's primary long-term risk is that its assets will fall short of its liabilities (i.e. promised benefits payable to members). Therefore, the aim of investment risk management is to minimise the risk of an overall reduction in the value of the Fund and to maximise the opportunity for gains across the whole Fund portfolio. The Fund achieves this through asset diversification to reduce exposure to market risk (price risk, currency risk and interest rate risk) and credit risk to an acceptable level. In addition, the Fund manages its liquidity risk to ensure there is sufficient liquidity to meet the Fund's forecast cash flows. The Fund manages these investment risks as part of its overall pension fund risk management programme.

The management of risk is set out in the fund's Investment Strategy Statement, which in turn is driven by the Funding Strategy Statement. The full text of these statements can be found at the end of this document and also at:

https://www.wypf.org.uk/wypf/wypf-documents-and-boards/

The investment strategy is managed by the Investment Advisory Panel, whose responsibility it is to ensure that the Fund's investment portfolio, which is managed in-house, agrees with policy and strategy with regard to asset allocation.

The Fund routinely monitors all risks in accordance with the Fund's risk management strategy.

Market risk

Market risk is the risk of loss from fluctuations in equity and commodity prices, interest and foreign exchange rates and credit spreads. The Fund is exposed to market risk from its investment activities, particularly through its equity holdings. The level of risk exposure depends on market conditions, expectations of future price and yield movements and the asset mix.

The objective of the Fund's risk management strategy is to identify, manage and control market risk exposure within acceptable parameters, whilst optimising the return.

In general, excessive volatility in market risk is managed through the diversification of the portfolio in terms of geographical and industry sectors and individual securities. To mitigate market risk, the Fund and its investment advisors undertake appropriate monitoring of market conditions and benchmark analysis.

The Fund's asset holdings are spread across more than 800 UK companies, and almost 1,000 foreign companies, and a range of unit trusts and managed funds.

Risk is controlled by reviewing on a continuous basis the risk attached to the Fund's asset allocation relative to the fund- specific benchmark, to ensure that any major divergence from the benchmark is acceptable.

Custodian risk is controlled through continuous monitoring and periodic review of the custodial arrangements.

Risk is also monitored in relation to the funding position of the Fund and the investment requirements that flow from it, in conjunction with the Fund's actuary.

Counter-party and cash management risk are controlled by the in-house investment management team through the setting of appropriate limits for exposure with any individual organisation.

The market risk is captured by changes in the market value of assets and this risk is measured by price risk, interest rate risk, currency risk, credit risk and liquidity risk. Sensitivity analysis of each type of market risk follows with the method of assumption.

a. Price risk

Price risk represents the risk that the value of a financial instrument will fluctuate as a result of changes in market prices (other than those arising from interest rate risk or foreign exchange risk), whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all such instruments in the market.

The Fund is exposed to share price risk. This arises from investments held by the fund for which the future price is uncertain. All securities investments present a risk of loss of capital. The maximum risk resulting from financial instruments is determined by the fair value of the financial instruments.

The Fund's investment managers mitigate this price risk through diversification. The selection of securities and other financial instruments is monitored by the fund to ensure it is within limits specified in the Fund's investment strategy.

Price risk – sensitivity analysis

Potential price changes are determined based on the observed historical volatility of asset class returns. Riskier assets such as equities will display greater potential volatility than bonds for example, so the overall outcome will depend largely on asset allocation. The fund has determined that the following movements in market price risk are reasonably possible for the 2024/25 reporting period.

Asset Type	Value as at 31 March 2025 £000	Percentage change %	Value on increase £000	Value on decrease £000
Bonds	2,744,969	(1.90)	2,692,815	2,797,123
Equities	11,670,558	4.84	12,235,413	11,105,703
Pooled funds equities	1,015,534	4.84	1,064,686	966,382
Pooled funds properties	524,051	4.02	545,118	502,984
Pooled funds hedge fund	166,486	4.84	174,544	158,428
Pooled funds private equities	1,549,319	4.84	1,624,306	1,474,332
Pooled funds private equity infrastructure	1,308,846	4.84	1,372,194	1,245,498
Direct property	94,200	4.02	97,987	90,413
Total Investment Assets	**19,073,963**		**19,807,063**	**18,340,863**

Asset Type	Value as at 31 March 2024 £000	Percentage change %	Value on increase £000	Value on decrease £000
UK bonds	1,925,960	8.61	2,091,785	1,760,135
Overseas bonds	622,368	8.61	675,954	568,782
UK equities	4,709,758	13.96	5,367,240	4,052,276
Overseas equities	6,753,991	13.96	7,696,848	5,811,134
Pooled funds UK equities	463,483	13.96	528,185	398,781
Pooled funds overseas Equities	615,748	13.96	701,706	529,790
Pooled funds UK properties	489,448	13.96	557,775	421,121
Pooled funds overseas properties	46,269	13.96	52,728	39,810
Pooled funds UK hedge fund	159,306	13.96	181,545	137,067
Pooled funds UK private equities	967,198	13.96	1,102,219	832,177
Pooled funds overseas private equities	357,067	13.96	406,914	307,220
Pooled funds UK private equity infrastructure	1,060,652	13.96	1,208,719	912,585
Pooled funds overseas private equity infrastructure	204,493	13.96	233,040	175,946
Direct property	6,200	13.96	7,066	5,334
Total Investment Assets	**18,381,941**		**20,811,724**	**15,952,158**

Note: Cash certificate on deposit, cash at bank, other investment assets and other investments liabilities have been removed from the 2023/24 table as it has been determined in 2024/25 that these assets do not have a price risk, meaning no comparator is required.

b. Interest rate risk

The Fund invests in financial assets for the primary purpose of obtaining a return on investments. These investments are subject to interest rate risks, which represent the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Fund's interest rate risk is routinely monitored by the Fund and its investment advisors in accordance with the Fund's risk management strategy, including monitoring the exposure to interest rates and assessment of actual interest rates against the relevant benchmarks.

The Fund's direct exposure to interest rate movements as at 31 March 2024 and 31 March 2025 is set out below. These disclosures present interest rate risk based on the underlying financial assets at fair value.

Interest rate risk – sensitivity analysis

The Fund recognises that interest rates can vary and can affect both income to the Fund and the value of the net assets available to pay benefits.

The analysis that follows assumes a decrease in interest rates from 311 basis points (2023/24) to 261 basis points (2024/25) which indicates volatility in interest rates over a 12-month period and that the market is experiencing fluctuations due to factors such as economic conditions, inflation expectations and monetary policy changes. The effect in the year on the net assets available to pay benefits of a +/- 261 BPS change in interest rates.

Asset Type	Value as at 31 March 2024 £000	Value on increase +311BPS £000	Value on decrease +311BPS £000	Value as at 31 March 2025 £000	Value on increase +261BPS £000	Value on decrease +261BPS £000
Bonds (excluding Index-linked bonds)	1,549,630	1,597,823	1,501,437	1,514,652	1,554,184	1,475,120
Cash	867,815	894,804	840,826	786,473	807,000	765,946
Total	**2,417,445**	**2,492,627**	**2,342,263**	**2,301,125**	**2,361,184**	**2,241,066**

*Investment assets in 2023/24 had been disaggregated to a greater level than is required by the Code. To bring the disclosure in line with the Code Index linked bonds have now been included with bonds and cash deposits and cash at bank combined as cash. In 2023/24 the value of index-linked securities was £998,698,000 and bonds was £1,549,630,000 and the value of cash deposits was £760,571,000 and cash at bank was £107,244,000.

c. Currency rate risk

Currency risk represents the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Fund is exposed to currency risk on financial instruments that are denominated in any currency other than the functional currency of the Fund (GBP). The Fund holds both monetary and non-monetary assets denominated in currencies other than GBP.

The following table summarises the Fund's currency exposure as at 31 March 2024 and 31 March 2025.

Currency rate risk - sensitivity analysis

Following analysis of historical data, the Fund considers the likely volatility associated with foreign exchange rate movements to be 3.0%, (2023/24 3.0%). A 3.0% strengthening/weakening of the pound against the various currencies in which the Fund holds investments would decrease/increase the net assets available to pay benefits as follows.

Asset Type	Value as at 31st March 2024 £000	Value on increase 3.0% £000	Value on decrease 3.0% £000	Value as at 31 March 2025 £000	Value on increase 3.0% £000	Value on decrease 3.0% £000
Overseas bonds	622,368	641,039	603,697	611,166	629,501	592,831
Overseas equities	6,753,991	6,956,611	6,551,371	7,144,571	7,358,908	6,930,234
Pooled funds overseas equities	615,748	634,220	597,276	551,128	567,662	534,594
Pooled funds overseas properties	46,269	47,657	44,881	79,205	81,581	76,829
Pooled funds overseas private equities	357,067	367,779	346,355	302,166	311,231	293,101
Pooled funds overseas private equity infrastructure	204,493	210,628	198,358	224,803	231,547	218,059
Foreign currency cash deposits	100,089	103,092	97,087	69,269	71,347	67,191
Total overseas assets	**8,700,025**	**8,961,026**	**8,439,025**	**8,982,308**	**9,251,777**	**8,712,839**

d. Credit risk

Credit risk represents the risk that the counterparty to a transaction or a financial instrument will fail to discharge an obligation and cause the Fund to incur a financial loss. The market values of investments generally reflect an assessment of credit in their pricing and consequently the risk of loss is implicitly provided for in the carrying value of the Fund’s financial assets and liabilities.

The credit risk connected with stock lending is managed by holding collateral with a greater value than the amount of stock lent out at any one time. In addition, the Fund is fully indemnified by our financial securities custodian on stock lending activities. Stock lending and the associated collateral at the year-end are detailed in Note 17b.

e. Liquidity risk

Liquidity risk represents the risk that the Fund will not be able to meet its financial obligations as they fall due. The Fund therefore takes steps to ensure there are adequate cash resources available to meet its commitments. This will particularly be the case for cash, from the cashflow matching mandates from the main investment strategy to meet pensioner payroll costs, and also cash to meet investment commitments.

Note 24: Contractual commitments

The table below shows the undrawn commitments of the West Yorkshire Pension Fund at 31 March 2024 and 31 March 2025.

	Investment value at 31 March 2024 £000	Undrawn commitments £000	Investment value at 31 March 2025 £000	Undrawn commitments £000
Asset class				
Private equity	2,566,804	1,352,631	2,858,165	1,492,359
Property funds	558,324	25,041	524,051	29,081
Total	**3,125,128**	**1,377,672**	**3,382,216**	**1,521,440**

Undrawn commitments relate to outstanding call payments due on unquoted limited partnership funds held in private equity, property and infrastructure parts of the portfolio. The amounts 'called' by these funds are irregular in both size and timing over a period of between four and six years from the date of each original commitment.

Note 25: Accounting Standards Issued, not yet adopted

The Code requires the disclosure of information relating to the impact of an accounting change that will be required by a new accounting standard, but one which has not yet been implemented.

The Code also requires that changes in accounting policy are to be applied retrospectively unless transitional arrangements are specified, this would, therefore result in an impact on disclosures spanning two financial years.

At the balance sheet date, the following new standards and amendments to existing standards have been published but not yet adopted by the Code of Practice of Local Authority Accounting in the United Kingdom and will be adopted in 25/26:

The following amendment does not apply as all foreign exchange held by the Fund is exchangable.

IAS 21 The Effects of Changes in Foreign Exchange Rate (Lack of Exchangeability) issued in August 2023. The amendments to IAS 21 clarify how an entity should assess whether a currency is exchangeable and how it should determine a spot exchange rate when exchangeability is lacking, as well as require the disclosure of information that enables users of financial statements to understand the impact of a currency not being exchangeable.

The following amendment does not apply as the Fund does not hold any insurance contracts.

IFRS 17 Insurance Contracts issued in May 2017. IFRS 17 replaces IFRS 4 and sets out principles for recognition, measurement, presentation and disclosure of insurance contracts.

The changes to the measurement of non-investment assets within the 2025/26 Code include adaptations and interpretations of IAS 16 Property, Plant and Equipment and IAS 38 Intangible Assets. These include setting out three revaluation processes for operational property, plant and equipment, requiring indexation for tangible non-investment assets and a requirement to value intangible assets using the historical cost approach. These have the same effect as requiring a change in accounting policy due to an amendment to standards, which would normally be disclosed under IAS 8. However, the adaptations also include a relief from the requirements of IAS 8 following a change in accounting policy.

All the above accounting standards do not have an impact on the West Yorkshire Pension Fund.

Note 26: Investment Strategy Statement

West Yorkshire Pension Fund has prepared an Investment Strategy Statement (ISS) published under Regulation 7 of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016. The fund has also prepared a Funding Strategy Statement (FSS) in accordance with Regulation 58 of the Local Government Pension Scheme Regulations 2013.

Full details of the ISS and the FSS are included in this report and are available on the Fund's website.

https://www.wypf.org.uk/wypf/wypf-documents-and-boards/

SECTION 6 INVESTMENTS AND FUNDING

Investment management and strategy

Investment strategy and asset allocation are agreed at quarterly meetings of the Investment Advisory Panel. There are twenty-two professional investment managers, and thirteen investment administration and settlement staff in the in-house investment team.

Within the Northern LGPS Pool arrangements (NLGPS) the fund's investment portfolio continues to be managed in-house on a day-to-day basis, supported by the fund's external advisers. NLGPS is set up to for the three fund partners to work collaboratively and provide the most effective solutions investment management. All NLGPS partners use a common custody provider and are delivering at scale infrastructure investment via GLIL and private equity investment using the Northern Private Equity (NPEP) vehicle. The tables on page 38 and 39 provides the following key information for WYPF:

- Asset market values for NPEP + GLIL
- Asset market values held in NLGPS common custody
- Cash holding
- Investment performance
- Asset allocations and control range

The Northern LGPS – Annual Report 2023/2024 is provided on page 84 to 96.
The panel has adopted a fund-specific benchmark which is reviewed and revised annually. Details of the benchmark currently being used are shown in the Investment Strategy Statement. The benchmark represents the optimal investment portfolio distribution between asset classes to bring WYPF to 100% funding in accordance with the principles outlined in the Investment Strategy Statement. The panel makes tactical adjustments around the benchmark for each asset class within a set control range.

The global inflationary pressures and political instability continued causing concerns across all sectors, however WYPF had a very limited exposure of assets to Russia of 0.1% and we continue to keep a watchful eye on events. These events have had a negative impact on all markets.

Investment performance

In 2024/25 our investments made a positive return of 3.9%, against a benchmark return of 5.2%. This performance is 1.4% below our benchmark. Our medium to long-term performance is as follows three years 4.32% (34th percentile), five years 9.3% (17th percentile), ten years 7.0% (26th percentile) and thirty years 7.8% (10th percentile), exceeding our benchmark at all of these time periods.

The fund is focused on long term investment performance and strategy. The fund has a very different asset strategy to that of the average LGPS fund. The key difference is our relatively high commitment to equities and the commensurate underweighting of other assets. During recent years this would have had a positive impact on the fund's performance relative to its peers because equities returns were considerably ahead of bonds.

Voting policy

Wherever practical the fund votes on resolutions put to the annual and extraordinary general meetings of all companies in which it has a shareholding. The basis of the voting policy is set out in the Investment Strategy Statement. Full details of the voting policy are also available on the fund website, as are details of the fund's voting activities at companies' annual general and extraordinary general meetings. The fund has appointed Pensions & Investment Research Consultants Ltd (PIRC) to manage voting rights, ensuring full engagement on governance and voting on all resolutions.

Custody of financial assets and stock lending

The Northern LGPS Pool appointed custodian is Northern Trust. Northern Trust provides custodial services to the fund and is responsible for safe keeping, settlement of transactions, income collection, overseas tax reclaims, stock lending, general custodial services and other administrative actions in relation to all the fund's listed fixed-interest and equity shareholdings, with the exception of private equity, private credit and property. All the three funds in the Northern LGPS Pool - Greater Manchester Pension Fund, Merseyside Pension Fund and West Yorkshire Pension Fund, are now serviced by Northern Trust.

Value for money

The latest government LGPS data released in late 2024 for 2023/24 financial year shows the fund's total investment management cost per member of £22.12 (£22.97 in 2022/23). WYPF total cost per member of £44.67 is the lowest for all local government pension schemes and compares exceptionally well with the average LGPS cost for 2023/24 of £315.07 (£308.96 in 2022/23).

Independent assessment of WYPF investment value for money

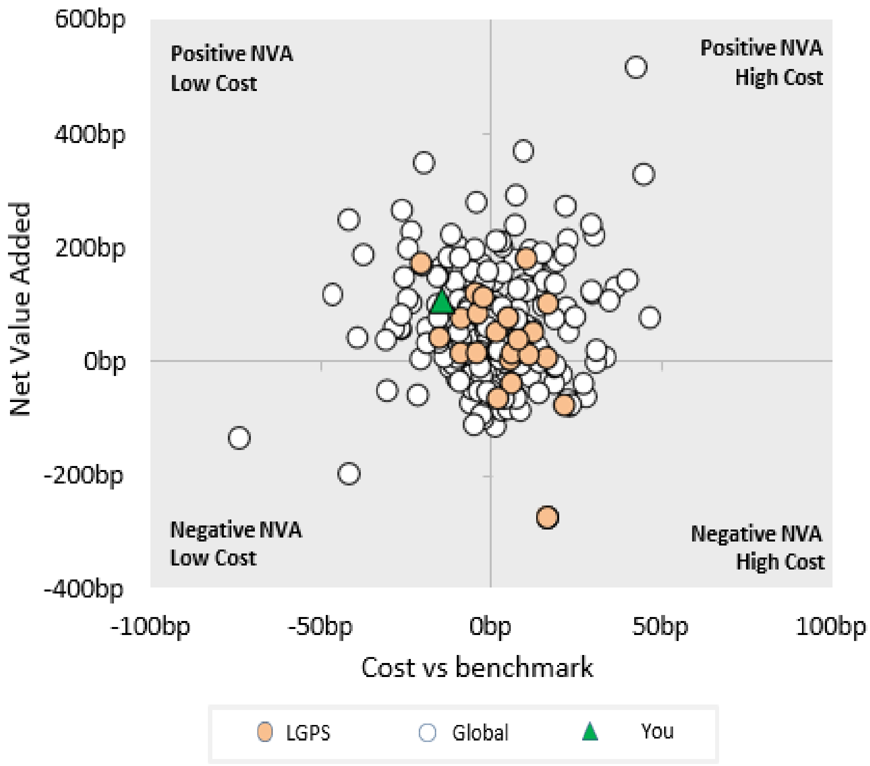
WYPF takes part in the annual Global CEM investment management benchmarking, comparing funds costs globally. The latest exercise for 2023/24 financial year compared WYPF £19.4 billion assets with peer funds globally with assets under management ranging from £6.2 billion to £27.1 billion). The summary result for WYPF is:

1. **Cost** – like for like cost for 2023/24 including direct cost and indirect cost for private assets is 41.1bps a reduction in cost compared to 2022/23 43.7bps, this is below 50.6bps for peer organisation globally. WYPF has a lower implementation cost, and on aggregate we paid less than peers for similar assets.
2. **Performance** – for 2023/24 5 year net return of 6.6% is close to the median for peer organisations.
3. **Value added** – 2023/24 5 year value added was 1.1%, adding £952m to the fund, peer organisations average was 0.4%.
4. **Cost effectiveness** – 2023/24 5 year performance showed positive value added, showing on the low-cost quadrant of the VFM chart.

WYPF 5-year performance is placed in the positive value-added low-cost quadrant of the VfM chart:

a) 2023/24 Low-cost value added – Net value added of 6.9bps, cost savings of 9.4 bps

b) Low cost net value added is 107.2bps, cost savings 14.3 bps



Total	2020	2021	2022	2023	2024	5-year
Net value added (bps)	(50.0)	210.0	230.0	170.0	6.9	107.2
Your relative cost (bps)	(13.6)	(26.2)	(11.6)	(10.9)	(9.4)	(14.3)

Investment strategy and performance March 2025

WYPF ASSET CLASS	Managed via NLGPS Pool	NLGPS via Custody	Not Pooled	Total WYPF market value	WYPF Investment Performance	Ending weight	Policy weight	Control range
	£ Million	£ Million	£ Million	£ Million	%	%	%	%
Total equities	**0**	**12,178**	**0**	**12,178**	**4.84**	**61.31**	**59.10**	**51.6-66.6**
UK equities	0	4,479	0	4,479	9.82	22.54	24.10	19.1-29.1
Overseas equities	0	7,699	0	7,699	2.66	38.77	35.00	27.5-42.5
North America	0	3,043	0	3,043	5.35	15.32	12.60	7.6-17.6
Europe (Ex UK)	0	1,990	0	1,990	-0.53	10.02	9.20	4.2-14.2
Japan	0	826	0	826	-2.57	4.16	4.10	1.6-6.6
Asia Pacific (Ex Japan)	0	668	0	668	-5.69	3.36	3.60	1.1-6.1
Emerging markets	0	1,172	0	1,172	11.46	5.90	5.50	3-8
Total bonds	**0**	**2,745**	**0**	**2,745**	**-1.90**	**13.83**	**17.50**	**15-20**
UK govt. bonds	0	814	0	814	-2.15	4.10	4.00	1.5-6.5
UK govt. index linked	0	886	0	886	-9.47	4.46	3.50	1-6
UK corporate bonds	0	434	0	434	6.14	2.19	5.00	4-6
Global govt. bonds	0	81	0	81	2.41	0.41	2.50	1.5-3.5
Global corporate bonds	0	530	0	530	4.14	2.67	2.50	0
Total alternatives	**1,242**	**2,347**	**0**	**3,588**	**7.38**	**18.07**	**16.60**	**14.1-19.1**
UK Hedge funds	0	166	0	166	7.38	0.84	0.70	0.2-1.2
Private equity funds	0	681	0	681	7.38	3.43	5.50	4-7
Private credit	0	398	0	398	4.67	2.00	1.00	0-2
Northern LGPS private equity pool UK	583	0	0	583	5.29	2.94	1.50	0.5-2.5
Private equity infrastructure	0	651	0	651	2.37	3.28	3.10	1.6-4.6
Northern LGPS GLIL infrastructure UK	658	0	0	658	5.29	3.31	2.50	1-4
Listed alternatives	0	451	0	451	9.82	2.27	2.30	0.8-3.8

WYPF ASSET CLASS	Managed via NLGPS Pool	NLGPS via Custody	Not Pooled	Total WYPF market value	WYPF Investment Performance	Ending weight	Policy weight	Control range
	£ Million	£ Million	£ Million	£ Million	%	%	%	%
Property	**0**	**562**	**0**	**562**	**4.02**	**2.83**	**4.80**	**3.3-6.3**
Cash	**0**	**0**	**786**	**786**	**4.74**	**3.96**	**2.00**	**0.5-3.5**
Total WYPF financial assets	**1,242**	**17,832**	**786**	**19,860**	**3.90**	**100.00**	**100.00**	
Non Financial Assets (debtors + creditors)	**0**	**0**	**109**	**109**				
WYPF net assets statement	**1,242**	**17,832**	**895**	**19,969**				

Investment strategy and performance March 2025 UK highlights

WYPF ASSET CLASS	Managed via NLGPS Pool	NLGPS via Custody	Not Pooled	Total WYPF market value	WYPF Invest Perf	Ending weight	Policy weight	Control range
	£ Million	£ Million	£ Million	£ Million	%	%	%	%
Total UK equities	**0**	**4,479**	**0**	**4,479**	**9.82**	**22.54**	**24.10**	**19.1-29.1**
Total UK bonds	**0**	**2,134**	**0**	**2,134**	**-3.50**	**10.75**	**12.50**	**10-15**
UK govt. bonds	0	814	0	814	-2.15	4.1	4.00	1.5-6.5
UK govt. index linked	0	886	0	886	-9.47	4.46	3.50	1-6
UK corporate bonds	0	434	0	434	6.14	2.19	5.00	4-6

WYPF ASSET CLASS	Managed via NLGPS Pool	NLGPS via Custody	Not Pooled	Total WYPF market value	WYPF Invest Perf	Ending weight	Policy weight	Control range
	£ Million	£ Million	£ Million	£ Million	%	%	%	%
Total UK alternatives	**1,221**	**2,100**	**0**	**3,322**	**7.38**	**16.73**	**16.60**	**14.1-19.1**
UK Hedge funds	0	166	0	166	7.38	0.84	0.70	0.2-1.2
UK Private equity funds	0	564	0	564	7.38	2.84	5.50	4-7
UK Private credit	0	358	0	358	4.67	1.8	1.00	0-2
UK Northern LGPS private equity pool	583	0	0	583	5.29	2.94	1.50	0.5-2.5
UK Private equity infrastructure	0	561	0	561	2.37	2.83	3.10	1.6-4.6
UK Northern LGPS GLIL infrastructure	638	0	0	638	5.29	3.21	2.50	1-4
UK Listed alternatives	0	451	0	451	9.82	2.27	2.30	0.8-3.8
UK Property	**0**	**562**	**0**	**562**	**4.02**	**2.83**	**4.80**	**3.3-6.3**
Cash	**0**	**0**	**786**	**786**	**4.74**	**3.96**	**2.00**	**0.5-3.5**
Total WYPF UK financial assets	**1,221**	**9,276**	**786**	**11,283**	**3.37**	**56.81**	**60.00**	
Total WYPF overseas financial assets	**20**	**8,557**	**0**	**8,577**	**0.53**	**43.19**	**40.00**	
Total WYPF financial assets	**1,242**	**17,832**	**786**	**19,860**	**3.90**	**100.00**	**100.00**	
Non Financial Assets (debtors + creditors)	**0**	**0**	**109**	**109**				
Total WYPF net assets statement	**1,242**	**17,832**	**895**	**19,969**				

Northern Local Government Pension Scheme

In 2015 the Ministry of Housing, Communities and Local Government (MHCLG) issued guidance on LGPS asset pooling (LGPS: Investment Reform Criteria and Guidance), which sets out how the government expected funds to establish asset pooling arrangements. There are ongoing consultations by the Government the future pension investment with stakeholders. At the time of writing, that consultation has not been responded to by the Government.

Northern LGPS Annual Report 2024/2025

NorthernLGPS
The Collective Asset Pool for Greater Manchester
Merseyside and West Yorkshire Pension Funds

The Northern LGPS

The Northern LGPS is an investment pool. It is a partnership between three Local Government Pension Scheme (LGPS) pension funds: Greater Manchester Pension Fund, Merseyside Pension Fund and West Yorkshire Pension Fund.

Our purpose is to combine the management of the investments of the three funds to capture the benefits of investing together rather than separately.

The Northern LGPS is one of eight UK LGPS investment pools, each owned or governed by their partner funds.

Our operating model is flexible, focused on outcomes and delivering value for money. The Northern LGPS's operating costs are low, helping to provide the cost savings we were created to achieve.

You can find out more about what we do by visiting our website at www.northernlgps.org.uk.

This is our annual report for 2024/2025.

Chair's introduction

The Northern LGPS is growing and changing

" This has been an interesting year for the Northern LGPS"

Andrew Thornton, Chair of the Northern LGPS Pool Joint Committee

I am delighted to introduce the Northern LGPS' Annual Report and update all stakeholders on our pool's performance over the year. I will highlight our key achievements and look ahead to 2025 and beyond.

Our performance continues to go from strength to strength

The performance of Northern LGPS this year was positive, and our pool continues to go from strength to strength whilst navigating the changing LGPS pooling landscape. We achieved a return of 4.9% over the year to 31 March 2025, with pool assets standing at over £63.1 billion at the year-end. In 2024/25 we outperformed the PIRC Local Authority average by 0.5%. Moreover, the Northern LGPS has outperformed the PIRC Local Authority average on both 3-year and 5-year returns.

This strong performance, both on an absolute basis and against performance benchmarks, is a testament to the hard work and diligence of my fellow Northern LGPS Pool Joint Committee members, officers, and the boards and committees of the partner funds who set and scrutinise the strategic asset allocations.

2024/25 was a significant year marked by a notable change of Presidency in the United States with an accompanying shift in economic policy. One of President Trump's first Executive Orders was to place tariffs on China, Mexico and Canada. This marked a significant change in the economic orthodoxy of the world's largest economy. The United States' new approach to trade and international relations will reverberate through the global economy for the foreseeable future.

Interesting times for LGPS pooling and the Northern LGPS

Over the last couple of years, the Government has focused on consolidation across all types of pension schemes, with the Government's general perception that a smaller number of larger schemes would deliver better value for money for members and scheme sponsors. In addition, the Government has been concerned that UK pension funds' investment strategies have not provided sufficient support for UK economic growth.

In 2024/25 Government unveiled the wide ranging 'Fit for the Future' consultation which will drastically change the LGPS pooling landscape. The landmark consultation proposed formalising and standardising investment pooling models, as well as changing the relationship between administering authorities and their pools. The consultation proposed that there should be:

- a requirement on administering authorities (AAs) to delegate the implementation of their investment strategy to their asset pool
- a requirement for AAs to take their principal advice on their investment strategy from their pool
- a requirement on asset pools to be investment management companies authorised and regulated by the Financial Conduct Authority (FCA) with the expertise and capacity to implement investment strategies
- a requirement for all AAs to transfer all investments to the management of their pool
- a requirement for pools to develop the capability to carry out due diligence on local investments and to manage such investments.

The Northern LGPS, and its constituent funds, submitted responses to the consultation. The main thrust of our response was that a one-size fits all approach to investment pooling and mandation of FCA regulated investment companies was suboptimal. We are already, with our current structure, exceeding Government's larger ambitions around investment in the United Kingdom and achieving value for money. 43% of NLGPS pooled assets are invested in our home market, the highest of all pools. Our investment costs of 38.4bps are competitive by international standards; placing our costs amongst the lowest in the LGPS. Ultimately, we were not convinced that a formal FCA regulated structure would aid or improve upon our considerable achievements.

Nevertheless, in their 29 May 2025 response to the 'Fit for the Future' consultation, Government stated that it would be proceeding with its consultation proposals. Given this fact, the Northern LGPS shall be transitioning from a Joint Committee structure to an FCA regulated investment management company structure to meet our new regulatory requirements. Our proposed structure has received the blessing of the Minister of Pensions and Minister of Local Government as evidenced by their 9 April 2025 letter. We shall endeavour to meet the ambitious deadline set, but equally recognise the gargantuan task ahead of us in such a brief period of time . We have already made substantial progress and are working hard to ensure the pool company is operational.

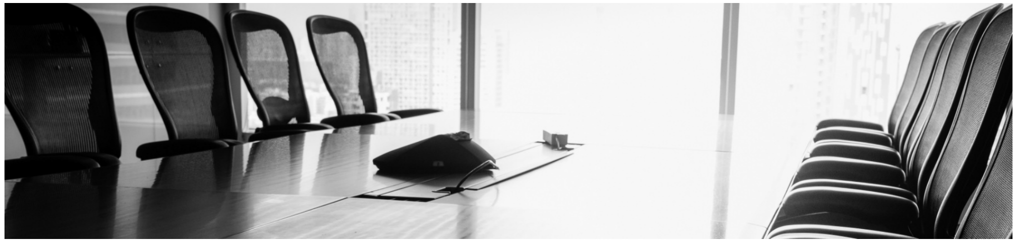
Environmental, social and governance matters

We still await a response from the Government to the 2022 consultation on the implementation in the LGPS of the recommendations of the Taskforce on Climate-Related Financial Disclosures (‘TCFD’). While the ultimate responsibility for providing these disclosures will almost certainly rest with administering authorities, we can see the clear benefits of a coordinated pool approach. Each fund has obtained carbon-footprinting data consistently to help the funds and the Pool reach their Paris-aligned 2050 net-zero targets.

Of course, environmental, social and governance (ESG) matters cover much more than carbon emissions. ESG is vital to the Northern LGPS for many reasons, not least for achieving sustainable, long-term financial returns that underpin the ability to pay pensions. A focus on ESG issues reduces risks to the Pool and its beneficiaries. Several important initiatives have informed our approach to responsible investment. The Northern LGPS collaborates with many other investors and LGPS funds through the Local Authority Pension Fund Forum (LAPFF). We fully support the aims and objectives of the Stewardship Code, and our member funds are signatories of the Code. Pool members are also signatories of the Principles for Responsible Investment, and the Northern LGPS aspires to harmonise the six responsible investment principles with how it implements its investment beliefs.

I thank my colleagues on the Joint Committee, pensions committees, local pension boards and the officers from our partner funds for their support and hard work over the year. I am confident that we will continue to thrive by adhering to our cost-effective approach to LGPS investment pooling. It delivers sustainable financial returns, benefitting members, employers, and taxpayers. The continuing financial challenges that so many local authorities face bring the importance of this into sharp perspective.

Chair of the Northern LGPS Pool Joint Committee (as at year end on 31 March 2025)



Highlights of the year

£63.2 billion **Assets under our stewardship as of 31 March 2025**	**3.9%** **Return over the year**
8.6% **Annualised 5-year return**	**£26 billion +** **Invested in the UK (around 43% of pool assets)**
£54.2 million **Net savings over the year**	**£270.8 million** **Net savings since the Northern LGPS's inception in 2017**
Nearly 6,000 new homes funded by Northern LGPS since inception in 2017	**23,000** **Jobs supported created or supported through our local investments in our area**
39,401 **Votes at meetings**	**866** **Shareholder resolutions voted on**

About the Northern LGPS

How the Northern LGPS came to exist

The Northern LGPS is a partnership between the Greater Manchester Pension Fund, Merseyside Pension Fund and West Yorkshire Pension Fund. These LGPS funds are our partner funds. As of 31 March 2025, the combined assets of these funds totalled £63.1 billion. The Northern LGPS invests these assets for over 920,000 members and 1,400 contributing employers. It aims to achieve sustainable, improved net investment returns for its partner funds.

The Northern LGPS was formed in response to the Government's LGPS pooling agenda, which was first announced in 2015. The Government sought to increase the scale of LGPS investment mandates to reduce investment management costs and facilitate infrastructure investment. It aimed to help drive growth in the UK economy.

Due to the existing scale of its three partner funds, the most significant benefit of pooling for these funds was in private market assets, where there was scope to generate further economies of scale and to combine resources to make direct investments. Therefore, the initial focus of the Northern LGPS was on establishing vehicles that could make collective investments in private market assets, particularly infrastructure and private equity. The partner funds were already significant investors in the GLIL direct infrastructure vehicle, but they also established a collective private equity vehicle known as NPEP in 2018.

The Northern LGPS selected Northern Trust as its FCA-regulated custodian to ensure it held all listed assets of the pool (all internally and externally managed equities and bonds) within a single, permanent FCA-regulated entity. The custodian acts as a primary recordkeeper for all assets and manages the calls and distributions in NPEP.

The Northern LGPS has appointed external managers across several other asset classes, including direct property and a range of property support services.

Our partner funds

The Northern LGPS is a partnership between the Greater Manchester Pension Fund, Merseyside Pension Fund and West Yorkshire Pension Fund. The three local authority pension funds preside over a powerhouse area that is approximately 3% of England’s landmass but 10% of its GDP.

The partner funds collectively invest over £26Bn, or 41% of pool assets, in the United Kingdom.

	Greater Manchester Pension Fund	West Yorkshire Pension Fund	Merseyside Pension Fund	Total
Number of member accounts (all types)	438,001	327,632	157,801	923,434
Number of contributing employers	733	422	268	1,423
Value of fund assets (31 March 2025) *	£32.29bn	£19.97Bn	£10.96 Bn	£63.22Bn
Value of UK assets (SAB Basis)	£8.2bn	£7.3bn	£4.6bn	£19.9bn
Value of UK Assets (NLGPS Basis)**	c. £12bn	c. £10bn	c. £4bn	£26bn

* Value of UK assets as disclosed in Fund annual accounts and consistent with CIPFA Code and Scheme Advisory Board’s annual reporting guidance.

**Value of all UK assets (including corporate bonds, property and other assets excluded from CIPFA definition)

The benefits of asset pooling

There are many positive reasons for asset pooling in the LGPS. Five of the main benefits of asset pooling identified by our partner funds are:

- **Increased opportunities** – By pooling funds, we can take advantage of investment opportunities available only to the largest investors that partner funds might not have been able to access individually.
- **Cost savings** – We can achieve cost savings through economies of scale and increased bargaining power.
- **Further diversified portfolios** – Pooling provides greater diversification, which reduces risk. Our partners will be less affected if a particular type of investment underperforms.
- **Improvements through collaboration** – We can amass experience, knowledge, and views across all three funds, delivering better outcomes for all aspects of our work.
- **Strengthened governance** – Our model provides greater scrutiny, transparency, and accountability. It also helps to mitigate the risks associated with asset ownership.

Northern LGPS Governance

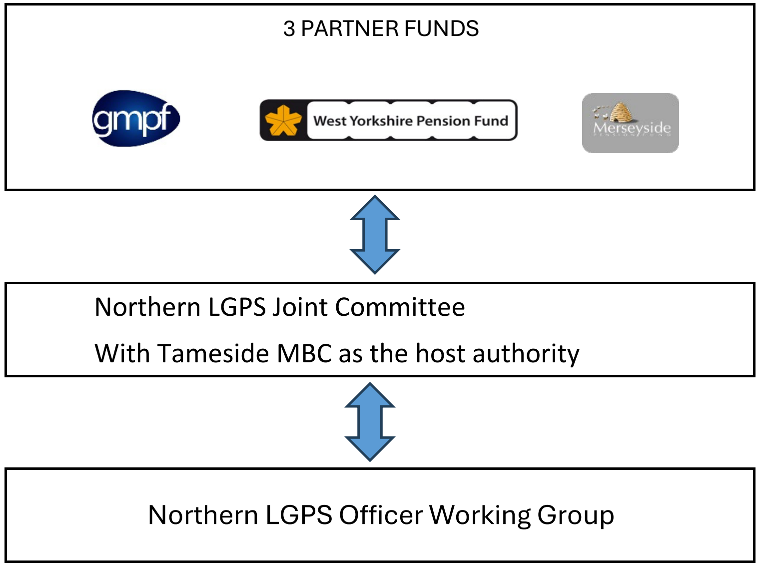
Our governance structure

The Northern LGPS Pool is a Local Government Joint Committee. It is not a standalone legal entity. A host authority (currently Tameside MBC as the Administering Authority for the Greater Manchester Pension Fund) provides the committee with administrative support. Tameside MBC provides all administrative resources and facilities necessary for the committee to run successfully, such as clerking services for the Joint Committee meetings.

The Administering Authorities for the three partner funds signed an inter-authority agreement to create the Joint Committee. The agreement sets out the terms of reference for the Northern LGPS Joint Committee, which is the decision-making body for the Pool. The Local Government Act 1972 section 102 enables administering authorities to create joint committees. The Northern LGPS has delegated authority from each Administering Authority to exercise specific functions for pooling pension fund assets.

The Joint Committee may delegate certain functions to the Northern LGPS Officer Working Group. The Directors of each partner fund sit on the Officer Working Group and provide technical advice to the Joint Committee on investment matters. The Group is a central resource for advice, assistance, and guidance for the Joint Committee.

The three Administering Authorities retain control of their individual funds' asset allocations and nominate members to sit on the Joint Committee.



Northern LGPS Joint Committee

The Northern LGPS Joint Committee consists of the chair and deputy chair of each partner fund's pension committees or alternative persons as nominated by the partner funds.

The members of the Northern LGPS Joint Committee as of 31 March 2025 were:

Greater Mancherster Pension Fund	Merseyside Pension Fund	West Yorkshire Pension Fund
Councillor Eleanor Wills	Councillor Brenda Hall	Councillor Andrew Thornton (Chair of the Joint Governce Committee)
Councillor Mike Smith	Councillor Jeff Green	Elizabeth Bailey

Trade Union Representatives

UNITE	GMB
Ken Drury	Alan Flatley

The Northern LGPS Joint Committee ordinarily meets four times per year. This year the scheduling of meetings fortuitously allowed for five meetings in total. In 2024/25, the Joint Committee met on the following dates:

11 April 2024

18 July 2024

03 October 2024

19 December 2024

27 February 2025

Northern LGPS Officer Working Group

The Northern LGPS Officer Working Group consists of the Directors of each partner fund (or their nominated representatives), supported by other fund officers as required.

The Officer Working Group provides a central resource for advice, assistance, guidance and support.

The members of the Northern LGPS Officer Working Group as of 31 March 2025 were:

Greater Mancherster Pension Fund	Merseyside Pension Fund	West Yorkshire Pension Fund
Sandra Stewart	Peter Wallach	Euan Miller

Our core objective, values, and strengths

Our purpose is to combine the investments of the three funds to capture the benefits of investing together rather than separately.

Our core objective is to generate cost savings for our three partner funds.

We aim to meet this objective by:

- Investing in opportunities that are likely to generate costs savings
- Keeping our running costs low
- Investing responsibly
- Managing risk effectively

Our values align with the values and aims of our partner funds. We value:

- Excellence – delivering results and focussing on the needs and requirements of our stakeholders.
- Collaboration – working together and capturing the benefits of joint working.
- Social responsibility – ensuring our investments and working practices meet our social and environmental goals.
- Prudence – being prudent in our decision-making and taking a long-term view as a long-term investor.

Our two main strengths are our size and our ability to deliver savings for our partner funds at a consistently low cost. Our structure and approach mean we can meet our objectives while keeping our running costs exceptionally low, which adds to our ability to ensure value for money for all stakeholders.

Our partners and support structure

Host Authority – Tameside MBC

Tameside MBC is the host authority of the Northern LGPS. Its responsibilities include:

- Being the point of contact for the Northern LGPS
- Providing administrative resources and facilities for the Northern LGPS
- Providing governance and administrative services for the Northern LGPS, including arranging and clerking meetings
- Providing training for those who undertake a role on the Joint Governance Committee
- Managing contracts for supplies and services

Custodian – Northern Trust Global Services

Northern Trust is our custodian bank and is responsible for the safekeeping of Northern LGPS assets and for recording transactions and settlements.

External Internal Auditors

West Yorkshire Pension Fund and the Greater Manchester Pension Fund have Forvis Mazars LLP as their appointed auditor. Merseyside Pension Fund has Grant Thornton LLP as their appointed auditor.

Both external auditors provide assurance that the constituent Administering Authorities' finances are soundly managed, and the annual accounts present a true and fair view of the Administering Authority's income and expenditure and its assets and liabilities.

Benchmarking – CEM Benchmarking Inc.

All three partner funds use CEM Benchmarking to benchmark their investment data against pension funds across the globe, providing insight into how to maximise value for money in investments.

Engagement Advisors - Pensions & Investment Research Consultants Ltd (PIRC)

PIRC provides the Northern LGPS with stewardship and proxy research services on environmental, social and governance issues. PIRC helps to produce the Northern LGPS's quarterly stewardship reports.

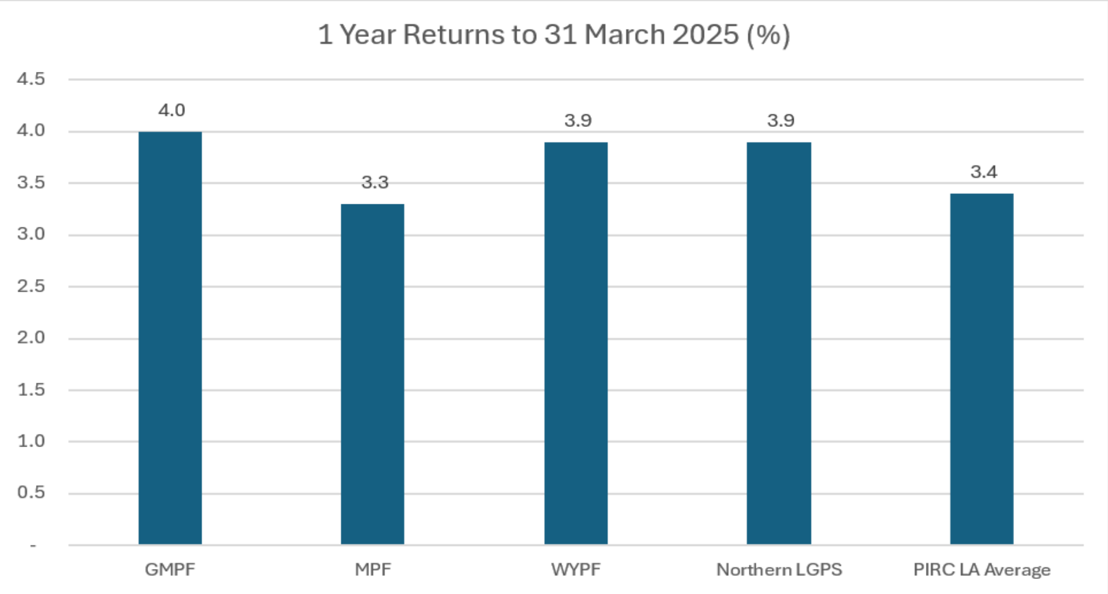
Our performance

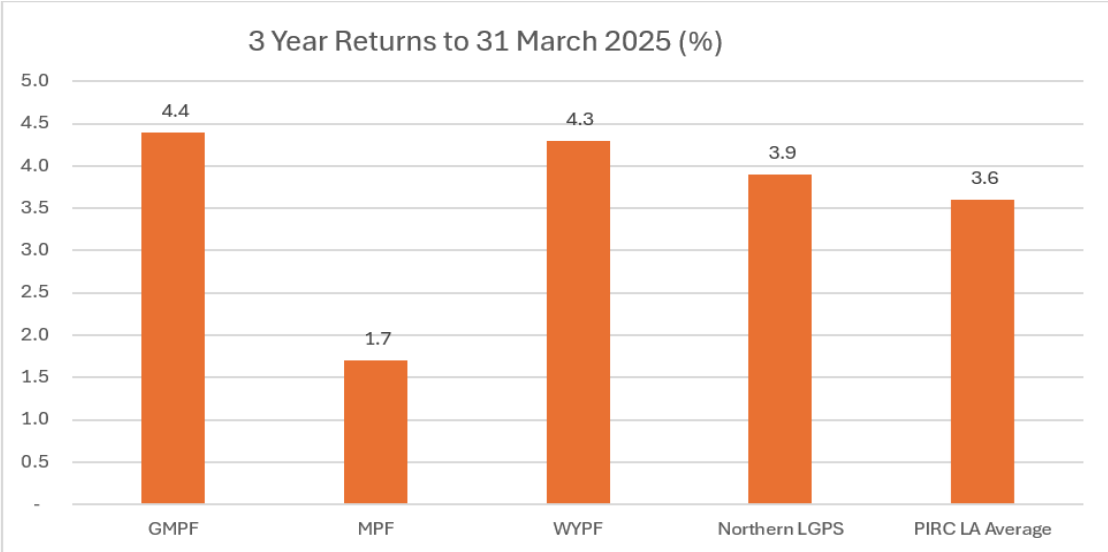
Our strategy

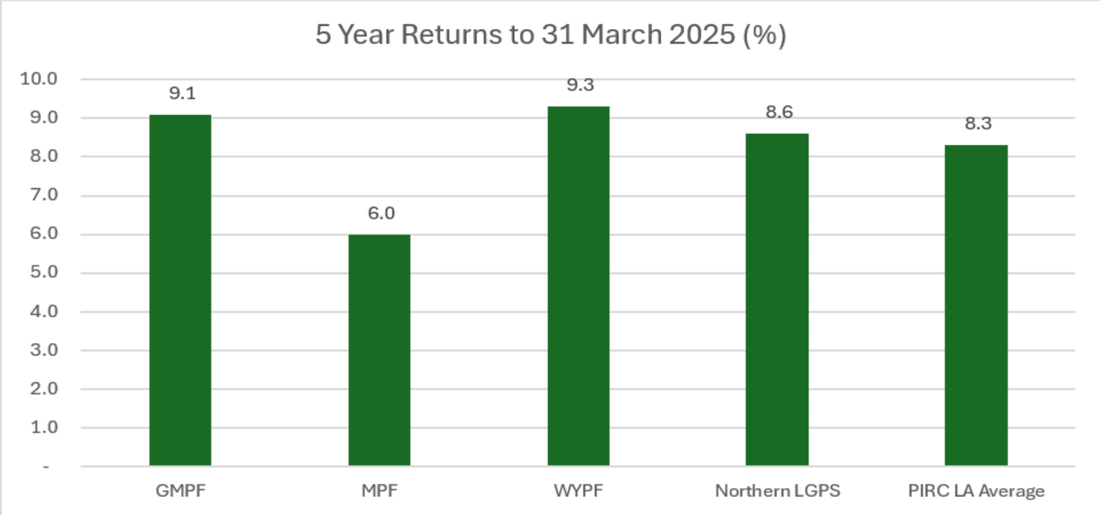
Our strategy is to focus on tasks where there is the greatest scope to generate further economies of scale and where combining resources will increase the number of direct investments.

What we have delivered

The Northern LGPS delivered respectable investment returns of 3.9% over the year to 31 March 2025. The return achieved exceeded the PIRC Local Authority Pension Fund average in 2024/25. Investment returns over 3 and 5 years are also strong, with both 3 year returns and 5 year returns exceeding the PIRC Local Authority Pension Fund average. We have been able to consistently outperform our Local Authority peers.







More detail on costs and savings

The table below sets out the total costs and savings of the Northern LGPS up to 31 March 2025.

	Upto 31 March 2018 £m	2018-19 £m	2019-20 £m	2020-21 £m	2021-22 £m	2022-23 £m	2023-24 £m	2024-25 £m	Total to 31 March 2025 £m
Annual running costs	0.00	0.00	0.10	0.16	0.01	0.01	0.01	0.01	0.32
Other service provider fees	0.00	0.13	0.78	1.17	1.21	1.30	1.33	1.40	7.28
Transition costs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Setup costs	0.22	0.18	0.09	0.00	0.00	0.00	0.00	0.00	0.49
Total costs	**0.22**	**0.31**	**0.97**	**1.33**	**1.22**	**1.31**	**1.34**	**1.41**	**8.09**
Investment Mangement fee savings	7.63	12.21	22.24	31.63	41.79	62.90	44.25	53.11	278.07
Service provider savings	0.00	0.00	0.06	0.15	0.15	0.15	0.15	0.15	0.80
Total savings	**7.63**	**12.21**	**22.31**	**31.77**	**41.93**	**63.05**	**44.40**	**53.26**	**278.86**
Total savings	**7.41**	**11.90**	**21.33**	**30.45**	**40.71**	**67.74**	**43.05**	**51.85**	**270.78**

Total costs (including set up, transition and running costs) as of 31 March 2025	**£8.09m**
Total savings, net of costs, as of 31 March 2025	**£270.78m**

Over the summer of 2021, the Northern LGPS collaborated with the other seven LGPS pools to develop a standardised approach to measuring costs and savings. This work was to enable the Government and other stakeholders to better analyse the impact of LGPS asset pooling and assist in future policymaking. We have calculated the figures in the table above using the agreed standardised approach.

Investments

GLIL

In April 2015, the Greater Manchester Pension Fund and the London Pensions Fund Authority formed a joint venture to invest directly in infrastructure assets, with a focus on investing in the UK. The joint venture was a limited liability partnership named GLIL Infrastructure LLP (GLIL). As part of the LGPS pooling discussions, the West Yorkshire Pension Fund, Merseyside Pension Fund and Lancashire County Council Pension Fund joined GLIL in December 2016.

In March 2018, GLIL was restructured as an open-ended fund to facilitate potential new members. Nest, one of the UK's biggest defined contribution pension schemes, joined GLIL at this time. Additional commitments made by new and existing members mean GLIL has committed capital of £4.1 billion, of which £2.6 billion is from the Northern LGPS partner funds. The Northern LGPS funds' share of the GLIL Net Asset Value stood at almost £2.2 billion at the year-end.

In September 2024 GLIL was crowned the winner of the Transport category at the IPE Real Assets Infrastructure and Natural Capital Global Awards. The award recognised the fund's investment in train stock for Agility Trains East, Rock Rail East Anglia, and Rock Rail South West, as well as the M6toll road.

The following month, in November 2024 GLIL and Bluefield Solar Income Fund were crowned the proud winners of the Joint Venture Acquisition of the Year award at the IJInvestor Awards 2024.

On 31 March 2025, GLIL had thirteen investments. GLIL aims to invest in a diversified portfolio of assets across the core market segments, including energy, renewable energy, waste, regulated assets (utilities, transport, and distribution), telecom, and social infrastructure, including private finance initiatives.

GLIL can invest across capital structures but has only invested in equity because of its risk versus return targets. It is not considering any debt investments in the short to medium term. Another factor influencing portfolio construction is the revenue profile of the asset and whether it is demand-based or availability-based. GLIL can invest across both revenue models as well as across construction and operational assets. GLIL seeks to balance the different risk contributors associated with each revenue model, recognising an over-concentration in either model can create challenges.

GLIL completed its first overseas investment in the first quarter of 2022, purchasing the Rathcool portfolio of wind farms in the Republic of Ireland. GLIL can invest up to 25% of its portfolio outside the UK.

Full details of the current GLIL portfolio are available on the GLIL website. https://www.glil.co.uk/portfolio

Case study - UK Green Infrastructure – Lyceum Solar

In November 2023, GLIL formed Lyceum Solar Limited ('Lyceum Solar') together with Bluefield Solar Income Fund. GLIL and Bluefield Solar Income Fund respectively hold 75% and 25% of Lyceum Solar.

Lyceum Solar's first tranche acquisition was a portfolio of 58 operational, ground-mounted UK solar assets with 247 Megawatt Peak (MWp) capacity across two sub-portfolios: Lion King (101 Megawatt) and Kingpin (146 Megawatt).

In September 2024, GLIL carried out its phase II acquisition plan. It acquired 50% of a 112MW operational solar portfolio (portfolio Nala) together with its 17MW under construction extension projects via Lyceum Solar Ltd, from the Bluefield Solar Income Fund.

In total, the Lyceum portfolio has an impressive capacity of 376MW which is enough to power approximately 280,000 homes. Lyceum Solar's solar assets are a significant contributor to the UK's net zero ambitions and contribute to the Government's Clean Power Action Plan which lays out an ambition of generating 45-47 Gigawatts through all solar generation by 2030.

Northern Private Equity Pool (NPEP) LP

Northern LGPS established the Northern Private Equity Pool (NPEP) in May 2018. NPEP is an investment joint venture structured as an English Limited Partnership. The partnership operates as a single legal entity through which the three Northern LGPS partner funds can invest collectively and collaboratively in private equity assets.

NPEP draws on the combined expertise and experience of the internal teams at each Northern LGPS partner fund and the administration capabilities of Northern LGPS's custodian. The combined scale and resources of NPEP enable it to invest in private equity through lower-cost implementation approaches than have been the case historically.

The Northern LGPS has made Investment decisions at a consistent pace in line with targets since NPEP's inception. It has committed over £2 billion to 39 investment funds and as of 31 March 2025.

At the end of 2019, NPEP concluded an investment commitment with HarbourVest Partners that specifically addressed the co-investment aims of Northern LGPS.

The target is for co-investment to constitute 20% of the NPEP portfolio, providing additional fee savings for the Northern LGPS's partner funds

Case study – NPEP Private Equity Co-Investment – Insurance Insider

Northern LGPS invested in Insurance Insider through NPEP alongside its Private Equity partner, ECI Partners.

Insurance Insider is a leading premier digital market intelligence platform which provides news, analysis, insights and data into the speciality insurance market for the world's top insurers, distributors, service providers and investors.

Established in 1996 and headquartered in London, UK, the company helps its clients to uncover new business opportunities and protect against risks through their exclusive news, analysis and actionable insights on the insurance market. The business has a dedicated team of top analysts, researchers and journalists with a presence across Europe and North America.

Insurance Insider's exclusive services are accessible through subscriptions and clients are offered a selection of three intelligence solution packages each of which provides a range of specialist intelligence, including the company's flagship brand Insurance Insider which covers the London and Global reinsurance markets, Insurance Insider US which covers the US domestic insurance markets, and Insurance Insider ILS which covers the insurance-linked securities market. Each digital solution package includes specific market coverage, content, newsletters and a range of data tools.

The company also hosts a wide range of corporate events each year in both the United Kingdom and United States including conferences and awards ceremonies in addition to globally held industry events alongside a selection of topical webinars.

The business currently has over 60,000 individual subscribers across 70 countries and is utilized by more than 700 companies worldwide.

Insurance Insider is on the lower end of the ESG risk spectrum as a market intelligence business. The company adheres to travel policies when engaging in any international travel from an environmental impact perspective and ECI is working with the company to help progress their carbon tracking to comply with Sustainable Finance Disclosure Regulation Article 8 obligations. Diversity is high on the agenda within the business, with the mix roughly half female / half male at the employee level and strong female representation in the senior management team. Insurance Insider also have an event focused on promoting ESG in the insurance industry (Insider Progress).

The company proudly supports various organisations including the Insurance Marketing and Communications Association and Insurance Industry Charitable Foundation and is an honoured member of Managing General Agents Association and Wholesale & Speciality Insurance Association.

Property investments

The Northern LGPS has also invested in property, calling off from a Northern LGPS property framework it established in 2020/2021. It created this property framework to deliver efficiencies in property management, property investments, and related services, and it covers a wide range of services. The Northern LGPS collective housing investments are on track to deliver the timely construction of new homes in the North of England, and we anticipate good returns. The Northen LGPS has committed to finance over 16,000 new homes, with over 8,600 delivered to date.

Case study - Property Co-Investment – PGIM UK Affordable Housing Fund

In December 2020, the Northern LGPS made its first collaborative investment into UK housing with a commitment to the PGIM UK Affordable Housing Fund.

PGIM UK Affordable Housing Fund is a real estate core fund managed by PGIM Real Estate. The fund targets investment in multi-family properties.

The Northern LGPS initially committed £150m of investment, subsequently committing a further £75m in 2023.

PGIM's strategy focuses on developing and acquiring high-quality, sustainable housing, most of which are suburban homes. While rents are at open market rates, they are set at an affordable level linked to the local area (calculated as rent being no more than 33% of the local median household income).

As of March 2024, PGIM's total value was £323m (including co-investments). PGIM has drawn upon all the Northern LGPS commitments to provide affordable housing. A further £105m of capital from other investors can be drawn upon, and PGIM is actively deploying capital into new developments. PGIM's Affordable Housing Fund remains entirely unleveraged (wholly owned by investors and not financed with debt).

PGIM has built 1,526 homes that are either occupied or available for tenants to rent, with a further 126 homes under development (due to be completed in 2026).

PGIM is now one of the largest institutional owners of suburban rental housing in the UK. All homes are of high specification, with 96% of the portfolio having an excellent energy efficiency rating of EPC B or better. The portfolio has maintained a consistently high occupancy rate of 98% or above since its formation, demonstrating the depth of demand and structural undersupply of affordable housing. Current affordability thresholds are far lower than PGIM's cap of 33% of local household income, with a current affordability ratio of 21.6% on average.

Despite investment market volatility, PGIM has delivered a strong and resilient total return of 5.54% for the Northern LGPS compared to the All Property MSCI Index return of -1.88% over the same time frame. Forward-looking projections for the coming 3-5 years are for a net total return of 7-8%, with the improvement being led by a more stable interest rate and yield environment, albeit with resilient and consistent income growth.

Market commentary

Overview

The past 12 months have been defined by profound global instability, marked by protracted conflicts in Ukraine and the Middle East, together with a wave of elections that reshaped governments worldwide. The conclusion of the US election solidified trade and tariff policies as central economic flashpoints, with protectionist measures and retaliatory actions dominating headlines and unsettling supply chains. Themes of inequality and immigration escalated political divisions, particularly in Western democracies, as cost-of-living crises and populist rhetoric fuelled policy gridlock. Economies grappled with the dual challenges of navigating inflationary shocks from conflict-driven energy volatility and adapting to a fragmenting global trade order.

Key Economic and Market Events

Q2 2024:

Data released in Q2 showed US Q1 GDP growth slowed more than expected but pointed to still-decent domestic demand. Meanwhile, the eurozone and UK officially exited technical recessions in Q1.

US composite purchasing managers' indices (PMIs) exceeded expectations in May, and June's data pointed to robust growth in services and manufacturing at the end of Q2. However, expectations for the magnitude of interest rate cuts by the Federal Reserve (Fed) were reduced once more. By the end of the period, the Fed had kept rates unchanged and guided for only one rate cut during the calendar year, while forecasting four interest-rate cuts in 2025 and so, markets continued to expect fewer rate cuts in 2024 than they did at the start of the year. US inflation improved to 3.3% in May, down from 3.5% in March, although it remained stubbornly above the central bank's target of 2%. Other economic data was mixed and featured signs of a weakening economy: job openings fell to their lowest level in over three years and consumer confidence worsened.

The European Central Bank (ECB) became the first of the 'Big Three' western central banks to cut interest rates as it lowered its benchmark rate by 0.25% to 3.75% pa in June. However, the ECB warned that it would not automatically reduce rates again at its next meeting, as inflation in the eurozone rose slightly to 2.6% in May. UK inflation declined to 2% in May, hitting the Bank of England's (BoE's) inflation target for the first time in almost three years. Expectations abounded that the BoE would soon cut rates, but the move was likely delayed by the June announcement of a snap UK general election. Economic data was mixed, with real GDP expanding by 0.7% quarter-on-quarter in the first quarter based on the June release, while unemployment picked up to 4.4% in April.

Q3 2024:

The global economy showed signs of a 'soft landing' with central banks adjusting policies to stabilise labour markets and inflation. The US, UK, and China saw positive, albeit, mixed growth, but easing monetary policies and government stimulus measures were expected to support recovery. However, the eurozone faced challenges with weak growth and ongoing political instability.

US real GDP expanded at a faster-than-expected annualised quarterly pace of 3.0% in Q2, easing concerns of a major economic slowdown. The UK economy grew at a quarterly pace of 0.5% in Q2 in real terms, while eurozone real growth was revised down, to a quarterly pace of 0.2% due to its struggling manufacturing sector and lacklustre demand from China.

US headline CPI inflation slowed to 2.4% year-on-year in September, while it fell below target in the UK and eurozone for the first time in 3 years, to 1.7% and 1.8%, respectively. Core inflation was still higher, at 3.3%, 3.2%, and 2.7% in the US, UK, and eurozone. Progress against inflation encouraged major central banks to reduce interest rates in Q3. The Fed's long-awaited September interest rate cut, their first cut of the cycle, surprised the market somewhat in that it was 50bps (0.5%) taking the Fed funds target range to 4.75 – 5.0% pa. The ECB cut interest rates for the second time in Q3, taking its interest rate to 3.5% pa, while the BoE lowered interest rates 0.25% pa, to 5.0% pa.

Q4 2024:

Economic data continued to highlight a strong consumption environment in the US, contrasting with a more challenging outlook in both Europe and China.
Data released in Q4 showed the US economy continued to grow strongly in Q3, at annualised pace of 3.1% in real terms, while eurozone real GDP rose a more modest 0.4% quarter-on-quarter and the UK economy stagnated. Timelier Composite PMI data suggested transatlantic disparity continued in Q4: Surveys indicated US activity expanded at its fastest pace in three years in December but pointed to contraction in the eurozone and stagnation in the UK, as service-sector expansion was offset by manufacturing weakness.

In November, year-on-year headline CPI rose to 2.7%, 2.6% and 2.3% in the US, UK and eurozone, respectively, owing to a smaller drag from energy prices. Core inflation, which excludes volatile energy and food prices, remained at 3.3% and 2.7% in the US and eurozone, respectively, but rose to 3.6% in the UK. Central banks looked through the rise in headline inflation, as the Fed and ECB both reduced rates a cumulative 0.5% pa, to 4.25–4.5% pa and 3.0% pa, respectively. Given signs of more persistent inflation, the Bank of England (BoE) reduced rates less, cutting 0.25% pa to 4.75% pa.

Q1 2025:

Data released in Q1 showed the US economy grew strongly in the final quarter of 2024. However, subsequent survey data suggest the economy slowed in Q1: post-election optimism waned as tariff uncertainty affected consumer and business sentiment. European growth remained weak in Q4, but recent PMIs signal a modest improvement amid expectations of increased defence and infrastructure spending.

Financial markets fell after the US announced sweeping tariffs, including a baseline 10% levy on all imports and selective reciprocal measures, sparking fears of stagflation (higher inflation coupled with slower growth) as consumers curb spending. The broad application beyond China – and subsequent 90-day pause on reciprocal tariffs for most partners except China – added uncertainty. Meanwhile, China has structurally reduced reliance on US trade, with exports to America now just 14% of its total, down from 25% over a decade ago, bolstered by diversified partnerships and participation in alternative trade agreements. This shift may cushion China against disruptions, but its medium-term outlook depends on sustaining domestic recovery amid weaker US demand. However, overturning the trade system that has proved so beneficial to global growth over the last eight decades will have significant long-term consequences.

Short term volatility is likely as global economies adapt. US business and consumer confidence are weakening under trade tensions and fiscal strain, complicating monetary policy amid high deficits. Inflation cooled in February (US/UK: 2.8%; eurozone: 2.5%), but policymakers expect a temporary reacceleration before easing toward the 2% target. Central banks diverged: the ECB cut rates to 2.5%, the BoE to 4.5%, while the Fed held at 4.5% amid softening growth signals.

Responsible investment

Environmental, social and governance (ESG) matters are paramount to the Northern LGPS for several reasons. We consider ESG factors when assessing and monitoring investments in all asset classes. This work helps achieve sustainable, long-term financial returns, underpinning the ability of LGPS funds to pay pensions. A detailed focus on ESG issues reduces risks to the Northern LGPS and its beneficiaries. These risks might be financial, such as the underperformance or failure of an investee company, or reputational, resulting from poor corporate behaviour.

In addition, the behaviour of investee companies affects the society that our partner fund's beneficiaries live in. Therefore, we expect exacting standards from those businesses. Consistent with the partner funds' fiduciary duty to their beneficiaries, we will ensure that we invest in financially and environmentally sustainable companies that have exacting standards of governance and are responsible employers. As far as possible, the Northern LGPS will seek to invest in a financially and socially beneficial way for the North of England.

The Northern LGPS, directly and through LAPFF, frequently engages with companies the Pool invests in and challenges these companies where a component of their operations seems deficient. You can read updates on the Northern LGPS' activity in the quarterly Stewardship Reports and learn about our approach to Responsible Investment in our Responsible Investment Policy. https://northernlgps.org/assets/pdf/nlgps_ripol.pdf

Looking to the future

A sea change for the Northern LGPS

The Fit for the Future consultation and incoming Pension Schemes Bill will substantially alter the investment pooling landscape for the LGPS. The Northern LGPS will be undergoing substantial change over the coming months as we advance towards the Government's pooling implementation deadline. We intend to create a new investment management company authorised and regulated by the Financial Conduct Authority. Effective change management and ensuring the orderly transfer of key personnel from our Partner Funds to the new Northern LGPS company shall be paramount to us as we progress in our metamorphosis.

In addition, some of our key objectives for the next twelve months will be to:

- Progress with setting up a new investment management company authorised and regulated by the Financial Conduct Authority.
- Work collaboratively with our partner funds and the Government to support its pooling agenda.
- Collaborate with other LGPS funds and pools, alongside global benchmarking services, to achieve a consistent approach to measuring costs, savings and ESG metrics across LGPS pools.
- Improve and enhance how we report the work of the Northern LGPS and document its performance and cost benchmarking in line with the LGPS Scheme Advisory Board guidance.

How to contact us and find out more

Our contact details

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info@northernlgps.org

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5 Manchester Road

Droylsden

M43 6SF

Glossary of terms

Ad-valorem

A payment or rate which is calculated according to the price of a product or service, rather than at a fixed rate. External asset managers usually have an ad-valorem component as part of their fees.

Administering Authority

A body listed in Part 1 of Schedule 3 of the LGPS Regulations who maintains a fund within the Local Government Pension Scheme. Administering Authorities are typically councils based in England and Wales. The three Administering Authorities of the Partners Funds of the NLGPS are Tameside Metropolitan Borough Council, Bradford Council and Wirral council.

Alternative Investments (also referred to as 'Alternatives')

Alternative investments are financial assets that do not belong to conventional investment categories such as stocks, bonds or cash. Alternative investments are normally considered to include private equity, private credit, infrastructure, private real estate and hedge funds.

Benchmark

A measure against which fund performance is to be judged.

Bonds

Loans made to an issuer (often a government or a company) which promises to repay the loan at an agreed later date. The term refers generically to corporate bonds or government bonds (government bonds are also referred to as 'gilts').

Consumer Prices Index (CPI)

CPI is an abbreviation standing for 'Consumer Prices Index'. CPI is a measure of inflation with a basket of goods that is assessed on an annual basis. Pension increases in the LGPS are usually linked to the annual change in CPI.

Environmental, Social and Governance (ESG)

ESG criteria are a set of standards for a company's operations that socially conscious investors use to understand their environmental, social and governance facets.

GLIL Infrastructure LLP (GLIL)

GLIL is a joint venture created in 2015 by GMPF and Local Pensions Partnership to invest directly into infrastructure assets, predominantly in the UK. West Yorkshire Pension Fund and Merseyside Pension Fund joined GLIL in December 2016.

Local Authority Pension Fund Forum (LAPFF)

The Local Authority Pension Fund Forum is a forum of Local Government Pension Scheme funds which meet quarterly. The Forum provides an opportunity for discussion and debate on a broad range of investment issues concerned with shareholder responsibilities and action. Members of the Forum construct agendas themselves. Meetings are serviced by PIRC Ltd, as the appointed research and engagement partner to the Forum.

Local Government Pension Scheme (LGPS)

An occupational pension scheme for Local Government workers and other related workers made up of 86 individual pension funds located across England and Wales.

Northern Local Government Pension Scheme Pool (NLGPS)

An investment pool comprised of the Greater Manchester Pension Fund, Merseyside Pension Fund and West Yorkshire Pension Fund. NLGPS is one of eight LGPS investment pools in England and Wales. LGPS investment pools aim to increase pension fund investment efficiency and make it easier to access more asset classes.

Northern Private Equity Pool (NPEP) LP

The Northern Private Equity Pool is an investment joint venture structured as an English Limited Partnership. The partnership operates as a single legal entity through which the three Northern LGPS partner funds can invest collectively and collaboratively in private equity assets.

Pensions & Investment Research Consultants Ltd (PIRC)

Pensions & Investment Research Consultants Ltd is an independent corporate governance and shareholder advisory consultancy with experience in providing ESG research services.

Private Equity

Private equity is the ownership of companies that are not listed on a public stock exchange.

Public Equity

Public equity is an asset class where individuals and/or organisations can buy ownership in the shares of companies that are recorded on a public market such as the London Stock Exchange.

Task Force on Climate-related Financial Disclosures (TCFD)

TCFD provide climate-related financial disclosure recommendations designed to help companies and pension funds provide clear, comparable and consistent information about the risks and opportunities presented by climate change to their operations.

NorthernLGPS
The Collective Asset Pool for Greater Manchester
Merseyside and West Yorkshire Pension Funds

Investment Advisory Panel – operational review

Financial year closed with strong equity performance

The first quarter 2024 delivered a strong set of returns for equity investors as robust corporate earnings and economic data, particularly in the US drove returns as investors began to anticipate the difficult to achieve 'soft landing' as the most likely outcome for most economies. This outcome was not something that was obvious or indeed likely if we think back a year, when the global economy was experiencing very high levels of inflation and central banks were rapidly tightening trying to get ahead of the curve.

Japanese Tokyo Price Index (Topix) top the league

Once again, the US equity index delivered strong performance with the S&P 500 up 10.6%. However, it was the Japanese Topix that produced the strongest returns up 18.1% in local currency. Europe ex UK rose 9.7% with Emerging markets were held back by on going concerns about the Chinese economy. Although there was a rally from the January lows in Chinese equity overall EM equity returned just 2.4% for the quarter. Unfortunately, UK equity was once again a relative underperformer although the All-Share index did gain 3.6% despite news that the UK had fallen into a technical recession. The outperformance of 'growth' verses 'value' equity over the quarter was a headwind for the UK which has a value bias.

Inflation is slowly reducing

It was inevitable that the markets were going to react to each new data point on the evolution of inflation and signals from central banks about the timing and magnitude of expected rate cuts. In contrast to equity the Bloomberg Global bond index fell -2.1% over the quarter as data pointed to some "stickiness" to the inflationary outlook. The US Federal reserve indicated that it might take "some time" to hit the 2% inflation target, notwithstanding February's core inflation declining to 3.8%. The latest extremely robust non-farm payroll data did cause some concern from investors but indications that three quarter point cuts are still likely this year in the US did settle nerves (this 3/4pt cut is still significantly down from the expectations as we entered the year however).

Economic growth - mixed picture

Elsewhere as expected both the ECB and the Bank of England left rates unchanged with core inflation continuing to head downwards. Although flat economic growth in Q4 2023 avoided a technical recession in the EU (just) it was confirmed that the UK did contract during the fourth quarter. Manufacturing PMI continues to paint a poor picture with the Eurozone March number falling to 45.7 indicating further contraction (Germany reads 41.6). By contrast the UK did show some improvement, with latest March number rising to 49.9 close to a neutral reading and the best figure for over a year.

Japanese Yen's impact on stock performance

Before moving away from Central Banks and the economic picture it is worth mentioning that a major driver in the stellar performance of the Japanese equity market over the last year has been the weakness of the Yen which recently hit a 34 year low against the $. This despite the Bank of Japan abandoning its negative interest rate policy and raising rates for the first time since 2007. Certainly, the differential in rates to other major currencies remains significant and further falls in the Yen may trigger an intervention from the BOJ. Whatever eventually transpires, I think it can be said the end of the negative rate era and tight yield curve control will usher in a more volatile period for the Japanese currency (and markets). From a WYPF perspective exposure to the Yen remains small.

The magnificent seven

Before moving away from equity valuations, I thought it would be worth returning to the dominant feature of the US market in recent times, I am talking about the 'magnificent seven' of course. These seven technologies focused companies, two of which are individually larger in market capitalisation than the FTSE100 have driven the strong performance of the US equity market over the last year and have together just reported earnings up 30%. Of concern is that the S&P performance has become notably concentrated in these seven stocks. Another way of looking at this concentration issue is to compare it to the height of the "dot com" boom. At the peak (March 2000) the largest seven tech companies in the S&P500 represented about 19% of the market capitalisation and 7.5% of earnings. As of now the 'magnificent seven' are 30% of the market capitalisation and 19% of total earnings. Even taking into account the better earnings characteristics of today's tech giants, the concentration within the index remains a concern in terms of risk. The standout performer was NVIDIA which recently delivered stellar returns with full year revenue up 126% and earnings per share (GAAP) up over 580%.

At the other end of the spectrum is Tesla that missed analyst forecasts with EPS actually falling despite revenue being 19% higher as slowing EV demand, price cuts and Chinese competition continue to take a toll. A number of these magnificent seven have undergone issues in the recent past including Apple and Meta so the risks to setbacks in any or all are not beyond the realms of possibly.

Bonds

The outlook for bonds despite the negative returns for government bonds in the last quarter remains interesting and certainly given starting yields and the expectation for rate cuts this year much more compelling than for many years. Strong investor demand and healthy running yields combined with a good risk/return framework in a world of possible slowing growth and expected rate cuts later in the year is an interesting prospect. Although there may be some exciting opportunities in various niche sectors such as Agency MBS and EM Debt and there does appear to be some value available in Corporate IG particularly in American/Europe and that is something perhaps to think about in the future.

Longer term issues in Government finances.

Though this is not likely to have an immediate impact on WYPF, certainly not in the short term and maybe not even in the medium term. However, over the long-term issue of ever growing government borrowing and debt will eventually have an impact on the fiscal headroom of many Western governments. The cost of servicing these debts have already grown into the third largest cost line in the US budget and in the UK it's a similar picture with debt interest already higher than the state pension cost or education for instance.

For this level of government spending and borrowing to occur in a peacetime economy is really quite remarkable and as a growing number of investors and regulators are commenting is of growing concern. The US Congressional Budget Office (CBO) recently predicated the 2025 US debt interest costs to GDP will exceed those experienced in WW2. The medium term is going to have implications on the price of debt particularly at longer durations. With long rates settling at higher levels than would normally be expected given growth and inflation expectations.

Does any of this matter? Well as mentioned in the introduction probably not for a while, but we saw as recently as last October what can happen when markets get spooked over excess supply. The 1980's term "bond vigilante's" or a buyer's strike were mooted at the time to explain the very significant sell off in Treasuries in September/October. Now as we all know this quickly evaporated, buyers returned and with the prospect of rate cuts Treasury yields fell sharpy.

Productivity changing demographics and impact of AI

This other issue relevant to the outlook for government finances into the future is that of demographics. If Western working age populations were growing fast and economic growth was forecast to be strong, then to an extent the ability to generate the ever-growing amounts of tax to fund government expenditure could be seen as feasible. However, as things are currently understood the complete opposite is true.

Working age populations are expected to start declining in most of the Western world and the situation in Japan and indeed China is very similar (or worse). In fact, when combined with an ageing population expected to require an ever- increasing level of health care spending it's easy to become concerned. The good news of course is that in Europe very large amounts of GDP is spent on defence which is expected to decline as the world gets ever safer, if at all. One ray of light in what appears a potentially serious developing situation is the emergence of AI and whether this will provide the necessary tools to allow a systemic uplift in productively akin to the industrial revolution. If this becomes a reality perhaps the low growth outlook currently anticipated could be challenged.

Elections

Although there are a very large number of elections taking place over the year including here in the UK, the US election that will arguably have the biggest impact both economically and geopolitically than any other. the result of the UK election seems very predictable. However, it seems that WYPF will still face the same economical issues whatever the result and any government will struggle to significantly change the dial on the long term issues facing the UK's economy, tax and health systems. The outcome of the US election however is both far more difficult to call and in terms of geopolitics much more significant than anything that happens in the UK.

War and peace

Going forward, with a number of notable individuals describing Europe as already in a "pre-war era" with Russia any significant policy shift from the US away from NATO or military support would be worrying. Who is US President matters for the world. In addition to Russia and Ukraine, we have conflict in the Middle East, which despite the current serious situation could get significantly worse, particularly if Iran becomes directly (rather than by proxy) involved. I have no idea which aged President would be a better leader, but I am certain that if the situation in the Middle East is still volatile next year it will matter a lot.

Outlook

As a very long-term investors it is probably reasonable to look at longer term themes on occasions, even if they have little immediate impact on the current asset allocation of WYPF.

Turning to the here and now the balance of the year is expected to be one of low economic growth, moderately falling inflation but importantly no sharp downturn in employment levels. With rate cuts expected to be second half loaded the so called "soft landing" at this time in April 2024 still seems the most likely scenario certainly for the US. The US as is often the case will lead the way and economically appears the most robust. The expectation is if there to be greater dispersion in terms of economic performance and central bank policy over the next year when compared to the recent past. Equities offer some further upside assuming the economic soft landing. However, much is already priced in and there is little room for disappointment at these levels.

Non-government bonds on the other hand do seem to offer some good possibilities in terms of risk reward given the available yields and the protection these offer from any disappointment in the timing of rate cuts. Good quality credits also offer some protection from a slowing economy and should benefit from any rate cuts arriving later in the year. My concerns over long rates in the future due to high levels of government debt are not relevant to this.

WYPF progressing steadily

For WYPF the internal changes to both the team and the systems have been really quite impressive given the fact that the leadership team has been in place for little over a year. The changes to the SAA are being implemented via a steady risk and cost aware processes and much has been achieved already. The decision to reweight the regional equity blocks into 30/30/30/10, i.e. not capitalisation weighted, seems particularly prescient given the emerging concerns over the US equity market concentration risks (see above).

Progress is being made on many fronts with additional expertise added in real estate (an asset class I have not had time to cover this time). Pleasingly resource in the internal team is evolving at pace and many fresh faces have arrived. The Panel have a sense of the beginning of an exciting new era for the WYPF and its internal team. An era that should see positive developments not just for the WYPF but for the wider Northern Pool.

Equities

The equity portfolios at the 31 March 2025 were valued at £12.3bn and represent 61.47% of the portfolio.

Global Market and Portfolios Commentary

Global stock markets delivered modest returns over the year with the FTSE ALL WORLD Index achieving a return of 5.2%. This was moderately exceeded by the fund's equity portfolio due to its overweight position in UK equities that significantly outperformed other markets over the year. However, this return of 5.3% was -0.9% below the funds weighted benchmark return of 6.2%, due to disappointing relative returns across the UK, North America and European regions. Relative returns across our Japanese, Asian and emerging markets meanwhile, were very good.

Table 1: WYPF equities – portfolio and benchmark returns

Equities - public market	Benchmark	Strategic weight %	Portfolio weight %	2024/25 Portfolio % return	2024/25 Benchmark % return
Total WYPF equity - public market	FTSE All Share	**60.00**	**61.47**	**5.31**	**6.24**
UK	FTSE All Share	18.00	22.54	9.82	10.46
North America	FTSE World Nrth America	18.00	15.25	5.35	6.26
Europe ex UK	FTSE Dev Eur ex UK	10.00	10.19	-0.53	3.71
Japan	FSTE All World Japan	4.00	4.20	-2.57	-3.35
Asia ex Japan	FTSE Dev Asia ex Japan	4.00	3.37	-5.25	-5.69
Emerging Markets	FSTE All World Emg Mrkt	6.00	5.91	11.46	10.14

Global equity markets started the year strongly, rising 15.4% to December 2024, but declined sharply in the new year, falling -10.9% in a marked correction, ending the year with a net return of 5.2%.

The markets positive momentum was largely driven by optimism that most central bank policy rates would be reduced as inflation fell but throughout the year it proved to be stickier than expected. The falls allowed central banks to reduce their interest rates during the summer and autumn which delivered a positive stimulus to equity markets. By the new year however, US inflation ticked up again and rate policies began to diverge with Europe continuing to cut rates whilst the US Fed kept them on hold.

The US has outperformed other markets for several years and it now trades at a premium valuation to the rest of the world. This has been justified by its superior GDP growth and low unemployment which has led to the idea of US exceptionalism. However, this exceptionalism has begun to fade because the pace of growth has slackened, and other regions have begun to pick up. As with policy rates, equity markets diverged in the new year with the US falling sharply in February following the release of a cut price AI model from China called DeepSeek. This has challenged the dominant position of large US technology firms and potentially undermined their future earnings. As the largest US technology companies, widely referred to as the Magnificent 7, represent one third of US companies by market capital, and one fifth of all companies globally, their decline has had a significant impact on market values.

Politics also fed into the divergence in market sentiment. The election of Donald Trump in November 2024 led to a sharp rise in the US market as his policies of cutting taxes and red tape were seen as positive news for banks and smaller companies. However, following his inauguration in January, the market turned negative as his unpredictable style of government and potentially inflationary policies induced a degree of caution to US expectations. Germany, meanwhile, elected a new administration that is uncharacteristically keen to increase fiscal spending which helped to improve market sentiment in Europe.

As a final sting in the tail, the above factors contributed to a decline in the US Dollar against other currencies which further exacerbated the weaker returns seen from the USA compared to other markets. Fortunately, our portfolio is underweight in US assets and this weighting has given a positive lift to our returns for the year.

Fixed Income and Credit

The four fixed income and credit portfolios represented c.15% of the Total Fund at the end of the fiscal year. During the year, the allocation to fixed income was increased by 2.14% of Total Fund (increased in 20223/24 by 1.5%), reflecting the moderate increase in the Total Fund's benchmark allocation following the actuarial valuation, and to partially close the historical underweight to the asset class.

Table 2: WYPF fixed income and credit – portfolio and benchmark returns

Fixed income	Benchmark	Strategic weight %	Portfolio weight %	2024/25 Portfolio % return	2024/25 Benchmark % return
Total Fixed income		**18.00**	**15.38**	**-1.90**	**-1.91**
UK sovereign linkers	FTSE all stocks index linked	5.00	4.45	-9.47	-7.96
UK sovereign (conventionals)	FTSE A UK Gov all stocks	5.00	4.16	-2.15	-1.19
Global sovereign ex-UK	JPM Global Gov ex UK	3.00	3.05	2.41	-0.21
UK IG credit	iBoxx non-gilt	5.50	2.27	6.14	2.36

Private markets

Table 3: WYPF private markets – portfolio and benchmark returns

Equities - private market	Benchmark	Strategic weight %	Portfolio weight %	2024/25 Portfolio % return	2024/25 Benchmark % return
Total WYPF equity - private market		**10.00**	**12.58**	**2.55**	**10.14**
Private equity	Absolute return +7.5%	5.00	6.09	2.74	11.81
Private infrastructure	Absolute return +7.5%	5.00	6.49	2.37	8.57

Private equity

During the year, the private equity portfolio allocation declined from 6.9% to 6.1% of Total Fund. This resulted mainly from a £151m net distribution from the portfolio along with a modest denominator effect, given the Total Fund’s return exceeded that of the private equity portfolio (3.9% vs 2.7%). The Fund’s declining private equity allocation is in line with plan, having peaked at 7.8% at the end of September 2022.

Global Market and Portfolio Commentary

The portfolio returned 2.7% during the year versus its new benchmark of 11.8%. This new benchmark is FTSE All World (unhedged, 3-month lag) and became effective from 1 July 2024. Prior to this, the portfolio's benchmark was 7.5% p.a. Valuations for private markets are primarily driven by market comparables (public and private) and growth (revenue or earnings). The former has been challenged by a lack of private market activity and sluggish US stock market performance (after excluding mega cap constituents such as Apple, Microsoft, Nvidia, Amazon, and Meta). Although new platform deals have been sluggish, private equity managers have been busy executing their 'bolt-on acquisition' strategies. This should translate into improved performance (EV/EBITDA multiple arbitrage and earnings growth) in the years ahead. Performance has lagged public markets over the last two years as large technology companies, such as the aforementioned, have powered market indices. Over the longer term (10 years), the portfolio has outperformed its public market benchmark by 4.1% on a money-weighted rate of return basis.

The number of global deals transacted remained subdued and similar to the prior financial year, albeit APAC and European activity waned in Q1 2025. Exit activity for the market was lacklustre with exit numbers declining quarter-on-quarter from mid-2024.

For WYPF's portfolio, capital calls were 15% lower than the prior year, and £50m lower than forecast. This partly reflects the team's decision to temper its commitment guide given the current overweight position to its 5% policy weight. Notwithstanding this, WYPF's portfolio, with a heavy bias towards the mid- and lower mid-market, should be less exposed than market to a downturn in deal activity that stems from a higher interest rate environment. Smaller deals are typically less reliant on debt financing. Similarly, managers of smaller companies can often achieve satisfactory valuations at exit because multiple expansion typically depends more on operational improvements than on broader macro-economic factors such as interest rates. On a like-for-like basis, WYPF's portfolio experienced an increase in distributions of 20%, compared to the prior financial year. This helped reduce the private equity weighting towards its strategic allocation.

Since 2018, WYPF has deployed most of its private equity commitments via the Northern Private Equity Pool (NPEP), see Northern Private Equity Pool LP Holdings | Northern LGPS. As at March 2025, NPEP accounted for 46% of WYPF's private equity allocation and 72% of unfunded commitments after excluding funds that are in run-off, or that have liquidated, i.e. with little probability of being drawn down. Total undrawn commitments, including WYPF's share of underlying NPEP commitments, amounted to £524m, £12m higher than a year ago.

At the time of writing, given US-driven tariff uncertainty, deal activity is expected to remain subdued in the short-term. This, coupled with declining public equity markets, may lead to a denominator effect where investor allocations to the asset class increase resulting in a challenging fundraising market.

Infrastructure

The infrastructure allocation is split between WYPF's globally oriented infrastructure funds portfolio (3.3%) and its direct allocation to UK core infrastructure via GLIL (3.2%), see here. Although the infrastructure portfolio valuation increased marginally (£11m) during the year, its allocation within the Total Fund declined from 6.6% to 6.5%.

Global Market and Portfolio Commentary

The overall infrastructure portfolio is split roughly 64% UK and 36% non-UK. Across sectors, it is broadly 40% energy and waste, 20% transport, 10% regulated assets, and 10% digital communications. The balance is in social (PPP, PFI, etc.) infrastructure, and real assets (including leasing). The overall portfolio, including GLIL, returned 2.4% during the year versus its benchmark of 8.6%. This benchmark return is the average of two benchmarks: UK CPI + 3% (3-month lag) and FTSE Global Core Listed Infrastructure (3-month lag). The listed benchmark is for WYPF's global infrastructure funds programme, whilst the CPI benchmark is used for WYPF's holding in GLIL. These benchmarks became effective as of 1 July 2024. Prior to this, WYPF utilized an absolute benchmark of 7.5% p.a. for all private market infrastructure.

Global funds programme

The globally oriented funds portfolio returned 3.1%, underperforming its listed benchmark, which returned 10.8% in Sterling. The second quarter was particularly strong for listed infrastructure. During this time, inflation eased in the US, leading to expectations for policy rate cuts. This led to listed infrastructure rallying ahead of private markets. Unlisted infrastructure recorded positive but lacklustre performance when compared to listed markets, as valuations reflected the lagging impacts of higher interest rates.

Investor capital continues to flow towards opportunities in energy security, energy transition, and AI developments (i.e. data centres). However, dealmaking volumes fell year-on-year by approximately 10–15% (Preqin). Like the prior financial year, uncertainty on discount rates used to value future cashflows created a disconnect between buyer and seller expectations. Also, varying views on future inflation rates made underwriting operational and development costs a precarious exercise. Nevertheless, deal activity did rebound in Q1 2025, particularly in the US and APAC region. This led to global aggregate deal value being approximately 25% higher year-on-year. Overall, it was a year of fewer but larger transactions.

WYPF capital calls were 12% lower than forecast. However, proceeds were only half of what was forecast. This resulted in a net drawdown of £37.1m versus a forecast net distribution of £19.1m.

The strategy and approach for this asset class is to maintain a global portfolio of infrastructure assets diversifying between social, renewable, economic, and opportunistic asset types. Developed markets with stable regulatory regimes and transparent policy frameworks are favoured. The focus remains on assets with inflation-linked, long-duration income streams, that are less sensitive to economic cycles.

With approximately 516 underlying assets, the funds' portfolio remains overly diversified. The largest 30 underlying assets are each valued between £5m and £15m. The strategic aim is to reduce the number of underlying assets, thereby achieving more efficient levels of diversification, whilst continuing to target predominantly non-UK assets producing real returns in excess of 5%.

Direct infrastructure

WYPF's direct allocation to UK infrastructure through GLIL saw valuations challenged by macro-economic headwinds and increased interest rates in the second half of the year. This allocation also underperformed its benchmark during the year, albeit delivered a healthy cash yield.

GLIL's activity during the year included further investment in UK solar assets. This is part of a wider strategic partnership with Bluefield Solar to develop assets that are expected to be grid-connected over the next 2-3 years.

Notwithstanding macro headwinds, the GLIL portfolio has exceeded its benchmark return since inception. GLIL's defensive portfolio construction has benefitted from investing across a range of sectors, including both demand- and availability-based revenue models.

Private Credit

During the year, the private credit allocation more than doubled in size, increasing from 0.7% to 1.5% of Total Fund. This allocation, which has a further £242m in undrawn commitments, is expected to plateau between 1.5 and 2.0% of Total Fund.

The portfolio is split between a Core portfolio and a Legacy portfolio. The Legacy portfolio began investing in 2012 and mainly comprises opportunistic credit (high-return, above average risk). The Core portfolio began investing in 2022 and is predominantly senior secured direct lending. As a whole, the portfolio returned 1.4% versus its internal target benchmark (US SOFR + 500bps) of 7.7%. This underperformance is explained by several factors: opportunistic funds with little cash yield that reside in the Legacy portfolio, J-curve effect of newer funds in the Core portfolio, Sterling vs USD strength in Q4 (benefitting the benchmark fully but not the entire portfolio), and a significant accounting anomaly with one fund that resulted in that fund's total return being understated. Although the latter was unwound in the Fund's capital accounts before fiscal year end, it will not benefit performance until Q1 of the financial year ending 31 March 2026. The Core portfolio accounts for nearly 70% of WYPF's private credit, whilst USD-denominated funds represent 67% of the total private credit portfolio, i.e. both Legacy and Core combined.

During the year, Private Credit spreads for businesses in the $50-$150m EBITDA range narrowed by approximately 0.5%, to 5.00%-5.75% above SOFR. Financing transactions mainly resulted from existing loan maturities as M&A activity remained subdued. Spreads for large cap loans tightened the most (by approximately 0.9%) as both direct lending and broadly syndicated bank loans competed for business.

Property

Property	Benchmark	Strategic weight %	Portfolio weight %	2024/25 Portfolio % return	2024/25 Benchmark % return
Total Property	AREF-MSCI UK Qtly Property Lag	**5.00**	**2.83**	**4.02**	**6.46**

During the year, the property portfolio allocation increased marginally from 2.7% to 2.8% of the Total Fund. This resulted from a net investment of £28m during the period.

Market and Portfolio commentary

The portfolio returned 4.0% during the year, underperforming its benchmark (AREF-MSCI UK Quarterly) of 6.5%. All non-UK property funds within the portfolio performed negatively and contributed -1.0% to returns. Furthermore, direct property acquisition costs related to the build out of the DTZI direct-property mandate contributed an additional -0.9% to portfolio returns. Nevertheless, the Fund did benefit from having an underweight position in West End and M25 offices, and an overweight position in UK industrials and shopping centres.

In moving to direct investments, the aim is to achieve balance of exposure with respect to geography, sector, tenant, and lease duration but it is accepted that there may be some transitional imbalance during the build-out of the direct portfolio. As a long-term investor, the focus is on low-risk properties with sustainable income yield. The aim of making direct investments is to lessen ongoing fees and enhance control, enabling long-term investment throughout market cycles.

During the year, WYPF acquired four properties directly. Total investment cost was £88m and included a prime urban logistics asset in Croydon, and a prime multi-let trade counter estate in Milton Keynes, a long-income retail asset in Edinburgh, and a multi-tenant prime industrial estate in Central London. To fund these purchases, the Fund also served a number of redemption notices on some of its existing investments in UK comingled property funds.

The objective of the DTZ Investors mandate is to help WYPF grow its direct portfolio in a cost-effective manner. The mandate will target multi-let assets, with strong tenant covenants and a portfolio-level unexpired lease term of 6–10 years.

WYPF alternatives sub-portfolios

The underlying sub-portfolio weights within the Alternatives mandate are as below:

Table 4: WYPF alternatives – portfolio and benchmark returns

Alternatives	Benchmark	Strategic weight %	Portfolio weight %	2024/25 Portfolio % return	2024/25 Benchmark % return
Total Alternative		**5.00**	**3.74**	**7.38**	**0.25**
Equity+	Absolute return +7.0%	0.00	2.27	4.59	0.00
Debt+ (new)	Fund returns	0.00	0.83	10.25	0.00
Absolute Return	Absolute return +7.5%	0.00	0.64	12.15	0.00

The Equity+ portfolio, majority UK listed holdings, saw share prices largely tied to gilts and expectations of central bank rate cuts, which were pared back significantly during the final quarter of the accounting year. Whilst on the whole, underlying companies continue to operate well and demonstrate NAV stability and progression, share prices across the listed infrastructure, real estate, private equity and small-cap space remain somewhat unloved and depressed. The resulting share price discount-to-NAVs generally widened over the period, materially attributing to the negative 12-month share-price-based performance. The de-equitization and derating of the UK and investment trust markets has been rightly well publicised and presents various challenges, risks, but also opportunities.

The Debt+ portfolio has initially been seeded with several in-specied listed debt investments from the rest of the Fund’s investments, which have similarly derated with the market. That said, performance has generally been good as higher base rates have translated to higher returns. In addition, strong income and capital distributions have provided recycling opportunities into private debt strategies more aligned with our beliefs, such as UK venture debt where we committed to invest £30m during the year.

The Absolute Return portfolio produced another positive annual GBP total return, despite underperformance from the minority macro strategy together with a slight currency headwind causing the numbers to be lower than previous years' exceptional returns. Our dominant multi-strategy hedge fund and insurance-linked securities strategies within Absolute Return continue to demonstrate strong, low correlated risk-adjusted returns.

WYPF cash

Cash	Benchmark	Strategic weight %	Portfolio weight %	2024/25 Portfolio % return	2024/25 Benchmark % return
Total Cash	SONIA	**2.00**	**3.99**	**4.74**	**5.09**

List of twenty largest holdings at 31 March 2025

Asset Name	Market Value 31/03/2025 £m	Percentage of Total Assets %	Market Value 31/03/2024 £m	Percentage of Total Assets %
GLIL INFRASTRUCTURE FUND	644.5	3.2%	664.4	3.4%
NORTHERN PRIVATE EQUITY POOL 2018-2019	548.5	2.8%	216.1	1.1%
SHELL ORD	356.8	1.8%	379.3	2.0%
ASTRAZENECA ORD	320.9	1.6%	319.5	1.7%
HSBC HOLDINGS ORD	273.5	1.4%	203.6	1.1%
APPLE ORD	193.0	1.0%	152.5	0.8%
UNILEVER ORD	187.1	0.9%	168.3	0.9%
MICROSOFT ORD	175.0	0.9%	200.5	1.0%
AURUM WYPF MANAGED PORTFOLIO	152.5	0.8%	148.8	0.8%
NVIDIA ORD	150.8	0.8%	131.5	0.7%
JUPITER INDIA SELECT D USD ACC	146.5	0.7%	142.2	0.7%
RELX ORD	146.4	0.7%	137.0	0.7%
GBGV 4.250 03/07/36	136.4	0.7%	11.5	0.1%
GBGV 4.750 10/22/43	133.3	0.7%	77.9	0.4%
BP ORD	128.0	0.6%	169.2	0.9%
BRITISH AMERICAN TOBACCO ORD	127.2	0.6%	108.3	0.6%
GBGV 4.250 12/07/46	124.4	0.6%	32.1	0.2%
GBGV 1.875 09/22/49	116.4	0.6%	0.0	0.0%
BARCLAYS ORD	111.3	0.6%	77.7	0.4%
GBGV 4.375 07/31/54	108.3	0.5%	66.1	0.3%
Total	**4,280.7**	**21.5%**	**3,406.4**	**17.6%**
Total of other 1,925 assets	**15,643.7**	**79.2%**	**15,947.2**	**79.2%**
Total assets	**19,924.5**	**100.0%**	**19,353.6**	**100.0%**

SECTION 7 ADMINISTRATION

Fund activities during the year

Annual meetings in 2024/25

WYPF held its nineteenth annual meeting for Fund members on Wednesday 6th November 2024, it was held online and recordings made available on our website. Pension fund members logged onto a video feed of the meeting.

https://www.wypf.org.uk/wypf/fund-events/?utm_medium=email&utm_source=govdelivery

The meeting was chaired by Councillor Andrew Thornton, chair of WYPF's Investment Panel and Joint Advisory Group. There were presentations from WYPF lead officers Euan Miller - Managing Director and Leandros Kalisperas – Chief Investment Officer; and WYPF Communications Manager - Stuart Duncombe .

Our employers' annual meeting was also held virtually on Thursday 7th November 2024. Topics covered were the triennial actuarial valuation, updates on the Fund including its investments and administration, and the general economic and financial market climate.

Employer training during 2024/25

We launched our employer webcasts in 2020 under the heading 'Training Tuesdays'. These replaced our popular half-day workshops and allowed us to continue offering employers training throughout the year. The webcasts were also recorded and available on demand on our employer website. The following topics are covered using webcasts and online training tools:

- Understanding Assumed Pensionable Pay
- Pension Statement Blocks and Quarantines
- Completing your March return
- Exception reports
- Final pay - the deep dive
- Managing absences in the LGPS
- March return - steps to success
- Managing your contacts
- Monthly pension contribution management (Phase 3) access to web portal
- Monthly pension contribution management (Phase 3) user management & MFA
- Monthly pension contribution management (Phase 3) data spreadsheet upload
- Monthly pension contribution management (Phase 3) clearing any errors & warnings
- Monthly pension contribution management (Phase 3) submitting data file
- Monthly pension contribution management (Phase 3) help & support

- Online forms
- Processing Pension Statement
- Term time only or not!
- The ill health process
- Understanding Additional Pension Contributions
- Understanding Assumed Pensionable Pay (APP)
- Understanding Cumulative Pensionable Pay (CPP)
- Understanding Employer costs
- Understanding Employer discretion
- Understanding final pay
- Understanding pay protection in the LGPS
- Using the employer portal
- Valuation and the importance of your data

Employer Relations team can create and deliver training on any areas that they employer may need support / guidance with in connection to their LGPS roles and responsibilities. WYPF also offer one to one training to employers and their payroll providers should there be a need, this can be in person or online. One to one training may be arranged when an employer is falling behind with their LGPS responsibilities or if they want to get ahead. One to one training is generally done on an adhoc basis and generally covers the following:

- One to one employer training (covering any area of the LGPS employer responsibilities)
- New employer induction meetings
- System / forms demo
- Data cleansing (outstanding leavers / membership audits)
- Employer / payroll provider liaison meetings

(This is not an exhaustive list, ERT will work with employers to provide information and support on any area of the employer LGPS responsibilities)

In addition to the above to support employers WYPF will deliver an Employer Engagement Forum on an addoc basis, generally annually or every other year depending on what is happening in the wider LGPS landscape. This is an online conference over 2/ 3 hours covering key messages surrounding the LGPS. Member engagement during 2023/24

Member engagement during 2024/25

WYPF provide scheme members with lots of opportunity to develop knowledge of the LGPS. Throughout 2024/25 WYPF have facilitated and delivered a serious of online courses for members including:

Engage with your LGPS pension

- Engage with your LGPS pension – pre April 2014 joiners
- Engage with your LGPS pension – post April 2014 joiners
- Engage with your LGPS pension - Increasing your benefits

Pensions awareness week

- LGPS Fundamentals for pre-2014 joiners
- LGPS Fundamentals for post-2014 joiners
- Understanding your Annual Pension Statement
- Increasing your benefits
- LGPS Fundamentals for deferred members

Ad – hoc member training

In addition to the programme of webinars that are made available to members across all funds; the Employer Relations team also work with individual employers to support with member engagement. ERT will deliver presentations both in person and online for individual employers covering topics such as:

- Pre-retirement
- Induction
- LGPS overview
- Financial well being
- TUPE (effects on you LGPS pension)
- Redundancy (effectson your LGPS pension)
- Flexible retirement
- One to one serious ill health member meetings
- Stall holder at in pension events
- Member surgeries

(This is not an exhaustive list, ERT will work with employers to support member engagement covering any area of the LGPS)

In partnership with Affinity Connect

As well as the inhouse member engagement courses, WYPF work with financial planning company Affinity Connect, experts in public sector, to offer workshop's covering planning for a positive retirement, financial wellbeing and understanding pension tax. These courses are run online and are available for all members to attend regardless of location. The workshops run by Affinity connect continue to be well attended and consistently report positive feedback. The workshops raise awareness of key issues to consider and the decisions that members need to make as they approach various stages in their life.

Pension increase 2024/25

Each year, WYPF pensioners receive an annual increase in accordance with pension increase legislation. The increase is linked to movements in the Consumer Price Index (CPI) in September each year. Deferred member benefits are also typically increased in line with CPI. For the financial year 2024/25 the CPI of 6.7% was applied on 8th April 2024.

Pension administration and cost 2024/25

As in previous years, the workload of the pension administration section continued to increase and, member numbers continued to rise, particularly with the addition of new shared service administration partners. WYPF's service delivery continues to be underpinned by our accreditation to the International Organisation for Standardisation - ISO 9001:2000.

Our quality management systems ensure that we are committed to providing the best possible service to shared service administration partners and will continue to ensure that we deliver best value to all our stakeholders. The latest published data for all LGPS funds' administration costs shows that WYPF's pensions administration cost per member is £18.04. This is the 4th lowest cost amongst 86 LGPS funds and well below the national average of £29.73.

WYPF achieved accreditation for ISO27001 Information Security Management System Certification (ISMS). This accreditation is particularly important to us, highlights our continued commitment to information security and provides assurance to our shared service administration partners that we have the ability to protect their data and reputation at all times.

Shared service

Our shared service partnership continues to flourish with pension administration provided to 4 LGPS funds, West Yorkshire Pension Fund, Lincolnshire Pension Fund, Hounslow Pension Fund and Barnet Pension Fund and also to 24 Fire and Rescue Service partners which represents over 50% of the national Fire Pension Scheme administered by WYPF .

Data quality

The Fund is required to report on data quality to the Pensions Regulator as part of the annual scheme returns. The Pensions Regulator has set a target of 100% accuracy for common data. The latest available figures for common data accuracy are set out in the table below.

Data Type	%
Forename	100
Surname	100
Membership status	100
Date of birth	100
NI number	99.88
Postcode	96.91

Work continues to be undertaken to improve address data and this work will continue over the next 12 months and beyond since members continue to change address without informing the fund. Our overall common data score is 96.91% this is the lowest score in the table above.

Communications

Our Contact Centre is opened to visitors, and we continue to provide a full telephone service. Trends first emergent through the pandemic have continued with increases in contact through emails and our secure member portal.

WYPF produced 99.56% of annual pension benefit statements for members by the regulatory deadline of 31 August 2024. The 0.44% not produced related primarily to delays with employers and pension management processes. We continue to produce benefit statements after the deadline through to the following March to ensure all benefit statements that can be produced are produced. This process provides members with useful information on their pension benefits accrued to date and what their potential benefits will be at retirement age, as well as other useful information.

Regular newsletters continue to be issued to our members to keep them informed of important pensions news. These are now delivered entirely online (unless a member has opted out of electronic communications whereby a paper copy is provided).

Online services and MyPension

A new WYPF website was released on September 2024, replacing the existing shared service site www.wypf.org.uk. This has been received very positively from members and shared service partners.

Using 'MyPension' members can view their pension record and annual statements, update personal details and more. Members can also run their own estimate of retirement benefits calculations (LGPS members only).

WYPF is investigating the possibility of replacing the existing My Pension service with a bespoke in-house solution long term.

Awards

LAPF Investment awards

WYPF was shortlisted under the following categories:

- LGPS Fund of the Year
- Scheme Administration Award

LGC Awards

WYPF won the LGC Innovation in Administration Award in December 2024

Participating employers

Analysis of employers summarised by type

There were 447 participating employers during the year, 22 left in the year, leaving 425 active at 31st March 2025 (In 2023/24 there were 448 participating employers during the year, 39 left in the year leaving 409 active employers as at 31st March 2023) whose employees were entitled to be contributors to the Fund.

Employers	2024/25 Active	2024/25 Ceased	2024/25 Total	2023/24 Active	2023/24 Ceased	2023/24 Total
Admitted body	168	14	182	142	29	171
Scheduled body	257	8	265	267	10	277
Total	**425**	**22**	**447**	**409**	**39**	**448**

Analysis of contributions received on time and late

The table below shows the value of pension contributions received both on time and late. West Yorkshire Pension Fund receives contributions from active employers every month averaging £40m per month. Contribution payment from employers is due by the 19th of the month following the payroll month. No statutory late payment interest was charged on any of the late payments.

Contribution payment performance	2024/25 Total	2024/25 Received on time	2024/25 Received on time	2024/25 Received late	2024/25 Received late	2023/24 Total	2023/24 Received late	2023/24 Received late
	£000	£000	%	£000	%	£000	£000	%
Employer contributions	419,570	418,802	99.82	768	0.18	362,480	1,790	0.49
Employee contributions	168,330	168,012	99.81	318	0.19	158,637	773	0.49
Total	**587,900**	**586,814**	**99.81**	**1,086**	**0.37**	**521,117**	**2,563**	**0.49**

Data governance and monthly returns

Since April 2014 all employers who participate in the fund have been required to submit a detailed monthly return to WYPF for staff who are active members in the fund. The information collected each month includes members' data and contribution payments made to the fund. The data is used to update members' records on the pension administration system and as a means of reconciling contribution income received monthly.

The monthly data return process is the cornerstone of our award winning data governance process. The process has improved data governance and operational efficiency, and removed the need for a number of year-end reconciliation projects. Data posting and cash reconciliation from employers to members' records and cash accounts are daily business as usual processes. This is enabling us to manage very strong pension regulatory compliance performance management.

Monthly returns performance data of all employers	2024/25	%	2023/24	%	2022/23	%	2021/22	%
Number of returns expected in the year	12,144	100.00	11,688	100.00	11,760	100.00	11,400	100.00
Number of returns received by 19 April	10,670	87.86	10,621	90.87	11,137	94.70	11,100	97.37
Number of returns not received by 31 May	1,474	12.14	1,067	9.13	623	5.30	300	2.63
Returns processed within 10 working days	9,334	76.86	9,397	80.40	10,049	85.45	9,992	87.65
Number of records on return	1,893,645	100.00	1,699,656	100.00	1,755,872	100.00	1,680,170	100.00
Number of new member records set up using monthly return	30,521	0.02	30,573	0.02	34,807	0.02	29,375	0.02
Number of leaver notifications processed using monthly returns	15,732	0.01	17,169	0.01	19,354	0.01	15,105	0.01

Monthly returns performance data WYPF	2024/25	%	2023/24	%	2022/23	%	2021/22	%
Number of returns expected in the year from employers	6,036	100.00	5,760	100.00	5,820	100.00	5,616	100.00
Number of returns received by 19 April	5,085	84.25	5,264	91.39	5,552	95.40	5,316	94.66
Number of returns not received by 31 May	951	15.76	496	8.61	268	4.61	300	5.34
Returns processed within 10 working days	4,534	75.12	4,656	80.83	5,033	86.48	4,696	83.62
Number of records on return	1,306,192	100.00	1,264,336	100.00	1,305,978	100.00	1,166,874	100.00
Number of new member records set up using monthly return	20,988	0.02	21,300	0.02	24,089	0.02	19,762	0.02
Number of leaver notifications processed using monthly returns	11,695	0.01	13,475	0.01	14,215	0.01	10,868	0.01

Monthly returns performance data Shared Services	2024/25	%	2023/24	%	2022/23	%	2021/22	%
Number of returns expected in the year from other employers	6,108	100.00	5,928	100.00	5,940	100.00	5,784	100.00
Number of returns received by 19 April	5,585	91.44	5,357	90.37	5,585	94.02	5,784	100.00
Number of returns not received by 31 May	523	8.56	571	9.63	355	5.98	0	0.00
Returns processed within 10 working days	4,800	78.59	4,715	79.54	4,930	83.00	5,212	90.11
Number of records on return	587,453	100.00	435,320	100.00	449,894	100.00	513,296	100.00
Number of new member records set up using monthly return	9,533	0.02	9,273	0.02	10,718	0.02	9,613	0.02
Number of leaver notifications processed using monthly returns	4,037	0.01	3,694	0.01	5,139	0.01	4,237	0.01

Employers who made contributions to the fund during 2024/25

PARTICIPATING EMPLOYERS

Bradford M.D.C	All Saints C E J & I School	Aspens Services Ltd (White Rose Academies Trust)	Bingley Grammar School
Leeds City Council	All Saints Richmond Hill Church of England Primary School	Aspire Community Benefit Society Ltd	Birstall Primary Academy
Calderdale M.B.C	Amey Community Ltd Bradford BSF Phase 2 FM Services	Atlas FM Payroll Limited (Bishop Konstant Catholic Academy Trust)	Blessed Christopher Wharton Academy Trust
Kirklees M.C	Amey Community Ltd FM Services	Baildon Town Council	Blessed Peter Snow Catholic Academy Trust (Calderdale)
Wakefield M.D.C	Amey Infrastructure Services Ltd (Wakefield)	Bankside Primary School	Blessed Peter Snow Catholic Academy Trust (Kirklees)
Abbey Multi Academy Trust	APCOA Parking (UK) Limited	Basketball England	Boothroyd Primary Academy
Accomplish MAT	Aramark Limited	Batley Multi Academy Trust	Bradford Academy
Accord Multi Academy Trust	Arts Council England	Beckfoot Trust	Bradford Children and Families Trust Ltd
Ackworth Parish Council	Aspens Services Limited (Batley Multi Academy Trust)	Beeston Hill St Lukes C E Primary School	Bradford College
Action For Children (Askham Grange)	Aspens Services Limited (Exceed Academies Trust)	Beeston Primary Trust	Bradford Diocesan Academies Trust
Addingham Parish Council	Aspens Services Ltd	Belle Isle Tenant Management Org	Bradford Diocesan Academies Trust (Mellors)
Adel St John The Baptist C E (V A) Primary School	Aspens Services Ltd (Ninelands Primary School)	Betterclean (Kettlethorpe High School)	Bradford District Credit Union
Affinity Trust	Aspens Services Ltd (Northern Star Academies Trust)	Betterclean Services (Carlton Academy Trust)	Bramley St Peters C of E School
Alder Tree Primary Academy (WRAT)	Aspens Services Ltd (Parkside School)	Biffa Treatment Services Limited	Brighouse Academy

PARTICIPATING EMPLOYERS

Brigshaw Learning Partnership	Calverley C of E Primary School	Carroll Cleaning Company Ltd (Peel Park Primary School)	Caterlink Limited (Outwood Academy City Fields)
Brodetsky Jewish (V A) Primary School	Cardinal Heenan Catholic High School	Carroll Cleaning Company Ltd (Ryecroft Primary Academy)	Caterlink Limited (Outwood Academy Hemsworth)
Bronte Academy Trust	Care Quality Commission	Carroll Cleaning Company Ltd (Saltaire Primary)	Caterlink Limited (Outwood Grange Academy)
Bulloughs (Temple Learning Academy RKLT)	Carlton Academy Trust	Carroll Cleaning Company Ltd (Southmere Primary Academy)	Caterlink Limited (Outwood Primary Academy Greenhill)
Bulloughs Cleaning Services Limited (Exceed Academies Trust)	Carr Manor Community School	Carroll Cleaning Company Ltd (St Johns Wakefield)	Caterlink Limited (Salendine Nook Academy Trust)
Bulloughs Cleaning Services Limited (Share MAT)	Carroll Cleaning (Rooks Nest Academy)	Carroll Cleaning Company Ltd (Wakefield)	Caterlink Limited (South Pennine Academies)
Bulloughs Cleaning Services Ltd (Poplar Farm Primary School)	Carroll Cleaning (Wakefield Methodist School)	Carroll Cleaning Company Ltd (Whetley)	Chief Constable For West Yorkshire
Burley Parish Council	Carroll Cleaning Company (Greetland Academy)	Carroll Cleaning Limited (St Paul's School)	Churchill Services (Cottingley Primary Academy)
C and K Careers Ltd	Carroll Cleaning Company (Lower Fields Primary Academy)	Carroll Cleaning Ltd (Ingrow Primary School)	Clapgate Primary School
C H & Co Catering (Heckmondwike GSAT)	Carroll Cleaning Company Limited (Beckfoot Trust)	Carroll Cleaning Ltd (Moorthorpe Primary School)	Clayton Parish Council
C H & Co Catering Limited (Alverthorpe St Pauls C E School)	Carroll Cleaning Company Limited (Frizinghall)	Carrwood Primary School	Coalfields Regeneration Trust
C H & Co Catering Limited (Hendal Primary School)	Carroll Cleaning Company Limited (Horbury St Peters & Clifton School)	Castleford Academy Trust	Cockburn Multi Academy Trust
Cafcass	Carroll Cleaning Company Limited (Ryhill Junior Infant Nursery School)	Caterlink (Waterton Academy Trust)	Collaborative Learning Trust
Calderdale College	Carroll Cleaning Company Ltd (Holy Trinity Primary)	Caterlink Limited (Kettlethorpe High School)	Collingham Lady Elizabeth Hastings

PARTICIPATING EMPLOYERS

Community Accord	Dalkia Facilities Limited	Ethos Academy Trust	Great Heights Academy Trust (The M F G and Marsden)
Compass (Leeds PFI Schools)	Darrington C of E Primary School	Evolve Academy (Ethos Academy Trust)	Greenhead Sixth Form College
Compass Contract Services (UK) Ltd	Deighton Gates Primary Foundation School	Exceed Academies Trust	Groundwork Yorkshire Ltd
Compass Contract Services (UK) Ltd (Farfield Primary School)	Delta Academies Trust	Fairfield School	Guiseley Infants
Compass Contract Services (UK) Ltd (Newhall Primary)	Denby Dale Parish Council	Falcon Education Academies Trust	Guiseley School
Compass Contract Services (UK) Ltd (St Stephens CE Primary)	Dixons Academies Charitable Trust Ltd	Feversham Primary Academy	Halifax Opportunities Trust (Calderdale)
Cookridge Holy Trinity C E Primary School	Dolce Limited (Bishop Konstant C.A.T)	Fieldhead Junior Infant And Nursery Academy	Harden Village Council
Corpus Christi Catholic Primary School	Dolce Limited (Ossett Holy Trinity School)	Fleet Factors Ltd	Hawksworth C E (VA) Primary School
Cottingley Primary Academy	Dolce Limited (Stanley St Peters School)	Foxhill Primary School	Heart of Yorkshire Education Group
Craft Centre & Design Gal. Ltd	Elevate Multi Academy Trust	Foxroyd Limited (Highburton First School)	Heaton St Barnabas C of E Primary School
Crescent Purchasing Ltd	Enhance Academy Trust	Future Cleaning Services Limited (Calder High)	Hebden Royd Town Council
Crigglestone St James CE Primary Academy	Enviroserve (Miriam Lord)	Golcar Junior Infants and Nursery School	Heckmondwike GS Academy Trust
Crossley Street Primary School	Enviroserve (Priestley Academy Trust)	Golden Crown Management (Flushdyke J & I School)	Heckmondwike Primary School
Crow Lane Primary And Foundation Stage School	Equans Property Services Limited	Great Heights Academy Trust	Hemsworth Town Council

PARTICIPATING EMPLOYERS

Hepworth Gallery Trust	Hutchison Catering Ltd (Cottingley Primary Academy)	Independent Cleaning Services Limited (Green Lane Academy)	Lane End Primary Trust
Heritage Multi Academy Trust	Hutchison Catering Ltd (Feversham Primary Academy)	Inspire Partnership Multi Academy Trust	Learning Accord Multi Academy Trust
Hill Top First School	Hutchison Catering Ltd (Leeds Diocesan Learning Trust)	JPL Catering Ltd (The Brigshaw Learning Partnership)	Leeds Appropriate Adult Service
Holme Valley Parish Council	I S S Mediclean Ltd	Keelham Primary School	Leeds Arts University
Holy Family Catholic (VA) Primary School	I.S.S. Mediclean Ltd (Outwood Academy Freeston)	Keighley Town Council	Leeds Beckett University
Holy Trinity Primary C of E Academy	ICS Ltd (Outwood Academy Trust)	Killinghall Primary School	Leeds City Academy
Horsforth School Academy	ICS Ltd (Outwood Primary Academy Bell Lane)	King James's School	Leeds College Of Building
Horsforth Town Council	ICS Ltd (Outwood Primary Academy Greenhill)	Kirkburton Parish Council	Leeds Conservatoire
Horton Housing Association (Bradford)	ICS Ltd (Outwood Primary Academy Newstead Green)	Kirklees Active Leisure	Leeds Diocesan Learning Trust
Huddersfield New College	IEXEL Education Trust	Kirklees Citizens Advice And Law Centre	Leeds East Primary Partnership Trust
Hugh Gaitskell Primary School Trust	Ilkley Parish Council	Kirklees College	Leeds Heritage Theatres
Hunslet St Josephs Catholic (VA) Primary School	Impact Education Multi Academy Trust	Kirkstall St Stephens C E (VA) Primary School	Leeds Jewish Free School
Hutchison Catering (RKLT)	Incommunities	Lady Elizabeth Hastings School	Leeds North West Education Partnership
Hutchison Catering Limited (Blessed Peter Snow CAT)	Independent Cleaning Services Limited (Garforth Academy)	Laisterdyke Leadership Academy	Leeds Society For The Deaf & Blind

PARTICIPATING EMPLOYERS

Leeds Trinity University	Maxim Facilities Management Limited (Southfield Grange)	Minsthorpe Academy Trust	NIC Services Group Limited (Alverthorpe St Pauls C E School)
Leodis Academies Trust	Meanwood C E (VA) Primary School	Mitie FM Ltd	NIC Services Group Limited (South Parade Infants)
Liberty Gas West	Mears Ltd (West)	Mitie FM Ltd (P.C.C for West Yorkshire)	Ninelands Primary School
Lighthouse School	Mellors (Accord MAT)	Mitie Integrated Services Ltd	Normanton Town Council
Lindley C E Infant Academy	Mellors Catering Services (Strawberry Fields School)	Mitie Limited (Leeds Schools PFI)	Norse Group Limited (Wellspring Academy Trust)
Lindley Junior School Academy Trust	Mellors Catering Services Limited (Priestley Academy Trust)	Moorlands Learning Trust	North Halifax Grammar Academy
Littlemoor Primary	Mellors Catering Services Limited (Rainbow Academy)	Morley Town Council	North Halifax Partnership Ltd
Littletown Junior School	Mellors Catering Services Limited (Star Academies)	Mount St Marys Catholic High School	North Huddersfield Trust School
Locala (Calderdale)	Mellors Catering Services Ltd (Green Lane Academy)	Mountain Healthcare Ltd (W Y Police)	Northern Education Trust
Longroyde Junior School	Meltham Town Council	Myrtle Park Primary School	Northern School of Contemporary Dance
Low Moor Primary School	Menston Parish Council	N.I.C. Services Group Limited (Middleton St Marys Leeds)	Northern Star Academies Trust
Luminate Education Group	Micklefield Parish Council	National Coal Mining Museum For England	Notre Dame Sixth Form College
Mast Academy Trust	Midshire Signature Services Ltd (Bronte Academy Trust)	Nell Bank Charitable Trust	NPS Leeds Limited
Maxim (Oulton Academy)	Midshire Signature Services Ltd (Guiseley School)	New Collaborative Learning Trust	Oasis Academy Lister Park

PARTICIPATING EMPLOYERS

OCS Food Co Limited (Mast Academy Trust)	Outwood Primary Academy Kirkhamgate	Pontefract Academies Trust	Rainbow Primary Leadership Academy
OCS Food Group Ltd (St John Fisher Catholic Academy)	Outwood Primary Academy Ledger Lane	Pool Parish Council	Rawdon Parish Council
Old Earth Academy	Outwood Primary Academy Lofthouse Gate	Possabilities CIC	RCCN Limited (Chellow Heights School)
One In A Million Free School	Outwood Primary Academy Newstead Green	Possabilities CIC (2)	RCCN Limited (Delta Academies)
Ossett Trust	Outwood Primary Academy Park Hill	Premier Support Services (Leeds Diocesan Learning Trust)	RCCN Limited (Rodillian)
Otley Town Council	Owlcotes Multi Academy Trust	Priestley Academy Trust	RCCN Limited (Waterton Academy Trust)
Our Lady of Good Counsel Catholic Primary School	Oxenhope Village Council	Primley Wood Primary School	Red Kite Learning Trust (Harrogate HR Hub)
Our Learning Cloud (BDAT)	Paddock Junior Infant And Nursery School	Primrose Lane Primary Foundation School	Red Kite Learning Trust (Leeds East HR Hub)
Outwood Academy Freeston	Pennine Academies Yorkshire	Pristine Clean (West Yorkshire Fire & Rescue)	Reevy Hill Primary School
Outwood Academy Greenhill	Pennine Alliance Learning Trust	Progress to Change (Cardigan House)	Relish School Food Ltd (Highfield School)
Outwood Academy Hemsworth	Pinnacle FM Limited (Kirklees)	Progress to Change (Ripon House)	Robertson Facilities Management Limited (Wakefield Council)
Outwood Academy Wakefield City	Pinnacle FM Ltd	Pudsey Grangefield School	Rook's Nest Academy
Outwood Grange Academy	Pinnacle FM Ltd (W Y Police)	Pudsey Southroyd Primary School Trust	Rothwell St Marys Catholic (VA) Primary School
Outwood Primary Academy Bell Lane	Polaris M.A.T	Queensway Primary	Rufford Park Primary

PARTICIPATING EMPLOYERS

Russell Hall First School	Southway at the Rodillian Academy Ltd	St Nicholas Catholic Primary School	The Bishop Konstant Catholic Trust
Ryhill Parish Council	Spen Valley High School	St Oswalds Church of England Primary School	The Bishop Wheeler Catholic Academy Trust
Sandy Lane Parish Council	SSE Contracting Ltd	St Patricks Catholic (VA) Primary School	The Cellar Trust Ltd (Bradford Wellbeing Service)
SBFM Limited (Bradford College)	St Annes (Bradford) Community Services	St Philips Catholic Primary School	The Co-Operative Academies Trust
School-Led Development Trust	St Anne's Community Services (Whiteoak Respite Centre)	St Theresas Catholic Primary School	The Co-Operative Academies Trust (Taylor Shaw)
SHARE Multi Academy Trust	St Anthonys Catholic (VA) Primary School	Star Academies Trust	The Crossley Heath Academy Trust
Shibden Head Primary Academy	St Edwards Catholic (VA) Primary School	Strawberry Fields Primary School (Selby Educational Trust)	The Family Of Learning Trust
Shipley College	St Francis Catholic Primary School	Suez Recycling And Recovery UK Limited	The GORSE Academies Trust
Shipley Town Council	St Gregory The Great Catholic Academy Trust	Synergy FM Ltd (Raynville Academy)	The Lantern Learning Trust
Sitlington Parish Council	St John's (CE) Primary Academy Trust	Taylor Shaw (PAT)	The Resilience Multi Academy Trust
South Elmsall Town Council	St John's Primary Academy Rishworth	Taylor Shaw Limited (Gorse Academies Trust)	Thornhill Junior And Infant School
South Hiendley Parish Council	St Josephs Catholic (VA) Primary School Wetherby	Taylor Shaw Limited (Gorse AT Elliott Hudson College)	Thornton Primary School
South Kirkby And Moorthorpe Town Council	St Josephs RC Primary School (Todmorden) RCAT	Taylor Shaw Ltd (Gorse Boston Primary School)	Thorp Arch Lady Elizabeth Hastings C E (VA) Primary School
South Pennine Academies	St Michael & All Angels J & I	The Anah Project	TNS Catering (SPTA)

PARTICIPATING EMPLOYERS

Together Housing Association Ltd (Greenvale)	Wakefield Council (Aspens Services Ltd - Snapethorpe Primary School)
Together Housing Association Ltd (Pennine)	Waterton Academy Trust
Together Learning Trust	Wellspring Academy Trust
Tong Leadership Academy	West Yorkshire Combined Authority
Tranmere Park Primary	Westborough High School
Trinity Academy Halifax	Westwood Primary School Trust
Turning Lives Around	Wetherby High School
Turning Point (Bradford 2)	Wetherby Town Council
United Response	Whinmoor St Pauls C E Primary School
University Of Bradford	Wilsden Primary School
University Of Huddersfield	Wolseley UK Ltd
W.Y. Fire & Rescue Authority	Woodside Academy
Wakefield & District Housing Ltd	Worth Valley Primary School

Shared service provision

In addition to the local government pensions paid each month, West Yorkshire Pension Fund also provides a pensions administration and payroll service for the following 27 organisations.

	Service type	Shared service partners
1	LGPS	Lincolnshire LGPS
2	LGPS	LB Hounslow LGPS
3	LGPS	LB Barnet LGPS
4	FIRE	West Yorkshire Fire
5	FIRE	South Yorkshire Fire
6	FIRE	North Yorkshire Fire
7	FIRE	Humberside Fire
8	FIRE	Lincolnshire Fire
9	FIRE	Royal Berkshire Fire
10	FIRE	Buckinghamshire and Milton Keynes Fire
11	FIRE	Devon and Somerset Fire
12	FIRE	Dorset and Wiltshire Fire
13	FIRE	Tyne and Wear Fire
14	FIRE	Northumberland Fire
15	FIRE	Norfolk Fire
16	FIRE	Staffordshire Fire
17	FIRE	Hereford and Worcester Fire
18	FIRE	East Sussex Fire
19	FIRE	Durham and Darlington Fire
20	FIRE	Leicestershire Fire
21	FIRE	Nottinghamshire Fire
22	FIRE	Derbyshire Fire
23	FIRE	Cambridgeshire Fire
24	FIRE	Northamptonshire Fire
25	FIRE	Shropshire Fire
26	FIRE	Warwickshire Fire
27	FIRE	Avon Fire

The combined shared service membership for the 2024/25 financial year is shown in the following table.

	Service type	Shared service partners	2024/25 Active	2024/25 Pensioners	2024/25 B'ficiaries	2024/25 Deferred	2024/25 Undecided	2024/25 Frozen	2024/25 Total	2023/24 Total
	LGPS	W Yorkshire PF	107,023	105,225	12,084	90,850	1,604	10,846	327,632	323,414
1	LGPS	Lincolnshire PF	26,517	27,347	2,766	25,786	519	2,507	85,442	83,949
2	LGPS	LB Hounslow PF	6,799	7,872	997	7,695	130	1,264	24,757	24,641
3	FIRE	LB Barnet PF	9,227	9,470	1,105	9,785	216	1,220	31,023	31,127
4	FIRE	West Yorkshire Fire	1,061	2,059	398	384	3	3	3,908	3,765
5	FIRE	South Yorkshire Fire	685	1,130	227	198	12	12	2,264	2,197
6	FIRE	North Yorkshire Fire	678	552	110	526	46	12	1,924	1,834
7	FIRE	Humberside Fire Authority	790	981	161	368	25	4	2,329	2,251
8	FIRE	Lincolnshire Fire	642	385	65	764	37	36	1,929	1,843
9	FIRE	Royal Berkshire Fire	448	468	62	271	7	3	1,259	1,198
10	FIRE	Bucks and MK Fire	438	412	82	411	7	6	1,356	1,317
11	FIRE	Devon and Somerset Fire	1,689	1,395	207	1,298	46	17	4,652	4,463
12	FIRE	Dorset and Wiltshire Fire	1,092	944	131	913	42	7	3,129	2,880
13	FIRE	Tyne and Wear Fire	574	1,228	197	166	7	0	2,172	2,134
14	FIRE	Northumberland Fire	354	326	62	273	7	2	1,024	976
15	FIRE	Norfolk Fire	749	507	102	421	13	7	1,799	1,658
16	FIRE	Staffordshire Fire	699	739	132	777	15	17	2,379	2,215
17	FIRE	Hereford and Worcester Fire	629	529	74	503	18	4	1,757	1,637
18	FIRE	Durham and Darlington Fire	468	527	98	314	10	0	1,417	1,370
19	FIRE	East Sussex Fire Total	540	611	115	402	57	5	1,730	1,684
20	FIRE	Derbyshire Fire Total	681	709	122	460	38	13	2,023	1,965
21	FIRE	Leicestershire Fire Total	656	660	91	405	17	10	1,839	1,690
22	FIRE	Nottinghamshire Fire Total	651	851	142	420	4	7	2,075	2,029
23	FIRE	Cambridgeshire Fire	526	477	55	506	7	10	1,581	1,486

	Service type	Shared service partners	2024/25 Active	2024/25 Pensioners	2024/25 B'ficiaries	2024/25 Deferred	2024/25 Undecided	2024/25 Frozen	2024/25 Total	2023/24 Total
24	FIRE	Northamptonshire Fire	437	401	63	367	41	15	1,324	1,249
25	FIRE	Shropshire Fire	480	355	61	336	8	9	1,249	1,195
26	FIRE	Warwickshire Fire	381	391	80	310	8	5	1,175	1,141
27	FIRE	Avon Fire	640	912	147	351	13	0	2,063	2,044
		Total	**165,554**	**167,463**	**19,936**	**145,260**	**2,957**	**16,041**	**517,211**	**509,352**

WYPF quality management

ISO 9001:2015

WYPF is an ISO 9001:2015 accredited service provider. All WYPF's services are quality assured using rigorous quality management systems and assessed by external assessors. WYPF first achieved accreditation in 1994 and has successfully maintained this accreditation since.

The purpose of the ISO 9001:2015 certification is to ensure that WYPF provides quality Local Government Pension Scheme administration to employers, members and beneficiaries within the scope of Local Government Pension Scheme regulations and the Firefighters' Pension Scheme order.

WYPF quality policy

- We will provide an efficient and effective service to all our scheme members by responding quickly to requests for information and advice
- We will provide an efficient and effective service to all beneficiaries, i.e. current pensioners, dependants and deferred members and receivers of early leaver benefits by paying correct benefits on time.
- We will provide an efficient and effective service to all employers whose employees participate in a pension scheme administered by WYPF, respond quickly to requests for information, advice and training, and provide detailed guidance on implications of any new legislation affecting the scheme.

Quality management system

As part of the quality management system, several systems and procedures have been put in place to ensure our service continually improves. These include:

- Having procedures in place for dealing with customer complaints and faults and ensuring appropriate corrective and preventative actions are taken.
- Conducting internal quality audits to ensure quality is maintained and to identify improvements.
- Monitoring our processes to obtain statistical data on our efficiency in calculating and paying pensions, so we can ensure benefits are paid on time.
- Surveying customers about their experience of our service.
- Holding regular service review meetings to review service performance and quality issues.

Information Security Management System ISO 27001

WYPF achieved accreditation to ISO27001 Information Security Management Certificate in April 2019.

This accreditation is particularly important to WYPF as it highlights our continued commitment to information security and provides assurance to our members and customers that we have the ability to protect their data and corporate reputation at all times. An ISMS (Information Security Management System) is a systematic approach to managing sensitive personal and company information so that it remains secure. It includes people, processes and IT systems by applying a risk management process.

Management and customer service key performance indicators

WYPF monitors its performance against several key performance indicators (KPIs). All aspects of our administrative structure, processes and systems are reviewed on a planned cycle. Critical business areas impacting on pensioners and their families takes priority. Listed below are 10 key performance indicators in this area of work (further KPI's are listed in Annex A- Administration Key Performance Indicators):

	Work type	Total cases 2024/25	Target days 2024/25	Target cases met 2024/25	Actual KPI 2024/25 %	Actual KPI 2024/25 %	Actual KPI 2023/24 %	Actual KPI 2022/23 %
1	Payment of pensioners (WYPF LG pensioners and beneficiaries)	2,248,788	Paid on due days	2,248,788	100.00	100.00	100.00	100.00
2	Change of address	3,414	20	3,397	85.00	99.50	99.67	96.95
3	Change to bank details	1,469	20	1,459	85.00	99.32	99.35	97.78
4	Death grant nomination	707	10	609	85.00	86.14	84.89	90.50
5	Death in retirement	3,218	10	2,859	85.00	88.84	91.02	88.64
6	Deferred benefits into payment actual	3,240	15	3,107	90.00	95.90	95.21	98.68
7	Life certificate received	1,532	10	1,270	85.00	82.90	73.05	73.05
8	Monthly posting	5,398	10	4,898	95.00	90.74	81.16	95.00
9	Payroll changes	2,012	20	2,004	85.00	99.60	99.75	99.56
10	Update Member Details	10,513	20	10,431	100.00	99.22	97.21	99.78

Staff numbers

	2024/25 FTE	2023/24 FTE	2022/23 FTE	2021/22 FTE	2020/21 FTE
Investments	35.8	32.1	28.8	28.5	23.91
Service centre staff	73.6	70.6	65.3	57.7	52.44
Payroll	24.2	22.9	22.4	21.4	17.3
ICT/UPM staff	19.4	17.6	14.6	12.6	14.43
Finance staff	20.4	20.8	19.8	15.8	11.81
Business support staff	41	38.4	39.1	35.1	27.39
Technical	6.6	5.7	5.6	5.6	4.95
Total	**221.01**	**208.2**	**195.6**	**176.8**	**152.23**

Membership trends over a five-year period

Fund membership continues to grow, with a total membership, including undecided leavers and frozen refunds, of 327,632 as at 31 March 2025. Active members are employed by 409 separate organisations.

	2024/25	% change	2023/24	% change	2022/23	% change	2021/22	% change	2020/21
Active members	107,023	(0.07)%	107,102	(3.25)%	110,704	5.54%	104,890	3.77%	101,079
Pensioners	105,225	4.55%	100,644	4.23%	96,561	3.93%	92,906	3.98%	89,346
Beneficiaries	12,084	(0.43)%	12,136	0.55%	12,070	2.25%	11,804	2.44%	11,523
Deferred members	90,850	0.36%	90,524	3.71%	87,284	0.72%	86,657	1.12%	85,696
Undecided leavers	1,604	(20.55)%	2,019	5.71%	1,910	17.61%	1,624	(3.22)%	1,678
Frozen refunds	10,846	(1.30)%	10,989	0.31%	10,955	10.49%	9,915	10.35%	8,985
Total	**327,632**	**1.30%**	**323,414**	**1.23%**	**319,484**	**3.80%**	**307,796**	**3.18%**	**298,307**

Admissions to the fund

Employees joining the fund were as follows.

	2024/25	2023/24	2022/23	2021/22	2020/21
Employees joining with no previous service	22,644	27,473	25,185	21,007	20,306
Employees with transfers from other pension schemes	797	37	65	20	23
Other pension schemes	542	201	248	248	249
Total	**23,983**	**27,711**	**25,498**	**21,275**	**20,578**

Withdrawals from the fund

Benefits awarded to members leaving employment were as follows.

	2024/25	2023/24	2022/23	2021/22	2020/21
Members awarded immediate retirement benefits	3,776	3,390	2,982	3,298	3,151
Benefits awarded on death in service	91	125	113	106	117
Members leaving with entitlement to deferred benefits, transfer of pension rights or a refund	13,380	10,770	6,676	6,465	5,602
Total	**17,247**	**14,285**	**9,771**	**9,869**	**8,870**

Delivery of communications policy

Details of the Communications Policy can be found in Appendix F: Communications Policy

Value for Money Report

At WYPF value for money (VFM) is fundamental to everything we do, as a public sector - not for profit organisation we use VFM to assess our service delivery and judge our financial performance. In making our VFM assessment we take a closer look at our operations in terms of:

1. Our performance within the LGPS and the pension industry.
2. Services provided across shared services for all:
   a. Pension members
   b. Employers.
3. Our investment performance and costs, delivered by our internal teams.

In all the three areas of core services we are focused on high performing quality services, delivered at scale and in the most efficient and effective way. To secure VFM for WYPF we apply the traditional three VFM criteria of:

1. Economy – we spend just the right amount of resources to deliver to services that are top quartile in terms of measured performance.
2. Efficiency – we get the most out of our inputs, we will consider both internal and external service provisions. If we need to we will develop our own internal services and we are big on collaboration within the public sector pension fund.
3. Effectiveness – we spend wisely to achieve the intended outcomes. We use agile continuous improvement processes to manage our operations and flex our activities to ensure out service remain effective and affordable.

Our VFM approach starts with the following 6 steps:

1. Service reviews – use our shared service partners collaboratively to challenge and review all pension services.
2. Explore best practice and use this to raise service standards.
3. Agree clear measurable targets across our services, including our service partners.
4. Use zero base budgeting to provide appropriate level of resources each year and move resource to where it is needed.
5. Monitor service performance and take corrective actions at the right level to deliver our services.
6. We compare and contrast our service outcomes and costs with peer organisations within the LGPS and globally within the pension industry.

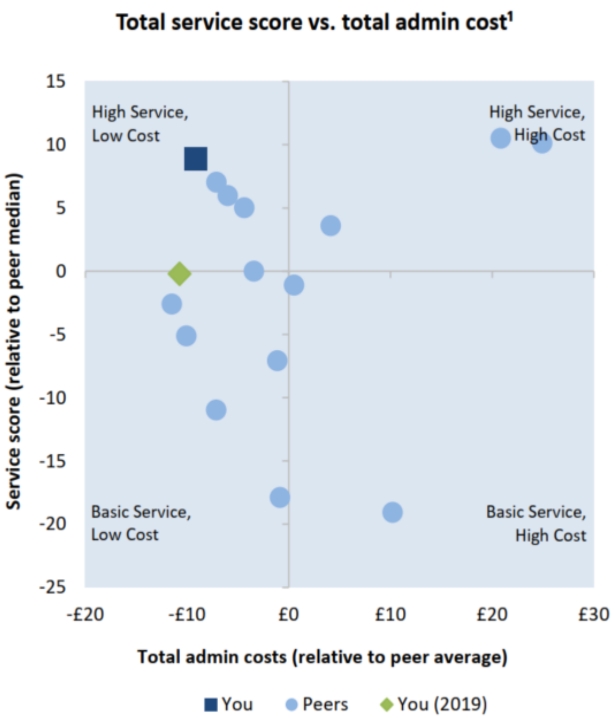
Like many public sector organisations we use benchmarked service outcomes and KPIs to judge the quality, effectiveness and cost of our services, in effect these gives a view of our VFM performance. We use the following benchmarking service to conclude our yearly VFM assessment of services:

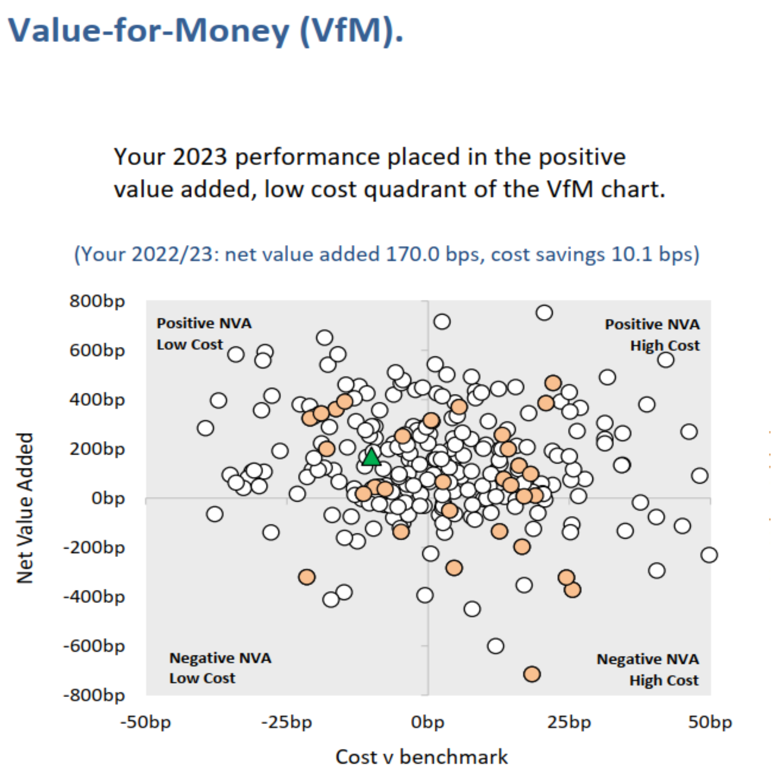
a. DLUHC sf3 LGPS fund annual return result.
b. Pension members and employer’s customer satisfaction surveys
c. CIPFA Benchmarking Club – Pension Administration
d. CEM Benchmarking – Pension administration

e. CEM Benchmarking – Investment management
f. Investment Association – Annual Survey (investment management operating cost in basis points)

WYPF is a high performing low cost LGPS fund – top quartile VFM LGPS Fund.

The sf3 annual results gives us the simplest indication of our VFM performance in terms of cost per member, when this information is linked to our service KPIs it becomes the strongest evidence of our top quartile VFM performance. For 2023/24 the latest sf3 result at the time of writing WYPF delivered the lowest total cost per member within LGPS fund in England and Wales. When this figure is viewed against WYPF service KPIs, customer satisfaction surveys, and information provided by CIPFA and CEM benchmarking surveys, WYPF is ranked as a low cost high performing organisation for both pensions administration and investment management.





Cost per member

Cost per member	West Yorkshire Pension Fund 2024/25 Financial Statement	Position 2023/24 Gov't data SF3	West Yorkshire Pension Fund 2023/24 Gov't data SF3	LGPS lowest 2023/24 Gov't data SF3	LGPS highest 2023/24 Gov't data SF3	LGPS Average 2023/24 Gov't data SF3
Admin cost per member	£18.93	4th	£18.04	£7.81	£132.96	£29.73
Investment cost per member	£27.40	2nd	£22.12	£4.60	£1,118.80	£271.38
Oversight and governance	£4.70	4th	£4.51	£0.00	£112.65	£13.96
Total cost per member	**£51.03**	**1st**	**£44.67**			
Lowest / Highest / Average (not a sum of figures in the table above)				**£44.67**	**£1,190.97**	**£315.07**

2024/25 WYPF cost per member

The 2024/25 annual cost per member for the West Yorkshire Pension Fund for pension administration is £18.93, investment management £27.40 and oversight and governance £4.70 giving a total management cost per member of £51.03. These figures compare favourably with the average cost for authorities in the Department for Levelling Up, Housing and Communities (DLUHC) – SF3 data collection results for the previous year shown in the table above.

2023/24 administration cost per member

From the latest data provided by government, WYPF's pension administration cost of £18.04 per member is the 4th lowest amongst LGPS fund in England and Wales for 2023/24. The lowest cost is £7.81 and the highest is £132.96.

2023/24 investment management cost per member

WYPF's investment management cost per member in the latest result is £22.12, this is the 2nd lowest cost. The lowest cost is £4.60 and the highest £1,111.80. The reason for this low cost is primarily that WYPF has relatively simple investment arrangements – all assets are managed internally, with a small number of mandates and a centralised office support for both investment management and pension administration.

2023/24 oversight and governance cost per member

On oversight and governance, WYPF's is the 4th lowest cost at £4.51. The highest is £112.65.

2023/24 total cost per member

WYPF has the lowest total cost per member (administration, investment, and oversight & governance) at £44.67. The national average for the LGPS in 2023/24 is £315.07 and the highest is £1,190.97.

Disaster recovery and risk management monitoring

WYPF uses Bradford Council's pair of geographically separated data centres, which are 3.2km apart. Both purpose-built data centres are protected by redundant power (UPS), a backup generator and cooling.

- The data centres are connected by point-to-point council-owned fibre runs. Data centres have secure access systems and are monitored 24/7 by Bradford's CCTV Unit.
- Both sites are permanently live and accessible by our internal end-users who are networked to the sites via diverse fibre cable routes.
- Where possible, servers are virtualised, using VMWare. The servers and data are replicated between the VMWare hosts utilizing site recovery manager at both sites to ensure a short recovery time.
- Data is backed up to disk medium in a 24-hour cycle and written to tape archive on robotic tape libraries at both sites. An encrypted archive copy is sent to a dedicated offsite storage facility every week.
- WYPF's server, disk and core network infrastructure is monitored for errors and warnings, and these generate a ticket on the WYPF IT ITIL system for investigation and resolution.
- Critical data stores are also replicated at disk level regularly depending on the importance of the data. In the event of serious system failures, WYPF would re-provision testing hardware and the infrastructure environment for live running.
- WYPF regularly test our site recovery manager by conducting an non-disruptive test.
- WYPF conducted Disaster Recovery test in July 2023 and proved systems are available from Disaster Recovery site.

In the event of WYPF office accommodation becoming unavailable, staff will be relocated to other council offices, our Lincoln office or work remotely. WYPF is covered by the Council's comprehensive disaster recovery plan for the email, web, phone, network and SAP services they deliver for us.

Social media

WYPF's Facebook and Twitter accounts were launched in November 2014 to encourage members of all ages to engage more with the Fund. A LinkedIn page is also maintained.

https://twitter.com/wypf_lgps

www.facebook.com/westyorkshirepensionfund

https://uk.linkedin.com/company/west-yorkshire-pension-fund

Privacy policy

Our privacy policy can be found on our website using the link below:

https://www.wypf.org.uk/administration/privacy-index/lgps/wypf-index/

Complaints and dispute resolution

Details of the complaints and dispute resolution are detailed below and can also be found in Appendix A: Resolving Complaints

Internal dispute resolution procedure

With pensions being such a complicated issue it's inevitable that occasionally disagreements between members, employers and WYPF arise.

When disagreements do happen we do all we can to try to resolve them informally and reach an agreement.

But this isn't always possible. The scheme provides a formal way for disagreements to be resolved: the internal dispute resolution procedure (IDRP).

The IDRP is a two-stage process.

Stage 1 gives scheme members a chance to have a disagreement reviewed by either the employer or WYPF, depending on whom the dispute is against. The review will be undertaken by an 'adjudicator', specified by the body which was responsible for making the original decision being appealed. The member must apply for a review under Stage 1 within six months of the disagreement coming to light.

If the scheme member or their employer is not happy with the outcome of the stage 1 review, they can refer the matter to the administering authority for review under the procedure's second stage.

If further help is needed

The Pensions Ombudsman's Early Resolution Service can also help with resolving disputes if both stages of the IDRP have not provided an agreement.

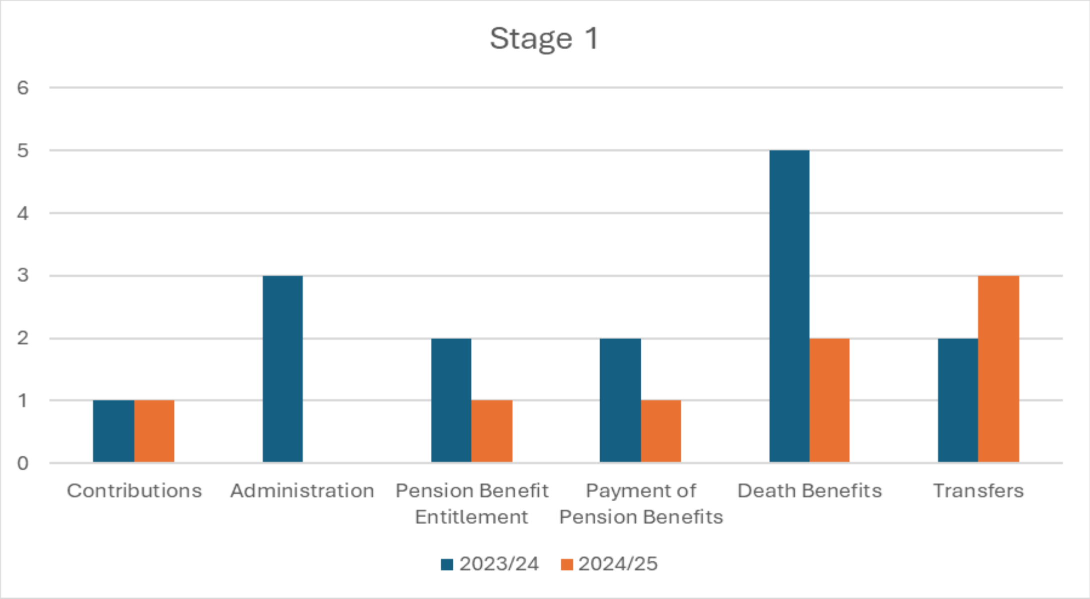
The Pensions Ombudsman settles disputes and investigates complaints that its Early Resolution Service has not been able to settle. The ombudsman's decision is final and binding on all the parties to a dispute.

Maintaining good service standards in pension schemes

The Pensions Regulator (TPR) was set up following the 1995 Pensions Act. Its main role is to protect pension scheme members. From 1 April 2015 TPR's remit was extended to cover the administration of public service pension schemes. As required by section 90A(2) of the Pensions Act 2004, TPR issued a code of practice on governance and administration of public service pension schemes. In March 2024 TPR replaced 10 of its 16 current codes of practice, which included the code of practice on governance and administration of public service pension schemes, with the General Code of Practice. The General Code of Practice sets out TPR's expectations of how occupational pension schemes should be managed and the policies, practices and procedures that should be in place.

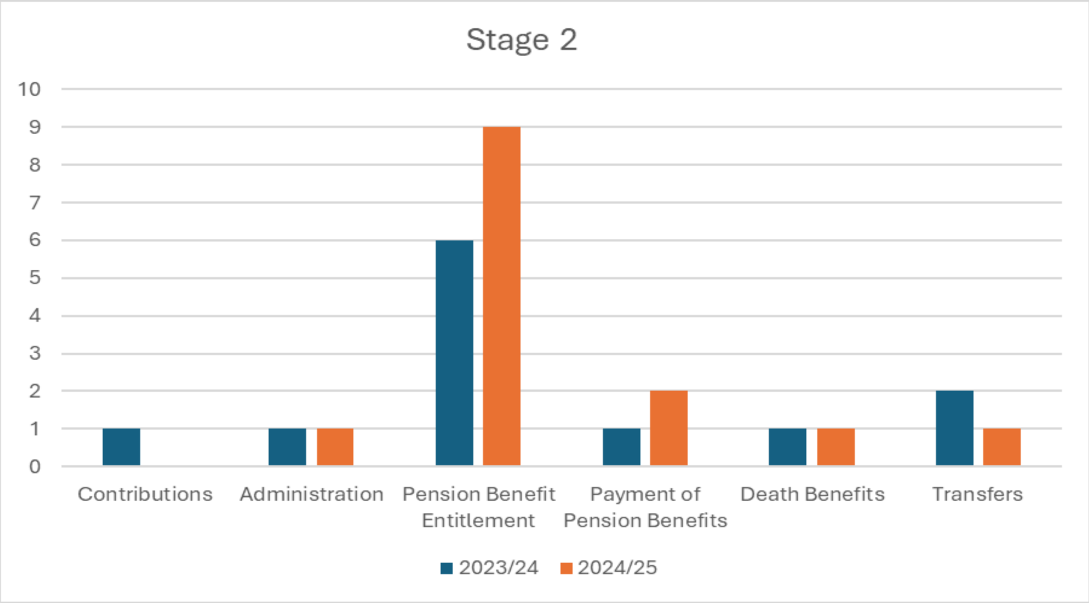
In 2024/25 8 stage 1 IDRP applications were considered compared to 15 in 2023/24. In 2024/25 7 applications were turned down, 0 applications were referred back to be re-considered and 1 application was upheld. The comparisons for 2023/24 are 9 applications were turned down, 2 applications were referred back to be re-considered and 4 applications were upheld.

The chart below provides a summary of the types of stage 1 IDRP applications



In 2024/25 14 stage 2 IDRP applications were considered compared to 12 in 2023/24. In 2024/25 12 applications were turned down, 2 applications were referred back to be re-considered and 0 applications were upheld. The comparisons for 2023/24 are 10 applications were turned down, 2 applications were referred back to be re-considered and 0 applications were upheld.

The chart below provides a summary of the types of stage 2 IDRP applications



Pensions Ombudsman Cases

During 2024/25 2 complaints that had been submitted to the Pensions Ombudsman were resolved. Both complaints were not upheld, with the first relating to receipt of an incorrect Annual Benefit Statement and the second not changing the reason for leaving from voluntary resignation to ill health retirement.

SECTION 8 ACTUARIAL REPORT ON FUNDS

The actuarial report is provided in Note 2 to the account, this is to allow disclosure of a material strategic item in both versions of the WYPF statutory accounts:

1. **WYPF account published within the City of Bradford Metropolitan District Council's account (Note 2 - page 134).**

2. **WYPF full report and account (Section 5, Note 2 - page 38 of this document)**

SECTION 9 EXTERNAL AUDIT OPINION

Independent auditor's statement to the members of City of Bradford Metropolitan District Council on the pension fund financial statements included within the West Yorkshire Pension Fund annual report

Report on the audit of the financial statements

We have examined the Pension Fund financial statements for the year ended 31 March 2025 included within the West Yorkshire Pension Fund annual report, which comprise the Fund Account, the Net Assets Statement and the notes to the financial statements, including material accounting policy information.

Opinion

In our opinion, the Pension Fund financial statements are consistent with the audited financial statements of City of Bradford Metropolitan District Council for the year ended 31 March 2025 and comply with applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2024/25.

Respective responsibilities of the Strategic Director of Corporate Resources and the auditor

As explained more fully in the City of Bradford Metropolitan District Council's Statement of Responsibilities, the Strategic Director of Corporate Resources is responsible for the preparation of the Pension Fund's financial statements in accordance with applicable United Kingdom law.

Our responsibility is to report to the Members of City of Bradford Metropolitan District Council as a body, whether the Pension Fund financial statements within the Pension Fund annual report are consistent with the financial statements of City of Bradford Metropolitan District Council.

We conducted our work in accordance with Auditor Guidance Note 07 – Auditor Reporting, issued by the National Audit Office. Our report on the Pension Fund financial statements contained within the audited financial statements of City of Bradford Metropolitan District Council describes the basis of our opinions on the financial statements.

Use of this auditor's statement

This report is made solely to the members of City of Bradford Metropolitan District Council, as a body and as administering authority for the West Yorkshire Pension Fund, in accordance with Part 5 paragraph 20(5) of the Local Audit and Accountability Act 2014. Our work has been undertaken so that we might state to the members of City of Bradford Metropolitan District Council those matters we are required to state to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than City of Bradford Metropolitan District Council and City of Bradford Metropolitan District Council's members as a body, for our audit work, for this statement, or for the opinions we have formed.

Alastair Newall, Key Audit Partner

For and on behalf of Forvis Mazars LLP (Local Auditor)

One St Peter's Square

Manchester

M2 3DE

10 February 2026

ANNEX A - ADMINISTRATION KEY PERFORMANCE INDICATORS

ANNEX A - ADMINISTRATION KEY PERFORMANCE INDICATORS

Table A - Total number of casework

Casework KPI	Total number of cases open as at 31/03/24 starting position	Total number of new cases created in the year 01/04/24 to 31/03/25	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 dependant members.	16	3,595	3,597	99.6%	3,420	100.0%
New dependant member benefits	44	1,325	1,327	96.9%	1,324	100.0%
Deferred member retirements	73	3,342	3,328	97.5%	3,089	98.5%
Active member retirements	91	3,909	3,896	97.4%	3,430	98.5%
Deferred benefits	2,207	10,590	11,224	87.7%	12,608	100.0%
Transfers in (including interfunds in, club transfers)	697	1,417	1,451	68.6%	1,460	67.7%
Transfers out (including interfunds out, club transfers)	958	1,963	1,599	54.7%	984	50.6%
Refunds	32	2,638	2,657	99.5%	2,836	100.0%
Divorce quotations issued	17	649	630	94.6%	561	99.3%
Actual divorce cases	1	29	27	90.0%	20	100.0%
Member estimates requested either by scheme member or employer	100	3,718	3,765	98.6%	4,198	97.5%
New joiner notifications	645	18,938	19,380	99.0%	8,499	99.7%
Aggregation cases	14	7,236	6,651	91.7%	17,900	96.0%
Optants out received after 3 months membership	0	358	358	100.0%	473	100%

Table B - Time taken to process casework

Casework KPI	Fund target	% completed within fund target in year	% completed in previous year
Communication issued with acknowledgement of death of active, deferred, pensioner and dependant member	5 days	96.7	95.5
Communication issued confirming the amount of dependants pension	5 days	84.4	78.2
Communication issued to deferred member with pension and lump sum options (quotation)	35 days	92.2	98.5
Communication issued to active member with pension and lump sum options (quotation)	10 days	96.7	70.7
Communication issued to deferred member with confirmation of pension and lump sum options (actual)	10 days	95.9	88.1
Communication issued to active member with confirmation of pension and lump sum options (actual)	3 days	92.2	97.9
Payment of lump sum (both active and deferred members)	5 days	94.4	97.8
Communication issued with deferred benefit options	30 days	82.0	92.8
Communication issued to scheme member with completion of transfer in	35 days	65.7	99.9
Communication issued to scheme member with completion of transfer out	35 days	79.0	72.0
Payment of refund	10 days	100.0	99.4
Divorce quotation	40 days	98.9	90.3
Communication issued following actual divorce proceedings i.e. application of a Pension Sharing Order	80 days	100.0	100.0
Communication issued to new starters	10 days	98.9	93.2
Member estimates requested by scheme member and employer	15 days	91.8	76.1

Table C – Communications and engagement

Engagement with online portals	Percentage as at 31/03/25
% of active members registered	50.0%
% of deferred member registered	36.2%
% of pensioner and survivor members	52.1%
% total of all scheme members registered for self service	45.7%
Number of registered users	115,434
% of all registered users that have logged onto the service in the last 12 months.	46.5%

Communication	Number as at 31/03/25
Total number of telephone calls received in year	103,985
Total number of email and online channel queries received	135,083
Number of scheme member events held in year (total of in-person and online)	38
Number of employer engagement events held in year (in-person and online)	44
Number of active members who received a one to one (in-person and online)	105
Number of times a communication (i.e. newsletter) issued to:	
a. Active members	2
b. Deferred members	1
c. Pensioners	2

Table D – Administration KPI - Resources

Resources	
Total number of all administration staff (FTE)	193.0
Average service length of all administration staff (years)	18.0
Staff vacancy rate as %	9.3%
Ratio of all administration staff to total number of scheme members (all staff including management)	0.04%
Ratio of administration staff (excluding management) to total number of scheme members	0.04%

Table E – Data Quality

Annual Benefit Statements	
Percentage of annual benefit statements issued as at 31st August 2024	98.50%
Short commentary if less than 100% . Only 99.01% produced, mostly due to data errors from employers and we are waiting for employers' responses to correct errors. Once errors are corrected ABS will be produced.	0.99% not produced
Data category	
Common data score	96.34%
Scheme specific data score	93.78%
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	3.17%
Percentage of active, deferred and pensioner members with an email address held on file. Only active and deferred are measure	56.88%
Employer performance	
Percentage of employers set up to make monthly data submissions	100.00%
Percentage of employers who submitted monthly data on time during the reporting year.	74.00%

Common data score

Data Type	**%**
Forename	100
Surname	100
Membership status	100
Date of birth	100
NI number	99.88
Postcode	96.91

Common data score is the lowest of above scores. 96.91%

Annual benefit statements produced

ABS PERFORMANCE 2025	WYPF ACTIVE	WYPF DEFERRED	TOTAL
Members at 31/03/2025	**95,644**	**89,061**	**184,705**
Total Employer Blocks	29	0	29
Total WYPF Blocks	64	0	64
Total blocks	**93**	**0**	**93**
% of blocks	**0.10%**	**0.00%**	**0.05%**
In the Queue – waiting to be produced	**0**	**19**	**0**
Produced (how many)	**95,491**	**87,967**	**183,458**
Produced (percentage)	**99.8%**	**99.9%**	**99.9%**
MyPension registered	46,285	30,369	76,654
MyPension Opt Out (Printed)	3,551	2,167	5,718
Not yet registered, but have email.	6,672	7,434	14,106
Not yet registered	38,983	47,997	86,980
Total registered	**95,491**	**87,967**	**183,458**
Not produced	153	1,094	1,247
Not produced %	**0.16%**	**1.23%**	**0.68%**

100% not produced due to data errors from employers and we are waiting for employers' responses to correct errors. Once errors are corrected ABS will be produced.

APPENDICES

Appendices can be found on the WYPF website at:

https://www.wypf.org.uk/wypf/wypf-documents-and-boards/