OXFORDSHIRE PENSION FUND
REPORT AND ACCOUNTS 2024/25

Registered Number: PS049/20

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FOREWORD TO THE 2024/25 PENSION FUND REPORT AND ACCOUNTS BY THE DEPUTY CHIEF EXECUTIVE AND EXECUTIVE DIRECTOR FOR RESOURCES (SECTION 151 OFFICER)

Introduction

I am pleased to present the Pension Fund Report and Accounts for the Oxfordshire County Council Pension Fund for the year 2024/25.

2024/25 started much like previous years waiting for the publication of a number of expected Government proposals. As the year progressed we saw significant activity from the new Government around pensions with some of that focus on the LGPS. The long-expected consultations arrived en masse, in May 2024 the Minister for Local Government wrote to all administering authorities of the Local Government Pension Scheme, asking each authority to set out its approach to achieving efficiencies in the management, governance and administration of their Fund and their asset pool. In September 2024, we saw a Call for Evidence to inform the first phase of the Pensions Investment Review. On 14 November 2024 during the Mansion House speech the Government released a number of pension related consultations, the key consultation of importance to the LGPS was the Local Government Pensions Scheme (England and Wales): Fit for the future consultation. This covered reforming asset pools, boosting investment in Local and UK investments and strengthening the governance at both Fund and pool level. We also saw LGPS investment pools would be required to report by March 2025 on how they intended to deliver the new model of pooling. In April 2025, we received confirmation that our investment pool; the Brunel Pensions Partnership did not meet the Government’s vision for the future of the LGPS, as such we were invited to consider and identify which pool the Fund wished to partner with going forward. It is difficult to see this pace slowing with further consultations already in progress with more due for release.

Progress was made on a number of fronts during the last year. We continued to strengthen the governance arrangements of the Fund as the Governance and Communications Team, worked to ensure compliance with the General Code of Practice issued by the Pension Fund Regulator. Independent oversight of this commenced to give an appropriate level of scrutiny over the Fund’s progress.

At the start of the year we welcomed a new Committee Chair and Deputy Chair. Then due to the local elections welcomed a nearly new Pension Fund Committee in May 2025, changing Chair and Deputy Chair once again. As such a key area of focus throughout the year has been on induction, training and support to Committee Members ensuring their Knowledge and Understanding was sufficient to take on what has been a busy period for the Fund.

The Investment Team continued to develop our work on responsible investment, with a key achievement being our successful application to the Financial Reporting Council to be recognised as a signatory under the UK Stewardship Code. To be recognised as a signatory to the Code confirms that we have evidenced our commitment to engaging with our investee companies and using our voice and votes to encourage companies to act in a way that delivers long-term sustainable solutions, across the full range of environmental, social and governance issues.

Within the Administration Service, the key challenge was continuing to work through the additional work associated with implementing the McCloud remedy. Significant effort was required both within the Administration Team but also across all scheme employers. Being a valuation year significant preparation was undertaken with our scheme employers, in advance of the valuation date, setting out the focus on data quality.

Key Outcomes during 2024/25

A number of key milestones were achieved during the year. Including the development of our workforce strategy, we have focussed on growing, supporting and developing our team throughout the year and will continue to build on this to enable us to create a truly inclusive working environment.

The completion of the work against the General Code of Practice modules. Significant progress was made on the McCloud remedy, we also saw improved reporting on administration processes with the development of new reporting functionality. We saw positive feedback from Scheme Members via the regular surveys, but also overwhelmingly good feedback from the in-person sessions run by the team.

We appointed our affordable housing provider, enabling us access to additional investment that provides an inflation linked return alongside delivering local impact.

2025 is also a valuation year as such we saw significant amounts of advance work completed, in preparation for a very different economic environment at this valuation from previous cycles.

We saw continued focus on our responsible investment policy and significant voting activity through our investment pool.

The Fund

The Fund again saw turnover amongst the scheme employers, largely confined to the admitted bodies. This largely reflects movements of schools, either new academies or switches between Trusts, and the results of outsourcing arrangements. There were 150 scheme employers as at 31 March 2025. The Fund had a total of 75,049 members as at 31 March 2025, an increase of 2.4% since last year.

In terms of cash-flow, the Fund saw a small fall in net positive cashflow from dealings with scheme members from £26.3m last year to £19.7m. This will be reviewed as part of the work on the 2025 Valuation and strategic asset allocation review, with the option to switch to income classes in a number of the existing investment portfolios (so investment income is paid back to the Fund rather than being re-investing as is the current practice).

Investment Performance

The Fund value increased over the course of the 2024/25 financial year ending the year at £3.650bn (£3.541bn as at 31 March 2024). Total investment return over the year was 2.52%. According to the initial results from the 2025 actuarial valuation, the Fund is 129% funded in respect of the pension benefits earned to date, although it should be noted that two thirds of the benefits to be paid out over the next 50 years have not yet been earned or funded.

The Future

The Government has already made it clear during the first 12 months of office that they intend to encourage Pension Funds to invest in the UK economy. The extent to which the Government will encourage/require LGPS Funds to invest in the UK and the definition of Local and UK investments remains to be clarified, also how this will interact with the Fund's fiduciary duty remains to be seen.

We now have the answer to how many pools there will be for the foreseeable future, there will be six pools, it will likely take a number of years to work through the operational and governance matters and potentially wind up/transfer the Brunel Pensions Partnership.

For the Oxfordshire Pension Fund, the future challenges will be taken on by a relatively new Pension Fund Committee, with the support of an experienced Local Pension Board and Fund officers.

The Fund has four key priority areas for the coming year, the first being to deliver further improvements to the governance arrangements of the Fund, with key areas of focus on succession planning and supporting internal development of the team. Continue work on the General Code of Practice and implement the remaining outcomes of the Good Governance Review.

The second priority area for 2024/25 is to improve the operational effectiveness of the Administration function, as measured by a reduction in complaints and regulatory breaches, and improvements in customer satisfaction and data quality. Delivery against the requirements of the McCloud remedy is another key aspect of this priority. Part of the delivery of this priority will be to enhance our employer engagement through our new Employer Services Team.

The third priority area is to develop further the Fund's Investment and Funding service. Part of this will be achieved through delivery of the 2025 valuation and associated work such as out Strategic Asset Allocation review and cashflow modelling. An important part of this priority is continuation of our responsible investment policy, some of which will be dependent upon the not so small item of finding a new investment pool and working collectively with our new partner funds.

The fourth and final priority area covers the delivery of service enhancements and cost reductions through use of technology. A key area of this priority will be the development and launch of our new dedicated Fund website to improve accessibility and enhance the user experience. In addition, to support our service delivery the final key area of focus is the development of our administration system, ranging from the implementation of Pension Dashboard to the development of the system to increase our own internal efficiency, alongside supporting Scheme Members to have an enhanced and improved experience when accessing information about their pension. A key focus will be increasing automation, enhanced cyber security and exploring the use of AI tools within our existing system.

I would like to thank our Pension Fund Committee, Local Pension Board, Fund officers, our employers and our other partners for their hard work, support and dedication to ensuring we deliver an excellent service to our Scheme Members.

As we look ahead, we recognise that significant work remains to meet the growing demands placed upon the Fund. At the same time, we are committed to embracing and leading the transformation of our service—ensuring it is equipped to meet future opportunities. Our focus remains, to deliver secure and long-term sustainable pensions for our Scheme Members, provide affordable pension provision for our employers, and continue generating meaningful impact and value across our region and society.

Lorna Baxter
Executive Director of Resources & Section 151 Officer
August 2025

The Oxfordshire Local Government Pension Scheme (LGPS) Pension Board

All Public Sector Pension schemes were required under the Public Service Pensions Act 2013 to set up a Pension Board with effect from 2015/16 to assist the administering authorities of their Pension Scheme in ensuring compliance with LGPS and other pension regulations.

The Oxfordshire Pension Fund Committee, acting as administering authority of the Oxfordshire LGPS, agreed the terms of reference of the Pension Board in March 2015.
These terms of reference are available on the Board's website at
https://www.oxfordshire.gov.uk/cms/content/lgps-local-pension-board

Under the constitution of the Board, an annual report on the work of the Board should be produced by the Board for inclusion in the Fund's own annual report; and it should be presented to the Pension Fund Committee within 6 months following the end of the municipal year. This report meets that requirement for the 2024/25 financial year, covering the work from the July 2024 Board meeting to their meeting on 25 April 2025.

Board Membership

The Board started the year with a vacancy for one scheme employer representative following the resignation of Marcia Slater who had retired from her employment.
The employer representative vacancy was advertised via the employer's newsletter and on the Fund Website. This attracted two responses. After a review of responses Janet Wheeler, Town Clerk at Didcot Town Council was appointed to serve on the Board.
We have recently received notification of the resignation of one scheme employer representative, Angela Priestley-Gibbins, who is leaving employment and is therefore no longer eligible to serve on the Board as an Oxfordshire Scheme Employer representative. The Board thanks Angela for her contributions.

Attendance at Board meetings was as follows:

	15 July 2024	18 October 2024	24 January 2025	25 April 2025
Scheme Employer Representatives				
Angela Priestley-Gibbins (The Thera Trust)	Yes	Yes	Yes	Yes
Susan Blunsden (Cherwell District Council)	No	Yes	Yes	Yes
Janet Wheeler (Didcot Town Council)	N/a	Yes	Yes	Yes
Scheme Member Representatives				
Stephen Davis (Oxford Direct Services & Unite)	Yes	No	Yes	Yes
Alistair Bastin (Oxfordshire County Council & Unison)	Yes	Yes	Yes	Yes
Liz Hayden (Retired Member)	Yes	Yes	No	Yes

All meetings were attended and chaired by the Independent Chair Matthew Trebilcock, the Head of Pensions for the Gloucestershire Pension Fund under the reciprocal agreement. Cllr Donna Ford attended all meetings of the Board in her capacity as Chair of the Pension Fund Committee as part of the arrangements agreed within the Governance Review to improve communications between the Committee and Board.

Sean Collins, the Head of Pensions for the Oxfordshire Fund retired on 31 July 2024 and stepped down as Independent Chair of Gloucestershire Local Pension Board under the reciprocal arrangement. Mark Smith, the new Head of Pensions for the Oxfordshire Fund commenced as Independent Chair of the Gloucestershire Local Pension Board from 1 August 2025

A number of the Board Members regularly attended the Pension Fund Committee as observers, with Alistair Bastin presenting the report of the Board to the Committee. Board Members were also regular attenders at the training events run through the year, to which all Committee and Board members were invited.

With the agreement of the Independent Chairman and members of the Board, all meetings of the Board during 2024/25 were held virtually. As the Board was set up under separate legal provision from the other County Council Committees, there is no legal requirement for meetings to be held in person

Members of the Board also attended the Business Planning Workshop held on 16 January 2025 which discussed the 2025/26 Business Plan.

The Board have also been represented throughout the year on the Climate Change Working Group. Alistair Bastin has also served as a member of the Brunel Oversight Board as one of two representatives of all scheme members on that Board following an election process across the ten Funds within the Brunel Pension Partnership.

Alistair Bastin also sat as a member of the technical interview panel as part of the selection process for the new Head of Pensions position. The Panel provided advice to the Executive Director of Resources & Section 151 Officer on the LGPS knowledge, skills and experience evidenced by the candidates, who was responsible for making the final decision on the appointment.

Work Programme

The work programme for the Board continued as a mix of a regular review of a set of standard reports as presented to the previous meeting of the Pension Fund Committee, ad-hoc review of reports to the Pension Fund Committee and new items brought direct by the Fund's officers or made at the request of Board members such as the paper on the Strategic Asset Allocation including active verses passive investment management.

The standard reports reviewed at each of the Board meetings in that last year were:

- Review of the Annual Business Plan and Budget
- Governance and Communications Report
- Risk Register
- Administration Report

The main issues identified by the Board in respect of these reports were in respect of the skills, knowledge and experience of those charged with the governance of the Fund. During the year, the Board expressed concern with the local elections and possible change in Committee membership and loss of experience. An additional risk was added to the risk register and monitored by the Board. The Board also raised specific concerns around the resources available to manage the McCloud project and kept a regular review of the status of the project throughout the year.

A major element of the work of the Board during the year 2024/25 focussed on the new General Code of Practice, published by the Pension Regulator.

During the year, the Board reviewed the following Committee reports:

a. July 2024 – the Fund Cashflow and 2025 Triennial Valuation.
b. October 2024 - the Annual Report and Accounts for the Pension Fund and the Responsible Investment Policy – Monitoring and Reporting.
c. January 2025 – Pension Investment Review – A Call for Evidence and the Workforce Strategy.

The new items considered by the Board which had not previously been presented to the Pension Fund Committee were:

a. The Boards own Annual Report for the 2023/24 financial year considered at the July 2024 meeting.
b. The report on the Strategic Asset Allocation considered at the April 2024 meeting.

Future Work Programme

A key work area for the Board during 2025/26 will be monitoring the progress against and independent review of the General Code of Practice issued by the Pension Regulator. This is consistent with one of the primary objectives of the Board to ensure that the Pension Fund Committee is meeting its regulatory duties and ensuring all material breaches are reported to the Pension Regulator.

The Board will also maintain its focus on the standard administration report, review of the annual business plan, governance and communications report and the risk register to ensure that the Committee is able to meet its statutory duties, and performance is delivered to the appropriate standards.

The Board will also maintain its focus on the future governance arrangements for the Fund and in particular the impact of the changes to the leadership of the Fund both on the Committee and at Officer level. Key to this will be reviewing the current training arrangements and the effectiveness of these in ensuring appropriate levels of skills and knowledge on the Committee and the Board itself. Reviewing progress on the implementation of the Workforce Strategy will also form a key part of the Board’s work in this area, including the development of self-service tools for scheme members and employers, the automation of certain processes, development of a new Fund website.

Other areas of work for the Board in 2025/26 will be to oversee the work undertaken by the Committee for the 2025 Valuation, implementation of pensions dashboard and delivery of the McCloud solution for the 2025 Annual Benefit Statements. The oversight of Board will also be critical on the matter of pooling reform, as the Administering Authority seeks to find a new investment pool.

Board Members Training 2024/25

Local Pension Board Member Training 2024/25	
Alistair Bastin	PLSA Local Authority Forum
	National Knowledge Assessment 2024
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
Angela Priestley-Gibbins	LGA Fundamentals
	LGA LGPS Governance Conference
	National Knowledge Assessment 2024
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
Liz Hayden	TPR Toolkit
	National Knowledge Assessment 2024
Susan Blunsden	National Knowledge Assessment 2024
Stephen Davis	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
Janet Wheeler	Induction
	National Knowledge Assessment 2024
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)

Statement of Responsibilities for the Pension Fund

The County Council's Responsibilities

The County Council is required to:

- make arrangements for the proper administration of the financial affairs of the Pension Fund and to ensure that one of its officers has the responsibility for the administration of those affairs. For the County Council, that officer is the Executive Director for Resources and Section 151 Officer;

- manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets.

The Pension Fund Committee has examined the Pension Fund accounts and authorised the Chairman to approve them on its behalf.

The Responsibilities of the Executive Director for Resources and Section 151 Officer

The Chief Finance Officer is responsible for the preparation of the Pension Fund's accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2024/25 ('the Code of Practice').

In preparing this Statement of Accounts, the Executive Director for Resources and Section 151 Officer has:

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that were reasonable and prudent;
- complied with the Code of Practice.

The Executive Director for Resources and Section 151 Officer has also:

- kept proper accounting records which were up to date;
- taken reasonable steps for the prevention and detection of fraud and other irregularities.

LORNA BAXTER
Executive Director for Resources and Section 151 Officer

INDEPENDENT AUDITOR'S STATEMENT TO THE MEMBERS OF OXFORDSHIRE PENSION FUND ON THE PENSION FUND FINANCIAL STATEMENTS

SCHEME MANAGEMENT & ADVISORS

Administering Authority	Oxfordshire County Council County Hall Oxford OX1 1ND
Administrator	Executive Director Resources & Section 151 Officer
Pension Fund Committee County Council Members 2024/25 Membership	Cllr Donna Ford (Chair) Cllr Michael O'Connor (Deputy Chair) Cllr Bob Johnston (to June 24) Cllr Nick Field-Johnson Cllr Imade Edosomwan Cllr Ian Middleton Cllr John Howson Cllr Peter Stevens (from September 24)
Representatives of District Councils	Cllr Jo Robb (SODC)
Representatives of Scheme Employers	Alistair Fitt (Oxford Brookes University)
Scheme Member Representative	Steve Moran
Independent Investment Adviser	John Arthur Apex Investment Advisers
Fund Managers	Adams Street Partners Brunel Pension Partnership Legal & General Investment Management Partners Group Insight Investment Management
Internally Managed Funds	Listed Private Equity
Actuary	Hymans Robertson
Auditor	Ernst & Young LLP
AVC Provider	Legal and General
Custodian	State Street Bank and Trust Company
Legal Advisers	Oxfordshire County Council Legal Services
Bankers	Lloyds Bank Plc

HOW THE SCHEME OPERATES

♦ Legal Framework

The Local Government Pension Scheme is a statutory, funded defined benefit pension scheme. The operation of the Oxfordshire County Council Pension Fund is principally governed by the Local Government Pension Scheme Regulations 2013 [as amended] (effective from April 2014).[1] The scheme covers eligible employees and employees of other bodies eligible to be employers in the Scheme. A list of all those bodies with employees currently participating in the Scheme is shown on pages 15 to 18.

This career average revalued earnings (CARE), defined benefit scheme provides benefits related to actual salary for its members and the benefits are unaffected by the investment return achieved on the Scheme's assets. 'CARE' benefits build up each year with annual revaluation while pensions paid to retired employees, their dependents, and deferred benefits are subject to mandatory increases in accordance with annual pension increase legislation. Since 2011 the amount is based the Consumer Price Index (CPI).

All active LGPS members at 31 March 2014 were transferred to the new LGPS for 1 April 2014. Their final salary benefits linked to the final pay definitions of the previous regulations continue while accrual of membership stopped at 31 March 2014.
Pension Investment and Administration is governed by Her Majesty's Customs and Revenue Office (HMRC) setting out personal maximum values of benefit and reporting structures for schemes.

♦ Contributions

The Oxfordshire County Council Pension Fund is financed by contributions from employees and employers, together with income earned from investments. The surplus of contributions and investment income over benefits being paid is invested.

The contribution from employees is prescribed by statute at rates between 5.5% and 12.5% of pay.

Employers' contribution rates are set following the actuarial valuation, which takes place every three years. The contribution rate reflects an employer experience, the fund deficit or surplus and is the rate at which employers need to contribute to achieve a 100% funding level projected over 22 years.

Contribution rates for 2024 - 2025 were based on the completed valuation of the Scheme's financial position as at 31 March 2022 and are shown on pages 15 to 18.

♦ Benefits

The benefits payable under the Scheme are laid down by the 2013 Regulations. Pension payments are guaranteed and any shortfall is met through the Pension Fund linked to employer contribution rates set by the fund valuation. The Scheme is a 'defined benefit scheme and provides a pension based on 1/49th of pensionable pay each year of membership with annual revaluation, adjusted in line with CPI. A Summary of Benefits is shown on pages 108 to 110.

Overriding legislation

The LGPS exists within rules laid down by HMRC. These provide time limits for benefit payments and also on the member limits to the amount of pension built up within a year and within a lifetime. At retirement a member has to declare any other benefits, not just from the LGPS but all pension provision, to ensure all benefits are within this limit. A tax charge is imposed if this limit is exceeded or if the member fails to make the declaration. Members can convert a portion of their

[1] From 01 April 2014 new LGPS have introduced a new scheme. This is still a defined benefit scheme which is now based on Career Average Revalued Earnings (CARE)

annual pension to provide a larger tax free lump sum at retirement.

The limits an individual can build up in a year and a lifetime are set by HMRC with additional reporting timetables for fund administration.

♦ Adjudication of Disagreements Procedure

The first stage of a dispute is, generally, looked at by the claimants' employer. The second stage referral is to the County Council and the Appointed Person. For information please contact the Pension Services Manager.

PARTICIPATING EMPLOYERS

Scheduled Bodies	Contribution Rate: Payroll % 2024/25	Contribution Rate: Additional Monetary Amount 2024/25	Scheduled Bodies (cont)	Contribution Rate: Payroll % 2024/25	Contribution Rate: Additional Monetary Amount 2024/25
Abingdon & Witney College	20.0%	-	Chinnor Parish Council	21.7%	-
Abingdon Learning Trust	21.2%	-	Chipping Norton Town Council	21.7%	-
Abingdon Town Council	21.7%	-	Cholsey Primary School (OPEN)	19.3%	-
AcerTrust MAT	20.3%	-	Cumnor Parish Council	21.7%	-
Activate Learning Education Trust	20.3%	-	Didcot Town Council	21.7%	-
Activate Learning	19.8%	-	Drayton Parish Council	21.7%	-
Adderbury Parish Council	21.7%	-	Europa School	19.3%	-
Anthem School Trust	19.1%	-	Eynsham Parish Council	21.7%	-
Aspirations Academy Trust	21.8%	-	Eynsham Partnership	20.0%	-
Badgemore Primary – The Circle Trust	19.9%	-	Faringdon Town Council	21.7%	-
Banbury Town Council	21.7%	-	GEMS Didcot Primary Academy	19.3%	-
Benson Parish Council	21.7%	-	GLF- William Morris	18.1%	-
Berinsfield Parish Council	21.7%	-	Goring Parish Council	21.7%	-
Bicester Town Council	21.7%	-	Gosford & Water Eaton Parish Council	21.7%	-
Blackbird Leys Parish Council	21.7%	-	Henley College	20.0%	-
Bladon Parish Council	21.7%	-	Henley on Thames Town Council	21.7%	-
Bloxham Parish Council	21.7%	-	Heyford Park Parish Council	21.7%	-
Burford School	22.4%	-	Kennington Parish Council	21.7%	-
Cambrian Learning Trust	21.1%	-	Kidlington Parish Council	21.7%	-
Carterton Town Council	21.7%	-	Kingston Bagpuize with Southmoor	0.0%	-
Chadlington Parish Council	21.7%	-	Parish Council	21.7%	-
Chalgrove Parish Council	21.7%	-	Ladygrove Park Primary School	19.7%	-
Cherwell District Council	15.9%	-	Langtree Academy	19.3%	-

List of Participating Employers continues on next page…

PARTICIPATING EMPLOYERS

Scheduled Bodies (cont)	Contribution Rate Payroll % 2024/25	Contribution Rate Additional Monetary Amount 2024/25	Scheduled Bodies (cont)	Contribution Rate Payroll % 2024/25	Contribution Rate Additional Monetary Amount 2024/25
Leafield Parish Council	21.7%	-	South Oxfordshire District Council	17.8%	411,000
Lewknor Parish Council	21.7%	-	Spelsbury Parish Council	21.7%	-
Littlemore Parish Council	21.7%	-	Stanton St John PC	21.7%	-
Long Hanborough Parish Council	21.7%	-	St Johns Academy Trust	22.1%	-
MacIntyre Academy Trust	16.0%	-	Sutton Courtenay Parish Council	21.7%	-
Maiden Erlegh Trust	19.3%	-	Thame Partnership Academy Trust	19.8%	-
Marcham Parish Council	21.7%	-	Thame Town Council	21.7%	-
Milton Parish Council	21.7%	-	The Gallery Trust	19.4%	-
Nettlebed Parish Council	21.7%	-	The Merchant Taylors Oxfordshire Academy	0.0%	-
North Hinksey Parish Council	21.7%	-	School Trust	19.3%	-
Old Marston Parish Council	21.7%	-	The Mill Academy Trust	21.2%	-
Oxford Brookes University	19.2%	-	The Pope Francis MAC	20.5%	-
Oxford City Council	13.4%	-	United Learning Trust	16.7%	-
Oxford Diocesan Trust	20.2%	-	Vale of the White Horse District Council	17.8%	767,000
Oxford Direct Services	20.6%	-	Wallingford Town Council	21.7%	-
Oxfordshire County Council	19.9%	-	Warriner MAT	21.6%	-
Propeller Academy Trust	19.4%	-	Watlington Parish Council	21.7%	-
Radley Parish Council	21.7%	-	West Oxfordshire District Council	17.6%	766,000
Ramsden Parish Council	21.7%	-	Wheatley Parish Council	0.0%	1,200
Ridgeway Education Trust	24.8%	-	Willowcroft Academy Trust	17.5%	-
Risinghurst & Sandhills Parish Council	21.7%	-	Witney Town Council	21.7%	-
River Learning Trust	19.2%	-	Woodstock Town Council	21.7%	-
Sandford St Martin Parish Council	21.7%	-	Wootton Parish Council	21.7%	-

List of Participating Employers continues on next page…

PARTICIPATING EMPLOYERS

Admitted Bodies	Contribution Rate: Payroll % 2024/25	Contribution Rate: Additional Monetary Amount 2024/25
A2 Dominion	17.2%	-
Affinity Trust	19.9%	-
Alliance in Partnership Limited – The Cooper School (Bicester Learning Academy) catering	21.2%	-
Aspens Services Limited – Pope Francis Multi Academy Company (St Gregory the Great Secondary School and St Joseph's Primary School ,Thame, (catering contract)	20.5%	-
Atlas Cleaning Limited - EPAT	20.0%	-
Banbury Museum Trust	17.2%	-
Calber Facilities Management Limited – Caldecott Primary School, Abingdon (cleaning contract)	19.9%	-
Capita	17.8%	-
Caterlink Limited – Acer Trust (Botley School, Oxford) (catering contract)	20.3%	-
Caterlink – Faringdon Learning Trust	9.6%	-
Caterlink Ltd – Oxford Diocesan Schools Trust (St Frideswide CofE Primary School) (catering contract)	20.2%	-
Clarendon Limited – Clanfield Church of England Primary School (cleaning contract)	19.9%	-
Cleantec Services Ltd – Pope Francis MAC (Blessed George Napier School) (cleaning contract)	20.5%	-

Admitted Bodies (cont)	Contribution Rate: Payroll % 2024/25	Contribution Rate: Additional Monetary Amount 2024/25
Cleantec Services Limited – River Learning Trust (cleaning contract)	19.2%	-
Community Integrated Care (OCC care contract)	19.9%	-
Culinera Ltd – River Learning Trust (The Swan School) (catering contract)	19.2%	-
Dolce Limited at Eynsham Partnership Academy (Eynsham Primary School) (catering contract)	20.0%	-
Dolce Limited – River Learning Trust (Bayards Hill School, Oxford) (catering contract)	19.2%	-
Dolce Limited – River Learning Trust (Lots 6 and 7) (catering contract)	19.2%	-
Dolce Limited – River Learning Trust (The Marlborough School, Woodstock) (catering contract)	19.2%	-
Dolce Limited -Windmill Primary School	19.9%	-
Edwards & Ward – River Learning Trust Lot 1 (The Oxford Academy and Wheatley Park School) (catering contract)	19.2%	-
Edwards & Ward – River Learning Trust Lot 2 (Chipping Norton School) (catering contract)	19.2%	-
Edwards and Ward (St Andrews C.E. Primary School)	19.9%	-
Edwards & Ward - Vale Academy Trust	20.4%	-

List of Participating Employers continues on next page…

PARTICIPATING EMPLOYERS

Admitted Bodies (cont)	Contribution Rate Payroll % 2024/25	Additional Monetary Amount 2024/25
Edwards and Ward – Vale Academy Trust (Larkmead School) (catering contract)	20.4%	-
Fresh Start – Bishop Loveday	21.6%	-
Fresh Start Ltd (Bloxham School contract)	19.9%	-
Greenwich Leisure Limited	23.1%	-
Groundwork South	19.9%	-
Hill End Outdoor Education Centre	13.5%	-
HPS Services FM Ltd	21.8%	-
KGB Cleaning South West Ltd - Activate Learning Education Trust (Bicester Tech & School)	20.3%	-
Kidz Zone Club Limited – Langford Village Community Primary School (OCC) (before and after school clubs contract)	19.9%	-
Maid Marions Ltd– Faringdon Academy of Schools	18.8%	-
M Group Services	19.9%	-
Order of St John's Care Trust (Oxford)	39.8%	-
Oxford Archaelogical Unit	17.2%	-
Oxford Community Work Agency	17.2%	-
Oxfordshire LEP	19.9%	-
Parker Contract Cleaning	19.9%	-
Publica	17.6%	-
Purgo Supply Services Ltd	21.6%	-
Rapid Clean - Stockham Primary School	19.9%	-
Rapid Commercial Cleaning Ltd	19.9%	-

Admitted Bodies (cont)	Contribution Rate Payroll % 2024/25	Additional Monetary Amount 2024/25
Saba Park Services	26.5%	-
School Lunch Company (North Hinksey CE Primary School)	20.2%	-
School Lunch Company (Orchard Fields)	19.9%	-
School Lunch Company – The Blake CofE Primary School, Cogges	20.2%	-
Serco Leisure	20.6%	-
Stir Food Limited – Mill Academy Trust (Queen Emma’s Primary School) (catering contract)	21.2%	-
Swalcliffe Park School Trust	17.2%	-
Taylor Shaw Limited – United Learning Trust (Orchard Meadow and Windale Schools) (catering contract)	16.7%	-
Thames Valley Partnership	17.2%	-
The Camden Society - Lot 1	19.9%	-
The Camden Society - Lot 2	19.9%	-
UBICO Limited	17.6%	-
Vale Capita	17.8%	-
Yorkshires Cleaning Service Ltd – ODST (St Christopher’s CofE Primary School, Cowley, Oxford) (cleaning contract)	20.2%	-
Yorkshires Cleaning Services - St Francis CE Primary School, Cowley, Oxford	19.9%	-

Governance

Conflicts of Interest

All councillors and co-opted members are required to register any disclosable pecuniary interests. In preparing the year-end statement of accounts checks are made for any potential related party transactions using the interests declared by Councillors on the Pension Fund Committee.

The Governance Compliance Statement which details the degree of compliance with best practice is available on the Council's public website.

Pension Fund Committee

Committee Membership and Attendance 2024/25

Councillor	**07-Jun-24**	**06-Sep-24**	**13-Dec-24**	**07-Mar-25**
County Councillors;				
Councillor D Ford (on committee since June 2024)	✓	✓	✓	✓
Councillor B Johnston (on committee since June 2021)	✓	n/a	n/a	n/a
Councillor M O'Connor (on committee since March 2024)	✓	✗	✓	✓
Councillor N Field-Johnson (on committee since May 2017)	✓	✓	✓	✗
Councillor I U Edosomwan (on committee since May June 2021)	✓	✓	✓	✓
Councillor J Howson (on committee since October 2022)	✓	✓	✓	✓
Councillor I Middleton (on committee since March 2024)	✓	✗	✓	✗
Councillor P Stevens (on committee since Sept 2024)	n/a	✓	✓	✓
District Councillors;				
Councillor J Robb (on committee since September 2019)	✗	✓	✓	✗
Scheme Employers;				
Alistair Fitt (Oxford Brookes University) (on committeee since June 2021)	✓	✓	✓	✓

Committee Members Training Received 2024/25

Donna Ford	Induction
	TPR Toolkit
	National Knowledge Assessment 2024
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
	LGA Governance Conference
Michael O'Connor	Induction
	TPR Toolkit
	National Knowledge Assessment 2024
Imade Edosomwan	Induction
	National Knowledge Assessment 2024
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
Nick Field-Johnson	Induction
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	National Knowledge Assessment 2024
	PLSA LA Conference Private and Public Pension Summit
John Howson	National Knowledge Assessment 2024
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
Ian Middleton	Induction
	TPR Toolkit
	National Knowledge Assessment 2024
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 13/12/2024 Brunel Governance
Peter Stevens	National Knowledge Assessment 2024
	Induction
	LGA Fundamentals
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)

	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
	LGA Governance Conference
Alistair Fitt	National Knowledge Assessment 2024
	Pre-Committee Training 07/06/2024 Triennial Valuation (Hymans) 2
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)
Jo Robb	National Knowledge Assessment 2024
	LGA Fundamentals Day 2
	LGA Fundamentals Day 3
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
Steve Moran	National Knowledge Assessment 2024
	Pre-Committee Training 06/09/2024 Affordable Housing (M&G)
	Pre-Committee Training 13/12/2024 Brunel Governance
	Pre-Committee Training 07/03/2025 Triennial Valuation (Hymans)

Members that have been on the Pension Fund Committee in previous financial years will have attended training events in those years in addition to the training undertaken in the current financial year.

Risk Management

Internal Risk Management

Officers operate within the financial procedures and control environment of the Administering Authority. These are regularly audited by internal and external audit.

The Council's Internal Audit function undertook a review of the Pension Administration operations in 2023/24 with an overall conclusion of 'G' (There is a strong system of internal control in place and risks are being effectively managed. Some minor action may be required to improve controls.). Internal Audit also undertook a review of Pensions Administration – IT Applications in 2023/24 with an overall conclusion of 'A' (There is generally a good system of internal control in place and the majority of risks are being effectively managed. However, some action is required to improve controls). All actions resulting from the audits have been addressed by management.

The Pension Fund Committee is responsible for the prudent and effective stewardship of the Oxfordshire County Council Pension Fund. As part of this duty the Committee oversees the monitoring and management of risk. This role includes:

- Determining the risk management policy and reconciling this with wider organisational risk policy
- Setting the risk management strategy in line with the risk policy
- Overseeing the risk management process

The risk management process involves: Risk identification, risk analysis, risk control and monitoring.

A key tool for the management of risk is the risk register. The register incorporates an assessment of the impact and likelihood of identified risks to give a risk score, assigns a target risk score, as well as the actions required to achieve the target score. The risk register is kept under review by the Executive Director for Resources and Section 151 Officer and is presented to the Committee on a quarterly basis. The risk register is also regularly reviewed by the Oxfordshire Local Pension Board.

Risks are identified and assessed using a scoring matrix. The scoring matrix assesses two elements of a risk:

- the chance of it happening
- the impact if it did happen

Risks are analysed between:

- Funding
- Investment
- Governance
- Operational
- Regulatory

Each element is independently assessed on a scale of 1-5 (5 being the highest risk). These scores are then multiplied to give an overall score. The risk register lists the risks identified, the consequence of each risk occurring, the score assigned to each risk, the target score for each risk and the measures in place to address the risk. This process identifies the risks with the highest scores, and those furthest away from their targets, which are then closely monitored.

The table below details the highest scoring risks from the most recent version of the risk register for the Fund (a copy of the full risk register is available in the Pension Fund Committee papers for June 2025 which is on the Council's public website).

Officers are mindful of risk in carrying out their duties on a day to day basis and any significant risks identified are reviewed and managed through processes and controls accordingly. The Pensions teams have regular team meetings through which any operational risks can be discussed and dealt with appropriately.

Summary of Key Risks identified on the Pension Fund Risk Register

Risk	Cause	Impact	Likeli-hood	Risk Score	Actions Required
Operational					
Insufficient resources from Committee to deliver responsibilities	Budget reductions	4	2	8	Annual budget review as part of business plan.
Insufficient Skills and Knowledge amongst Board Members	Turnover of Board membership	4	2	8	Implement new training plan 2025/26 based on the outcomes of the National Knowledge Assessment from Hymans.
Insufficient Resource and/or Data to Comply with Consequences of McCloud Judgement & Sergeant.	Significant requirement to retrospectively re-calculate member benefits	4	2	8	Re-organising this work between the whole team based on existing skill sets.
Governance					
Failure to meet government requirements on pooling	Inability to agree proposals with other administering authorities	5	2	10	Full engagement within Brunel Partnership.

Third Party Risk Management

The Pension Fund Committee receive quarterly investment performance reports and receive regular updates from Fund Managers which provide an opportunity to ensure their strategies are in line with expectations and to discuss any risks the Committee is concerned about. Officers also have regular meetings with the Independent Financial Advisor and Fund Managers through which performance is reviewed and key issues are discussed.

The Fund's investment managers and its custodian issue annual internal control reports prepared by their auditors. For fund managers, auditors typically issue a report based on the Statement on Standards for Attestation Engagements (SSAE 16) in North America, or Audit & Assurance Faculty (AAF 01/06) in the UK. The International Auditing & Assurance Standards Board (IAASB) has also developed the International Standard on Assurance Engagements (ISAE 3402) as a global standard of reporting, for use from 2012. These documents identify internal processes and procedures, and details of the audit testing performed on them during the year. The reports are reviewed annually by the pension investments team and are used to gain assurance that the third parties' internal controls are sufficient and are operating effectively. Any concerns are discussed with the third parties to ensure corrective action is being taken where weaknesses are identified.

The following reports were received and reviewed:

Company	Report Type	Reporting Period End	Auditor
Adams Street Partners	SOC 1	30 September 2024	KPMG
Partners Group	ISAE 3402	31 December 2024	PricewaterhouseCoopers
State Street Bank & Trust Company (Custodian)	SOC 1	31 March 2025	Ernst & Young
Legal & General Investment Management	AAF 01/20 / ISAE 3402	31 December 2024	KPMG

The pension investment team analyse and reconcile valuation information provided by the custodian to that of the investment manager and follow up any significant variations. The custodian also undertakes a monthly reconciliation between its records and those of funds managers and is required to investigate and report the reasons for any significant variances.

The fund's Independent Investment Advisor monitors the market and the activities of investment managers and informs officers if there are any concerns, such as changes in key staff.

Scheme Administration and Administration Performance

The Pension Services team is responsible for all scheme member benefit administration. This involves liaising with all scheme employers to receive monthly and end of year data returns, checking this information prior to loading this on to the pension system.

Once data is loaded the team can then calculate and process queries and benefit payments to scheme members.

Data assurance comes from internal checks; process review; and internal and external audit reviews.

Scheme Communications are detailed in the Communication Strategy which details types and methods of communication used to reach all fund's stakeholders. This is underpinned by the Pension Fund pages located on the County Council's website, which contains links for following fund documents:

- Communication Policy Statement
- Annual Report and Accounts
- Triennial Valuation Report
- Investment Strategy Statement
- Funding Strategy Statement
- Governance Policy Statement
- Statements of Policy about Exercise of Discretionary Functions
- Administration Strategy

Complaints are dealt with in line with the Adjudication of Disagreements Procedure which is set out in Regulation. This is a three stage process:

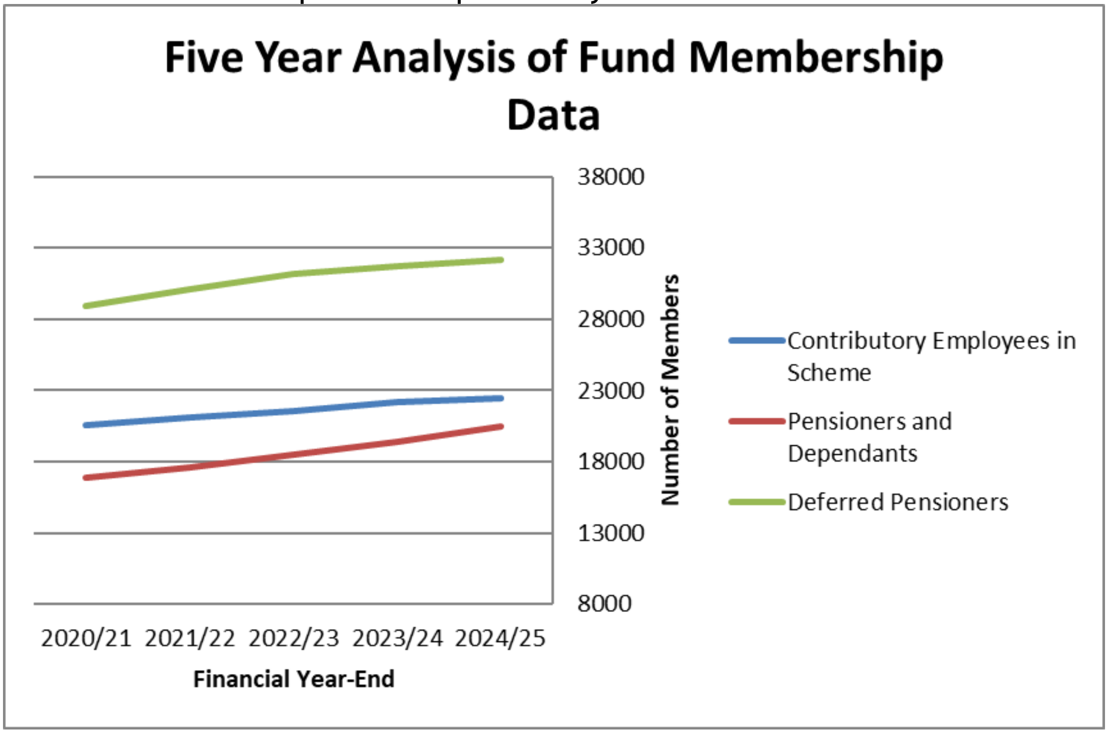
- Stage 1 – depending upon nature of complaint the Appointed Person from either the fund or scheme employer will review and provide a written determination to the points raised.
- Stage 2 – should the member be unhappy with the decision made at age 1 they have the right to ask for the Appointed Person at stage 2 to review their case.
- If, after this second independent review the member remains unhappy with the outcome they can then refer their case to the Pension Ombudsman.

The Regulations – Under the framework of overarching pension regulations The Local Government Pension Scheme is governed by statutory regulations which are the responsibility of the Ministry of Housing, Communities and Local Government.

The LGPS is applicable to staff working in the public sector, although this excludes Fire Officers, Teachers and Police Officers who have their own separate schemes. However, it will include any staff working in those areas but ineligible to join those other public sector schemes.

Members of the scheme will be employed by Oxfordshire County Council; District Councils; Town and Parish Councils; Academies, as well as private sector companies providing services on their behalf.

The fund membership over the past five years is shown below:



Promotion of Scheme Membership

The fund supplies template letters for employers to incorporate within their starter / new joiner process. This information will point to the centrally provided on-line guides (www.lgps2014.org) concerning costs and benefits of the LGPS for members, and also to the scheme guides. Both the brief guide and the full detailed guide are hosted on the fund website pages (www.oxfordshire.gov.uk/lgpsmembersguide). When requested the fund will comment on employer prepared automatic enrolment notices to members, which would be sent to eligible jobholders where the LGPS is the qualifying pension saving scheme.

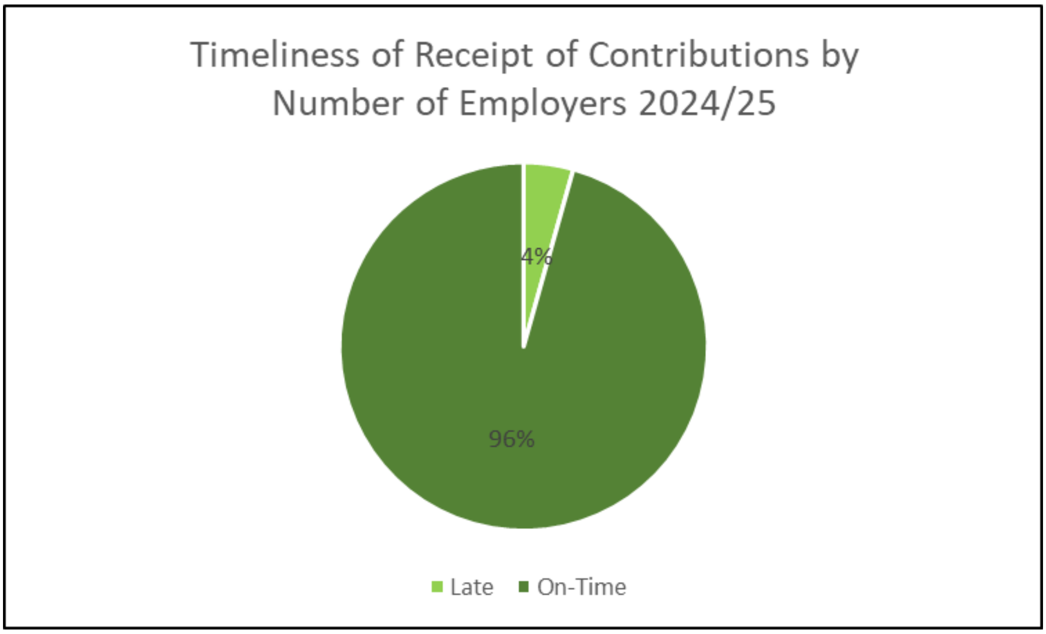
Memberships

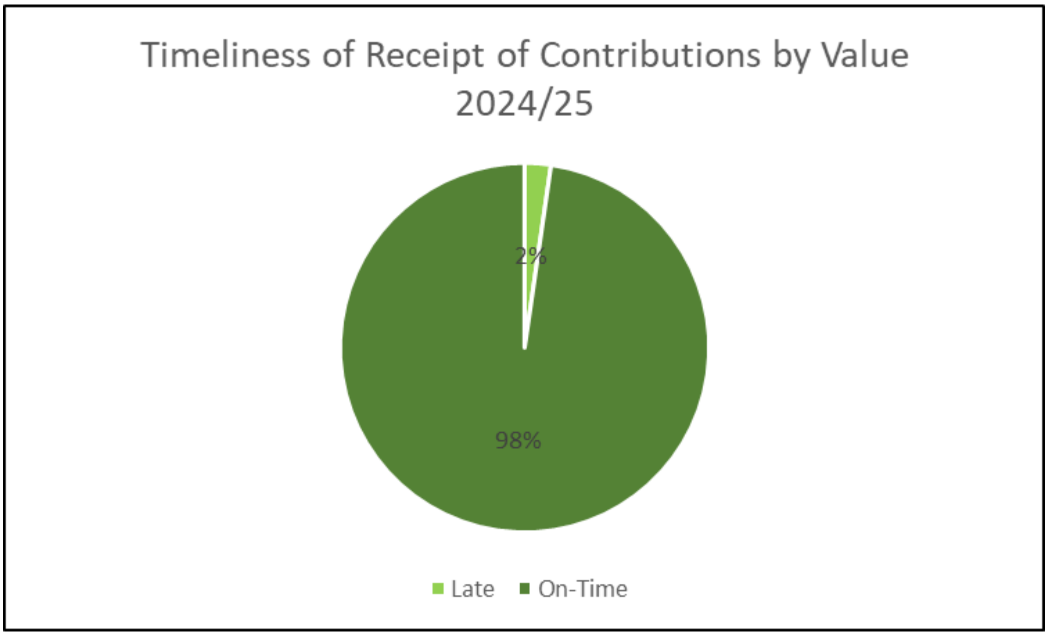
The Fund is a member of the National Association of Pension Funds, Local Authority Pension Fund Forum, Institutional Investors Group on Climate Change, Climate Action 100+, Pensions for Purpose and subscribes to the CIPFA Pensions Network.

Financial Performance

Contributions

Payment of contributions from employers is monitored on a monthly basis as they fall due. Reconciliations are undertaken between contributions received and those expected with any discrepancies followed up with the employer. Late payments are immediately followed up with employers to request payment. If contribution payments are repeatedly late the issue is escalated and a letter is sent to employers. Fines are also issued in accordance with the Administration Strategy. The graphs below illustrate the timeliness of the receipt of contributions from employers during 2024/25





Budget

The below table shows the budget for 2024/25:

	Budget £'000
Administrative Expenses	
Administrative Employee Costs	1,861
Support Services Including ICT	1,338
Printing & Stationary	82
Advisory & Consultancy Fees	165
Other	60
Total Administrative Expenses	**3,506**
Investment Management Expenses	
Management Fees	14,800
Custody Fees	30
Brunel Contract Costs	1,453
Total Investment Management Expenses	**16,283**
Oversight & Governance	
Investment & Governance Employee Costs	444
Support Services Including ICT	13
Actuarial Fees	292
External Audit Fees	50
Internal Audit Fees	9
Advisory & Consultancy Fees	101
Committee and Board Costs	24
Subscriptions and Memberships	20
Total Oversight & Governance Expenses	**952**
Total Pension Fund Budget	**20,741**

Investment Pooling – Brunel Pension Partnership

In 2015 the Department of Communities and Local Government (as it then was) issued LGPS:
Investment Reform Criteria and Guidance which set out how the government expected funds to establish asset pooling arrangements. The objective was to deliver:

- Benefits of scale.
- Strong governance and decision making.
- Reduced costs and excellent value for money, and
- An improved capacity and capability to invest in infrastructure.

This has led to the creation of eight asset pools which have significantly changed the previous approach to investing, although it should be stressed that the responsibility for determining asset allocations and the investment strategy remain with individual pension funds.

As a result of the investment pooling agenda, the Oxfordshire Pension Fund joined with nine other LGPS administering authorities to set up the Brunel Pension Partnership. Oxfordshire County Council approved the business case for Brunel, based on estimated potential fee savings of £550 million over a 20 year period across the ten funds, of which Oxfordshire's share was £18 million with a breakeven year of 2025. The expected costs and savings for the Oxfordshire Pension Fund, as per the original business case approved, and then submitted to Government, are set out in the following table:

	2016/ 2017	2017/ 2018	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023	2023/ 2024	2024/ 2025	2025/ 2026	2026 to 2036	Total
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
Set up costs	117	1,041										**1,158**
Ongoing Brunel Costs			430	558	577	595	614	634	655	676	8,093	**12,833**
Clients Savings			(114)	(117)	(120)	(124)	(128)	(132)	(136)	(140)	(1,648)	**(2,658)**
Transition costs			1,231	2,315	12							**3,558**
Fee savings			(191)	(504)	(920)	(1,070)	(1,235)	(1,413)	(1,513)	(1,620)	(24,618)	**(33,084)**
Net costs / (realised savings)	**117**	**1,041**	**1,357**	**2,252**	**(452)**	**(599)**	**(748)**	**(910)**	**(994)**	**(1,084)**	**(18,173)**	**(18,194)**

Following approval of the business case, the Brunel Pension Partnership Ltd was established in July 2017, as a company wholly owned by the Administering Authorities (in equal shares) that participate in the pool. The company is authorised by the Financial Conduct Authority (FCA). It is responsible for implementing the detailed Strategic Asset Allocations of the participating funds by investing Funds' assets within defined investment portfolios. In particular, Brunel researches and selects the external managers or pooled funds needed to meet the investment objective of each portfolio.

Now that Brunel is operational, the financial performance of the pool will be monitored to ensure that Brunel is delivering on the key objectives of investment pooling. This includes reporting of the costs associated with the appointment and management of the pool company including set up costs, investment management expenses and the oversight and monitoring of Brunel by the client funds. The set up and transition costs incurred to date are set out in the following table.

	Cumulative £000s
Set up costs:	
Recruitment	18
Legal	133
Consulting, Advisory & Procurement	82
Other support Costs e.g.IT, accommodation	0
Share Purchase / Subscription Costs	840
Other Working Capital Provided e.g. loans	-
Staff Costs	-
TOTAL SET UP COSTS	**1,072**
Transition Costs:	
Transition Fee	240
Tax	833
Other Transition Costs	6,553
TOTAL TRANSITION COSTS	**7,626**

A summary of the costs and savings to date compared to the original business case is provided in the following table.

	2023/24				2024/25			
	Budget		Actual		Budget		Actual	
	In Year £000	Cumulative to date £000	In Year £000	Cumulative to date £000	In Year £000	Cumulative to date £000	In Year £000	Cumulative to date £000
Set up costs	0	1,158	0	1,072	0	1,158	0	1,072
Ongoing Brunel Costs	634	3,409	1,301	6,377	655	4,064	1,487	7,863
Clients Savings	(132)	(734)	0	0	(136)	(870)	0	0
Transition costs	0	3,558	0	7,626	0	3,558	0	7,626
Fee savings	(1,413)	(5,333)	(4,467)	(14,684)	(1,513)	(6,846)	(5,422)	(20,105)
Net costs / (realised savings)	**(911)**	**2,058**	**(3,166)**	**(391)**	**(994)**	**1,064**	**(3,935)**	**(3,544)**

Investment Review

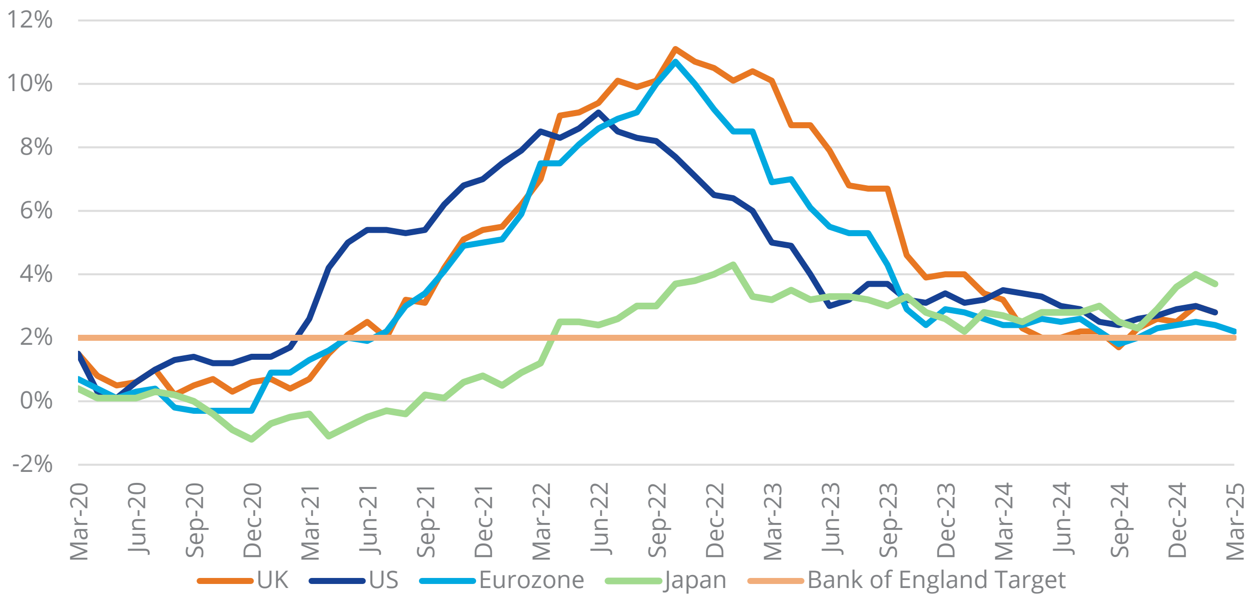
Independent Investment Adviser's Report

Economic Background

The US economy continued to outperform expectations through the financial year 2024/5 with US Gross Domestic Product (GDP) growth of 2.4% per annum over the calendar year 2024. The expectation of rapid interest rate cuts failed to materialise in this environment and whilst the US Central Bank (the Federal Reserve) did cut interest rates for the first time since 2020 in September 2024, they did not move at the speed that markets had been expecting leading to some disappointment and for bond yields to rise (prices fall) slightly over the financial year. This created a less beneficial backdrop to equity markets globally and share price rises were muted over the period. Part of the cause of this delay in interest rate cuts was stubborn inflation which remained above central bank targets of 2% at around 2.5% in both the US, and UK. Inflation eased in the EU as economic growth disappointed allowing for a slightly faster pace of interest rate cuts there.

The chart below shows inflation as measured by the Consumer Price Index (CPI) for the major economic areas. It shows how rapidly inflation picked up in 2021/2, following a prolonged period of very low inflation and therefore low interest rates. Because inflation is measured as the change in prices over the preceding twelve months, the rate will naturally peak as past price rises drop out of the equation, this occurred in 2023, but, as can be seen from the far right of the chart, inflation has not reached central banks@ targets of 2% per annum and this is restraining any fall in bond yields and thereby a rise in bond prices.

Chart 1: CPI – Annual rate of Inflation - Five Years to March 2025



Source:Bloomberg

Of course, much changed in November 2024 with the re-election of Donald Trump as US President. Whether one believes in his politics or not, his approach to economic policy and trade does carry risks and has increased the level of uncertainty around the economic outlook.

1) His clampdown on immigration and removal of both documented and undocumented immigrants does lower the pool of labour (most migrants are of working age and do work). This will push up labour costs, particularly at a time when the working population is falling as a percentage of the total population as baby boomers move into retirement and birth rates across the developed world remain low. This will put some upward pressure on wage inflation at a time when the unemployment rate is already low.

2) The recent 'Big Beautiful Budget Bill' has lowered taxes for the well-off whilst cutting benefits in terms of access to the health system and food support for the impoverished. This looks to leave the US still running a hefty budget deficit (spending more than it raises in taxes) which will add to the long-term debt pile in the US at a time when this has already hit over 100% of GDP and has the potential to spook investors in US Government Debt (Treasuries). Longer duration bond yields are remaining high due to this. Long duration bond yields are important for corporates looking to raise borrowing to invest and hence can be detrimental to economic growth.

3) Trade policy and the introduction of trade tariffs may raise revenue for the Government to help square this circle but, again, are inflationary in that the trade tariffs will be passed on to some extent to US consumers. Production was moved offshore to lower costs, bringing production back to the US may increase security but it will raise prices. The trade tariffs happen immediately whilst the hoped for increased investment by companies moving production back to the US will take some years to plan and build factories. This requires a stable business environment for companies to make long-term investment decisions.

President Trump could have played this really well and US economic growth could continue whilst inflation stays low but the policy decisions he is making are creating greater risks of an error - be that lower economic growth and a possible recession - making the Government budget deficit unfinanceable or inflation picking up on the back of US trade tariffs and retaliation from other trading partners.

My conclusion to all of this is that the economic and market outlook for the future remains highly uncertain with inflation likely to remain volatile and prone to rise over the medium term.

Actuarial revaluation

2025 is an actuarial revaluation year when the Fund's actuary recalculates the value of the pensions already earnt by existing employees and the current value, in today's money, of all future pension benefits which will be earnt by existing and future employees. From this they calculate the funding level of the Scheme and the investment return required to maintain full funding into the future. You will be pleased to hear that the Fund is currently well funded and with interest rates and bond yields now higher than the last revaluation in 2022, the current valuation future pension payments (the liabilities) will fall whilst the required investment return will rise. This will make the Fund look very healthy, but this is a one-off valuation which takes a snapshot of investment markets and pension liabilities as at the 31st March 2025. Given the uncertain economic and political environment we are now in I am relieved that the Fund has significant headroom in terms of the size of the Fund's assets when set against the current calculation of the Fund's liabilities.

Fund Returns

The 2024/5 fiscal year was tough in investment terms, your Fund returned 2.6% over the period, roughly in line with the actuary's expectations for future investment returns. This return increased the size of your Fund to £3.63bn.

Global Equities rose just over 7% in local currency terms over the financial year. This rise was slightly lower in Sterling terms as the UK currency strengthened against both the US Dollar and the Euro over the financial year. UK Government bonds (Gilts) fell as inflation stabilised above the Bank of England's target of 2% per annum limiting the prospect of interest rate cuts which tend to be positive for bonds.

However, the Fund return for the financial year 2024/5 was below the return of the Fund's benchmark at 4.9% over the period. Over the last 5 years the Fund has also underperformed its benchmark returning 8.5% per annum against 9.8% per annum for the benchmark. Over the last 10 years the Fund has returned 6.7% against the benchmark return of 7.1% per annum. The poor performance against the Fund benchmark is driven by the disappointing performance of the underlying asset managers appointed by Brunel (see below) across most of the quoted asset markets especially within Equities. This has been driven by the concentration of investment performance within equity markets in a small number of mainly US, mega sized technology stocks in the belief that they will be major beneficiaries of the growth in the applications for Artificial Intelligence (AI). It has been a difficult investment environment for active equity managers to outperform their benchmark when all the investment return comes from the largest 7 US technology stocks. Investment managers are required to run a more diversified portfolio than that by their own risk controls.

Nonetheless, this return of 6.7% per annum over the last 10 years is above the rate assumed by the actuary which means the Fund's assets have increased by more than the actuary's calculation of the Fund's liabilities (the accrued pension obligations) leaving the Fund in a strong position to meet these obligations into the future. The Fund does still need to earn an investment return over the long-term to cover the cost of future pension accruals but remains well funded at the current time.

Brunel Pension Partnership – Pooling

Currently 90% of the Fund is managed by the Brunel Pension Partnership (Brunel). These assets remain segregated within Brunel and managed purely in the interest of the members
of the Oxfordshire County Council Pension Fund. Brunel now manage over £35bn of assets for 10 Local Government Pension Schemes across the South-West of England.

Frustratingly, in April 2025, the Government rejected Brunel's plans for its future development and informed Brunel's member Funds, including Oxfordshire, that they needed to join one of the 6 remaining, approved pools and that this work needed to be completed by March 2026. This is a very short timeline and costs will be incurred by the Fund to select and then move to a new pool. I will comment on this in next year's report.

The remaining assets held outside of Brunel are long-term investments into Private Equity and Infrastructure assets, these are illiquid investments such that it is not cost effective to realise these just to reinvest via Brunel.

Post year-end your Fund committed to invest £65m into Social and Affordable housing with a significant proportion of this investment targeted for the county of Oxfordshire.

At the time of writing a manager has been appointed and is undergoing due diligence before contracts are signed. Again, I will comment on this initiative further next year.

Outlook

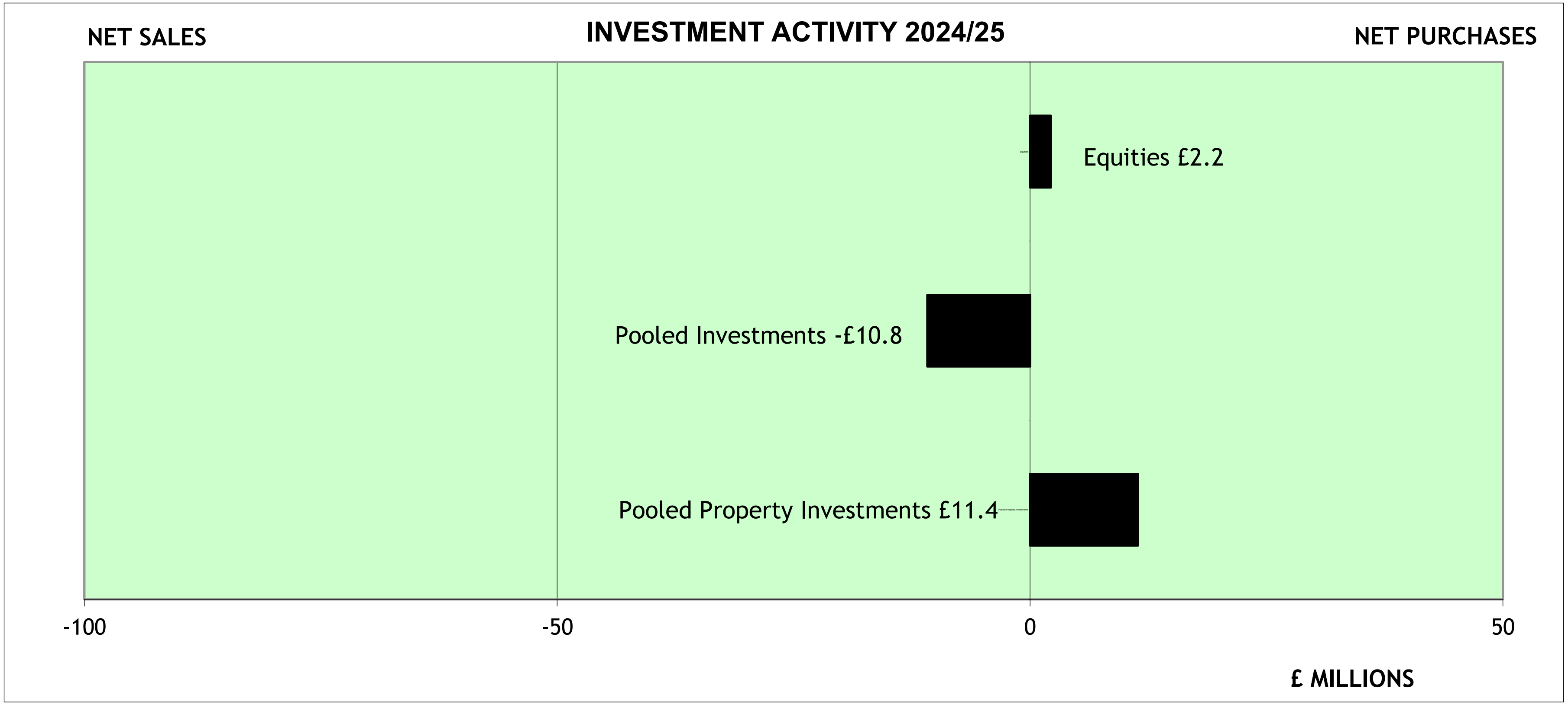
Investment markets are likely to remain difficult for the next few years and my expectation is that inflation is not yet beaten and because of this interest rates will remain higher over the medium-term but also more volatile as central banks look to tread a tightrope between containing inflation and securing economic prosperity and full employment. Your Fund is well diversified, across different asset classes as well as by industry and geography which will make it better able to weather this period of potentially lower returns.

As an open, Defined Benefit Pension Fund, your Fund has the benefit of having a very long-term investment horizon, this allows the Fund to invest for the long-term, to weather periods of market volatility and invest in the best interests of not just the Fund's membership but also the global environment. Through Brunel, the Fund looks to work with investment managers whose aim is to invest responsibly, considering the Environmental, Social and Governance (ESG) background to their investments as well as targeting investment returns. The Pensions Committee aim is to ensure that the new pool the Fund moves to maintains the same, high focus on ESG issues as Brunel did and will continue to invest in this manner as we move forward on a journey to a safer, less carbon intensive future.

John Arthur
Independent Investment Advisor
July 2025

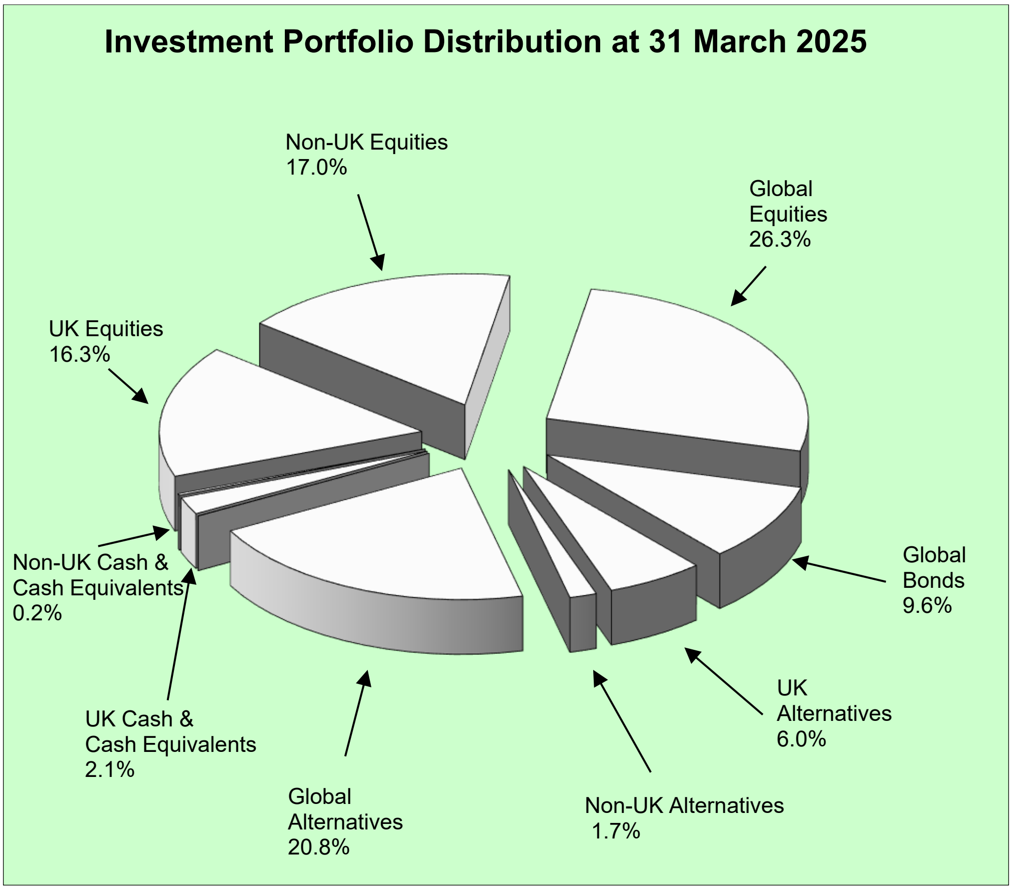
- **Investment Activity**

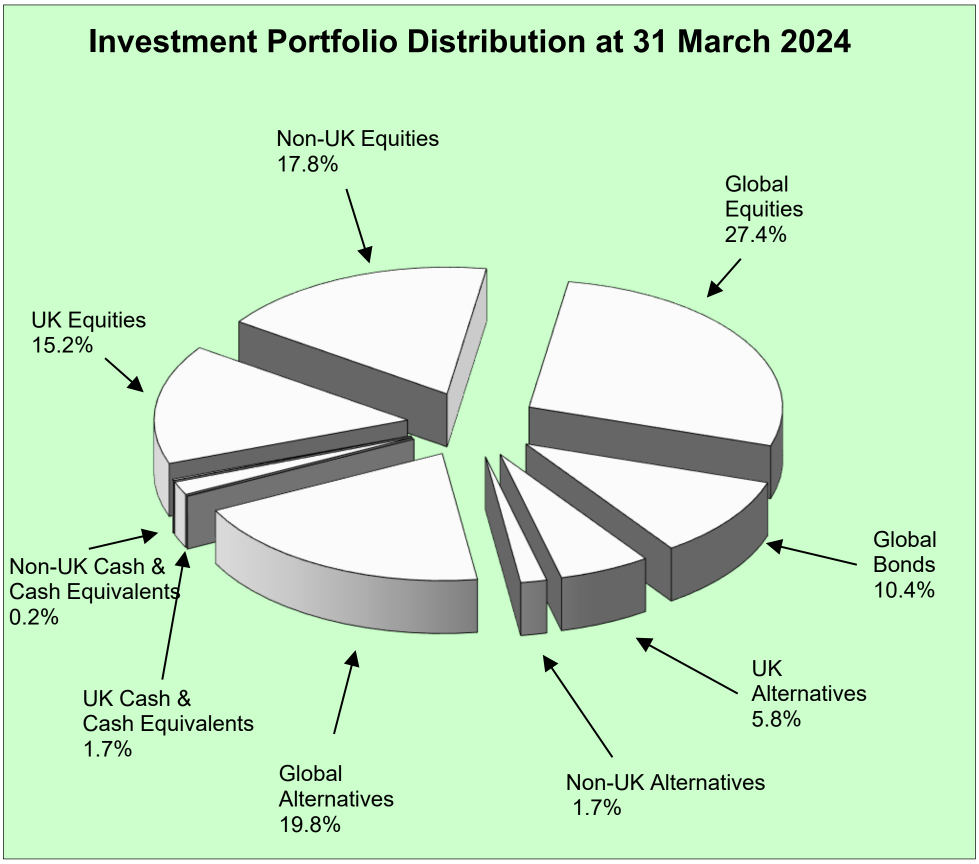
The Pension Fund invested a net £2.8 million during the year ended 31 March 2025. The amounts invested or disinvested in each principal category of asset are shown in the chart below. Derivatives are not included in the chart.



Portfolio Distribution

The distribution of the Pension Fund amongst the principal categories of assets as at 31 March 2025 is shown in the chart below. A comparative chart of the position at 31 March 2024 is also shown. Changes in the asset weightings, from one year to another, are due to investment activity and market movements.





Asset Allocation

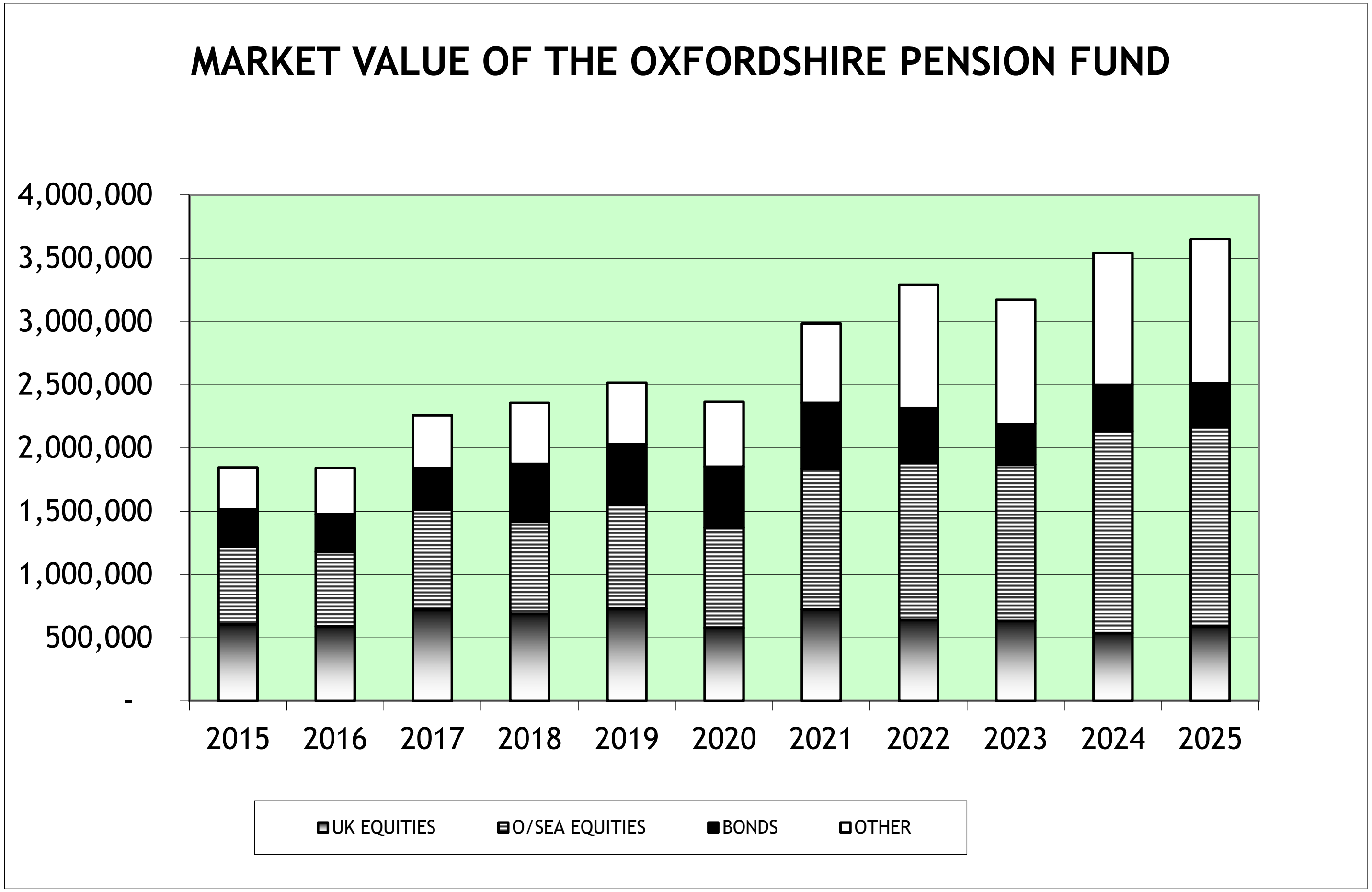
The Pension Fund's asset allocation as at 31 March 2025 is shown in the table below:

£m Asset Values as at 31 March 2025	Pooled	Under Pool Management	Not Pooled	Total
Equities	1,967	-	-	1,967
Bonds	510	-	-	510
Property	310	-	16	326
Private Equity	160	-	294	454
Private Debt	89	-	-	89
Infrastructure	165	-	37	202
Cash	13	-	72	85
Total	**3,214**	**-**	**419**	**3,633**

The below table shows the Pension Fund's investments in the UK using the guidance from the Preparing the Pension Fund Annual Report Guidance for Local Government Pension Scheme Funds April 2024.

£m Asset Values as at 31 March 2025	Pooled	Under Pool Management	Not Pooled	Total
UK Listed Equities	445	-	-	445
UK Government Bonds	206	-	-	206
UK Infrastructure	75	-	23	98
UK Private Equity	23	-	250	273
Total	**749**	**-**	**273**	**1,022**

Portfolio Asset Allocation over the Ten Years to March 2025
The total assets (including accruals) of the Pension Fund have grown from £1,845 million at end of March 2015 to £3,650 million at end of March 2025 (see chart below).
Over the period the percentage in UK equities decreased from 32.8% to 16.2% and bonds decreased from 15.7% to 9.5%.



♦ Investment Benchmark and Performance

The performance of the individual Fund Managers against their benchmark is shown in the following table. Each Fund Manager is given a different target to outperform their benchmark over a rolling three-year period. The table shows that performance in 2024/25 at the total fund level was 2.4% below benchmark with an overall return of 2.5%.

Fund Manager	Target %	One Year Ended 31 March 2025		Three Years Ended 31 March 2025		Five Years Ended 31 March 2025	
		Benchmark Return %	Oxfordshire Return %	Benchmark Return %	Oxfordshire Return %	Benchmark Return %	Oxfordshire Return %
Brunel UK Equities	2.0	11.0	9.7	7.7	7.4	12.3	11.4
Passive Dev Eq Paris Aligned	n/a	3.4	3.3	8.1	8.0	-	-
Brunel Global Sustainable Equities	n/a	5.3	-2.7	8.1	2.8	-	-
Brunel Global High Alpha Equity	2-3	5.2	0.8	8.8	6.9	15.7	14.8
Brunel Sterling Corporate Bonds		2.4	4.2	-0.8	0.4	-	-
Brunel Multi-Asset Credit		9.2	8.4	8.2	5.4	-	-
Passive Index Linked Gilts Over 5 Years		-10.4	-10.4	-16.6	-16.5	-	-
Brunel UK Property		6.3	5.2	-3.4	-2.6	-	-
Brunel International Property		-0.4	-4.5	-1.7	-4.6	-	-
In-House Property	Excess	6.4	-13.3	-3.3	-6.7	2.7	-2.0
In-House Private Equity	1.0	5.3	6.4	8.1	6.0	18.9	17.1
Brunel Private Equity - Cycle 1	3.0	5.3	5.4	8.1	8.4	14.8	12.9
Brunel Private Equity - Cycle 2		5.3	8.2	8.1	4.9	-	-
In-House Infrastructure	4.0	6.8	7.7	9.5	5.6	8.2	8.3
Greencoat Wessex Gardens		6.8	-0.6	-	-	-	-
Brunel Infrastructure - Cycle 1	4.0	2.6	10.2	5.2	9.7	4.7	7.7
Brunel Infrastructure - Cycle 2		2.6	2.0	5.2	6.5	-	-
Brunel Infrastructure - Cycle 3		2.6	5.8	-	-	-	-
Brunel Secured Income - Cycle 1	2.0	2.6	5.5	5.2	-3.5	4.7	0.9
Brunel Secured Income - Cycle 2		2.6	0.6	5.2	-3.4	-	-

Brunel Secured Income – Cycle 3		2.5	2.6	-	-	-	-
Brunel Private Debt - Cycle 2		9.2	7.0	8.2	9.8	-	-
Brunel Private Debt - Cycle 3		9.2	9.9	-	-	-	-
Cash	n/a	4.9	6.1	4.0	9.9	2.5	6.6
Total Fund		**4.9**	**2.5**	**5.3**	**3.1**	**9.8**	**8.3**

Cash held by Fund Managers is included within total Fund Manager performance.

Further investment performance details comparing the Oxfordshire Pension Fund with other local authority funds and indices are shown in the table below.

% Returns per annum for the financial year ended 31 March 2025				
Actual Returns	1 year	3 years	5 years	10 years
Oxfordshire Total Fund Return	2.5	3.1	8.3	6.6
Average Returns				
PIRC LGPS Universe Median Return	3.5	3.6	8.2	6.5
Oxfordshire Benchmark	4.9	5.3	9.8	7.1

Responsible Investment

Fund managers produce reports outlining their engagement and ESG related activity. All of the Fund's investment managers are signatories to the United Nations Principles for Responsible Investment Initiative. Fund managers and officers monitor ESG related developments and reports are produced for the Committee on topical ESG issues relevant to the Fund. In 2019/20 the Pension Fund adopted a Climate Change Policy recognising this as the single most important factor that could materially impact its long-term investment performance given its systemic nature and the effects it could have on global financial markets. A copy of the Policy is available on the Council's website: OCCPF Climate Change Policy (oxfordshire.gov.uk).

The Fund has produced a report based on the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations which is included below on pages 42-68:

Voting

Introduction

The UK Stewardship Code was introduced by the Financial Reporting Council in 2010, and revised in September 2012. The Code, directed at institutional investors in UK companies, aims to protect and enhance the value that accrues to ultimate beneficiaries through the adoption of its seven principles. The code applies to fund managers and also encourages asset owners such as pension funds, to disclose their level of compliance with the code.

Principle 6 of the Code states that Institutional investors should have a clear policy on voting and disclosure of voting activity. They should seek to vote all shares held and should not automatically support the board. If they have been unable to reach a satisfactory outcome through active dialogue then they should register an abstention or vote against the resolution, informing the company in advance of their intention to do so and why.

The Oxfordshire County Council Pension Fund's voting policy is set out in its Investment Strategy Statement which states that in practice the Fund's Investment Managers are delegated authority to exercise voting rights in respect of the Council's holdings. Voting decisions are fully delegated to fund managers, while recognising that the Fund maintains ultimate responsibility for ensuring that voting is undertaken in the best interests of the Fund.

Oxfordshire Pension Fund
www.oxfordshire.gov.uk/pensions

Oxfordshire County Council Pension Fund TCFD Report
Year Ending 31/12/24

August 2025

Oxfordshire County Council Pension Fund Taskforce on Climate-related Financial Disclosures Report for year ending 31/12/2024

Introduction

This is the Oxfordshire Pension Fund's (the Fund) fifth report under the Taskforce on Climate-related Financial Disclosures (TCFD) framework. As well as reporting against the TCFD recommendations the report is intended to review the progress made against the Fund's Climate Change Policy and Implementation Plan which were agreed in June 2020.

When the current Climate Change policy was adopted by the Oxfordshire Pension Fund in 2020 one of the key principles it was based upon was that there would be robust government action, including regulation, to tackle temperature rises caused by the burning of fossil fuels.

Unfortunately, the government action required has not materialised to the extent needed. Although there has been some good progress in the UK, particularly around the switch to renewable energy generation there has not been enough done to reduce Greenhouse Gas (GHG) emissions globally. This situation has been exacerbated by the actions of the current US administration, which has rolled back initiatives to tackle climate change and sought to accelerate the extraction of US fossil fuels. Within this context it is looking increasingly challenging to limit GHG emissions so that global temperature rises are kept below 1.5-2˚C.

In March 2023 the Intergovernmental Panel on Climate Change (IPCC) published the synthesis report from its Sixth Assessment Cycle. The report made for sombre reading covering the inadequacy of emissions cuts, more severe climate impacts than expected from current warming, and the future risks from every fraction of a degree of warming. The report also highlights the need for a dramatic increase in capital that is directed towards climate mitigation and adaptation.

The United Nations Environment Programme's 2024 Emissions Gap Report continues to show how far off-target the world currently is from meeting a commitment of keeping global temperature rise to below 1.5˚C.

Cuts in GHG emissions of 42% are needed by 2030 and 57% by 2035 to get back on track for 1.5˚C. According to the report, national policies currently in place point to a 2.6-3.1˚C temperature rise over the course of this century, well above the 1.5˚C target identified in the Paris Agreement..

Although a 2.6-3.1˚C temperature rise would almost certainly have a very negative impact on long-term investment returns, as well as on society and the environment more generally, it is also true to say that we are seeing a 'bending' of emissions and implied temperature curves. The temperature trajectory would be 4.1-4.8˚C without any climate policies, and 3.6-4.8˚C with 2007-2013 climate policies.[2] At

[2] https://climateactiontracker.org/global/emissions-pathways/

the current rates of change we are moving in the right direction, but that change is not happening quickly enough to ensure that temperature rises are kept below 1.5°C.

There is still a feasible pathway to net zero by 2050. However, the window for necessary action is rapidly closing and further delay risks irreversible changes to the climate system and its associated impacts on wider human society and the environment. At the same time, the increased risk of temperature changes being above 2°C means that the Pension Fund needs to develop its plans for adapting to a hotter world with a less stable climate. We are now working with Brunel to understand better how the companies we invest in are preparing to adapt to climate change, for example through the physical risk engagement programme with companies in the food and drink sector, which is covered in more detail in a case study later in this report.

TCFD and the ISSB standards

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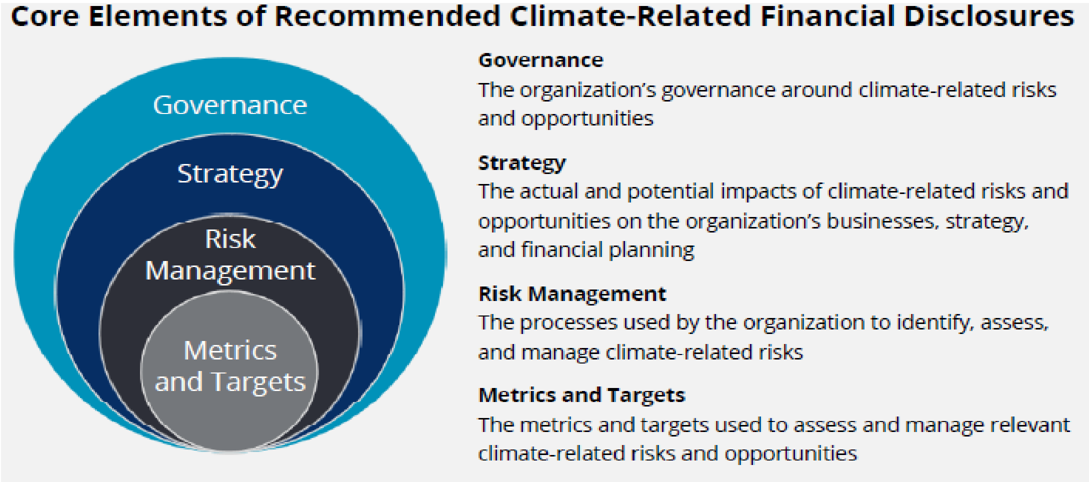
The TCFD was established in 2017 to develop recommendations for more effective climate-related disclosures by companies, banks, asset managers, asset owners and insurance companies. This could then promote more informed investment, credit, and insurance underwriting decisions and, in turn, enable stakeholders to understand better the concentrations of carbon-related assets in the financial sector and the financial system’s exposures to climate-related risks.

In July 2023 the Financial Stability Board (FSB) announced that the work of the Task Force on Climate-related Financial Disclosures (TCFD) has been completed, with the ISSB Standards marking the 'culmination of the work of the TCFD'. Having fulfilled its remit, TCFD disbanded in October 2023.

Organisations can continue to use the TCFD recommendations should they choose to do so, and this report is based on those recommendations. For future reports the Fund may decide to move to the ISSB’s IFRS S2 *Climate-related Disclosures* framework.

Recommended Disclosures:

The four core elements of the recommended disclosures are detailed in the diagram below.



(Recommendations of the Task Force on Climate-related Financial Disclosures, 2017)

The TCFD recommendations on climate-related financial disclosures are intended to be widely adoptable and applicable to organisations across sectors and jurisdictions.

In November 2020, the UK Government announced its 'TCFD road-map' with a commitment to roll out statutory TCFD compliant disclosure across the finance sector by 2025. This is underway with regulators having made, or being in the process of making, TCFD based reporting mandatory.

Whilst this implementation plan is on-going following the phased introduction of legislation to UK Listed companies and Occupational Pension Schemes in 2021, there is currently no statutory requirement for Funds within the Local Government Pension Scheme (LGPS) to report under this framework. Although it is not a legal requirement for LGPS funds to produce an annual TCFD report it is seen as good governance and best practice for organisations to demonstrate how they are managing climate-related financial risks.

Governance

TCFD Recommended Disclosure – a. Describe the board's oversight of climate-related risks and opportunities.

The Fund's governance arrangements are set out in its Governance Policy Statement. All functions relating to the management of the Pension Fund have been delegated by Oxfordshire County Council to the Pension Fund Committee. As such, the Committee are responsible for the Fund's long-term strategy.

The Pension Fund Committee are responsible for signing off on the Fund's Responsible Investment Policy which, alongside the Climate Change policy, outlines the Fund's approach to managing climate change related risks and opportunities. The Fund has an Independent Investment Adviser who provides investment advice including on investment strategy, this includes the integration of climate change related risk assessment into the investment approach of the Fund.

Climate change is considered in the budget setting process for training requirements, any climate related consultancy deemed beneficial, and climate related reporting requirements.

In June 2020 the Pension Fund Committee agreed a Climate Change Policy and Climate Change Policy Implementation Plan. Progress against the Policy and Implementation Plan is to be reported to Committee quarterly with a more detailed annual review.

Following agreement of the Policy a Climate Change and Responsible Investment Working Group was formed, which currently comprises of Committee members, a Local Pension Board member, Fund officers, the Fund's Independent Investment Adviser, a scheme member representative, and a member of the Fossil Free Oxfordshire campaign group. The Working Group aims to meet quarterly to review and discuss the Fund's approach to climate change mitigation and adaptation.

As required by LGPS regulations, the Pension Fund operates a Local Pension Board which meets on a quarterly basis. The Board's role is to ensure the efficient and effective governance and administration of the Fund, including compliance with relevant regulations and legislation that apply to the Fund.

The Fund, along with nine other LGPS funds, is currently a part of the Brunel Pension Partnership which develops investment portfolios that are made available to client funds to invest in. Under pooling requirements set by the government the Fund is required to make all investments through Brunel while maintaining responsibility for asset allocation decisions. The key bodies where the Fund interacts with Brunel are the Client Group, Brunel Oversight Board, and Shareholder Forum where Fund representatives and Brunel meet. There is also a Responsible Investment sub-Group where discussions take place between Brunel and the various client funds about the approach to assessing and managing climate-related risks, amongst other issues.

Climate-related risks and opportunities form a key part of the reporting received from Brunel on their portfolios and activities and Brunel has a dedicated responsible investment team.

As the asset manager responsible for appointing sub-asset managers, Brunel has a key role ensuring that climate-related risks and opportunities are integrated into the investment process. In fact, Brunel go beyond this, with a stated aim to "*systematically change the investment industry to ensure that it is fit for purpose for a world where the temperature rise needs to be kept to 1.5°C compared to pre-industrial levels.*"

In practical terms this translates into a focus on five principal areas, as shown in the chart below: Policy Advocacy; Product Governance; Portfolio Management; Persuasion; and Positive Impact.

Brunel regularly publishes its own plans and performance in this area – going beyond regulatory requirements. Brunel's annual RI & Stewardship Outcomes Report considers performance in meeting Brunel's responsible investment goals – including on climate change; their annual Carbon Metrics Report shows the exposure of all its active holdings; and the TCFD Climate Action Plan reports on Brunel's progress around climate metrics and targets.

Brunel published its first Climate Change Policy in 2020. In 2022, a Climate Stocktake was undertaken to review this Policy. At the time of publication Brunel are part-way through its 2025 Climate Stocktake. Brunel are following a similar approach for this second Stocktake, engaging with partner funds and reviewing practices via key questions.

- Did we deliver what we said we would do?
- Does it still meet the expectations and needs of our partner funds?
- Is it best practice?
- What are other stakeholder views?
- Are asset managers aligned?
- Are there companies of concern?

Following the analysis, Brunel will look to revise and enhance its Climate Change Policy, to ensure that it is driving the right behavioural change.

TCFD Recommended Disclosure – b. Describe management's role in assessing and managing climate-related risks and opportunities.

Day-to-day management of the Fund's Climate Change Policy implementation is delegated to management through the Executive Director for Resources and Section 151 Officer and they are required to report progress to the Pension Fund Committee quarterly. Management receives an annual carbon metrics report from Brunel, which informs its reporting to Committee.

Officers engage with Brunel and other Fund Managers on climate issues and receive and consider responsible investment reporting, including climate related, that is included in Fund Managers' quarterly reports. The Fund has an officer representative on the Brunel Responsible Investment Sub-Group, who currently chairs this group, and Cross-Pool Responsible Investment Group where developments around climate issues are regularly discussed (e.g. metrics developments, engagement activities and results).

The Fund has a Responsible Investment Officer post. A key area of responsibility for this role is around monitoring and reporting on the Fund's climate-related risks and how these are being managed.

Management is responsible for developing and operating a training plan for Committee members and Officers to ensure appropriate skills and knowledge.

Strategy

TCFD Recommended Disclosure – a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.

The Pension Fund has liabilities that stretch decades into the future and so primarily takes a long-term view to investment decisions. Given the diversity and global nature of the Fund's investments almost all climate-related risks and opportunities are relevant to the Fund. While some of the climate-related risks/opportunities apply to the Fund across its investments as a whole, others are specific to certain sectors or geographies and fund managers are required to consider the materiality of these.

The most significant long-term risk is the systemic risk across financial markets, including social and other factors, associated with climate change that could arise if actions are not taken to adhere to the Paris Agreement. Examples of this type of systemic risk include unmanaged mass migration or the collapse of food production systems, both of which would have a hugely negative impact upon financial markets. Setting a target of Net Zero Paris alignment by 2050 is a commitment by the Fund to help to manage and mitigate that systemic risk, with a view to being able to meet the Fund's liabilities into the future.

In terms of more specific and short/medium-term risks - stranded assets, physical risks (e.g. property), sovereign debt where countries are dependent on fossil fuel linked revenue, policy risk (e.g. carbon pricing), technology risk (obsolescence), social and economic disruption as the result of a transition away from a fossil fuel-based economy and changes in consumer behavior are all factors that can affect the Fund's investments. There is also a risk that the Fund develops its investment strategy around achievement of the Paris goals but the goals are not achieved, meaning the Fund's investment strategy is misaligned with the reality of the actual climate path.

The Fund has identified climate-related opportunities including the ability to reduce portfolio risk by identifying and taking action on assets at risk under Paris aligned scenarios and the potential to identify outperformance opportunities by investing in those companies whose business models/strategies are best aligned with meeting Paris Agreement scenarios. Additionally, investment opportunities exist in assets linked to the implementation of the Paris Agreement. For example, the Global Sustainable Equities (GSE) portfolio differs from our other active equity portfolios in its approach to climate opportunities in that the portfolio has a specific objective to pursue such opportunities.

TCFD Recommended Disclosure – b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Climate change is considered in the development of the Fund's Investment Strategy Statement, which includes the Fund's strategic asset allocation. After each funding valuation undertaken by the actuary the Fund completes a fundamental review of its asset allocation which will consider climate related risks and opportunities. The Fund uses diversification to manage investment risks but given the systemic nature of climate risks this approach has limits to its effectiveness under more extreme scenarios.

The Fund's Climate Change Policy states that where there are two investment options that broadly aim to deliver the same investment objective the Pension Fund will prioritise the option that delivers the best fit to its climate change commitment. For example, consistent with this principle the Fund moved around 15% of the Fund from regular market-cap index trackers to a Paris aligned benchmark (PAB) alternative in 2020.

Climate related risks and opportunities are considered when setting the Pension Fund's Business Plan and these also inform discussions with Brunel around portfolio offerings and construction. In 2025 the Fund tendered for an asset manager to provide an affordable housing fund where one of the key criteria used to assess the various funds was the extent to which the manager had set environmental targets for the portfolio. The asset manager appointed has a target that all new housing developments should be to EPC A standard.

The Pension Fund has made a commitment to achieve net-zero emissions on its own operations by 2030.

TCFD Recommended Disclosure – c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The Fund is committed through its Climate Change Policy to staying abreast of the latest scientific developments in respect of climate change to ensure that the Policy remains appropriate in its aim to align with the Paris Agreement.

Under a scenario where additional cuts in emissions are required to meet the Paris Agreement, and there was a global commitment to achieve this, the Fund would anticipate amending its target for emissions reductions across its investments accordingly and making any necessary changes to its asset allocation targets and/or investment portfolios.

Under a scenario where the Paris Agreement goals were to be overshot the Fund would consider making changes to its investments that align with this reality, this would likely include mitigating physical risks that would be associated with such a scenario. The Fund would also review whether there are changes the Fund could make, for example in engagement activity or policy advocacy, that could help correct the scenario back towards a Paris aligned one.

The draft government guidance by the Ministry of Housing, Communities and Local Government (MHCLG) on TCFD implementation proposes to place a new duty on LGPS Administering Authorities (AAs) to assess their assets, liabilities, investment strategy and funding strategy against climate risks and opportunities in at least two climate scenarios. This assessment must include at least one scenario based on a global temperature rise of 2°C or lower on pre-industrial levels. This assessment must occur at least once every valuation cycle. In interim years, AAs must consider whether any changes in the fund have been substantial enough to require scenario analysis to be repeated.

There has been controversy over the application of scenario analysis to the potential impacts of climate change, with some approaches criticized for potentially underplaying the impact of climate change on long term investment returns. For this reason the Fund has taken a cautious approach to using scenario analysis in previous reports given the limitations of quantitative scenario planning of this type as a tool for assessing what impact climate change may have on our investment portfolios.

Such analysis is in its infancy, and Brunel, along with other investors, are evolving how they embed the analysis into its processes. The focus is on providing decision-useful information for Brunel's partner funds, and this is only one way in which this goal can be achieved. Scenarios are a useful tool for portfolio managers to engage in dialogue and to ask the right questions about holdings; they are not a tool to use in isolation. Brunel do not use these to make specific investment decisions.

Brunel's scenario analysis utilises market-standard scenarios including:

- NGFS scenarios (Orderly Net-Zero, Disorderly Net-Zero) for Transition Risk analytics for in-scope investments
- IPCC SSP, The Network for Greening the Financial System (NGFS) was established in 2017 by central banks and supervisors with the aim to promote best

practices and enhance the role of the financial system to manage risk and mobilise capital for a low-carbon economy

Brunel's scenario analysis approach is based around using different scenarios to analyse companies' exposure to physical risk from climate change, to analyse portfolio alignment with the Paris Agreement and to understand potential earnings at risk from carbon pricing on a portfolio level.

Physical risk

What is it?
Physical risks stemming from climate change can manifest as persistent due to long-term alterations in climate patterns or acutely through specific events such as floods or storms. Supply chain disruptions, operational interruptions and asset damage are all examples of risk implications from physical risk.

How will we use the information?
To pinpoint the assets most vulnerable to climate hazards, using the point in time assessments of exposure to climate hazards.
The financial implications of these physical risks will be assessed by contrasting changes in climate hazard exposure against a location-specific baseline for each asset. This approach allows Brunel to concentrate on the financial materiality of climate hazard exposures for distinct asset categories.

Paris Alignment (SDA & GEVA)

What is it?
Assessing the decarbonisation rates of individual companies in comparison to the targets set by the Paris Agreement. This enables us to track our listed portfolios and benchmarks against the goal of limiting global warming to less than 2°C above pre-industrial levels.
How will we use the information?
To combine the rates and evaluate the overall Paris alignment of the portfolio.

Transition Risk / Earnings at Risk

What is it?
A direct impact on a company's operations, of rising carbon prices, is likely to be seen, where regulations impose a higher price for greenhouse gas emissions. Companies may be vulnerable to pass-through costs of rising carbon prices as suppliers try and recover their own additional regulatory costs.
How will we use the information?
The S&P Earnings at Risk framework allows us to quantify a company's potential exposure to carbon price increases associated with Scope 1 and 2 emissions for holdings from 2025 to 2050.

Risk Management

TCFD Recommended Disclosure – a. Describe the organization's processes for identifying and assessing climate-related risks.

Climate change is included in the Fund's risk register, which considers impact and likelihood in assigning a score. The risk register is reviewed on a quarterly basis and reported to Committee at each meeting. Officers consider regulatory, scientific and political developments on climate change, in particular those from recognised international bodies such as the IIGCC, International Energy Agency, and the UN Environmental Programme.

The Fund meets regularly with Brunel and discusses climate issues including any identified from the narrative reporting or climate metrics provided by Brunel. Officers also carry out regular checks on the Fund's investment portfolios to identify any holdings that might represent a heightened climate-related risk.

Brunel in turn meet with their appointed fund managers who also have a responsibility to consider climate related risks and opportunities. For example, Brunel have a target for all companies held in their portfolios to achieve a Transition Pathway Initiative score of 4 or higher.

Climate-related risks are often identified through the Brunel Responsible Investment and Investment teams, and information regarding the risks and impacts is then bought to the Investment Risk Committee (BIRC). In this forum the standard climate metrics are considered alongside the additional information provided and the materiality of the risk is determined, along with recommended courses of action. Where this related to a new risk, the emerging risk process is applied. The Responsible Investment Sub-Group at Brunel provides an additional forum to discuss climate related risks with Brunel.

Case Study – Top 10 GHG emitters report

In 2024 across all the Brunel equity and bond portfolios the top 10 GHG emitting companies accounted for 29% of all emissions. The remaining 3000+ companies were responsible for 71% of emissions. Given the significant GHG emission footprint of these top 10 companies they represent some of the largest risks within our investment portfolios. In response to requests from Oxfordshire and other client funds Brunel developed an annual bespoke report for each client fund identifying their top 10 emitters, providing background information on each company and also the latest state of play on engagement with the company by Brunel, Brunel's engagement advisor EOS Hermes and by the individual asset managers.

The Top 10 report enables the fund to identify key risks and also to understand the materiality of those risks based on each company's business model and also the status of the latest engagements with the company around climate-related risks. It is a key tool for identifying risk and understanding how that risk is being managed.

TCFD Recommended Disclosure – b. Describe the organization's processes for managing climate-related risks.

The Fund is responsible for asset allocation decisions and sets its asset allocation targets to be consistent with the Fund's Climate Change Policy. Where the Fund identifies investment needs that are not currently deliverable from Brunel portfolios there is a process for the creation of new portfolios by Brunel that can meet that need.

The key approach by which the Fund's risk is managed is through diversification of investment into a variety of asset classes. Within this strategy there is also embedded an approach of integrating climate change risk management into the investment process.

Case Study – Climate alignment of the biggest emitters

At the end of 2023 a new climate alignment policy for the highest emitting companies was agreed between Brunel and its client funds. This was in response to concerns that the Climate Action 100+ companies were not moving fast enough to be in alignment with the objectives of the Paris Agreement.

Each year Brunel's CA100+ holdings are assessed against the Alignment Maturity indicators used for the CA100+ benchmark. Those that do not meet the threshold of the policy and cannot provide credible evidence of alignment to net zero will be classed as Climate Controversial and given 12 months to improve. If they are found not to have improved sufficiently at the end of the time period then they will face further escalation, up to and including the potential for divestment.

Built into the Climate Alignment policy is a year-on-year tightening of the criteria to ensure that progress on alignment with the Paris Agreement is ongoing as we move towards 2050. The exact detail of the tightening of the criteria is discussed at the Responsible Investment sub-Group (RISG), with a recommendation then going via the Client Group to the Brunel Investment Committee.

When it came to setting the criteria for 2025 in November 2024 the RISG chose to adopt significantly tighter criteria than in the previous year, including holding Oil & Gas companies to a higher standard than other sectors, due to the level of risk for these companies.

Voting and engagement form an important part of the Fund's management of climate-related risks. Engagement on behalf of the Pension Fund primarily takes place through Brunel, their appointed fund managers, and their engagement provider.This is in accordance with the approach set out in Brunel's Climate Change Policy, which the Fund is able to input into. Voting is undertaken on behalf of the Fund by Brunel, utilising the expertise of their voting and engagement provider and appointed managers.

Brunel's approach to voting escalation sees an initial vote against the reappointment of a company Chair escalate to other board members where they have not met their climate disclosure expectations. These expectations will increase over time with the target of all their material holdings being on the Transition Pathway

Initiative (TPI) Level 4 as a minimum, and having made meaningful progress to alignment with a 2°C or below pathway.

Case Study – Shareholder resolution at Shell

Shell has consistently been one of the top contributors to the Oxfordshire Pension Fund's carbon footprint, and as with all companies involved in fossil fuels, can attract criticism. It is the company that the Fund has raised the most concerns about with Brunel, and there is a strong focus by both Committee and officers on ensuring that the company is being held to account to manage the significant risks that its business model entails.

A key role of active ownership is to hold companies to account for the commitments they make and as a long-term shareholder, Brunel has been engaging with Shell for several years on a range of topics. This takes up a lot of resource but given the potentially key role that an integrated oil and gas company such as Shell could have in the required energy transition it has been seen as a worthwhile use of resources.

At the end of 2024, Brunel co-filed a resolution on the congruency of Shell's Liquid Natural Gas (LNG) strategy and its climate commitments, along with ACCR and other LGPS funds. This resolution received over 20% support at the company's 2025 AGM.

Brunel has also had several conversations with the company on their views on the demand drivers of LNG growth, the alignment with their net zero target and the resilience of the LNG portfolio given the scaling of renewables and likely downward pressures on prices. We believe further transparency is critical for investors to appraise the risks and opportunities as it relates to these issues.

Whilst the Oxfordshire Fund has concerns regarding Shell's long-term alignment with the Paris Agreement, Brunel will continue to engage with the company for the time-being.

The Fund, through Brunel and the Fund's membership of the Institutional Investors Group on Climate Change (IIGCC), is involved in the development of Paris Aligned Portfolios under the IIGCC's Net Zero Framework. It is intended that this work will lead to all portfolios offered by Brunel being Paris aligned eventually.

The Fund believes that in some areas, particularly around public policy engagement, it is beneficial for the Fund to act with like-minded investors. As such, the Fund is a member of investor groups whose aims are aligned with those of the Fund in respect of climate change including Climate Action 100+, Institutional Investors Group on Climate Change and the Local Authority Pension Fund Forum.

TCFD Recommended Disclosure – c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Climate change is included on the Fund's risk register, which is a standing item at the quarterly Committee meetings. Climate change is a key topic included as part of the Committee training plan to ensure appropriate skills and knowledge for those making decisions.

In appointing third parties, such as the Fund's Independent Investment Adviser, the Fund will set out requirements around responsible investment issues such as climate change as appropriate.

Climate change is also considered by the Fund's actuaries when undertaking their funding valuation.

In 2024 the Fund published its first responsible investment policy, which highlights the key sustainability-related risks to the Fund. These priority areas were identified through an analysis using the World Economic Forum' Global Risks report, alongside an assessment of the key sectoral risks for those sectors the Fund has the greatest exposure to.

Climate change is identified as one of the high priority risks in the policy, but other related-risks were also identified, including deforestation. There is no pathway to net zero that doesn't include addressing deforestation, so this is a key part of our approach to climate risk, as laid out in our responsible investment policy. Brunel are currently working with their engagement and voting provider Hermes EOS to use engagement activities and voting decisions to manage risks related to deforestation.

We work with our asset manager Brunel to identify the areas of greatest risk and agree resource allocations in response to those assessments. This allocation strategy helps the Fund to mitigate and manage those risks. A key tool for this process is the annual Climate Metrics report provided by Brunel for the Fund. This provides a useful snapshot of performance and risk in relation to the Fund's Net Zero targets at both an aggregated overall Fund level and individual portfolio level.

Metrics and Targets

TCFD Recommended Disclosure – a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Metrics reported in this section are from the Fund's Carbon Metrics Reports. The report includes listed equity and the Sterling Corporate Bond portfolio, covering around 60% of the Fund's overall investment portfolio. The Fund is working to improve reporting across other asset classes, including private markets, so that the level of coverage can be increased.

We seek to manage climate risk in each and every portfolio, as well as our own operations, but we are not in a position to quantitatively measure and report progress in all these areas. We prioritise the disclosure metrics for our listed equities and corporate bonds, as this represents the highest proportion of the Fund's assets under management (AUM).

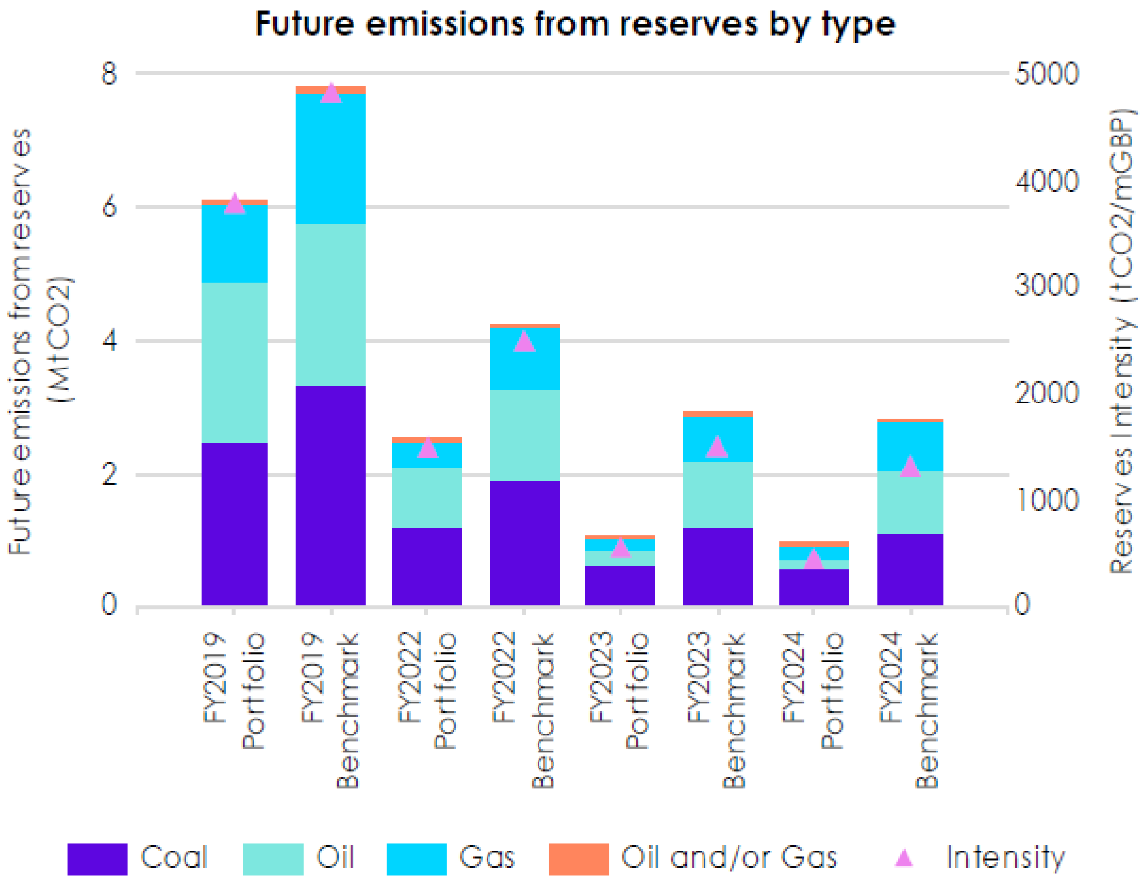
It is recommended that this report is not read in isolation. It should be considered alongside the Oxfordshire Pension Fund Carbon Metrics Report which is designed to provide detailed metrics and information regarding individual Listed Markets portfolios and the Sterling Bond portfolio.

The Fund currently uses the following metrics to assess climate related risks and opportunities at both an aggregate and listed portfolio level:

- Weighted Average Carbon Intensity (WACI)
- Absolute Carbon Footprint by Scope
- Carbon to Value IntensityFossil Fuel Revenue Exposure
- Fossil Fuel Reserves Exposure
- Future Emissions from Reserves
- Disclosure Levels (Scope 1 and 2 Emissions)

Fossil fuel reserves exposure and future emissions from reserves are useful insights into potential downstream scope 3 emissions and can be used as an indicator of potential stranded asset risks.

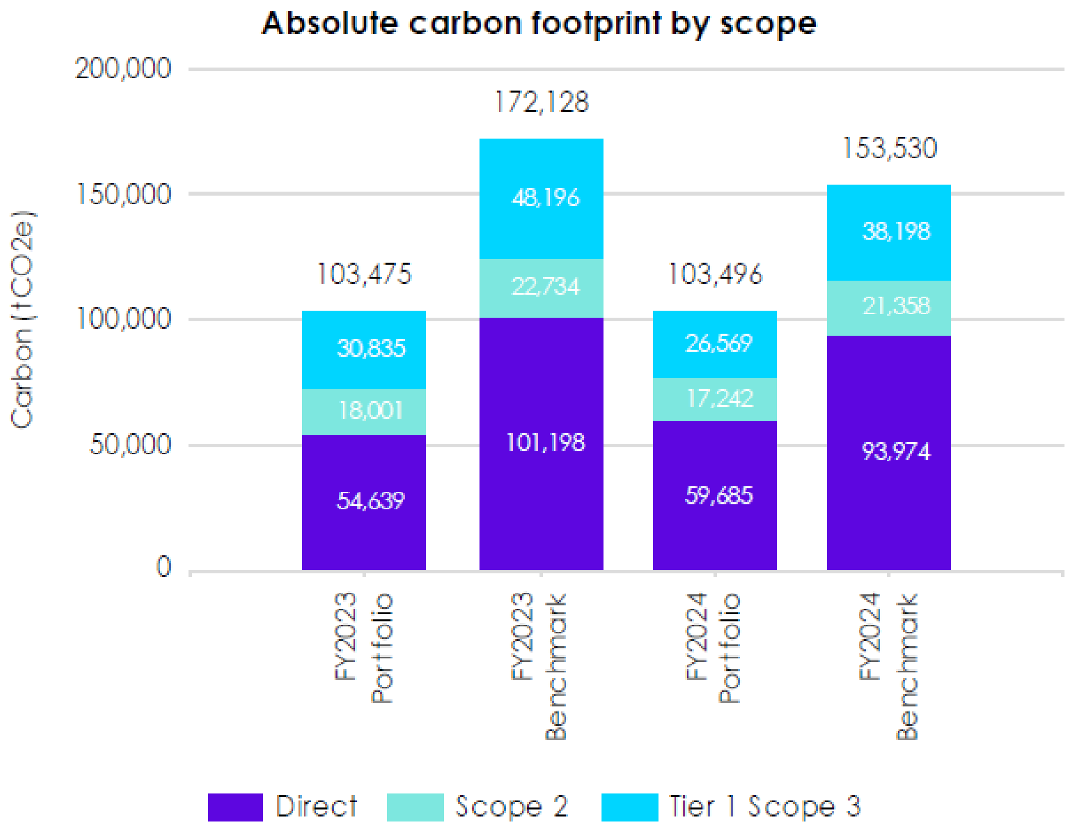
The bar chart below shows fossil fuel reserves exposure for the Fund annually from 2019-2024.



TCFD Recommended Disclosure - b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

The Pension Fund's Carbon Metrics report discloses scope 1, 2 and upstream first tier scope 3 emissions for all listed equity portfolios and the Fund's Sterling Corporate Bond Portfolio.

The graph below provides a snapshot of the Absolute Carbon Footprint by Scope of the Fund at an aggregated level versus its benchmark as at 31/12/2024.

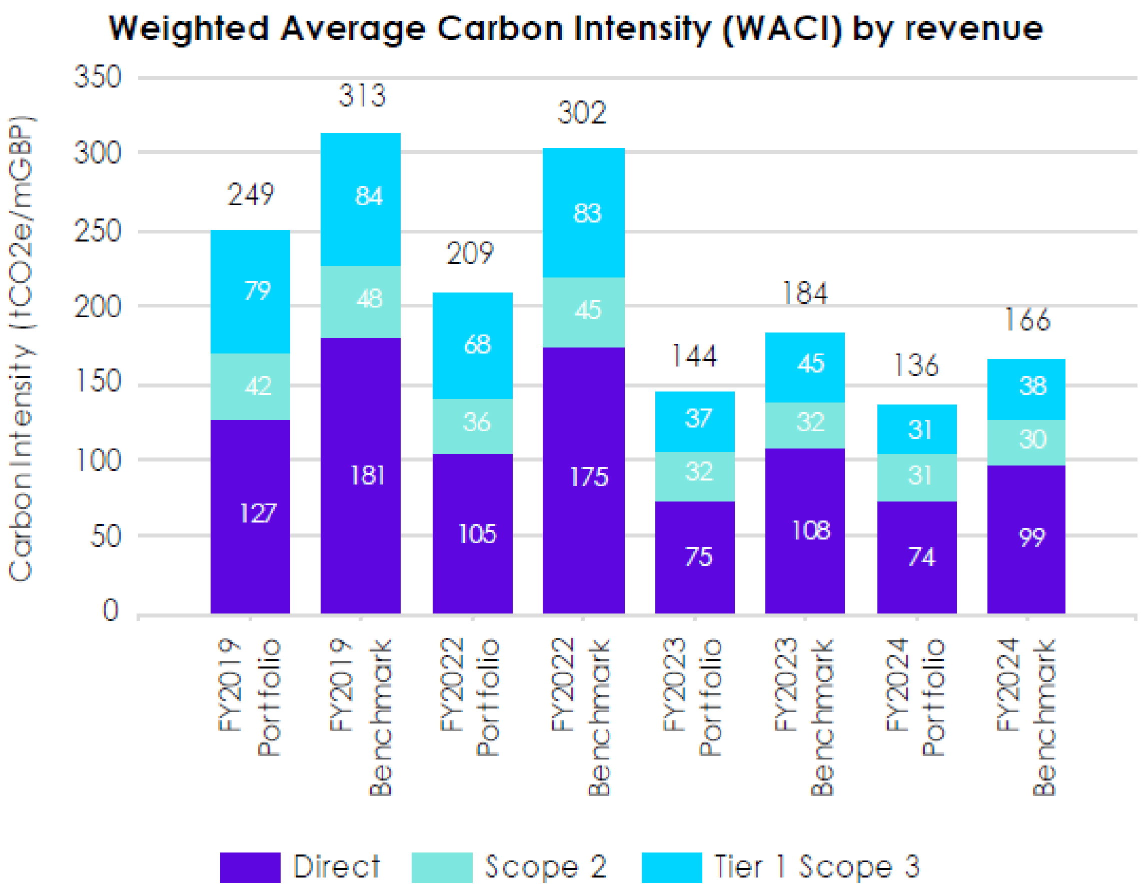


TCFD Recommended Disclosure - c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

The Fund has an annual reduction target for GHG emissions across its investment portfolios of 7.6%.

The metric that has been identified in the Climate Change policy to track progress against this target is the Weighted Average Carbon Intensity (WACI) by revenue figure. This metric takes the carbon intensity (total carbon emissions divided by total revenue) of each investee and multiplies it by its weight in the portfolio.

According to the most recent Climate Metrics report from Brunel the WACI by revenue of the Oxfordshire Aggregate Portfolio is around 18% lower than its Strategic Benchmark



The overall WACI by revenue figure for 2024 saw a decrease of 5.5% compared to the 2023 level. This means the overall level of reduction from 2019 is around 45%, which means we are on target for an annualized rate of reduction of 7.5% since 2019.

For our listed equity portfolios Brunel has set the following targets:

100% of AUM in material (high impact) sectors* In developed listed equities that are i) achieving Net Zero or ii) meeting a criterion considered to be aligned or iii) aligning** by 2030, extending to all markets by 2040.
Brunel's ambition is that by 2040 all listed assets are i) achieving Net Zero or ii) meeting a criterion considered to be aligned or iii) aligning***.

** Currently in scope are listed companies on the Climate Action 100+ focus list; companies in high impact sectors consistent with Transition Pathway Initiative sectors including banks.*
*** Note that, for a product to be on track for meeting its target, at least 80% of assets must fall into in the first and second categories*
**** Note that, for a product to be on track for meeting its target, at least 80% of assets must fall into in the first and second categories*

Whilst the Fund does not have a specific fossil fuel reserves exposure reduction target, it does support seeking to reduce exposure over time, in line with our commitment to be net zero by 2050.

One area that is important to track to understand if the Fund is making progress towards its net zero target is to calculate its investments into companies delivering the green products and services driving the transition to a low carbon economy. Following on from 2023's pilot FTSE Russell have assessed a number of Brunel's portfolios for their exposure to green revenues vs their benchmark, the results are in the table below:

Portfolio	Green revenues	Benchmark green revenues
Active Global High Alpha Equity	9.8%	8.8%
Active UK Equity	3.5%	4.1%
Passive World Developed Equity PAB Index	18.7%	8.8%
Active Global Sustainable Equity	15.6%	9.1%
Sterling Corporate Bonds	4.1%	7.5%

As the table shows, all of the portfolios apart from the Active UK Equity and Sterling Corporate Bonds are ahead of their benchmarks, with the Passive World Developed PAB Index and the Active Global Sustainable Equity portfolios showing significant outperformance.

Climate Change Policy Implementation Plan Progress

The table below gives a high-level status on progress against the various actions identified as required to deliver the Climate Change policy Implementation Plan.

Activity	Status	Notes
Target a 7.6% annual reduction in GHG emissions across its investment portfolios using WACI as a metric	On target	Currently delivering a 7.5%% annual reduction in portfolio carbon intensity since 2019 using WACI as a metric.
Work with Brunel to establish whether alternative portfolios are available that better deliver on the Policy than current options	Under target	Passive funds moved to PAB index; rebalancing of equity towards Global Sustainable and Passive FTSE PAB portfolios. Work to move UK Equity portfolio from focus on large cap to SME cap companies currently paused.
Consider the renewable infrastructure weighting when making future allocations to the Brunel Infrastructure portfolio	On target	Infrastructure funds Cycle 2 and 3 have higher renewables weighting. £30m allocated to Wessex Gardens climate solutions portfolio
Investigate an appropriate metric for measuring the proportion of assets invested in climate mitigation and adaptation	On target	Green revenues data now available for equity, bonds and infrastructure portfolios
Work with Brunel to set appropriate targets and measures of success in relation to engagement activity undertaken on the Fund's behalf	On target	The Fund supports the use of internationally recognised standards and frameworks such as the Transition Pathway Initiative and the Climate Action 100+ benchmark as the basis for engagement
The effectiveness of the engagement approach operated by Brunel will be formally reviewed as part of the 2025 stocktake of their Climate Change Policy and the Pension Fund will contribute to this review.	On target	New engagement plan agreed with Brunel and other clients that will see companies required to meet CA100+ criteria, that will tighten over time. Failing compances could ultimately face exclusion from investment portfolios.
Work with Brunel to identify or develop appropriate metrics, across all investment portfolios, to monitor the successful implementation of the Policy.	On target	Climate metrics report is a useful tool for measuring implementation of the policy. Also working with Brunel to develop metrics on green revenues and widening of coverage to all asset classes.
Consider joining investor groups whose aims align with those of the Pension Fund's Climate Change Policy.	On target	Member of the IIGCC, Climate Action 100+ and the Local Authority Pension Fund Forum
Investigate options for portfolio scenario analysis based on different climate change scenarios so that this can be incorporated in the next	On target	The latest Brunel Climate Metric report includes some scenario analysis metrics. We will continue

fundamental asset allocation review in 2026.		to work with Brunel to develop this further.
Pension Fund to be carbon neutral on its own operations by 2030.	On target	Working with the Oxfordshire County Council Net Zero team to benchmark current operations

Emissions Reduction Target

As noted above the Fund's Climate Change Policy Implementation Plan set a target to reduce greenhouse gas emissions intensity by 7.6% per annum. This was set to be consistent with the Fund's Policy commitment to be aligned to the 1.5°C temperature goal of the Paris Agreement with limited or no overshoot.

As the chart on page 59 shows the Fund has been able to hit the target set in the Climate Change policy to reduce the emissions intensity of our portfolios by 7.6% each year.

While the Fund does not have a target for reductions in exposure to fossil fuel reserves this has reduced by over 80% since 2019.

The Fund recognises that there are a range of different metrics to assess emissions related to investment portfolios, all of which have their own merits and drawbacks. At present the Fund is reporting on WACI (as recommended by TCFD) as this can be used across all listed portfolios, irrespective of allocations and therefore can be decision-useful in assessing the relative carbon emission efficiency (per million pounds) of portfolios when attributing the impacts of strategic asset allocation decisions.

However, WACI has limitations in being used to assess progress against the Fund's emissions reduction target, principally because it is an efficiency measure and so while efficiency may improve this does not mean actual emissions are necessarily reducing. The Fund's investment in the Brunel Sustainable Equities portfolio can also have a short-term negative impact on WACI performance as the managers in the portfolio are actively targeting investments in companies who are at the forefront of the energy and industrial transition to Net Zero. These are leaders in challenging and difficult-to-abate sectors.

These sectors inevitably have a higher carbon intensity today than companies in most other sectors, whose own transition journey is dependent on such companies. For example, one such company in the portfolio is Waste Management Inc. a waste and environmental services company operating in the US. The company is one of the largest contributors to the overall carbon intensity of our portfolio but it is also an energy transition solutions company, with key business activities including renewable energy and recycling.

An additional issue across all metrics is the use of scope 3 emissions where data quality and double counting factors, when using full scope 3 emissions, make its use challenging. At present the Fund's WACI data includes Scope 1, Scope 2, and first tier Scope 3 emissions (upstream emissions).

It is important that the Fund continues to work with Brunel to monitor and develop metrics such as fossil fuel reserves exposure, overall carbon emissions and green revenue exposure to be able to give a more granular and rounded assessment of progress towards its net zero target.

Other Implementation Plan Items

The Fund's Implementation Plan sets out several actions over the near-term that management has determined will enable it to deliver on its Climate Change Policy. Progress against each of these is summarised below.

Work with Brunel to establish whether alternative passive, or similar, equity funds are available that better deliver on the Policy than current options available to the Fund.

Brunel worked closely with leading index provider FTSE Russell to develop two indexes that met the EU criteria to be classified as a Climate Transition Benchmark or a Paris Aligned Benchmark. These indexes were made available for investment in November 2021. The Pension Fund Committee made a decision to move the Fund's full passive holdings of c.£530m to the Paris Aligned Benchmark fund putting it among the first group of investors to invest in the index. Of the two funds developed the Paris Aligned Benchmark has stricter climate criteria and effectively excludes fossil fuel companies from the index. The Fund has also been rebalancing some of its active equity funds away from portfolios with higher fossil fuel reserves exposure towards the Global Sustainable Equity and the Passive FTSE PAB Index portfolio, where exposure to reserves is lower and green revenues higher.

A decision was taken by the Committee to shift our current UK Active Equity portfolio from a focus on large Cap FTSE 100 companies towards a small and medium cap portfolio. This will reduce the Fund's exposure to oil and gas supermajor companies, which are significant contributors to the GHG footprint of the current portfolio. This work is currently paused as a result of the government's Fit for the Future reforms to the LGPS pooling structures.

Consider the renewable infrastructure weighting when making future allocations to the Brunel Infrastructure portfolio.

The Brunel's infrastructure portfolio specification states that a majority of the portfolio will seek to deliver climate solutions and a just energy transition to a lower carbon global economy.

In 2024 the Oxfordshire Fund joined five other Brunel client funds to invest into a climate solutions portfolio which will see more than £300m invested into a wide range of renewable technologies such as solar and wind as well as into battery storage and green hydrogen production.

Oxfordshire joined Avon, Cornwall, Devon, Gloucestershire and Wiltshire to invest through the Wessex Gardens Fund managed by Schroders Greencoat. The first investment involved acquiring a stake in the Toucan energy portfolio, investing £230m in the deal to acquire local solar assets. This is part of the largest operational solar deal ever transacted in the UK.

Investigate an appropriate metric for measuring the proportion of assets invested in climate mitigation and adaptation.

The Fund continues to work with Brunel in developing an appropriate metric or set of metrics and determining the criteria used to identify investments in climate mitigation and adaptation. This links to wider work being undertaken by various governments including the EU who have developed an EU Green Taxonomy and the UK which has established a Green Technical Advisory Group to advise the government on the establishment of a UK taxonomy that sets the criteria for an investment to be defined as environmentally sustainable.

For the Fund to set targets it first needs to be able to establish the current level of investments in climate solutions/green revenues. Once a baseline has been established then the percentage increase over time of investments by the Fund into companies contributing to the low carbon transition of the economy can be tracked and reported on.

FTSE Russell produced a 2022 paper on green revenues exposure of equity portfolios in a 1.5˚C scenario. According to this analysis a 1.5˚C Paris aligned calculation (low case) calls for:

- 12% green economy exposure of the listed equity market by 2023.
- By 2030 this should be 20%
- By 2050 this should be 25%
- Therefore exposure is heavily front-loaded in order to mitigate temperature rises above 1.5˚C.

Brunel have calculated the Weighted Absolute Value (£) of Green Revenues of the Fund's equity and bond portfolios using the FTSE Russell green revenues methodology. On this basis it is estimated that the Fund's exposure to green revenues as at December 2024 was £279,348,910, as a percentage of total investment into sterling bonds and listed equity portfolios this equals 12.72%.

Brunel have also calculated the green revenues from the Stepstone managed private market infrastructure portfolios, which is equivalent to £88,938,422.40out of a total investment into those funds of £104,480,000.00. The Wessex Gardens fund also has a 100% allocation to assets that generate green revenues, the Oxfordshire Pension Fund has allocated £30,000,000 to this fund. If we add these all together that translates into 17.1% green revenue exposure % of our investments into sterling bonds, equity and infrastructure private markets, including Wessex Gardens.

This figure is well above the forecast required green revenues exposure for 2024 to be on track for net zero, estimated to be at around 12%, however, it is important to note that the calculation did not include investments into other asset classes including private equity and property where the percentage may well be higher. We will continue to work with Brunel to develop a metric for green revenues that includes the Fund's investments into all asset classes.

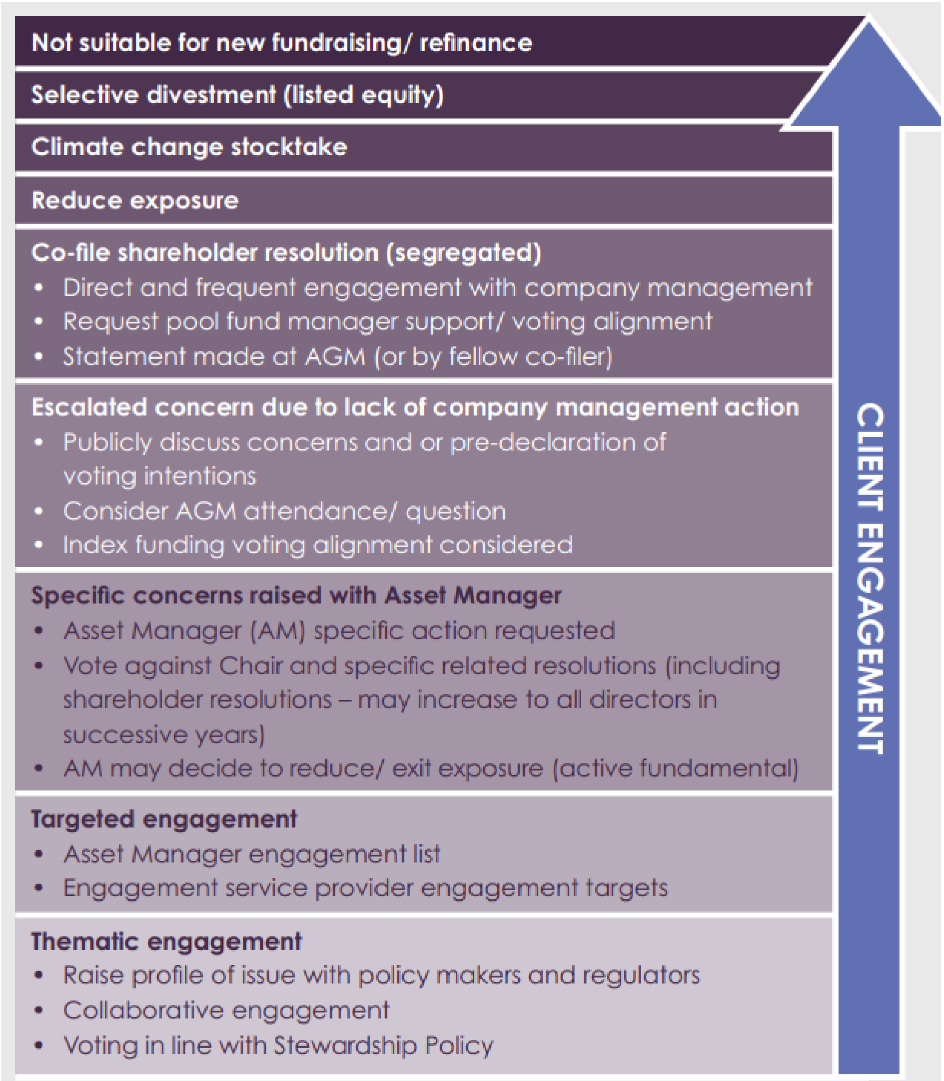
The Pension Fund will work with Brunel to set appropriate targets and measures of success in relation to engagement activity undertaken on the Fund's behalf.

Brunel has three main strategies that it uses to persuade companies and other entities to act on climate change, namely: (a) direct engagement, including voting its shareholdings, (b) collaborative engagement, in particular through Climate Action 100+ (CA100+), and (c) engagement via its investment managers.

In relation to company engagement, Brunel expects companies in high-emitting sectors to publish their climate transition action plan, and to annually disclose emissions and progress against their commitments and targets. These expectations apply across all of the asset classes that Brunel invests in. In listed equities (and fixed income, in cases where investors are granted formal voting rights), Brunel has built these expectations into its voting policy.

Brunel will vote against the re-election of the company Chair where:

• Oil & Gas, Utilities, and all European companies have not at least reached Level 4 of the Transition Pathway Initiative (TPI) framework
• A company has not reached level 3 of the TPI framework for the US and Asia, or where the TPI score has fallen from level 4
• A company's strategy is materially misaligned with the goals of the Paris Agreement
• A company's strategy is misaligned to net zero ambitions
In cases where escalation is necessary Brunel has the following approach:



The effectiveness of the engagement approach operated by Brunel will be formally reviewed as part of the 2025 stocktake of their Climate Change Policy and the Pension Fund will contribute to this review.

A key component of the engagement approach is to encourage companies to set plans and objectives to align with net-zero.

Brunel provides updates on the engagements with companies every quarter and more detailed analysis on an annual basis in the Responsible Investment and Stewardship Outcomes Report.

In 2024 Brunel’s engagement advisor Hermes EOS engaged with 759 companies on Brunel’s behalf. Of these engagements around half were on environmental issues, including climate change.

As part of the Pension Fund’s input into the stocktake it agreed an Engagement Policy for the Climate Action 100+. The policy focuses on companies with the highest emissionsA series of measures are set out in the policy with target dates for achievement, failure to meet the criteria will lead to the potential exclusion of a company.

During 2024 following discussions between client funds and Brunel a more ambitious set of criteria were agreed for Brunel's climate policy that much more closely align with those Oxfordshire adopted. These criteria are now in effect and will be reviewed annually to agree a ratcheting up of the requirements companies need to meet or potentially face exclusion from portfolios.

Work with Brunel to identify, or develop if not available, appropriate metrics, across all investment portfolios, to monitor the successful implementation of the Policy.

Work on metrics is ongoing and is expected to be an evolving process that incorporates developments in available data with the aim of increasing the accuracy and relevance of metrics as well as increasing the level of portfolio coverage. Brunel are now able to provide an annual set of climate metrics for the Fund's equity and bond holdings. We now also have access to green revenues data for some of the private market funds too. Going forwards we will work with Brunel to extend the green revenues data across all investment classes to help better understand the positive impact of the Fund's investments into the transition towards a low carbon economy.

While metrics are available for listed equities and bonds there is currently a lack of data available for the majority of other assets particularly in a format that allows aggregation at portfolio level. There are some industry developments in this area that could be useful to the Fund, for example the Carbon Risk Real Estate Monitor that has been developed for real estate assets.

Brunel are working with their private market managers to produce climate data that can be used to measure alignment with climate goals.

This is also an area being looked at by the IIGCC as part of their Net Zero Investment Framework and the Fund will monitor the outputs from this work and its applicability to the Pension Fund's investments.

Consider the merits of joining investor groups whose aims align with those of the Pension Fund as set out in the Policy.

The Fund continues to be a member of The Institutional Investors Group on Climate Change (IIGCC), Climate Action 100+ and the Local Authority Pension Fund Forum..

In April 2025 the Fund become signatories to the Asset Owner Statement on Climate Stewardship. This statement was issued by the Brunel Pension Partnership, the People's Pension, and Scottish Widows to articulate asset owner expectations on the implementation of climate stewardship by their asset managers.

The statement outlines key principles for asset managers, including engaging in industry and public policy discussions, prioritizing collaborative initiatives, developing a robust theory of change for company engagement, implementing a systematic voting approach, and adequately resourcing the stewardship function.

Investigate options for portfolio scenario analysis based on different climate change scenarios so that this can be incorporated in the next strategic asset allocation review in 2026.

The draft government guidance by MHCLG on TCFD implementation proposes to place a new duty on LGPS Administering Authorities (AAs) to assess their assets, liabilities, investment strategy and funding strategy against climate risks and opportunities in at least two climate scenarios. This assessment must include at least one scenario based on a global temperature rise of 2°C or lower on pre-industrial levels. This assessment must occur at least once every valuation cycle. In interim years, AAs must consider whether any changes in the fund have been substantial enough to require scenario analysis to be repeated.

As noted previously, for the latest reports Brunel have implemented forward looking metrics using various different climate scenarios. These are:

- Physical Risk
- Paris Alignment
- Transition Risk / Earnings at Risk

By their nature, scenarios are uncertain and not a precise science. The scenarios put forward will never come to pass as described, but are also based on assumptions and what are often new and evolving data sets.

Scenarios are a useful tool for Brunel's portfolios managers to engage in dialogue and to ask the right questions about holdings, they are not a tool to use in isolation or to make specific investment decisions.

The Oxfordshire Pension Fund Carbon Metrics Report provides portfolio level scenario assessments using the above criteria for our listed equity portfolios and the sterling bonds portfolio.

As well as addressing the Pension Fund's investments the Policy also sets a target for the Pension Fund to be carbon neutral on its own operations by 2030.

The Fund continues to work within Oxfordshire County Council's wider goal to achieve net zero emissions by 2030 across the whole organization, of which the Pension Fund is part. The Fund intends to report data on this and actions taken in future updates.

Other Material

Employer Discretions

Pension Services can supply employers with related pension costs which would result following an employer's action on a discretionary policy. The employer's written decisions are required before pension services will take action in any circumstance which could incur additional cost, unless it is clear from an employer's current written policy statement that the decision is in accordance with that statement. For example, some employers will allow late transfers without further consideration while others need to make individual decisions.

Fund Account for the Year Ended 31 March 2025			
	Notes	**2025 £'000**	**2024 £'000**
Contributions and Benefits			
Contributions Receivable	6	-139,412	-135,929
Transfers from Other Schemes	7	-27,574	-17,260
Other Income		-19	-21
Income Sub Total		**-167,005**	**-153,210**
Benefits Payable	8	129,652	114,793
Payments to and on Account of Leavers	9	17,658	12,131
Expenditure Sub Total		**147,310**	**126,924**
Net (Additions)/Withdrawals From Dealings With Members		**-19,695**	**-26,286**
Management Expenses	10	23,989	22,676
Net (Additions)/Withdrawals From Dealings With Members Including Management Expenses		4,294	-3,610
Returns on Investments			
Investment Income	11	-29,462	-24,257
Profits and Losses on Disposal of Investments and Changes in Market Value of Investments	14a	-88,354	-343,413
Less Taxes on Income	11	8	-2
Net returns on Investments		**-117,808**	**-367,672**
Net (Increase)/Decrease in the Net Assets Available for Benefits During the Year		**-113,514**	**-371,282**
Opening Net Assets of the Scheme		3,541,434	3,170,152
Closing Net Assets of the Scheme		**3,654,948**	**3,541,434**

Net Assets as at 31 March 2025			
	Notes	2025 £'000	2024 £'000
Investment Assets			
Equities	14b	197,361	177,643
Pooled Investments	14b	3,029,121	2,967,703
Pooled Property Investments	14b	325,897	315,717
Derivative Contracts		0	0
Loans	14c	15,000	0
Cash Deposits	14c	7,557	5,753
Other Investment Balances	14c	1,977	2,093
Long-Term Investment Assets	14b	840	840
Investment Liabilities			
Derivative Contracts		0	0
Other Investment Balances	14c	-3	-4
Total Investments		**3,577,750**	**3,469,745**
Assets and Liabilities			
Current Assets	15	80,385	74,514
Current Liabilities	16	-3,596	-3,235
Net Current Assets		**76,789**	**71,279**
Long-Term Assets	17	409	410
Net Assets of the scheme available to fund benefits at year end		**3,654,948**	**3,541,434**

The Fund's financial statements do not take account of liabilities to pay pensions and other benefits after the period end. The actuarial present value of promised retirement benefits is disclosed at Note 24.

Note 1 – Description of the fund

This description of the Fund is a summary only. Further details are available in the Fund's 2024/25 Annual Report and in the underlying statutes.

General

The Oxfordshire County Council Pension Fund is part of the Local Government Pension Scheme which is a statutory, funded, defined benefit pension scheme. Oxfordshire County Council is the administering body for this pension fund. The scheme covers eligible employees and elected members of the County Council, District Councils within the county area and employees of other bodies eligible to join the Scheme.

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

This defined benefit scheme provides benefits related to salary for its members. Pensions paid to retired employees, their dependants, and deferred benefits are subject to mandatory increases in accordance with annual pension increase legislation. The amount is determined by the Secretary of State.

Membership
The majority of fund employers are required to automatically enrol eligible jobholders into the LGPS under the government's auto-enrolment legislation, employees may then choose to opt-out of the scheme. Some employers will have the option of whether to auto-enrol eligible jobholders into the LGPS or another qualifying scheme.

Members are made up of three main groups. Firstly, the contributors - those who are still working and paying money into the Fund. Secondly, the pensioners - those who are in receipt of a pension and thirdly, by those who have left their employment with an entitlement to a deferred benefit on reaching pensionable age.

Organisations participating in the Oxfordshire County Council Pension Fund include:
- Scheduled Bodies – Local authorities and similar bodies, such as academies, whose staff are automatically entitled to become members of the Fund.
- Admitted Bodies – Organisations that participate in the Fund under an admission agreement between the Fund and the organisation. Admitted bodies include voluntary, charitable and similar bodies or private contractors undertaking a local authority function following outsourcing to the private sector.
- Admitted Bodies can be split in to two groups:
    - Community Admission Bodies – these are typically employers that provide a public service on a not-for-profit basis and often have links to scheduled bodies already in the Fund. Housing Corporations fall under this category.
    - Transferee Admission Bodies – these are bodies that provide a service or asset in connection with the exercise of a function of a scheme employer. Typically this will be when a service is transferred from a scheme employer and is to allow continuing membership for staff still involved in the delivery of the service transferred.

Full definitions are contained in The Local Government Pension Scheme (Administration) Regulations 2008.

The table below details the composition of the Fund’s membership:

	As at 31 March 2025	As at 31 March 2024
Number of Contributory Employees in Scheme		
Oxfordshire County Council	8,217	8,375
Other Scheduled Bodies	13,799	13,391
Admitted Bodies	446	442
	22,462	**22,208**
Number of Pensioners and Dependants		
Oxfordshire County Council	11,343	10,858
Other Scheduled Bodies	7,769	7,267
Admitted Bodies	1,336	1,263
	20,448	**19,388**
Deferred Pensioners		
Oxfordshire County Council	16,129	16,303
Other Scheduled Bodies	14,819	14,137
Admitted Bodies	1,191	1,243
	32,139	**31,683**

Unprocessed leavers are included as Deferred Pensioners.

Funding

The Oxfordshire County Council Pension Fund is financed by contributions from employees and employers, together with income earned from investments. The contribution from employees is prescribed by statute, and for the year ending 31 March 2025 rates ranged from 5.5% to 12.5% of pensionable pay.

Employers’ contribution rates are set following the actuarial valuation, which takes place every three years. The latest actuarial valuation took place in 2022 and determined the contribution rates to take effect from 01 April 2023. Employer contribution rates currently range from 9.6% to 37.3% of pensionable pay.

Benefits

Prior to 1 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 full-time year worked is worth 1/80 × final pensionable salary.	Each full-time year worked is worth 1/60 × final pensionable salary.
Lump Sum	Automatic lump sum of 3 × 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.

From 1 April 2014 the scheme became a career average scheme, where members accrue benefits based on their pensionable pay in any given year at an accrual rate of 1/49th. Accrued pension is indexed annually in line with the Consumer Prices Index. The normal retirement age is linked to each individual member's State Pension Age.

There are a range of other benefits provided under the scheme including early retirement, disability pensions and death benefits. Scheme members are now also able to opt to pay 50% of the standard contributions in return for 50% of the pension benefit.

Note 2 – Basis of Preparation

The accounts have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2024/25.

Regulation 5(2)(c) of the Pension Scheme (Management and Investment of Funds) Regulations 1998 (SI 1998 No 1831) prohibits administering authorities from crediting Additional Voluntary Contributions to the Pension Fund. In consequence Additional Voluntary Contributions are excluded from the Net Assets Statement and are disclosed separately in Note 21.

The accounts summarise the transactions of the Pension Fund and detail the net assets of the Fund. The accounts do not take account of the obligation to pay future benefits which fall due after the year-end. The Code gives administering authorities the option to disclose this information in the net assets statement, in the notes to the accounts or by appending an actuarial report prepared for this purpose. The pension fund has opted to disclose this information in Note 24.

The accounts have been prepared on a going concern basis. The Fund's cashflow monitoring shows that cashflows from dealings with members continue to be positive each month and are currently running at around +£0.5m per month on average. Even if the cashflow position from dealing with members turns negative the Fund generates investment income that can also be used to pay pensions without the need to sell assets at a potentially suboptimal time. The Fund has a level of assets that would be able to cover pension payments for over a decade at current pension payment levels even if no further income was received. The Fund is subject to an actuarial valuation every three years so any deterioration in the funding position leading up to the valuation would be factored in when setting contribution rates for employers to ensure the fund is able to meet all its future obligations. The funding level of the Pension Fund as assessed by the Fund's actuary at the 2022 valuation was 111%. Therefore, management are assured the pension fund remains a going concern for at least 12 months from the date the accounts are authorised for issue.

Note 3 – Summary of Significant Accounting Policies

Investments

1. Investments are shown in the accounts at market value, which has been determined as follows:

   (a) The majority of listed investments are stated at the bid price or where the bid price is not available, the last traded price, as at 31 March 2025.

   (b) Unlisted securities are included at fair value, estimated by having regard to the latest dealings, professional valuations, asset values and other appropriate financial information.

   (c) Pooled Investment Vehicles are stated at bid price for funds with bid/offer spreads, or single price where there are no bid/offer spreads, as provided by the investment manager.

   (d) Where appropriate, investments held in foreign currencies have been valued on the relevant basis and translated into sterling at the rate ruling on 31 March 2025.

   (e) Fixed Interest stocks are valued on a ‘clean’ basis (i.e. the value of interest accruing from the previous interest payment date to the valuation date has been included within the amount receivable for accrued income).

   (f) Derivatives are stated at market value. Exchange traded derivatives are stated at market values determined using market quoted prices. For exchange traded derivative contracts which are assets, market value is based on quoted bid prices. For exchange traded derivative contracts which are liabilities, market value is based on quoted offer prices.

   (g) Forward foreign exchange contracts are valued by determining the gain or loss that would arise from closing out the contract at the reporting date by entering into an equal and opposite contract at that date.

   (h) All gains and losses arising on derivative contracts are reported within ‘Changes in Market Value of Investments’.

Foreign Currencies

2. Balances denominated in foreign currencies are translated at the rate ruling at the net assets statement date. Asset and liability balances are translated at the bid and offer rates respectively. Transactions denominated in foreign currencies are translated at the rate ruling at the date of transaction. Differences arising on investment balance translation are accounted for in the change in market value of investments during the year.

Contributions

3. Employee normal contributions are accounted for when deducted from pay. Employer normal contributions that are expressed as a rate of salary are accounted for on the same basis as employees’ contributions, otherwise they are accounted for in the period they are due under the Schedule of Contributions.

Employer deficit funding contributions are accounted for on the due dates on which they are payable in accordance with the Schedule of Contributions and recovery plan under which they are being paid or on receipt if earlier than the due date.

Employers' pensions strain contributions are accounted for in the period in which the liability arises. Any amount due in year but unpaid will be classed as a current asset. Amounts not due until future years are classed as long-term assets.

The Actuary determines the contribution rate for each employer during the triennial valuations of the Fund's assets and liabilities. Employees' contributions have been included at rates required by the Local Government Pension Scheme Regulations.

Benefits, Refunds of Contributions and Transfer Values

4. Benefits payable and refunds of contributions have been brought into the accounts on the basis of all amounts known to be due at the end of the financial year. Any amounts due but unpaid are disclosed in the net assets statement as current liabilities. Transfer values are those sums paid to, or received from, other pension schemes and relate to periods of previous pensionable employment. Transfer values have been included in the accounts on the basis of the date when agreements were concluded.

   In the case of inter-fund adjustments provision has only been made where the amount payable or receivable was known at the year-end. Group transfers are accounted for in accordance with the terms of the transfer agreement.

Investment Income

5. Dividends and interest have been accounted for on an accruals basis. Dividends from quoted securities are accounted for when the security is declared ex-div. Interest is accrued on a daily basis. Investment income is reported net of attributable tax credits but gross of withholding taxes. Irrecoverable withholding taxes are reported separately as a tax charge. In the majority of cases investment income arising from the underlying investments of the Pooled Investment Vehicles is reinvested within the Pooled Investment Vehicles and reflected in the unit price. It is reported within 'Changes in Market Value of Investments'. Foreign income has been translated into sterling at the date of the transaction. Income due at the year-end was translated into sterling at the rate ruling at 31 March 2025.

Investment Management and Scheme Administration

6. A proportion of relevant County Council officers' salaries, including salary on-costs, have been charged to the Fund on the basis of time spent on scheme administration and investment related business. The fees of the Fund's general investment managers have been accounted for on the basis contained within their management agreements. Investment management fees are accounted for on an accruals basis.

Expenses

7. Expenses are accounted for on an accruals basis.

Cash

8. Cash held in bank accounts and other readily accessible cash funds is classified under cash balances as it is viewed that these funds are not held for investment purposes but to allow for effective cash management. Cash that has been deposited for a fixed period and as such as an investment, has been included under cash deposits.

Listed Private Equity

9. The fund holds a number of investments in listed private equity companies. These are included under equities as the investment is in a company that undertakes private equity related activities rather than an investment in a specific fund that makes private equity investments. This is consistent with the treatment of other equity investments as the fund does not split out any other categories from within equities, for example retail stocks.

Management Fees

10. Management fees have been accounted for based on the latest guidance from the Chartered Institute of Public Finance & Accountancy. Fees have been accounted for where the pension fund has a direct contractual obligation to pay them. This means where fees are deducted in a pooled fund they have been accounted for, but in a fund of funds the fees for the underlying funds are not included only those the pension fund pays to the fund of funds manager.

Note 4 – Critical Judgements in Applying Accounting Policies

Unquoted Private Equity Investments

Determining the fair value of unquoted private equity investments is highly subjective in nature. Unquoted private equity investments are valued by the investment managers using various valuation techniques and this involves the use of significant judgements by the managers. The value of unquoted private equity, private debt and infrastructure investments at 31 March 2025 was £553.298m (£496.162m at 31 March 2024).

Pension Fund Liability

The pension fund liability is calculated every three years by the Fund's actuary, with annual updates in the intervening years. Methods and assumptions consistent with IAS19 are used in the calculations. Assumptions underpinning the valuations are agreed with the actuary and are summarised in Note 27. The estimate of the liability is therefore subject to significant variances based on changes to the assumptions used.

Note 5 – Assumptions Made About the Future and Other Major Sources of Estimation Uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date, and the amounts reported for the revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

The key judgements and estimation uncertainties that have a significant risk of causing material adjustments to the carrying amounts of assets and liabilities within the next financial year are:-

Item	Uncertainties	Potential Impact
Actuarial Present Value of Promised Retirement Benefits	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 are projected to increase, changes in retirement ages, mortality rates and expected returns on fund assets. The fund engages an actuarial firm to provide expert advice on the assumptions to be applied.	The actuarial present value of promised retirement benefits included in the financial statements is £2,871m There is a risk that this figure is under, or overstated in Note 24 to the accounts. Sensitivities to the key assumptions are as follows: A 0.1% p.a. increase in the pension increase rate would result in an approximate 2% increase to liabilities (£49m). A 0.1% p.a. increase in the salary increase rate would result in an approximate increase to liabilities of 0.1% (£2m). A 0.1% decrease in the real discount rate would result in an approximate 2% increase to liabilities (£51m). A one-year increase in member life expectancy would approximately increase the liabilities by 4% (£115m).
Unquoted Private Equity	Unquoted private equity and infrastructure investments are valued at fair value using recognised valuation techniques. Due to the assumptions involved in this process there is a degree of estimation involved in the valuation.	Unquoted investments, classified as level 3 in the fair value hierarchy, included in the financial statements total £1,043.431m. There is a risk these investments are under, or overstated in the accounts. The Pension Fund relies on specialists to perform the valuations and does not have the information (i.e. the assumptions that were used in each case) to produce sensitivity calculations. Further details are included in Note 25.

Note 6 – Contributions

	2024/25 £'000	2023/24 £'000
Employers		
Normal	-96,191	-88,354
Augmentation	0	0
Deficit Funding	-5,634	-16,040
Costs of Early Retirement	-3,604	-207
	-105,429	**-104,601**
Members		
Normal & Additional*	-33,983	**-31,328**
Total	**-139,412**	**-135,929**

*Local Government Scheme Additional Employees contributions are invested within the Fund, unlike AVCs which are held separately, as disclosed in Note 21.

Lump sum pre-payments in respect of contributions for the period 01/04/23-31/03/26 totalling £10.780m were received during 2023/24.

Deficit recovery contributions are paid by employers based on the maximum 22 year recovery period set out in the Funding Strategy Statement. Where appropriate, the Actuary has shortened the recovery period for some employers to maintain as near stable contribution rates for those employers, in line with the Regulations.

	Employer Contributions		Members Contributions	
	2024/25	2023/24	2024/25	2023/24
	£'000	£'000	£'000	£'000
Oxfordshire County Council	-42,935	-38,227	-13,409	-12,733
Scheduled Bodies	-54,055	-58,818	-17,834	-16,052
Resolution Bodies	-5,709	-5,161	-1,829	-1,652
Community Admission Bodies	-1,242	-1,168	-437	-401
Transferee Admission Bodies	-1,488	-1,227	-474	-490
Total	**-105,429**	**-104,601**	**-33,983**	**-31,328**

Note 7 – Transfers In

	2024/25 £'000	2023/24 £'000
Individual Transfers In from other schemes	-27,574	-17,260
Group Transfers In from other schemes	0	0
Total	**-27,574**	**-17,260**

Note 8 - Benefits

	2024/25 £'000	2023/24 £'000
Pensions Payable	106,189	95,768
Lump Sums - Retirement Grants	20,492	16,071
Lump Sums - Death Grants	2,971	2,954
Total	**129,652**	**114,793**

	Pensions Payable		Lump Sums	
	2024/25 £'000	2023/24 £'000	2024/25 £'000	2023/24 £'000
Oxfordshire County Council	50,658	46,254	10,140	6,933
Scheduled Bodies	46,032	41,255	10,289	8,897
Resolution Bodies	2,104	1,706	1,274	1,822
Community Admission Bodies	5,608	5,042	1,230	996
Transferee Admission Bodies	1,787	1,511	530	377
Total	**106,189**	**95,768**	**23,463**	**19,025**

Note 9 - Payments to and on account of leavers

	2024/25 £'000	2023/24 £'000
Refunds of Contributions	634	652
Payments for members joining state scheme	-3	-3
Group Transfers Out to other schemes	0	0
Individual Transfers Out to other schemes	17,027	11,482
Total	**17,658**	**12,131**

Note 10 - Management Expenses

	2024/25 £'000	2023/24 £'000
Administrative Costs	3,320	2,906
Investment Management Expenses	18,606	18,140
Oversight & Governance Costs	2,063	1,630
Total	**23,989**	**22,676**

Within oversight and governance costs are fees paid to the Pension Fund's external auditors of £0.115m (2023/24 £0.025m) for the audit of the Pension Fund's Annual Report and Accounts.
A further breakdown of Investment Management Expenses is in Note 12.

Note 11 – Investment Income

	2024/25 £'000	2023/24 £'000
Equity Dividends	-4,222	-4,295
Pooled Property Investments	-8,105	-7,061
Pooled Investments – Unit Trusts & Other Managed Funds	-13,635	-10,034
Interest on cash deposits	-3,500	-2,867
	-29,462	**-24,257**
Irrecoverable withholding tax - equities	8	-2
Total	**-29,454**	**-24,259**

Note 12 – Investment Management Expenses

	2024/25 £'000	2023/24 £'000
Management Fees	18,580	18,091
Custody Fees	26	49
Total	**18,606**	**18,140**

Investment Management & Custody Fees are generally calculated on a fixed scale basis with applicable rates applied to the market value of the assets managed. See Note 3 for details of the accounting treatment of management fees.

Note 13 – Related Party Transactions

The Pension Fund is required to disclose material transactions with related parties, and bodies or individuals that have the potential to control or influence the Pension Fund, or to be controlled or influenced by the Pension Fund. Disclosure of these transactions allows readers to assess the extent to which the Pension Fund might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Pension Fund.

Members of the Pension Fund Committee and the post of Service Manager (Pensions) are the key management personnel involved with the Pension Fund. During 2024/25, the Committee consisted of five County Councillors (voting members), four employer representatives and a scheme member representative. Members of the Pension Fund Committee are disclosed in the Pension Fund Report and Accounts. An amount of £0.129m was paid to Oxfordshire County Council in respect of key management compensation during the financial year as follows:

	2024/25 £'000	2023/24 £'000
Short Term Benefits*	111	108
Long Term/Post Retirement Benefits	18	18
Total	**129**	**126**

*Includes allowances paid to the Chairman of the Pension Fund Committee

These figures represent the relevant proportion of the salary and employer pension contributions for the key Council staff, reflecting their work for the Pension Fund

As the County Council is the designated statutory body responsible for administrating the Oxfordshire Pension Fund, it is a related party.

For the 12 months ended 31 March 2025, employer contributions to the Pension Fund from the County Council were £42.935m (2023/24 £38.227m). At 31 March 2025 there were receivables of in respect of contributions due from the County Council of £4.778m (2023/24 £4.289m) and payables due to the County Council of £0.214m (2023/24 £0.187m).

The County Council was reimbursed £1.983m (2023/24 £1.936m) by the Pension Fund for administration costs incurred by the County Council on behalf of the Pension Fund

Brunel Pension Partnership Ltd (Company Number 10429110)

Brunel Pension Partnership Ltd (BPP Ltd) was formed on the 14th October 2016 and oversees the investment of pension fund assets for the following LGPS funds: Avon, Buckinghamshire. Cornwall, Devon, Dorset, Environment Agency, Gloucestershire, Oxfordshire, Somerset, and Wiltshire.

Each of the nine Administering Authorities, including Oxfordshire County Council, and the Environment Agency own 10% of BPP Ltd. Pension Fund transactions with BPP Ltd are as follows:

	2024/25 £'000	2023/24 £'000
Income	0	0
Expenditure	1,499	1,313
Receivables	0	0
Payables	0	0

Note 14 – Investments

	Value at 31.3.2025 £'000	Value at 31.3.2024 £'000
Investment Assets		
Equities	197,361	177,643
Pooled Funds:		
- Fixed Income	141,217	135,566
- Index Linked	206,005	229,819
- Global Equity	1,572,791	1,596,696
- UK Equity	392,830	359,128
- Private Equity	261,347	246,528
- Private Debt	90,846	68,410
- Infrastructure Funds	201,105	181,224
- Multi Asset Credit Fund	162,980	150,332
Pooled Property Investments	325,897	315,717
Cash Deposits	7,557	5,753
Loans	15,000	0
Long-Term Investments	840	840
Investment Income Due	1,977	1,979
Amounts Receivable for Sales	0	114
Total Investment Assets	**3,577,753**	**3,469,749**
Investment Liabilities		
Management Expenses Due	-3	-4
Amounts Payable for Purchases	0	0
Total Investment Liabilities	**-3**	**-4**
Net Investment Assets	**3,577,750**	**3,469,745**

Note 14a – Reconciliation of Movements in Investments and Derivatives

	Value at 1 April 2024	Purchases at Cost & Derivative Payments	Sales Proceeds & Derivative Receipts	Change in Market Value	Cash Movement	Increase in Receivables/ (Payables)	Value at 31 March 2025
	£'000	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Equities	177,643	2,205	0	17,513			197,361
Pooled Investments	2,967,703	68,196	-75,666	68,888			3,029,121
Pooled Property Investments	315,717	17,591	-9,568	2,157			325,897
Long-Term Investments	840	0	0	0			840
<u>Derivative Contracts</u> FX	0	6	-1	-5			0
Futures	0	0	0	0			0
Other Investment Balances							
Loans	0	0	0	0	15,000		15,000
Cash Deposits	5,753	15,721	-13,912	-199	194		7,557
Amounts Receivable for Sales of Investments	114	0	0	0		-114	0
Investment Income Due	1,979	0	0	0		-2	1,977
Amounts Payable for Purchases of Investments & Management Expenses	-4	0	0	0	0	1	-3
Total	**3,469,745**	**103,719**	**-99,147**	**88,354**	**15,194**	**-115**	**3,577,750**

Transaction costs are borne by the scheme in relation to transactions in pooled investment vehicles. However, such costs are taken into account in calculating the bid/offer spread of these investments and are not therefore separately identifiable.

Where management fees are not paid directly by the Fund and are deducted from the unit value of the Fund's investment an adjustment has been made to the sales figure to reflect the payment of the management fee.

There have been no employer-related investments at any time during the year.

	Value at 1 April 2023	Purchases at Cost & Derivative Payments	Sales Proceeds & Derivative Receipts	Change in Market Value	Cash Move-ment	Increase in Receivables/ (Payables)	Value at 31 March 2024
	£'000	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Equities	145,099	3,319	-16,279	45,504			177,643
Pooled Investments	2,684,400	500,902	-533,351	315,752			2,967,703
Pooled Property Investments	276,454	100,158	-43,227	-17,668			315,717
Long-Term Investments	840	0	0	0			840
Derivative Contracts							
FX	0	2		-2			0
Futures Other Investment Balances	0	0		0			0
Cash Deposits	11,952	33,565	-39,470	-173	-121		5,753
Amounts Receivable for Sales of Investments	0	0	0	0		114	114
Investment Income Due	1,888	0	0	0		91	1,979
Amounts Payable for Purchases of Investments & Management Expenses	-66	0	0	0		62	-4
Total	**3,120,567**	**637,946**	**-632,327**	**343,413**	**-121**	**267**	**3,469,745**

Note 14b - Analysis of Investments (Excluding Derivative Contracts, Cash Deposits and Other Investment Balances)

Long-Term Investments Assets

	2024/25 £'000	2023/24 £'000
Brunel Pension Partnership Ltd	840	840
Total	**840**	**840**

Equity Investments

	2024/25 £'000	2023/24 £'000
UK Equities	197,044	177,319
Overseas Listed Equities:		
Europe	317	324
Total	**197,361**	**177,643**

Pooled Investment Vehicles

	2024/25 £'000	2023/24 £'000
UK Registered Managed Funds - Property	115,745	105,841
Non UK Registered Managed Funds - Property	46,987	51,895
UK Registered Managed Funds - Other	2,339,636	2,346,147
Non UK Registered Managed Funds - Other	689,484	621,556
UK Registered Property Unit Trusts	102,416	99,305
Non UK Registered Property Unit Trusts	60,750	58,676
Total	**3,355,018**	**3,283,420**

Total Investments (excluding derivative contracts, Cash Deposits and Other Investment Balances)

	2024/25 £'000	2023/24 £'000
	3,553,219	**3,461,903**

Note 14c - Other Investment Balances

	2024/25 £'000	2023/24 £'000
Receivables		
Sale of Investments	0	114
Dividend & Interest Accrued	1,735	1,750
Inland Revenue	242	229
	1,977	**2,093**
Payables		
Management Fees	0	0
Custodian Fees	-3	-4
	-3	**-4**
Total	**1,974**	2,089

Loans

	2024/25 £'000	2023/24 £'000
Short - Term Loans	15,000	0
Total		

Cash Deposits

	2024/25 £'000	2023/24 £'000
Non-Sterling Cash Deposits	7,557	5,753
Total	**7,557**	**5,753**

The following investments represent more than 5% of the net assets of the scheme

	2024/25 £'000	% of Total Fund	2023/24 £'000	% of Total Fund
FTSE PAB Developed Equity Index Fund	618,659	16.95	628,606	17.75
Brunel GBL Sustainable Mutual Fund	599,223	16.39	615,574	17.38
Brunel UK Equity Fund	392,830	10.77	359,128	10.14
Brunel HG ALP GLB EQ	354,909	9.72	352,516	9.95
Blackrock Aquila Life Fund	206,005	5.64	229,819	6.49

Note 15 - Current Assets

	2024/25 £'000	2023/24 £'000
Receivables:		
Employer Contributions	7,882	7,828
Employee Contributions	2,678	2,627
Rechargeable Benefits	1,512	1,215
Transferred Benefits	5,429	2,115
Cost of Early Retirement	131	87
Inland Revenue	31	197
Other	179	1,525
Cash Balances	62,543	58,920
Total	**80,385**	**74,514**

Note 16 - Current Liabilities

	2024/25 £'000	2023/24 £'000
Transferred Benefits	-808	-260
Benefits Payable	-618	-1,156
Inland Revenue	-1,883	-1,519
Employer Contributions	-3	-2
Staff Costs	-166	-155
Consultancy	-48	-21
Other	-70	-122
Total	**-3,596**	**-3,235**

Note 17 - Long-Term Assets

	2024/25 £'000	2023/24 £'000
Employer Contributions	409	410
Total	**409**	**410**

Note 18 - Assets under External Management

The market value of assets under external fund management amounted to £3,286,935m as at 31 March 2025. The table below gives a breakdown of this sum and shows the market value of assets under management with each external manager.

Fund Manager	31/03/2025 Market Value		31/03/2024 Market Value	
	£'000	%	£'000	%
Brunel Pension Partnership	3,217,623	97.98	3,131,009	97.30
Adams Street Partners	44,584	1.36	57,317	1.78
Partners Group	24,728	0.75	29,462	0.92
Total	**3,286,935**	**100.00**	**3,217,788**	**100.00**

Note 19 - Top 5 Holdings

Value of the Fund's Top Five Holdings at 31 March 2025	£'000	% of Fund
HG Capital Trust Plc	99,996	2.7
3i Group Plc	34,294	0.9
Patria Private Equity Trust Plc	29,299	0.8
CT Private Equity Trust Plc	22,650	0.6
ICG Enterprise Trust Plc	10,708	0.3

Note 20 - Taxation

The scheme is a 'registered pension scheme' for tax purposes under the Finance Act 2004. As such the Fund is exempt from UK income tax on interest received and from capital gains tax on the proceeds of investments sold. However, the Fund cannot reclaim certain amounts of withholding taxes relating to overseas investment income which are suffered in the country of origin.

Note 21 - Additional Voluntary Contributions

	Market Value 31 March 2025 £'000	Market Value 31 March 2024 £'000
Prudential	12,512	13,030

AVC contributions of £1.265m were paid directly to the Fund's AVC providers during the year (2023/24 - £1.070m).

The AVC provider to the Fund is Legal & General (previously Prudential). The assets of these investments are held separately from the Fund. The AVC provider secures additional benefits on a money purchase basis for those members electing to pay additional voluntary contributions. Members participating in this arrangement each receive an annual statement confirming the amounts held in their account and the movements in the year. The Administering Authority does not handle these monies. Instead, if employees decide to pay AVCs their employer (the member body) sends them to Legal & General.

Note 22 – Contingent Liabilities and Capital Commitments

As at 31 March 2025 the fund had outstanding capital commitments (investments) totalling £182.686m (31 March 2024 - £237.493m). These commitments relate to outstanding call payments due on unquoted limited partnership funds held in the pooled investments and pooled property fund elements of the investment portfolio. The amounts ‘called’ by these funds are irregular in both size and timing from the date of the original commitment due to the nature of the investments.

Note 23 – Investment Strategy Statement

Oxfordshire County Council Pension Fund has an Investment Strategy Statement. This is published in the Pension Fund Annual Report and Accounts which is circulated to all scheme employers and is also available on the Council’s webpage.

Note 24 – Actuarial Present Value of Promised Retirement Benefits

	2025 £’000	2024 £’000
Present Value of Funded Obligation	2,871	3,290

The net decrease of £419m from March 2024 can in part be explained by the normal changes over the year as new benefits are accrued and previous benefits paid out. This explains an increase in the present value of the Funded Obligation of £109m (2024 - £226m increase). There has been a decrease in the present value of the Funded Obligation of £528m (2023 - £214m decrease) reflecting changes in the financial assumptions used by the actuary as a consequence of changes in the financial markets. The key change in financial assumptions was:

- An increase in the discount rate to 5.80% from 4.85% (net effect a decrease in Present Value of Funded Obligation).

The Pension increase rate (CPI) and salary increase rate assumptions remained the same as 2023/24 at 2.75%.

Assumed average life expectancies at age 65 for current members were 21.8 and 24.5 years for males and females respectively and for future pensioners were 22.4 and 25.8 years for males and females respectively.

When the LGPS benefit structure was reformed in 2014, transitional protections were applied to certain older members close to normal retirement age. The benefits accrued from 1 April 2014 by these members are subject to an ‘underpin’ which means that they cannot be lower than what they would have received under the previous benefit structure. The underpin ensures that these members do not lose out from the introduction of the new scheme, by effectively giving them the better of the benefits from the old and new schemes.

In December 2018 the Court of Appeal upheld a ruling (“McCloud/Sargeant”) that similar transitional protections in the Judges’ and Firefighters’ Pension Schemes were unlawful on the grounds of age discrimination. The implications of the ruling are expected to apply to the LGPS (and other public service schemes) as well. The UK Government requested leave to appeal to the Supreme Court but this was denied at the end of June 2019. The Fund’s actuary has allowed for the impact of the McCloud/Sargeant ruling in the 2022 funding valuation for the

Fund, and therefore within the actuarial present value of promised retirement benefits disclosed in this note.

In June 2023, the UK High Court (Virgin Media Limited v NTL Pension Trustees II Limited) ruled that certain historical amendments for contracted-out defined benefit schemes we invalid if they were not accompanied by the correct actuarial confirmation. The judgement has now been upheld by the Court of Appeal.

The Local Government Pension Scheme is a contracted out defined benefit scheme and amendments have been made during the period 1996 to 2016 which could impact member benefits. Work is being performed by the Government Actuary's Department as the Local Government Pension Scheme actuary to assess whether section 37 certificates are in place for all amendments and some of these have been confirmed however, at the date of these financial statements, the full assessment is not yet complete. Until this analysis is complete, we are unable to conclude whether there is any impact on the assessed actuarial present value of promised retirement benefits under IAS26, or if it can be reliably estimated. As a result, Oxfordshire County Council Pension Fund does not consider it necessary to make any allowance for the potential impact of the Virgin Media case in the disclosure of the actuarial present value of promised retirement benefits in its financial statements.

Note 25 – Financial Instruments

Note 25a - Classification of Financial Instruments

The following table analyses the carrying amounts of financial assets and liabilities by category and net assets statement heading. No financial assets were reclassified during the accounting period.

	2024/25			2023/24		
	Fair Value through Profit & Loss £'000	Financial Assets at Amortised Cost £'000	Financial Liabilities at Amortised Cost £'000	Fair Value through Profit & Loss £'000	Financial Assets at Amortised Cost £'000	Financial Liabilities at Amortised Cost £'000
Financial Assets						
Equities	197,631			177,643		
Pooled Investments	3,029,121			2,967,703		
Pooled Property Investments	325,897			315,717		
Derivatives	0			0		
Loan		15,000				
Cash		70,100			64,673	
Long-Term Investments	840			840		
Other Investment Balances	1,465			1,864		
Receivables		90			1,003	
	3,554,954	**85,190**	**0**	**3,463,767**	**65,676**	**0**
Financial Liabilities						
Derivatives	0			0		
Other Investment Balances	-3			-4		
Payables			-277			-256
	-3	**0**	**-277**	**-4**	**0**	**-256**
Total	**3,554,951**	**85,190**	**-277**	**3,463,763**	**65,676**	**-256**

Note 25b – Net Gains and Losses on Financial Instruments

	31-Mar-25 £'000	31-Mar-24 £'000
Financial Assets		
Fair Value through Profit and Loss	88,553	343,586
Loans and Receivables	0	0
Financial Assets at Amortised Cost	-199	-173
Financial Liabilities		
Fair Value through Profit and Loss	0	0
Financial Liabilities Measured at Amortised Cost	0	0
Total	**88,354**	**343,413**

Note 25c – Valuation of Financial Instruments Carried at Fair Value

Financial instruments have been classified in to one of the following three categories to reflect the level of uncertainty in estimating their fair values:

Level 1
Fair value is derived from quoted prices (unadjusted) in active markets for identical assets or liabilities.
Level 2
Fair value is based on inputs other than quoted prices included within Level 1 that are observable either directly (i.e., from prices) or indirectly (i.e., derived from prices).
Level 3
Fair value is determined by reference to valuation techniques using inputs that are not observable in the market.

Level 2 includes pooled funds where the valuation is based on the bid price, where bid and offer prices are published, or the net asset value provided by the issuing fund. Within Level 2 there are also listed private equity investments where the market for the security is not deemed active; for these investments the valuation is based on the most recently available bid price in the market.

Included within Level 3 are pooled private equity investments made in Limited Liability Partnerships where fair value is determined using valuation techniques which involve significant judgements by fund managers due to the unquoted nature of the underlying fund investments. The valuations are obtained from the audited financial statements of the issuing funds and are normally adjusted for cashflows where data does not cover the full financial year for the Pension Fund.

Some listed private equity investments have been included within Level 3 of the hierarchy where it has been determined that the market for the fund is inactive. These listed private equity investments are valued using the most recently available bid price in the market.

Categorisation of financial instruments within the levels is based on the lowest level input that is significant to the fair value measurement of the instrument.

The following table presents the Fund's financial assets and liabilities within the fair value hierarchy

Value at 31 March 2025	Level 1 £'000	Level 2 £'000	Level 3 £'000	Total £'000
Financial Assets				
Financial Assets at Fair Value through Profit & Loss	36,029	2,475,494	1,043,431	3,554,954
Financial Assets at Amortised Cost	85,190	0		85,190
Total Financial Assets	**121,219**	**2,475,494**	**1,043,431**	**3,640,144**
Financial Liabilities				
Financial Liabilities at Fair Value through Profit & Loss	-3	0	0	-3
Financial Liabilities at Amortised Cost	-277	0	0	-277
Total Financial Liabilities	-280	0	0	-280
Net Financial Assets	**120,939**	**2,475,494**	**1,043,431**	**3,639,864**

Value at 31 March 2024	Level 1 £'000	Level 2 £'000	Level 3 £'000	Total £'000
Financial Assets				
Financial Assets at Fair Value through Profit & Loss	28,505	2,471,707	963,555	3,463,767
Financial Assets at Amortised Cost	65,676	0	0	65,676
Total Financial Assets	**94,181**	**2,471,707**	**963,555**	**3,529,443**
Financial Liabilities				
Financial Liabilities at Fair Value through Profit & Loss	-4	0	0	-4
Financial Liabilities at Amortised Cost	-256	0	0	-256
Total Financial Liabilities	**-260**	**0**	**0**	**-260**
Net Financial Assets	**93,921**	**2,471,707**	**963,555**	**3,529,183**

Reconciliation of Movement in Level 3 Financial Instruments

	UK Equities £'000	Pooled Private Equity Funds £'000	Pooled Property Funds £'000	Pooled Infrastructure Funds £'000	Pooled Private Debt Funds £'000	Multi Asset Credit Funds £'000	Long-Term Investments £'000
Market Value 31 March 2024	**504**	**246,528**	**315,717**	**181,224**	**68,410**	**150,332**	**840**
Transfers In							
Transfers Out							
Purchases		123,680	14,259	26,137	22,508		
Sales		-29,347	-6,169	-8,608	-1,572		
Unrealised Gains/(Losses)	-89	-89,405	1,497	2,498	-1,500	12,648	
Realised Gains/(Losses)		9,891	593	-146	0		
Market Value 31 March 2025	**415**	**261,347**	**325,897**	**201,105**	**90,846**	**162,980**	**840**

	UK Equities £'000	Pooled Private Equity Funds £'000	Pooled Property Funds £'000	Pooled Infrastructure Funds £'000	Pooled Private Debt Funds £'000	Multi Asset Credit Funds £'000	Long-Term Investments £'000
Market Value 31 March 2023	**679**	**218,892**	**276,454**	**130,261**	**40,443**	**134,500**	**840**
Transfers In	0	0	0	0	0	0	0
Transfers Out	0	0	0	0	0	0	0
Purchases	0	61,376	65,019	57,268	29,239	0	0
Sales	0	-36,444	-8,476	-7,288	-847	0	0
Unrealised Gains/(Losses)	-175	-16,431	-16,291	1,088	-425	15,832	0
Realised Gains/(Losses)	0	19,135	-989	-105	0	0	0
Market Value 31 March 2024	**504**	**246,528**	**315,717**	**181,224**	**68,410**	**150,332**	**840**

Level 3 Sensitivities

Level 3 Investments	Valuation Range +/-	Value at 31 March 2025 £'000	Valuation on Increase £'000	Valuation on Decrease £'000
UK Equities	10%	415	457	374
Pooled Private Equity Funds	10%	261,347	287,482	235,213
Pooled Property Funds	3%	325,897	335,675	316,121
Pooled Infrastructure Funds	5%	201,105	211,161	191,050
Pooled Private Debt Funds	5%	90,846	95,388	86,304
Multi Asset Credit Funds	5%	162,980	171,129	154,831
Long-Term Investments	0%	840	840	840

Level 3 Investments	Valuation Range +/-	Value at 31 March 2024 £'000	Valuation on Increase £'000	Valuation on Decrease £'000
UK Equities	10%	504	555	454
Pooled Private Equity Funds	10%	246,528	271,181	221,875
Pooled Property Funds	3%	315,717	325,189	306,246
Pooled Infrastructure Funds	5%	181,224	190,285	172,162
Pooled Private Debt Funds	5%	68,410	71,831	64,990
Multi Asset Credit Funds	5%	150,332	157,848	142,815
Long-Term Investments	0%	840	840	840

Note 26 – Risk

The Pension Fund is subject to risk in terms of its key responsibility to meet the pension liabilities of the scheme members as they become due. These risks relate to the value of both the assets and the liabilities of the Fund and the timing of when the payment of the liabilities becomes due.

At a strategic level, the main tools used by the Pension Fund to manage risk are:

- The triennial Fund Valuation which reviews the assets and liabilities of the Fund, and resets employer contribution rates to target a 100% Funding Level. The 2022 Valuation estimated that the current Funding Level is 111%.
- The Investment Strategy Statement which sets out the Fund's approach to the investment of funds, and sets out the approach to the mitigation of investment risk.
- The review of the Strategic Asset Allocation to ensure it is appropriately aligned to the Fund's liability profile and to ensure compliance with the Investment Strategy Statement.
- The regular review of the performance of all Fund Managers.

Key elements of the approach to managing the investment risk as set out in the Investment Strategy Statement include:

- Maintaining an element of the asset allocation in assets such as fixed income securities, the behaviour of which closely mirrors that of the Fund's liabilities. The allocation to liability matching assets is regularly reviewed with the intention that the allocation will increase as the maturity of the fund increases, as was the case following the 2016 valuation. Whilst the Fund maintains a high proportion of active members where the payment of liabilities is not due for many decades and remains cashflow positive, the Fund can afford to seek the higher investment returns associated with the more volatile and illiquid asset classes.
- Maintaining an element of the asset allocation in passive equity funds which removes the risk associated with poor manager performance (though retaining the market risk).
- Ensuring a diversification amongst asset classes, and in particular an allocation to alternative asset classes for which performance has historically not correlated to equity performance.

- Ensuring a diversification of Fund Managers and investment styles (e.g. some with a growth philosophy, some with a value philosophy) to mitigate the risk of poor manager performance impacting on asset values.
- The Fund's policy on ensuring Environmental Social & Governance factors are taken into account in investment decisions. During 2019/20 the Fund developed a Climate Change Policy dealing with how it will manage climate change related risks and opportunities. The policy was developed as the Fund sees climate change as single most significant risk to long-term investment performance given its systemic nature.

The key risks associated with the level of liabilities stem from the level of initial pension benefit payable, the indexation of this benefit and the time the benefit is in payment for. These risks largely lie outside the control of the Pension Fund. Changes to the scheme were made in 2014 with the aim of making the scheme more sustainable including; linking the normal retirement age to future estimates of life expectancy to bring stability to the length of time benefits are in payment, a change in the calculation of benefits to career average revalued earnings to avoid the sudden hike possible in final benefits possible under a final salary scheme, and a switch in the basis of indexation to CPI which is generally lower than the RPI alternative.

The Actuary, when completing the 2022 Valuation, undertook sensitivity analysis calculations to look at the impact on potential liabilities and the funding level. A variation of 0.1% per annum in the discount rate would move the calculated funding level from 111% down to 109% or up to 113%. A change in the CPI assumption of 0.2% per annum would lead to a reduction in the funding level to 108% or an increase to 115%. A change to the rate of mortality improvement of 0.25% would move the funding level down to 110% or up to 112%.

In terms of the investment in the various Financial Instruments open to the Pension Fund, the Fund is exposed to the following risks:

- Credit risk – the possibility of financial loss stemming from other parties no longer being able to make payments or meet contractual obligations to the Pension Fund.
- Liquidity Risk – the possibility that the Pension Fund might not have the funds available to meet its payment commitments as they fall due.
- Market Risk – the possibility that the Pension Fund may suffer financial loss as a consequence of changes in such measures as interest rates, market prices, and foreign currency exchange rates.

Credit Risk

The Pension Fund's credit risk is largely associated with the Fund's investments in Fixed Interest and Index Linked Securities, Cash Deposits and Short Term Loans, where there is a risk that the other parties may fail to meet the interest or dividend payments due, or fail to return the Fund's investment at the end of the investment period.

At 31 March 2025 the Fund's exposure to credit risk predominantly related to the following investments:

Investment Category	31 March 2025 £'000	31 March 2024 £'000
UK Corporate Bonds	141,217	135,566
UK Index Linked Gilts	206,005	229,819
Multi Asset Credit Funds	162,980	150,332
Non-Sterling Cash Deposits	7,557	5,753
Cash Balances	62,543	58,920
Loans	15,000	0
Total	**595,302**	**580,390**

The Pension Fund manages the credit risk by ensuring a diversification of investments both in terms of product and in terms of redemption dates, whilst limiting investments made to sub-investment grade bonds to those made through pooled funds. Corporate Bonds are held through a pooled fund vehicle and up to 15% of holdings can be invested in sub-investment grade bonds. Cash held in sterling at 31 March 2025 was deposited in short-term notice cash accounts and money market funds as shown in the table below:

	Rating	Balance at 31 March 2025 £'000	Rating	Balance at 31 March 2024 £'000
Money Market Funds				
Aberdeen Standard	AAA	25,000	AAA	7,420
State Street Global Advisors	AAA	42,712	AAA	56,181
Bank Current Accounts				
Lloyds Bank Plc	AA-	1,446	A+	340
Santander UK Plc	A+	0	A+	5
State Street Bank & Trust Co	AA+	942	AA+	727
Total		**70,100**		**64,673**

The Pension fund has no experience of default against which to quantify the credit risk against the current investments.

Liquidity Risk

Liquidity risk represents the risk that the Fund will be unable to meet its financial obligations as they fall due. At the present time, the liquidity risk is seen, relatively, as the greatest threat to the Pension Fund, although the absolute risk itself is still seen to be very low, particularly in the short term.

During 2024/25 the Pension Fund received/accrued income related to dealings with members of £167.0m (2023/24 £153.2m) and incurred expenditure related to dealings with members of £172.5m (2023/24 £149.6m). There were further receipts/accruals of £29.5m (2023/24

£24.3m) in respect of investment income, against which need to be set taxes of £0m (2023/24 £0m). The net inflow was therefore £24.0m (2023/24 £27.9m).

The figures show that the Fund is still cashflow positive at the whole fund level. A cash flow forecast is maintained for the Fund to understand and manage the timing of the Fund's cash flows. On a daily basis, the Fund holds a minimum of £40m of cash in call accounts and money market funds to meet benefit payments due, drawdowns from fund managers, and other payments due from the Fund. The Fund has also looked at longer-term cashflow forecasts to gain a greater understanding of when the balance of pension payments and contributions may become negative so as to consider how this may affect the Fund's investment strategy in the future. The Fund has already taken some steps in this regard including allocating to the Secured Income portfolio offered by Brunel Pension Partnership.

The Fund would need to experience a significant change in either the levels of contributions received, and/or the levels of benefits payable, as well as the loss of all current investment income, before it might be required to liquidate assets at financial loss.

There are risks in this area going forward as a result of continuing reductions in public expenditure, and the resulting impact on active scheme membership. The reductions in public sector expenditure will impact on the liquidity of the Pension Fund both in terms of a reduction in contributions receivable as the workforce shrinks, as well as an increase in benefits payable as staff above the age of 55 are made redundant and become entitled to early payment of their pension. There are changes to the Scheme being consulted on that could impact on scheme membership levels although these changes would be expected to impact gradually over time. In addition, some employers are adopting models that have the potential to reduce scheme membership.
However, as noted above, for the Fund to reach a position where it is forced to sell assets and therefore face a potential financial loss, (as well as to forego future investment returns which have been assumed to meet pension liabilities in the future), the net movement in cash would need to be of a scale deemed unlikely in the medium-term. The Pension Fund will seek to mitigate these risks through working with employers to understand the potential for any significant membership changes and by monitoring the fund's cashflows. The fund will also provide advice to the Government on the impact of any proposals for change, as well providing clear communication to current scheme members of the on-going benefits of scheme membership and the personal risks to their future financial prospects of opting out at this time.

Market Risk

The whole of the Pension Fund's investment asset base is subject to financial loss through market risk, which includes the impact of changes in interest rates, movements in market prices and movements in foreign currency rates. However, as noted above under the liquidity risk, these financial losses are not automatically realised, as all assets held by the Pension Fund are done so on a long-term basis. Subject to the liquidity risk above, it is likely to be many years into the future before any assets will be required to be realised, during which time market risk will have the opportunity to even itself out.
Market risk is generally managed through diversification of investments within the portfolio in terms of asset types, geographical and industry sectors, and individual securities.

Whilst widespread recession will drive down the value of the Fund's assets and therefore funding level in the short term, this will have no direct bearing on the long-term position of the Fund, nor the contribution rates for individual employers. Under the LGPS Regulations, the Fund Actuary is required to maintain as near stable contribution rate as possible, and as such the Valuation is based on long term assumptions about asset values, with all short-term movements smoothed to reflect the long-term trends.

Interest Rate Risk

The direct exposure of the fund to interest rate risk and the impact of a 100 basis point movement in interest rates are presented in the table below. This analysis assumes that all other variables remain constant:

Asset Type	Carrying Amount as at 31 March 2025	Change in Year in the Net Assets Available to Pay Benefits	
		1%	-1%
	£'000	£'000	£'000
Cash and Cash Equivalents	7,557	76	-76
Cash Balances	62,543	625	-625
Bonds	347,221	3,472	-3,472
Multi Asset Credit Funds	162,980	1,630	-1,630
Total Change in Assets Available	**595,301**	**5,953**	**-5,953**

Asset Type	Carrying Amount as at 31 March 2024	Change in Year in the Net Assets Available to Pay Benefits	
		1%	-1%
	£'000	£'000	£'000
Cash and Cash Equivalents	5,753	58	-58
Cash Balances	58,920	589	-589
Bonds	365,385	3,654	-3,654
Multi Asset Credit Funds	150,332	1,503	-1,503
Total Change in Assets Available	**580,390**	**5,804**	**-5,804**

In the short term, interest rate risk is difficult to quantify in that it impacts directly on both the price of fixed interest and index linked securities as well as the discount factor used to value liabilities. Increases in interest rates which will drive down security prices and asset values will also reduce the future pension liabilities and therefore improve funding levels rather than worsen them.

Currency Risk

Currency risk concerns the risk that the fair value of future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. The Fund is exposed to foreign exchange risk on financial instruments that are denominated in currencies other than the Fund's functional currency (£GBP).

The table below shows the impact a 10.0% weakening/strengthening of the pound against the various currencies would have on the assets available to pay benefits.

This analysis assumes that all other variables remain constant.

Currency Exposure - Asset Type	Asset Values as at 31 March 2025	Change in Year in the Net Assets Available to Pay Benefits	
		10.00%	-10.00%
	£'000	£'000	£'000
Overseas Equities	317	32	-32
Pooled Global Equities	1,572,791	157,279	-157,279
Pooled Private Equity (LLPs)	200,497	20,049	-20,049
Pooled Property	58,281	5,828	-5,828
Infrastructure	28,659	2,866	-2,866
Cash	6,628	663	-663
Total Change in Assets Available	**1,867,173**	**186,717**	**-186,717**

Currency Exposure - Asset Type	Asset Values as at 31 March 2024	Change in Year in the Net Assets Available to Pay Benefits	
		10.00%	-10.00%
	£'000	£'000	£'000
Overseas Equities	324	32	-32
Pooled Global Equities	1,596,696	159,670	-159,670
Pooled Private Equity (LLPs)	193,353	19,336	-19,336
Pooled Property	63,541	6,354	-6,354
Infrastructure	51,910	5,191	-5,191
Cash	5,753	575	-575
Total Change in Assets Available	**1,911,577**	**191,158**	**-191,158**

Other Price Risk

Other price risk represents the risk that the value of financial instruments will fluctuate as a result of changes in market prices, other than those arising from interest rate risk or foreign exchange risk.

All investments in securities present a risk of loss of capital. The maximum risk is the fair value of the financial instrument.

The effect of various movements in market price are presented in the table below along with the effect on total assets available to pay benefits assuming all other factors remain constant:

	Value as at 31 March 2025	Percentage Change	Value on Increase	Value on Decrease
Asset Type	**£'000**	**%**	**£'000**	**£'000**
UK Equities	197,044	10.0	216,749	177,340
Pooled UK Equities	392,830	10.0	432,113	353,547
Global Equities	317	10.0	349	285
Pooled Global Equities	1,572,791	10.0	1,730,070	1,415,512
Pooled Corporate Bonds	141,217	5.0	148,277	134,156
Infrastructure	201,105	5.0	211,161	191,050
Pooled Private Equity (LLPs)	261,347	10.0	287,482	235,213
Pooled Property	325,897	3.0	335,674	316,120
Multi Asset Credit Fund	162,980	5.0	171,129	154,831
Index Linked Pooled Fund	206,005	5.0	216,305	195,704
Private Debt	90,846	5.0	95,388	86,304
Long-Term Investments	840	0.00	840	840
Cash	70,100	0.00	70,100	70,100
Loans	15,000	0.00	15,000	15,000
Total Assets Available to Pay Benefits	**3,638,319**		**3,930,637**	**3,346,002**

	Value as at 31 March 2024	Percentage Change	Value on Increase	Value on Decrease
Asset Type	**£'000**	**%**	**£'000**	**£'000**
UK Equities	177,319	10.0	195,051	159,587
Pooled UK Equities	359,128	10.0	395,040	323,215
Global Equities	324	10.0	356	292
Pooled Global Equities	1,596,696	10.0	1,756,366	1,437,027
Pooled Corporate Bonds	135,566	5.0	142,344	128,788
Infrastructure	181,224	5.0	190,285	172,162
Pooled Private Equity (LLPs)	246,528	10.0	271,181	221,875
Pooled Property	315,717	3.0	325,188	306,245
Multi Asset Credit Fund	150,332	5.0	157,848	142,815
Index Linked Pooled Fund	229,819	5.0	241,310	218,328
Private Debt	68,410	5.0	71,831	64,990
Long-Term Investments	840	0.00	840	840
Cash	64,673	0.00	64,673	64,673
Total Assets Available to Pay Benefits	**3,526,576**		**3,812,313**	**3,240,837**

Note 27 - Actuarial Valuation

The contribution rates within the 2024/25 Pension Fund Accounts were determined at the actuarial valuation carried out as at 31 March 2022.
This valuation showed that the required level of contributions to be paid to the Fund by the County Council for the year ended 31 March 2025 was 19.9% of Pensionable Pay. The corresponding rates of contribution that are required from the major participating employers for this period are:

	% Pay	Additional Monetary Amounts £'000
South Oxfordshire District Council	17.8	411
West Oxfordshire District Council	17.6	766
Cherwell District Council	15.9	-
Oxford City Council	13.4	-
Vale of White Horse District Council	17.8	767
Oxford Brookes University	19.2	-

The funding policy of the scheme is set out in the Funding Strategy Statement and can be summarised as follows:-

- To enable Employer contribution rates to be kept as stable as possible and affordable for the Fund's Employers.

- To make sure the Fund is always able to meet all its liabilities as they fall due.
- To manage Employers' liabilities effectively.
- To enable the income from investments to be maximised within reasonable risk parameters.

The actuarial method used to calculate the future service contribution rate for Employers was a risk-based approach. The risk-based approach uses an Asset Liability Model to project each employer's future benefit payments, contributions and investment returns into the future under 5,000 possible economic scenarios. Future inflation (and therefore benefit payments) and investment returns for each asset class (and therefore asset values) are variables in the projections.

By projecting the evolution of an employer's assets and benefit payments 5,000 times, a contribution rate can be set that results in a sufficient number of the future projections being successful i.e. meeting the funding target by the funding time horizon.

The market value of the Fund's assets at the 2022 valuation date was £3,280m representing 111% of the Fund's accrued liabilities, allowing for future pay increases. The Actuary has certified contribution rates for all Fund employers from 1 April 2023 which, subject to the financial assumptions contained in the valuation, would result in the deficit being recovered over a period of no more than 20 years.
The main financial assumptions were as follows:

Assumptions for the 2022 Valuation	Annual Rate %
Pension Increases	2.7
Salary Increases	2.7
Discount Rate	4.6

Assumptions are also made on the number of leavers, retirements and deaths. One of the important assumptions is the mortality of existing and future pensioners. Mortality rates have been based on up to date national standard tables adjusted for the recent experience of the Oxfordshire County Council Pension Fund and make allowance for an expectation of further improvements in mortality rates in the future.

Oxfordshire County Council Pension Fund ("the Fund") Actuarial Statement for 2024/25

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

Description of Funding Policy

The funding policy is set out in the Administering Authority's Funding Strategy Statement (FSS), dated December 2022. In summary, the key funding principles are as follows:

• take a prudent long-term view to secure the regulatory requirement for long-term solvency, with sufficient funds to pay benefits to members and their dependants

• use a balanced investment strategy to meet the regulatory requirement for long-term cost efficiency (where efficiency in this context means to minimise cash contributions from employers in the long term)

• where appropriate, ensure stable employer contribution rates

• reflect different employers' characteristics to set their contribution rates, using a transparent funding strategy

• use reasonable measures to reduce the risk of an employer defaulting on its pension obligations

• manage the fund in line with the stated ESG policies.

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

Funding Position as at the last formal funding valuation

The most recent actuarial valuation carried out under Regulation 62 of the Local Government Pension Scheme Regulations 2013 was as at 31 March 2022. This valuation revealed that the Fund's assets, which at 31 March 2022 were valued at £3,280 million, were sufficient to meet 111% of the liabilities (i.e. the present value of promised retirement benefits) accrued up to that date. The resulting surplus at the 2022 valuation was £329 million.

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

Principal Actuarial Assumptions and Method used to value the liabilities

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

Method

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

Assumptions

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

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

Financial assumptions	31 March 2022
Discount rate	4.6% pa
Salary increase assumption	2.7% pa
Benefit increase assumption (CPI)	2.7% pa

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

	Males	Females
Current Pensioners	22.3 years	24.9 years
Future Pensioners*	23.0 years	26.3 years

*Aged 45 at the 2022 Valuation.

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

Experience over the period since 31 March 2022

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

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

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

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

Adrian Loughlin FFA C.Act
For and on behalf of Hymans Robertson LLP

09 May 2025

SUMMARY OF BENEFITS AT MARCH 2025

Introduction

Membership of the Local Government Pension Scheme (LGPS) secures entitlement to benefits that are determined by statute, contained within the LGPS Regulations. The regulations current for this year's report were effective from April 2014. A summary of the main benefit structure follows. There is further specific information in the sections, making up an Employee Guide currently held on the pension pages of the County public website.
www.oxfordshire.gov.uk/lgpsmembersguide

• Employers' Discretion

The regulations require each employer within the Oxfordshire Fund to determine their own local policy in specific areas. These policy statements have to be published and kept under review.
The specific areas include how employers will exercise discretionary powers to, award additional pension for a member, agreement to flexible retirement on request of the member ,setting up a shared cost AVC scheme, and waiving the reduction to a pension which is being paid early.

• Retirement

The 2014 scheme reintroduced the 2 year vesting period to qualify for any benefit other than that following a death in service. The scheme retirement age is linked to State Pension Age (SPA) for men and women, membership of the scheme continues when employment continues after SPA. All pensions contributions must cease before the 75th birthday.
Scheme benefits can be taken voluntarily after leaving employment from age 55, but the benefit payable will be reduced. Alternatively when retirement is deferred until after SPA, the benefit will be increased.

The regulations confirm 'normal retirement age' to be the personal state retirement age but not before age 65, but protection is offered to those members who previously had the entitlement for earlier retirement with an unreduced benefit. The protections offered are limited according to the age of the member and may not apply on the whole of their membership.

The earliest age for payment of pensions is age 55 and from April 2014 employer's approval is no longer required.

Flexible retirement options, from age 55 were introduced from April 2006. A person could reduce their hours or grade and request a payment of pension while continuing in employment. Employers have to agree to the whole arrangement.

Ill health retirement – the Regulations provide 3 tiers of benefit depending upon the likelihood of the member being able to obtain gainful employment in the future. An employer's assessment for ill health pension is based upon capability to carry out duties of the member's current job and must be supported by appropriate independent medical certification.

From age 55, unreduced benefits are payable immediately when an employer terminates employment due to a redundancy or efficiency dismissal.

• Benefits

A retirement benefit, whether payable immediately or deferred, consists of an annual retirement pension and lump sum retirement grant for membership to 31 March 2008 and an annual retirement pension on membership from April 2008 (see below). However there is an option for members to convert pension to lump sum retirement grant. The minimum period of membership to qualify for retirement benefits is 2 years. The standard pension calculation, for membership to 31 March 2008, is 1/80 of final years' pensionable pay for each year of membership and the retirement grant is 3/80 of final year's pensionable pay for each year of membership. From 1 April 2008 to 31 March 2014 the standard calculation is 1/60 of final years' pensionable pay for each year of membership. From April 2014 the standard calculation is pay x 1/49 for the year with annual pension revaluation. NB Where members choose to pay into the 50/50 section of the scheme their accrual for that period will be pay x 1/98 and not 1/49 as shown.

Example – retirement in 2020
25 years membership to 31 March 2014 and then six years in the 'new scheme', 'final pay' and career average pay £15,000 as at 31 March 2020
Annual Pension
20 years x 1/80 x £15,000 = **£3,750**
5 years x 1/60 x £15,000 = **£1,250**
£15,000 x 6/49 = **£1,836.73**
Retirement Grant
20 years x 3/80 x £15,000 = **£11,250**

Members can choose at retirement to exchange pension for a larger retirement grant lump sum. AVC funds can also be used to provide a larger tax free lump sum. This combined lump sum can be up to 25 percent of the member's individual total pension fund value.
There are differences for elected members: Final pay is derived from career average pay and the benefit calculation remains for the time being as 1/80 for annual pension and 3/80 retirement grant. Elected members can only remain in the LGPS for their current period of office, and is not available for newly elected councillors.

• Liability to pay future benefits

The Pension Fund financial statements provide information about the financial position, performance and financial arrangements of the Fund. They are intended to show the results of the stewardship and management, that is the accountability of management for the resources entrusted to it, and of the disposition of its assets at the period end. The only items that are required to be excluded by regulations are liabilities to pay pensions and other benefits in the future, which are reported upon in the actuary's statement.

• Increasing Benefits

Scheme members have several options as to how they increase their benefits, additional contributions to the LGPS or by contributing to the group AVC scheme arranged with the Prudential.
Additional Regular contributions (ARC's) to the LGPS to buy additional pension and set up before 1 April 2014 may continue but opening a new ARC is not possible.
Additional Pension Contributions (APC) gives members the opportunity to buy additional pension of up to £6,675. Payment can be made by a one off, or regular monthly payments.
Prudential AVCs. A member's additional contributions are invested by the Prudential to enable an annuity to be bought at retirement either from the Prudential, on the open market or as a top up pension with the LGPS. In certain protected circumstances the AVC value may also be used to buy additional LGPS membership
Members may also make their own arrangements using a stakeholder pension or an FSAVC.

• Death

Following a death in service a death grant of up to three times pensionable pay is payable. There are no minimum service requirements to qualify, but there are limits to the total of death grant payable if the member also has pensions on payment or in deferment. Scheme members are recommended to keep their 'expression of wish' nominations current.

- Pensions are due to the eligible survivors: partners and /or children. The pension due to survivors reflects the changing regulations and the partnership status. Whilst the regulations no longer require prior nomination of co-habitees, eligibility must be determined before

making payment. Widows' and Widowers' Pension; Civil Partners' Pension; Nominated co-habiting partners' Pension
The formula for pensions for surviving partners is 1/160 of the members' final year's pensionable pay for the allowable membership to 31 March 2014 with enhancements assessed under the CARE scheme from 1 April 2014 until the members state retirement age.

For a widow or widower married before the member left employment all of membership can be used.

For civil partners and cohabiting partners only membership from 6 April 1988 is allowable for pension calculations.

INVESTMENT STRATEGY STATEMENT

The Pension Fund's Investment Statement in effect at 31 March 2025 is available at the following link: Investment Strategy Statement (oxfordshire.gov.uk).

The Pension Fund's Climate Change Policy, which forms an annex to the Investment Strategy Statement, in effect at 31 March 2025 is available at the following link: OCCPF Climate Change Policy (oxfordshire.gov.uk).

GOVERNANCE POLICY STATEMENT

The Pension Fund's Governance Policy Statement in effect at 31 March 2025 is available at the following link: Oxfordshire Pension Fund

FUNDING STRATEGY STATEMENT

The Pension Fund's Funding Strategy Statement in effect at 31 March 2025 is available at the following link: FundingStrategyStatement.pdf (oxfordshire.gov.uk).

COMMUNICATIONS POLICY STATEMENT

The Pension Fund's Communications Policy Statement in effect at 31 March 2025 is available at the following link: Communication Policy (oxfordshire.gov.uk)

COMMUNICATION

The Pension Fund Committee approved a Communication Strategy, which sets out the fund's communication policy with all employing bodies, contributors and pensioners. The following initiatives are currently in place: -

- **Annual Report and Accounts** – The investment team circulate this document to all Oxfordshire County Council Directors and all employing bodies. It is also available on line from the website page. Copies are available for public inspection in the main Oxfordshire public libraries.
- **Summary of Report and Accounts Leaflet** – The Pension Fund Investment Manager selects sections from the main document to incorporate into an issue of Reporting Pensions for all current members. Pensioners receive the fund information with their annual newsletter.
- **Annual Pension Fund Forum** – An annual event for all employers in the fund, with an open invitation to submit topics for discussion and to send representatives. The forum is to keep employing bodies informed of topical issues and events that have occurred in the last year and also to give them the opportunity to raise any questions in relation to the Pension Fund.
- **Pensions Employer/User Group** – This is a meeting held quarterly for all employing bodies within the Oxfordshire Fund. The purpose of the group is to inform, consult and discuss LGPS matters such as changes in legislation, the results of the actuarial valuation and other policy changes. We will continue with the recently revised format of presenting on specific subjects at these meetings.
- **Employee Guide to LGPS** – presents aspects of the scheme to all members as a series of short subject leaflets. Taken together they provide a full guide for members, but individually offer broad information on specific subjects. The leaflets are available from the Oxfordshire County Council Pension Fund website or on request from Pension Services.
- **Brief Guide to the LGPS** - a reduced version of the scheme guide, with main points available for all from the website. We encourage all employers to link their starting information for new employees to this guide.
- **Reports by Beneficiaries Representative** – The beneficiaries' representative attends all Pension Fund Committee meetings as an observer. He has no voting rights but is allowed to speak with the permission of the Chairman. The Representative's report after each meeting is circulated to all employers for their staff, and is also on the pensions website pages.
- **Reporting Pensions** – a quarterly newsletter distributed, with the assistance of fund employers to scheme members and those eligible to join the fund. These pick up major changes to the LGPS and ensure that Oxfordshire County Council Pension Fund complies with the Disclosure of Information Regulations.
- **Website** – Pages for the Oxfordshire County Council Pension Fund are located on the County's public website. They offer access to administration and investment information, including Pension Fund Committee reports and minutes. Fund Employers can find detailed Administration information as an online toolkit to support their role in the fund. All members; current, pensioners, and deferred, have dedicated sections, with links to newsletters, guides, and national websites.

- **Intranet** - is not maintained by Pension Services as it reflects the decisions and policies of the County Council as a fund employer. Their pages also provide links and access to the Pension Fund website. Other fund employers also provide information on their intra-net sites for employees.
- **Talking Pensions –** This is an informal monthly newssheet for all employers in the Oxfordshire Fund distributed to all Human Resources and Payroll contacts.
- **Annual Benefit Statements -** Pension Services issue statements to current members and to members who have left the scheme with an entitlement to pension but not to an immediate payment. Additional information to the Statement is available from the website.
- **Administration principles -** we encourage all new employers to attend a meeting to help acquaint themselves to our requirements and importantly, their responsibilities within the scheme.

USEFUL CONTACTS AND ADDRESSES

BENEFIT ADMINISTRATION

Pension Services
Oxfordshire County Council
4640 Kingsgate
Cascade Way
Oxford Business Park South
Oxford, OX4 2SU

Telephone:
0330 024 1359
email:
pension.services@oxfordshire.gov.uk

ACCOUNTS AND INVESTMENTS

Financial Manager – Pension Fund Investments
Corporate Services
Oxfordshire County Council
County Hall
Oxford, OX1 1ND

email:
pension.investments@oxfordshire.gov.uk

BENEFICIARIES REPRESENTATIVE

c/o Pension Services
Oxfordshire County Council
4640 Kingsgate
Cascade Way
Oxford Business Park South
Oxford
OX4 2SU

SPECIFIED PERSON FOR ADJUDICATION OF DISPUTES PROCEDURE
Disputes to be sent to:-

Pensions Services Manager
Oxfordshire County Council
4640 Kingsgate
Cascade Way
Oxford Business Park South
Oxford, OX4 2SU

Email: vicki.green@oxfordshire.gov.uk

The Pensions Regulator
Napier House
Trafalgar Place
Brighton
BN1 4DW 0345 600 1011
www.thepensionsregulator.gov.uk

Pension Tracing Service
The Pension Service 9
Mail Handling Site A
Wolverhampton
WV98 1LU 0800 731 0193
www.gov.uk/find-pension-contact-details

The Pensions Advisory Service (TPAS)
11 Belgrave Road
London
SW1V 1RB 0800 011 3797
www.pensionsadvisoryservice.org.uk

Pensions Ombudsman
10 South Colonnade
Canary Wharf, London
E14 4PU 0207 630 2200
www.pensions-ombudsman.org.uk