



Cardiff & Vale of Glamorgan
Pension Fund



ANNUAL REPORT AND ACCOUNTS 2024/25

Mae'r ddogfen hon ar gael yn Gymraeg / This document is available in Welsh

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1. INTRODUCTION

- The total value of the Fund increased by 3.97% over the year with a valuation of £3.081 billion as at 31 March 2025, compared to the previous year end valuation of £2.963 billion.
- The latter end of 2024/25 saw challenging market conditions experienced in the last quarter. The main challenge, which still remains, was the concerns around the impact of US trade tariff policy on economic growth and inflation. In addition to this, market sentiment has also been impacted by the political uncertainty in Europe. Although there was a decline in the latter part of 2024/25, market sentiment contained a general expectation of interest rate reductions, in response to stabilising inflation levels and an increasing expectation that the major global economies would avoid a steep recession. The Fund experienced a positive return on investments for the year of 3.97%, although this was below the benchmark return of 6.81%.
- The Fund was in a negative cashflow position in 2024/25, regarding its dealings with members of the Fund, with pension benefits, refunds and transfer values exceeding contributions by £6.5m. An increase in pension payments, due to the CPI figure in September 2023 equating to 6.7% (led to an increase in 2024/25 pensions), as well as increases to lump sum payments and transfers to other schemes/funds, contributed to this negative position.
- Total membership of the Fund as at 31.03.2025 includes 17,904 active contributors accounts, whilst there are now 14,127 pensioner accounts and 14,609 deferred members.
- The 31 March 2022 triennial valuation of the Fund was completed by the Fund Actuary in March 2023. This valuation saw the funding level ratio increase to 98% compared to the previous level of 96%. This increase in funding level was achieved whilst increasing the prudence of some of the assumptions underpinning the valuation including increasing the probability of Funding success to 78%, a short-term allowance to cover the recent high inflation levels and a reduction in the recovery period to 14 years. The impact of the key macro-economic assumptions is broadly unchanged with higher investment returns offset by higher CPI and pay growth assumptions. The next triannual valuation will be as at 31 March 2025, with this work being completed during 2025/26.
- Continued progress was made during the year with the development of the Wales Pension Partnership (WPP), with a focus on Private Markets. The Fund invested in new vintages for Private Equity and Private Credit, with further investments into these sub funds planned for 2025/26, along with investments in the WPP closed-ended Infrastructure and UK Forestry Funds. 2024/25 saw the completion of the procurement for the WPP Real Estate Manager roles, with Schroders appointed to the UK Core and Impact

portfolios and CBRE to the Global Real Estate portfolio. The transfer of this Fund's current Real Estate investments into the new WPP funds will take place during the 2025/26 financial year. As at 31 March 2025 65% of the value of the Fund was held in WPP Funds. The percentage of assets pooled if the Low Carbon Equity Tracker Fund is included increases to 90%. With the Real Estate investment soon to transition to a specific

WPP sub-fund, the proportion of assets pooled increases to over 96%. This makes the Fund well placed to meet the requirement of all assets to be under Pool management by 31 March 2026, a requirement included in the Fit for the Future consultation proposals.

- Summary statistics for the Fund are shown in Appendix 1.



NARRATIVE REPORT

Cardiff Council is the Administering Authority for the Cardiff and Vale of Glamorgan Pension Fund (the Fund) which is part of the national Local Government Pension Scheme (LGPS) for England & Wales. The LGPS is the statutory occupational pension scheme for all local government employees (except teachers) and the regulations are determined by the UK Government.

The Council's responsibilities as manager of the Fund are discharged through the Pension Fund Committee which has oversight of the Fund's strategies and policies. Operational management of the Fund has been delegated to the Corporate Director Resources. The Local Pension Board assists the Council to secure compliance with the LGPS regulations and the requirements of the Pensions Regulator and to ensure the effective and efficient administration of the scheme. The Pension Fund Committee also continues to be assisted by the Investment Advisory Panel whose membership includes two independent advisors.

The membership of the Fund as at 31 March 2025 was 46,640 with 17,904 contributing employees, 14,127 pensioners and 14,609 deferred members.

The value of the Pension Fund's Investment assets as at 31 March 2025 was £3,081 million an increase of 4.0% compared with the 31 March 2024 valuation of £2,963 million. The rise in value of a small number of very large US technology and consumer discretionary stocks

continued during most of 2024 before Global Markets declined in the first quarter of 2025 when geopolitical uncertainty including the potential implementation of tariffs influenced market sentiment.

The attention of the Wales Pension Partnership (WPP) continued to be focused on Private Markets in 2024/25 with the launch of new "vintages" for Private Equity and Private Credit continuing during 2024/25 with investments into these sub-funds planned for 2025/26 along with the WPP Open-ended Infrastructure and UK Forestry Funds. 2024/25 also saw the completion of the procurement for the WPP Real Estate Manager(s) with Schroders appointed to the UK Core and Impact portfolios and CBRE to the Global Real Estate portfolio. The transfer of this fund's existing Real Estate investments into the new WPP funds is expected to take place in the first half of 2025/26.

At 31 March 2025 the value of the Fund's assets held in WPP sub-funds was 65% of the Fund's total value which increases to 90% of Fund value being pooled if the jointly procured

BlackRock passive equity fund is included. If the soon to be transferred Real Estate Assets are included, then the proportion of assets pooled increases to over 96%. After that transfer the only investments outside of the Pool will be the Fund's legacy Private Equity investments.

A significant development during 2024/25 was the release in November 2024 of the Government's "Fit for the Future" consultation for the LGPS in England and Wales. The consultation included significant proposals in three key areas

- Reforming the LGPS Asset Pools
- Boosting LGPS investment in their localities and regions in the UK

- Strengthening the governance of both LGPS Funds and Pools

One of the key proposals was that Pools would be required to be Investment Management Companies authorised and regulated by the Financial Conduct Authority (FCA). This would represent a major change to the current WPP operating model but the WPP and the eight LGPS funds in Wales were pleased to receive confirmation from the Minister's for Pensions and Local Government that the WPP business case to move forward to the setting up of a FCA authorised Investment Management Company by the target date of 31 March 2026 had been approved. Updates on the implementation of the business case will be presented to the Pension Committee during 2025/26.

A further notable event in 2024/25 was the Pension Committee at its meeting on 20 May 2024 approving the Net Zero Policy including setting an ambitious but achievable target for the Fund to be net zero by 2040.

Christopher Lee
Corporate Director Resources



2. OVERALL FUND MANAGEMENT

Scheme Management & Advisors

The Cardiff Council is named in the LGPS Regulations as the Scheme Manager and Administering Authority for the Cardiff & Vale of Glamorgan Pension Fund, the LGPS fund covering the geographical areas of the City of Cardiff and the Vale of Glamorgan.

Pensions Committee

The Pensions Committee was established by the Council on 30 June 2016 to discharge the Council's functions as Administering Authority. The Committee's role is to provide strategic oversight of the Fund including reviewing its statutory policy statements.

Members in the year to 31 March 2025 were:

Cllr. C. Weaver	(Chair)
Cllr. D. Ali	
Cllr. R. Taylor	
Cllr. E. Reid-Jones	(resigned July 2024)
Cllr. J. Cowan	(appointed November 2024)
Cllr. C. Lay	

Operational management of the Fund is the responsibility of the Corporate Director Resources under the Council's scheme of delegations.

Investment Advisory Panel

The Committee and the Corporate Director Resources are advised on investment matters by the Investment Advisory Panel.

Members in the year to 31 March 2025 were:

Cllr C. Weaver	(Chair) Cabinet Member for Finance, Modernisation and Performance, Cardiff Council
Cllr. R. Taylor	Member, Cardiff Council
Cllr. E. Reid-Jones	Member, Cardiff Council (resigned July 2024)
Cllr. J. Cowan	Member, Cardiff Council (appointed November 2024)
Mr. S. Bates	Independent Adviser
Ms. C. Burton	Independent Adviser
Mr. C. Lee	Corporate Director Resources, Cardiff Council

Local Pension Board

The Local Pension Board was established on 29 January 2015 in compliance with the Public Service Pensions Act 2013. The role of the Board is to assist the Council to secure compliance with the LGPS Regulations and to ensure the efficient governance of the Scheme.

Members from 1 April 2024 to 31 March 2025 were:

Michael Prior	Independent Chair
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Employer Representatives:

David Llewellyn	Chief Officer for Resources, Cardiff Metropolitan University (retired at the end of February 2025)
Mark Sims	Deputy Chief and Responsible Finance Officer, Barry Town Council
Laithe Bonni	Operational Manager Employee Services, Vale of Glamorgan Council

Scheme Member Representatives:

Peter King	Unison nominee
Hilary Williams	Unison nominee
Georgia Chedzey	GMB nominee

Investment Managers from 1 April 2024 to 31 March 2025 were:

BlackRock Investment Management	Global Low Carbon Equities (indexed)
	UK Property
WPP Waystone Management UK Ltd	UK Equities (active)
	Global Government Bonds
	Global Credit
	Multi-Asset Credit
	Global Equities (active)
	Emerging Market Equities (active)
Octopus Renewable Energy	Infrastructure (WPP)
IFM	Infrastructure (WPP)
CBRE	Infrastructure (WPP)
Capital Dynamics	Infrastructure (WPP)
	Private Equity
Russell Investments	Private Credit (WPP)
Schroders Investment Management	Private Equity (WPP)
	UK Property
Aberdeen Standard	UK Property
UBS	UK Property
CBRE	Global Property
Harbourvest	Private Equity
Pantheon	Private Equity

Professional Advisers

The Fund's professional advisers during the year were:

Actuaries	AON Solutions UK Limited
Auditor	Auditor General for Wales
Bankers	NatWest Bank plc
Custodian	Northern Trust
Legal Advisers	Chief Legal Services Officer, Cardiff Council
Investment Advisers	Mr. S. Bates and Ms. C. Burton
Scheme Administration	Corporate Director Resources, Cardiff Council
Current AVC Provider	Prudential Assurance

3. GOVERNANCE AND TRAINING

LOCAL PENSION BOARD REPORT

Introduction

The Cardiff and Vale of Glamorgan Pension Fund Local Pension Board (the Board) was set up under the new arrangements for the governance of Local Authority Pension Funds introduced under the Public Service Pensions Act 2013. The first meeting of the Board was held in July 2015. The primary purpose of the Board is to assist Cardiff Council (as the Administering Authority) in the management of the Cardiff and Vale of Glamorgan LGPS Fund (the Fund). The Board is not involved in the day to day running of the Pension Fund but provides oversight and challenge.

The terms of reference for the Board were updated at the meeting of the County Council of the City and County of Cardiff held on 30 March 2023 and a copy of the current terms of reference, showing the changes to the previous version, can be found via the following link:

[LPB-Terms-of-Reference-March-2023-clean.docx](#)

Membership

The Board has seven members with an independent Chair plus three Employer representatives and three Member representatives, nominated by Trade Unions. The membership of the Board during 2024/25 is shown in the table below

Type	Status	Name	Organisation
Chair	Current	Michael Prior	Independent
Employer	Current	Laithe Bonni	Vale of Glamorgan Council
Employer	Current	David Llewelyn	Cardiff Metropolitan University
Employer	Current	Mark Sims	Barry Town Council
Member	Current	Peter King	Union nominated representative
Member	Current	Hilary Williams	Union nominated representative
Member	Current	Georgia Chedzey	Union nominated representative

Board Member Attendance 2024-25

The Board met on three occasions during 2024/25, plus an annual informal joint meeting was held with the Pension Committee in June 2024. A pattern of every other meeting being held in person, with the alternate meeting being held on Teams, has continued in 2024/25. Attendance at the 2024/25 meetings was as follows

	16 April 2024	12 November 2024	21 January 2025
Michael Prior	√	√	√
David Llewelyn	√		√
Mark Sims	√		
Laithe Bonni	√	√	√
Peter King	√	√	√
Hilary Williams	√	√	√
Georgia Chedzey		√	√

Further information on the individual Board Members can be found on the Fund website [Pensions Committee and Board- Cardiff and Vale Pension Fund](#)

Summary of 2024/25 Activity

The Board is not a decision-making body, its role is to provide advice and comment on the management of the Fund, so the Board meetings are typically aligned with those of the Pension Committee. This allows the Board to review and comment on reports and policies before they are presented to the Committee for approval.

During 2024/25 the Board considered and discussed the following:

- The 2024/25 Pension Fund Business Plan
- The 2023/24 Unaudited Pension Annual Report
- Undertook an annual review of the Fund's Policies and Strategies including
 - o Communications Policy
 - o Complaints and Communications Policy
 - o Administration Strategy
- Reviewed the Fund's Governance Compliance Statement.
- Reviewed the Fund's revised Overpayment & Underpayment Policy.
- Considered the Fund's response to the MHCLG Fit For The Future Consultation.

- Finalisation of the Net Zero Policy and Net Zero Action Plan, following engagement with Hyman Robertson, who advised on the setting of a Net Zero Target for the Fund.

In addition to the above reports for each meeting of the Board, it also receives the following reports as standing items on the Board meeting agenda:

Administration Report

This provides the Board with an update on work being carried out by the Pensions Section. This report includes updates on the Pensions Administration Team's workload and performance including a comparison with previous years as well as updates on staffing and resources. The report includes updates on current and future initiatives, such as how the Team is rolling out the Member Self-Service initiative, in addition to preparing for McCloud and GMP as well as updates on recruitment linked to the team restructure.

Risk Register

The Pension Fund maintains a Risk Register, using the Cardiff Council format, and the review of the Risk Register is a standing item at the Board meetings. During the year, the Board made various recommendations regarding the Risk Register including recommending higher scores for certain risks e.g. cyber security and the Pension Team resources following the difficulties experienced with recruiting and retaining staff in the Pension Team.

Wales Pension Partnership (WPP) / Investment Update

Whilst the Board focuses on administration and governance issues, investment issues are not ignored and a high-level update on the investment performance of the Fund and the wider Financial Markets is provided at each meeting. Given the increasing significance of the WPP in providing investment products for the Fund, the Board is kept updated on plans for new WPP sub-funds, which in 2024/25 again focussed on the Private Markets. During 2024/25 this Fund continued the payment of capital commitments into the WPP Private Market sub-funds, with further investments in the WPP Private Credit, Infrastructure and Private Equity sub-funds.

In addition, the Chair of the Local Pension Board attends the WPP Chairs Engagement meetings, along with the Chairs of the other seven LGPS Pension Boards in Wales. These meetings, which are held twice a year, are an additional initiative to foster stakeholder engagement between the WPP and the eight LGPS Funds in Wales.

Training

Board members are informed of external training opportunities such as LGA and CIPFA Pensions Network events and are encouraged to attend if available, in line with the guidance issued by the Pension Regulator. Examples of training events available to Board members during 2024/25 include:

- CIPFA – Annual Local Pension Board Conference – May 2024
- AON – Pension Dashboards Training – June 2024
- Hymans – TPR General Code of Practice 6 months on in LGPS – September 2024
- LGPS – LPB Autumn Training – November 2024
- LGPS – Fundamentals Training Sessions – October to December 2024
- LGA – LGPS Annual Governance Conference – January 2025
- AON – Pension Surplus Webinar – March 2025

Board members are also encouraged to attend the quarterly on-line training events provided by the WPP. These events focus on the investment activities undertaken by the WPP, but also cover a wide range of issues relevant to Board members. In 2024/25 this included an overview of product knowledge, cyber security roles, Responsible Investment (RI) policies, market understanding & regulatory requirements.

PENSION COMMITTEE

The Pensions Committee was established by the Council on 30 June 2016, to discharge the Council's functions as Administering Authority. The Committee's role is to provide strategic oversight of the Fund, including reviewing its statutory policy statements.

Membership

Members in the year to 31 March 2025 were:

Type	Status	Name	Organisation
Chair	Current	Cllr. C. Weaver	Cardiff Council
Councillor	Current	Cllr. D. Ali	Cardiff Council
Councillor	Current	Cllr. R. Taylor	Cardiff Council
Councillor	Resigned July 2024	Cllr. E. Reid-Jones	Cardiff Council
Councillor	Appointed November 2024	Cllr. J. Cowan	Cardiff Council
Councillor	Current	Cllr. C. Lay	Cardiff Council

Committee Member Attendance 2024-25

The Committee met on four occasions during 2024/25, plus an annual informal joint meeting was held with the Pension Board in June 2024. A pattern of every other meeting being held in person, with the alternate meeting being held on Teams, has continued in 2024/25. Attendance at the 2024/25 meetings was as follows

	8 April 2024	20 May 2024	27 November 2024	5 February 2025
Cllr. C. Weaver	✓	✓	✓	✓
Cllr. D. Ali	✓	✓	✓	✓
Cllr. R. Taylor	✓	✓	✓	✓
Cllr. E. Reid-Jones	✓	✓		
Cllr. J. Cowan			✓	✓
Cllr. C. Lay				

Further information on the individual Committee Members can be found on the Fund website [Pensions Committee and Board- Cardiff and Vale Pension Fund](#)

Summary of 2024/25 Activity

Local Pension Board meetings are typically aligned with those of the Pension Committee. This allows the Board to review and comment on reports and policies before they are presented to the Committee for approval.

During 2024/25 the Committee considered and approved the following:

- The 2024/25 Pension Fund Business Plan
- The 2023/24 Unaudited Pension Annual Report
- Undertook an annual review of the Fund's Policies and Strategies including
 - o Communications Policy
 - o Complaints and Communications Policy
 - o Pensions Administration Strategy
- Reviewed the Fund's Governance Compliance Statement.
- Net Zero Policy – approved the Net Zero Strategy and Net Zero Action Plan
- Considered the Fund's response to the MHCLG Pooling Consultation.

Training

Committee members are informed of external training opportunities such as LGA and CIPFA Pensions Network events and are encouraged to attend if available, in line with the guidance issued by the Pension Regulator. A number of Training events were provided to Pension Committee members, after the conclusion of the Pension Committee meetings. The following topics were covered during 2024/25:-

- Hymans – Presentation on Net Zero Policy & Action Plan- May 2024
- AON – Pension Dashboards Training – June 2024
- Scheme Advisory Board lobbying statement – November 2024

- Officers presented on Pension Admin (incl GMP & TPR)
- Officers presented on Government Call for Evidence pension review
- Officers presented on Fit For Future Consultation

Committee members are also encouraged to attend the quarterly on-line training events provided by the WPP. These events focus on the investment activities undertaken by the WPP, but also cover a wide range of issues relevant to Committee members. In 2024/25 this included an overview of product knowledge, cyber security roles, Responsible Investment (RI) policies, market understanding & regulatory requirements.

Full details of the Funds Governance & Compliance Statement can be found on the Fund website:

[Key Governance Documents- Cardiff and Vale Pension Fund](#)



4. FINANCIAL PERFORMANCE

(INCL FUND ACCOUNT, NET ASSETS STATEMENT AND NOTES)

Fund Account

2023/24 £000		Note	2024/25 £000
	Dealings with members, employers and others directly involved in the fund		
	Contributions		
(79,896)	From employers	8	(83,238)
(27,253)	From employees	8	(27,990)
0	Group transfers from other schemes or funds		0
(3,581)	Individual transfers from other schemes or funds		(8,438)
(4,188)	Other income (capitalised payments and interest on deficit funding)		(4,573)
(114,918)			(124,239)
	Benefits Payable		
85,183	Pensions	9	94,270
23,457	Lump sums, grants and other payments	9	27,170
	Payments to and on account of leavers		
100	Refunds of contributions		177
0	Group transfers to other schemes or funds		0
5,253	Individual transfers to other schemes or funds		9,080
113,993			130,697
(925)	Net (additions)/withdrawals from dealings with members of the Fund		6,458
8,080	Management expenses	10	8,874
7,155	Net (additions)/withdrawals including fund management expenses		15,332
	Returns on Investment		
(52,342)	Investment income	11	(54,820)
(283,983)	Change in market value of investments	12a	(80,026)
(336,325)	Net returns on investments		(134,846)
(329,170)	Net (increase)/decrease in the Fund during year		(119,514)
(2,639,289)	Opening net assets of the scheme		(2,968,459)
(2,968,459)	Closing net assets of the scheme		(3,087,973)

Net Assets Statement

2023/24 £000		Note	2024/25 £000
2,842,209	Investments at market value	12	3,063,385
121,133	Cash (including derivatives) and investment proceeds due	12	17,660
2,963,342	Total investments		3,081,045
49	UK & overseas tax		(5)
3,192	Contributions due from employers and deficit funding		3,292
726	Sundry debtors		1,195
1,217	Pension strain costs due within one year		1,205
5,184	Total current assets		5,687
21	Deficit funding (former employers)		16
2,280	Pension strain costs due after one year		4,162
2,301	Total non-current assets		4,178
(461)	Unpaid benefits		(517)
(1,212)	Sundry creditors		(584)
(50)	Provision- death grants & frozen refunds*	20	(613)
(1,723)	Total current liabilities		(1,714)
(645)	Provision- death grants & frozen refunds*	20	(1,223)
(645)	Total non-current liabilities		(1,223)
2,968,459	Net assets of the scheme		3,087,973



NOTES TO THE ACCOUNTS

1. Description of Fund

The Cardiff and Vale of Glamorgan Pension Fund (the Fund) is part of the LGPS and is administered by Cardiff Council.

General

The scheme is governed by the Public Service Pensions Act 2013. The Fund is administered in accordance with the following secondary legislation:

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

It is a contributory defined benefit pension scheme administered by Cardiff Council to provide pensions and other benefits for pensionable employees of Cardiff Council and Vale of Glamorgan Council, except for teachers who have a separate scheme. Employees of a range of other scheduled and admitted bodies within the area are also permitted to join the Fund. The Fund is overseen by the Pension Fund Committee, which is a committee of Cardiff Council.

Membership

Membership of the LGPS is automatic for all employees, who can then choose to remain in the scheme or make their own personal arrangements outside the scheme.

Organisations participating in the Cardiff and Vale of Glamorgan Pension Fund include the following:

- Scheduled bodies, which are automatically entitled to be members of the Fund
- Admitted bodies, which participate in the Fund by virtue of an admission agreement made between the Fund and the employer. Admitted bodies include, voluntary, charitable and similar not-for-profit organisations, or private contractors undertaking a local authority function following outsourcing to the private sector.

Funding

Benefits are funded by contributions and investment earnings. Contributions are made by active members of the fund in accordance with the Local Government Pension Scheme Regulations 2013 and ranged from 5.5% to 12.5% of pensionable pay for the financial year ending 31 March 2023. Employers' contributions are set based on triennial actuarial funding valuations. The last such valuation was at 31 March 2022. Currently, employer contribution rates range from 16.3% to 38.9% of pensionable pay with effect from 1 April 2023.

Benefits

Prior to 1 April 2014, pension benefits under the LGPS were based on final pensionable pay and length of pensionable service. From 1 April 2014, the scheme became a career average scheme, whereby members accrue benefits based on their pensionable pay in that year at an accrual rate of 1/49th. Accrued pension is uprated annually in line with the Consumer Prices Index. A range of other benefits are also provided including early retirement, disability pensions and death benefits. For more details, please refer to the Cardiff and Vale of Glamorgan Pension Fund website <https://www.cardiffandvalepensionfund.org.uk/>

2. Basis of Preparation

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

The accounts summarise the transactions of the Fund and report on the net assets available to pay pension benefits. They do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year.

The accounts have been prepared on a going concern basis.

3. Significant Accounting Policies

Accounting standards that have been issued but not yet adopted

At the balance sheet date, no accounting standards issued but not yet adopted have been identified.

Income and Expenditure

Calls and distributions from private equity are recognised at the date of issue.

Income earned within some of the pooled investments is retained by the fund manager as part of the capital assets of the fund and reflected in the higher unit price. For all other pooled investments the income is reinvested as a purchase of additional units in the fund.

Investment management expenses are recognised in year and are not included in, or netted off from, the reported return on investment.

The Fund does not account for any benefits payable or receivable in respect of members wishing to transfer from one scheme to another until assets (either cash investments or other form) have been received by the receiving scheme.

All other income and expenditure have been accounted for on an accrual's basis, except the liability to pay pensions and benefits in the future, which has been separately disclosed within the notes to the accounts.

Acquisition costs of Investments

Acquisition costs are included with the original book cost at the time of purchase. At the year end, however, investments on the balance sheet are valued at market value. The difference is recorded in the Accounts as "Change in Market Value of Investments".

Valuation of Investments

Investments are included in the financial statements on a fair value basis as at the reporting date. The values of investments as shown in the net assets statement have been determined in accordance with the requirements of the Code and IFRS 13. Valuation methods employed by the fund are detailed within Note 14c.

Cash and Cash Equivalents

Cash is represented by cash in hand, the net balance on all of the Council's bank accounts. It includes deposits with financial institutions, including investment managers and the custodian, that are repayable on notice of not more than 24 hours without significant penalty. It also includes investments maturing and interest received on the first working day of April.

Foreign Currency Transactions

Where investment valuations are received from fund managers in foreign currencies, they are converted at the Bank of England closing spot rate at the date of valuation.

Taxation

Taxation	Treatment
UK Income Tax	The fund is an exempt approved fund able to recover UK Income Tax.
UK Capital Gains Tax	No Capital Gains Tax is chargeable.
Value Added Tax	Accounts are shown exclusive of VAT. As the Council is the administering Authority, VAT is recoverable on all Fund activities.
Overseas Withholding Tax	Foreign investment income usually suffers withholding tax in the country of origin, some of which may be recoverable. Irrecoverable tax is netted off against income.

4. Critical judgements in applying accounting policies

Unquoted private equity investments

These are inherently based on forward looking estimates and judgements valued by the investment managers using two main sets of valuation guidelines that apply to private equity; the Private Equity Valuation Guidelines (PEVG) in the US and the International Private Equity and Venture Capital Valuation Guidelines (IPEVCG) outside the US.

Pension fund liability

This is calculated in accordance with IAS19 every three years by the actuary, with an annual statement in the intervening years. This estimate is subject to significant variances based on changes to the underlying assumptions which are agreed with the actuary.

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

The Statement of Accounts contains estimated figures based on assumptions made taking into account historical experience, current trends and other factors. As balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

Item	Uncertainties	Effect if actual results differ from assumptions
Actual present value of promised retirement benefits	Estimations of the liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries increase, changes in mortality rates and expected returns on pension fund assets. The actuary provides the fund with advice regarding the assumptions to be used.	The effects on the net pension liability of changes in individual assumptions can be measured. For instance, an increase in the discount rate assumption would result in a decrease in the pension liability. An increase in assumed earnings inflation or assumed life expectancy would increase the value of the liabilities.

Item	Uncertainties	Effect if actual results differ from assumptions
Private Equity Valuations	Private equity investments are valued at fair value in accordance with international accounting standards. These investments are not publicly listed and as such there is a degree of estimation involved in the valuation.	The total private market investments in the financial statements are £206 million. There is a risk that this investment may be under or overstated in the accounts. Further information is provided on the sensitivity of these assets within the accounts.
Pooled Property Funds	Valuation techniques are used to determine the carrying amount of pooled property funds.	The total pooled property fund and open-ended infrastructure investments in the financial statements are £376 million. Changes in the valuation assumptions used, together with significant changes in rental growth could affect (increase or decrease) the fair value of property-based investments. Further information is provided on the sensitivity of these assets within the accounts.

6. Titles of Ownership

Evidences of ownership for the pooled property funds (excluding Blackrock which is held by The Northern Trust Company) and private equity holdings (excluding the WPP holding) are held by Cardiff Council. All other evidences of ownership were held at 31 March 2025 by The Northern Trust Company for the benefit of the Council and the WPP. Statements of holdings have been provided by Northern Trust.

7. Membership

Fund membership at 31 March 2025 is as follows:

2023/24		2024/25
41	Contributing employers	43
41	Total contributing employers	43
18,225	Contributors	17,904
13,436	Pensioners	14,127
13,670	Deferred pensioners	14,609
45,331	Total membership	46,640

In addition to the above, there are also members who at year end were not yet categorised as to whether they would be deferring their pension, transferring it to another scheme or requesting a refund of their contributions and accordingly are not actively contributing to the Pension Fund. The number of members not yet categorised at 31 March 2025 was 11,020 (10,508 at 31 March 2024).

8. Employing Bodies – Contributions

2024/25	No. of contributors at 31/03/2025	Employers £000	Deficit Funding Received £000	Total Employers £000	Employees £000	Total £000
Administering Body:						
Cardiff Council	10,736	(53,600)	0	(53,600)	(17,142)	(70,742)
Scheduled Bodies:						
Vale of Glamorgan Council	4,768	(18,634)	0	(18,634)	(6,063)	(24,697)
Town and Community Councils	64	(329)	0	(329)	(113)	(442)
Education Bodies	1,588	(8,433)	0	(8,433)	(3,426)	(11,859)
Other Scheduled Bodies	109	(829)	0	(829)	(309)	(1,138)
Admitted Bodies:						
Admitted Bodies *	639	(1,269)	(144)	(1,413)	(937)	(2,350)
Total	17,904	(83,094)	(144)	(83,238)	(27,990)	(111,228)

* Eisteddfod Genedlaethol Cymru exited the fund in 2024/25, the surplus exit payment of £2.450 million is included in the Employers figures above.

2023/24	No. of contributors at 31/03/2024	Employers £000	Deficit Funding Received £000	Total Employers £000	Employees £000	Total £000
Administering Body:						
Cardiff Council	11,062	(51,330)	0	(51,330)	(16,629)	(67,959)
Scheduled Bodies:						
Vale of Glamorgan Council	4,513	(17,490)	0	(17,490)	(5,786)	(23,276)
Town and Community Councils	60	(307)	0	(307)	(104)	(411)
Education Bodies	1,823	(8,483)	0	(8,483)	(3,434)	(11,917)
Other Scheduled Bodies	6	(45)	0	(45)	(16)	(61)
Admitted Bodies:						
Admitted Bodies	761	(2,204)	(37)	(2,241)	(1,284)	(3,525)
Total	18,225	(79,859)	(37)	(79,896)	(27,253)	(107,149)

Additional deficit funding

There has been no further deficit funding agreed in 2024/25 in addition to that agreed in previous years (no additional deficit funding in 2023/24).

9. Employing Bodies - Benefits Payable

2024/25	Retirement Pensions	Lump Sums, Grants and Other Payments		
		Lump Sums on Retirement	Death Grants	Commutation Payments
	£000	£000	£000	£000
Administering Body:				
Cardiff Council	57,795	15,413	1,964	126
Scheduled Bodies:				
Vale of Glamorgan Council	19,148	5,274	752	28
Town and Community Councils	286	130	5	0
Education Bodies	5,177	1,876	193	30
Other Scheduled Bodies	4,371	212	6	0
Admitted Bodies:				
Admitted Bodies	7,493	943	218	0
Total	94,270	23,848	3,138	184

*Provision for frozen refunds is now included in Death Grants & Refunds for 2024/25. The provision for death grants and frozen refunds now only includes payments due within the last 10 years.

2023/24	Retirement Pensions	Lump Sums, Grants and Other Payments		
		Lump Sums on Retirement	Death Grants	Commutation Payments
	£000	£000	£000	£000
Administering Body:				
Cardiff Council	53,523	11,748	1,715	310
Scheduled Bodies:				
Vale of Glamorgan Council	16,869	4,735	550	116
Town and Community Councils	264	10	21	18
Education Bodies	4,330	1,369	213	60
Other Scheduled Bodies	2,783	27	0	0
Admitted Bodies:				
Admitted Bodies	7,414	2,276	289	0
Total	85,183	20,165	2,788	504

10. Management Expenses

2023/24 £000		2024/25 £000
1,835	Administration costs	2,373
46	Audit fees	47
1,881	Total administration costs	2,420
86	WPP Clean Energy Infrastructure	85
173	WPP Credit Fund	215
89	WPP Emerging Markets Fund	128
693	WPP Global Growth Fund	512
355	WPP Global Opportunities Fund	437
183	WPP Government Bond Fund	208
0	WPP Infrastructure	993
120	WPP Multi Asset Credit Fund	93
1,054	WPP Private Credit	462
25	WPP Private Equity	173
70	WPP Sustainable Active Equities	97
366	WPP UK Opportunities Equity Fund	160
65	Equity Pooled Fund	78
1,279	Pooled Property Funds	1,229
1,078	Private equity	938
306	Custody fees	329
5,942	Total investment management expenses	6,137
257	Total Oversight and governance costs	317
8,080	Total	8,874

2023/24 £000	WPP Management Expenses	2024/25 £000
613	Fund manager fees	2,175
2,431	Transaction costs	1,250
170	Transition costs	138
281	Custody fees	306
3,495	Total WPP investment management expenses	3,869
226	Host authority costs	241
226	Total WPP oversight and governance costs	241
3,721	Total	4,110

Included in Management Expenses in the first table of this note is the cost of the Fund's involvement in the Wales Pension Partnership (WPP) collective investment pooling arrangement. These are further analysed in the table above. The Oversight and Governance costs are the annual running costs of the pool which are made up of the host authority costs including other external advisor costs. These costs are funded equally by all

eight of the local authority pension funds in Wales. Fund Management fees are payable to Waystone Management (UK) Limited (the WPP operator) and include the operator fee and other associated costs. These costs are based on each Fund's percentage share of WPP pooled assets and are deducted from the Net Asset Value (NAV). Underlying manager fees are not included in this table.

11. Investment Income

2023/24 £000		2024/25 £000
(299)	Private Equity Funds	(40)
(45,600)	Pooled Investments	(50,781)
(3,124)	Pooled Property Funds	(2,981)
(3,147)	Interest on UK cash	(833)
(172)	Securities lending	(185)
(52,342)	Total	(54,820)

12. Investments at Market Value

2023/24 £000		2024/25 £000
2,918	WPP Clean Energy Infrastructure	4,393
207,395	WPP Credit Fund	161,453
115,162	WPP Emerging Markets	121,198
199,081	WPP Global Growth	151,938
535,216	WPP Global Opportunities	567,296
234,341	WPP Government Bond Fund	241,345
32,418	WPP Infrastructure	195,878
155,244	WPP Multi Asset Credit Fund	166,129
15,126	WPP Private Credit	75,587
12,370	WPP Private Equity	29,463
142,092	WPP Sustainable Equity	142,358
173,675	WPP UK Opportunities Equity Fund	158,179
1,825,038	Total WPP pooled funds	2,015,217
735,083	Equity pooled	767,326
2,560,121	Total pooled funds (incl WPP)	2,782,543
176,606	Pooled Property Funds	180,053
105,482	Private Equity	100,789
2,842,209	Subtotal	3,063,385
5,271	Cash Fund Manager & Custodian	5,477
23,362	Cash Internally managed	12,183
92,500	Net investment proceeds due	0
121,133	Total cash	17,660
2,963,342	Total investment assets	3,081,045

12a. Reconciliation in movement in investments

2024/25	Value at 31/03/24	Purchase at cost	Sale proceeds	Change in market value	Value at 31/03/25
	£000	£000	£000	£000	£000
Pooled funds	2,560,121	276,290	(127,860)	73,992	2,782,543
Pooled property funds	176,606	2,630	0	817	180,053
Private equity	105,482	9,841	(14,313)	(221)	100,789
Sub-total	2,842,209	288,761	(142,173)	74,588	3,063,385
Cash Fund Manager & Custodian	5,271				5,477
Cash Internally managed	23,362				12,183
Net investment proceeds due	92,500				0
Total cash	121,133				17,660
Sub-total	2,963,342			74,588	3,081,045
Net realised movement in cash				5,438	
Total	2,963,342			80,026	3,081,045

2023/24	Value at 31/03/23	Purchase at cost	Sale proceeds	Change in market value	Value at 31/03/24
	£000	£000	£000	£000	£000
Pooled funds	2,255,186	236,935	(217,670)	285,670	2,560,121
Pooled property funds	183,538	2,724	0	(9,656)	176,606
Private equity	109,038	9,365	(10,905)	(2,016)	105,482
Sub-total	2,547,762	249,024	(228,575)	273,998	2,842,209
Cash Fund Manager & Custodian	5,115				5,271
Cash Internally managed	82,531				23,362
Net investment proceeds due	0				92,500
Total cash	87,646				121,133
Sub-total	2,635,408			273,998	2,963,342
Net realised movement in cash				9,985	
Total	2,635,408			283,983	2,963,342

13. Summary of manager's portfolio values

2023/24		Fund Manager	2024/25	
£000	% of Fund		£000	% of Fund
735,083	24.8	Blackrock Investment Management	767,326	24.9
1,825,038	61.6	Wales Pension Partnership (WPP)	2,015,217	65.4
65,562	2.2	CBRE- Global Property	63,185	2.1
25,109	0.8	Blackrock UK Property	26,481	0.9
27,705	0.9	Schroder UK Real Estate	28,533	0.9
31,999	1.1	Standard Life Property	33,959	1.1
26,231	0.9	UBS Triton Property Fund	27,896	0.9
17,239	0.6	Capital Dynamics	9,034	0.3
30,396	1.0	Harbourvest	28,844	0.9
57,847	2.0	Pantheon	62,911	2.0
97,771	3.3	Cash Fund Manager & Custodian	5,476	0.2
23,362	0.8	Cash internally managed	12,183	0.4
2,963,342	100.0	Total	3,081,045	100.00

13a. Investments exceeding 5% of net assets

The following investments represent more than 5% of the net assets available to pay benefits (in either 2023/24, 2024/25 or both years).

2023/24		Fund Manager	22024/25	
£000	% of net assets		£000	% of net assets
735,083	24.8	BlackRock Low Carbon Tracker Fund	767,326	24.9
207,395	7.0	WPP Credit Fund	161,453	5.2
199,081	6.7	WPP Global Growth	151,938	4.9
535,216	18.0	WPP Global Opportunities	567,296	18.4
234,341	7.9	WPP Government Bond Fund	241,344	7.8
0	0.0	WPP Open Ended Infrastructure	195,877	6.3
155,244	5.2	WPP Multi Asset Credit Fund	166,128	5.4
173,675	5.9	WPP UK Opportunities Equity Fund	158,179	5.1

14. Financial Instruments

14a. Classification of financial instruments

Value at 31/03/24				Value at 31/03/25		
Fair value through profit and loss	Amortised Cost	Financial liabilities at amortised costs		Fair value through profit and loss	Amortised Cost	Financial liabilities at amortised costs
£000	£000	£000		£000	£000	£000
2,560,121	0	0	Pooled funds	2,782,543	0	0
176,606	0	0	Pooled property funds	180,053	0	0
105,482	0	0	Private equity	100,789	0	0
0	121,133	0	Cash	0	17,660	0
0	7,485	0	Debtors	0	9,865	0
2,842,209	128,618	0	Total financial assets	3,063,385	27,525	0
0	0	(1,673)	Creditors	0	0	(1,101)
0	0	(1,673)	Total financial liabilities	0	0	(1,101)
2,842,209	128,618	(1,673)	Net financial assets	3,063,385	27,525	(1,101)

14b. Net gains and losses on financial instruments

31/03/24 £000		31/03/25 £000
284,160	Fair value through profit and loss	79,454
284,160	Total financial assets	79,454
(177)	Amortised cost	572
(177)	Total financial liabilities	572
283,983	Net financial assets	80,026

14c. Fair Value – Basis of Valuation

Investment	Valuation Method	Observable and unobservable inputs	Key sensitivities affecting the valuations provided
Level 1 Quoted prices for similar instruments			
Quoted Bonds (Fixed Interest Securities)	Market value based on current yields	Not required	Not required
Market Quoted Investments	Published bid market price at close of business on the final working day of the accounting period	Not required	Not required
Cash and cash equivalents	Carrying value is deemed to be fair value because of the short-term nature of these financial instruments	Not required	Not required
Level 2 Traded in a market which is not considered to be active, or where valuation techniques are used to determine fair value which use inputs that are based significantly on observable market data.			
Pooled Investments - Quoted Equity	Closing bid price where bid and offer prices are published.	Net Asset Value (NAV) based pricing set on a forward pricing basis	Not required
Level 3 Inputs not based on observable market data			
Private Equity Funds	Valuations provided by the general partners to the private equity funds in accordance with International Private Equity and Venture Capital Valuation Guidelines (2012)	Earnings before interest, tax, depreciation and amortisation (EBITDA) multiple, revenue multiple, discount for lack of marketability and control premium	Valuations may be affected by material events occurring between the date of the financial statements provided and the pension fund's own reporting date (although updated to reflect calls/distributions made during this period), changes to expected cash flows and any differences between unaudited and audited accounts
Pooled Investments - Property Funds	Closing bid price where bid and offer prices are published. Closing single price where single price published	NAV-based pricing set on a forward pricing basis	Valuations may be affected by post balance sheet events, changes to expected cash flows and any differences between unaudited and audited accounts

14d. Fair Value Hierarchy

As detailed above, investments have been classified into three levels according to the quality and reliability of the information used to determine fair values. The following table provides an analysis of the assets and liabilities of the pension fund based on the level at which the fair value is observable.

Value at 31/03/25	Quoted market price Level 1 £000	Using observable inputs Level 2 £000	With significant unobservable inputs Level 3 £000	Total £000
Financial assets at fair value	0	2,477,222	586,163	3,063,385
Amortised Cost	27,525	0	0	27,525
Total financial assets	27,525	2,477,222	586,163	3,090,910
Financial liabilities at amortised cost	(1,101)	0	0	(1,101)
Total financial liabilities	(1,101)	0	0	(1,101)
Net financial assets	26,424	2,477,222	586,163	3,089,809

Value at 31/03/24	Quoted market price Level 1 £000	Using observable inputs Level 2 £000	With significant unobservable inputs Level 3 £000	Total £000
Financial assets at fair value	0	2,497,289	344,920	2,842,209
Amortised Cost	128,618	0	0	128,618
Total financial assets	128,618	2,497,289	344,920	2,970,827
Financial liabilities at amortised cost	(1,673)	0	0	(1,673)
Total financial liabilities	(1,673)	0	0	(1,673)
Net financial assets	126,945	2,497,289	344,920	2,969,154

Reconciliation of fair value measurements within Level 3

2024/25	Market Value at at 31/03/24 £000	Transfers into level 3 £000	Transfers out of level 3 £000	Purchases £000	Sales £000	Unrealised gains/ (losses) £000	Realised gains/ (losses) £000	Market Value at 31/03/25 £000
Private equity	105,482	0	0	9,841	(14,313)	(221)	0	100,789
Pooled funds	62,832	0	0		0	13,846	0	305,321
Pooled property funds	176,606	0	0	2,630	0	817	0	180,053
Total	344,920	0	0		(14,313)	14,442	0	586,163

*WPP Private equity included in Pooled funds

14e. Sensitivity of Assets Valued at Level 3

Having analysed historical data, current market trends, and consulted with independent investment advisors (Pensions and Investments Research Consultants Ltd (PIRC)), the Fund has determined that the valuations methods described above for Level 3 investments are likely to be accurate to within the following ranges, and has set out the consequential impact below:

	Assessed valuation range (%)	Value at 31/03/25 £000	Value on increase £000	Value on decrease £000
Private Equity	9.2	100,789	110,062	91,516
Pooled Funds	9.2	305,321	333,411	277,231
Pooled Property Funds	6.1	180,053	191,036	169,070
Total		586,163	634,509	537,817

15. Nature and extent of risks arising from financial instruments

The Fund maintains positions in a variety of instruments, as dictated by the Investment Strategy Statement (ISS), and is consequently exposed to credit and liquidity risk, as well as market risk including foreign exchange and interest rate risks.

The Fund's primary long-term risk is that the Fund's assets will fall short of its liabilities and will be unable to pay the promised benefits to members. The aim of investment risk management is to minimise the risk of an overall reduction in the value of the Fund and to maximise the opportunity for gains across the whole fund portfolio. The Fund achieves this through asset diversification to reduce exposure to market risk and credit risk to an acceptable level. In addition, the fund managers monitor its liquidity risk to ensure there is sufficient liquidity to meet the Fund's forecast cash flows.

The management of risk is a key objective of the Pension Fund. A policy of diversification of its asset classes and investment managers helps the Pension Fund to lower risk arising from financial instruments. Benchmarks for asset allocation and targets against which investment managers are

expected to perform are further measures which are put in place in order to manage risk.

Market risk is the risk that the fair value or future cash flows of an institution will fluctuate because of a change in market price.

In order to manage risk, the Fund invests in a diversified pool of assets, split between a number of managers with different performance targets and investment strategies. In order to mitigate risk, the Fund regularly reviews the pension fund investment strategy together with regular monitoring of asset allocation and investment performance.

Interest rate risk is the risk to which the Pension Fund is exposed to fluctuations in interest rates and mainly relates to changes in bonds.

To mitigate the risk and diversify, the Fund holds three fixed income sub funds managed by WPP.

Interest Rates can vary and can affect both income to the fund and the value of the net assets available to pay benefits. The analysis below shows the effect of a 100 basis point (1%) movement in interest rates on the net assets available to pay benefits:

Asset Type	Carrying Amount as at 31/03/25 £000	Change to the net assets available to pay benefits	
		+ 100bps £000	- 100bps £000
Cash and cash equivalents	17,660	177	(177)
Total	17,660	177	(177)

Asset Type	Carrying Amount as at 31/03/24 £000	Change to the net assets available to pay benefits	
		+ 100bps £000	- 100bps £000
Cash and cash equivalents	121,133	1,211	(1,211)
Total	121,133	1,211	(1,211)

Currency risk is the risk to which the Pension Fund is exposed to fluctuations in foreign currency exchange rates. Fund managers will also take account of currency risk in their investment decisions.

Following analysis of historical data and consulted with independent investment

advisors Pensions and Investments Research Consultants Ltd (PIRC), the Fund's aggregate currency change has been calculated as 5.40%. A 5.40% strengthening/weakening of the pound against the various currencies in which the Fund holds investments would increase/decrease the net assets available to pay benefits as follows:

Currency exposure – asset type	Asset Value as at 31/03/25 £000	Change to net assets available to pay benefits	
		+ 5.40% £000	- 5.40% £000
Overseas pooled funds	2,624,364	141,716	(141,716)
Overseas pooled property funds	63,185	3,412	(3,412)
Total change in assets available	2,687,549	145,128	(145,128)

Currency exposure – asset type	Asset Value as at 31/03/24 £000	Change to net assets available to pay benefits	
		+ 5.60% £000	- 5.60% £000
Overseas pooled funds	2,386,446	133,641	(133,641)
Overseas pooled property funds	65,562	3,671	(3,671)
Total change in assets available	2,452,008	137,312	(137,312)

Price risk is the risk of losses associated with the movement in prices of the underlying assets. By diversifying investments across asset classes and managers, the Pension Fund aims to reduce the exposure to price risk. Diversification of asset classes seeks to reduce correlation of price movements, whilst employing specialist managers enables the Fund to benefit from investment expertise.

Potential price changes are determined based on the observed historical volatility of asset class returns. The potential volatilities are consistent with movement in the change in value of assets over the last three years, applied to the period end asset mix. The total volatility shown below for total assets incorporates the impact of correlation across currencies, which dampens volatility, therefore the value on increase and value on decrease figures for the currencies will not sum to the total figure.

Asset type	Value at 31/03/25 £000	Percentage change %	Value on increase £000	Value on Decrease £000
UK Equities	158,179	13.00	178,742	137,616
Global Equities	1,628,918	10.80	1,804,841	1,452,995
Emerging Market Equities	121,198	13.30	137,317	105,079
Fixed Income	568,927	7.70	612,734	525,120
Cash and Cash Equivalents	17,660	2.30	18,066	17,254
Private Equity/Credit	205,839	9.20	224,776	186,902
Property	180,053	6.10	191,036	169,070
Infrastructure	200,271	9.20	218,696	181,846
Total Assets	3,081,045		3,386,208	2,775,882

Asset type	Value at 31/03/24 £000	Percentage change %	Value on increase £000	Value on Decrease £000
UK Equities	173,675	13.00	196,253	151,097
Global Equities	1,611,472	10.60	1,782,288	1,440,656
Emerging Market Equities	115,162	13.50	130,709	99,615
Fixed Income	596,980	6.90	638,172	555,788
Cash and Cash Equivalents	121,133	1.00	122,344	119,922
Private Equity/Credit	132,978	11.90	148,802	117,154
Property	176,606	7.10	189,145	164,067
Infrastructure	35,336	11.90	39,541	31,131
Total Assets	2,963,342		3,247,254	2,679,430

Credit risk is the risk that a counterparty to a financial instrument will fail to discharge an obligation and cause the Fund to incur a financial loss. The Fund reviews its exposure to credit and counterparty risk through its external investment managers. The Fund is also exposed to credit risk through its securities lending programme run by the Fund's custodian, Northern Trust who manages and monitors the

counterparty risk, collateral risk and the overall lending programme.

The Pension Fund's bank account is held with NatWest. Surplus cash is placed with a selection of AAA Money Market institutions. The Fund's internally managed cash holding under its treasury management arrangements is held with the following institutions:

	Fitch Rating	31/03/24 £000	31/03/25 £000
Money market funds			
Aberdeen Standard Liquidity- Sterling Fund	AAA	0	9,141
Blackrock ICS Sterling Liquidity Fund	AAA	8,660	1,328
Deutsche Global Liquidity- Sterling Fund	AAA	14,700	1,176
Bank current account			
NatWest	A	2	538
Total		23,362	12,183

The Pension Fund has experienced no defaults from fund managers, brokers or bank accounts over the past ten years, therefore no expected credit loss provision is required.

Liquidity risk represents the possibility that the Fund may not have resources available to meet its financial obligations. The current position of the Fund is that it is cash negative, with benefit payments exceeding contributions. The Fund's cash is kept in a separate bank account and the cash position is monitored on a daily basis. Surplus funds are deposited in money market funds on a short term basis. At an investment level, the Fund's investments are substantially made up of listed securities which are considered readily realisable.

16. Actuarial Present Value of Promised Retirement Benefits

CIPFA's Code of Practice requires the disclosure of the actuarial present value of promised retirement benefits calculated on an IAS 19 basis, as set out in IAS 26.

Therefore, in addition to the triennial funding valuation, the Fund's actuary undertakes a

valuation of the pension fund liabilities on an IAS 19 basis at the same date. The IAS 19 valuation is carried out using updated actuarial assumptions from those used for setting fund contribution rates and the Fund accounts do not take account of liabilities to pay pensions and other benefits in the future.

The most recent actuarial valuation based on IAS 19 is shown below:

31/03/2019 £000		31/03/2022 £000
3,168,100	Actuarial Present Value of Promised Retirement Benefits	3,893,700
2,177,800	Fair value of net assets	2,698,900

The estimated future Pension Fund liabilities will also be subject to the consideration of the McCloud judgement and GMP equalisation. The impact has been considered by the actuary within the 2022 triennial valuation (see Actuarial Statement on pages 3-5 of this document).

17. Additional Voluntary Contributions (AVC)

Scheme members may elect to make additional voluntary contributions to enhance their pension benefits. Contributions are made directly from scheme members to the AVC

provider and are therefore not represented in these accounts in accordance with section 4(2) b of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (SI 2009/3093). However, as the administering authority, we oversee the following AVC arrangements:

2023/24 £000		2024/25 £000
1,631	AVC paid in by members during the year	2,178
6,409	Market Value of separately invested AVC's	7,586

There has been a significant increase in the AVC contributions by members in 2023/24 and 2024/25 following the introduction of a Shared Cost AVC Scheme by several employers.

18. Contractual Commitments

Commitment at 31/03/2024 £000		Commitment at 31/03/2025 £000
58,138	Private Equity (excluding WPP)	47,369
7,073	WPP Clean Energy Infrastructure	5,869
68,980	WPP Private Equity *	53,380
148,074	WPP Private Credit *	92,297
152,452	WPP Open Ended Infrastructure *	0
0	WPP Closed Ended Infrastructure *	50,000
434,717	Total	248,915

* New investments in 2023/2024 and 2024/2025

19. Securities Lending

At the year end the value of quoted equities on loan was £79.286 million (£84.290 million on

31 March 2024). In 2024/25 the Fund received income of £185,037 from the lending of stock (£172,000 in 2023/24).

20. Provisions and Contingent Liabilities

A number of death grants and frozen refunds have been identified, where the Fund has been unable to trace the next of kin or has insufficient information, meaning no payment has been made to date. In all the outstanding cases,

there has been difficulty in making contact, meaning that the payments are not likely to be settled within the next financial year. Due to the uncertainty surrounding the timing of these payments and final amounts payable, a provision has been made in the accounts.

Provision at 31/03/24	Provision							Provision at 31/03/25
	Short Term	Long Term	Interest	Provision Type	Short Term	Long Term	Interest	
£000	£000	£000	£000		£000	£000	£000	£000
695	50	570	75	Death Grant *	396	144	20	560
0	0	0	0	Frozen Refund **	217	951	108	1,276
695	50	570	75	Total	613	1,095	128	1,836

*All death grants over 10 years old were removed from the 2024/25 provision (approximately £0.531 million)

**A provision for frozen refunds due within 10 years was introduced in 2024/25

21. Related Party Transactions

Cardiff Council is the administering authority for Cardiff & Vale of Glamorgan Pension Fund. The Pensions Committee includes members of the Council. At 31 March 2025 there were four members of the Pension Fund Committee that were active members of the Pension Fund. During 2024/2025 there was a change in one of the active members represented on the Committee. Each member of the Committee is required to declare their interests at each meeting. No other declarations were made during the year.

Examples of related party transactions with the Council are:

- The Council is the largest employer of members of the Pension Fund. All monies owing to and due from the Fund are generally

paid in year with the following balances outstanding at year end

- Intercompany cash balance £1,106 owed to Cardiff and Vale of Glamorgan Pension Fund included in Note 12 Cash internally managed (2023/24 £1,106 owed to Cardiff Council)
 - Pension strain of £5.349 million included in the Net Asset Statement (2023/24 £3.348 million)
- Cash invested internally by the Council (for working capital purposes) – see Note 13 Summary of manager's portfolio values – Cash internally managed £12.182 million (2023/24 £23.362 million), earning interest of £0.829 million (2023/24 £3.140 million)
 - Administration expenses charged to the Fund by the Council are included in Note 10

Management Expenses. During the reporting period, the Council incurred costs of £1.328 million (2023/24 £1.190 million) in relation to the administration and management of the Fund and was reimbursed by the Fund for these expenses.

- Paragraph 3.9.4.4 of the Code of Practice exempts Local Authorities from the

key management personnel disclosure requirements of IAS24 on the basis that requirements for officer remuneration and members' allowances are detailed in section 3.4 of the Code. Total remuneration for Chris Lee Corporate Director of Resources can be found in the Cardiff Council Statement of Accounts Remuneration Note.

22. Contributing Employers

The employers contributing to the Fund in 2024/2025, highlighting changes since 2023/2024 are detailed below:

Administering Body	
Cardiff Council	
Scheduled Bodies	
Councils	Town and Community Councils
Vale of Glamorgan Council	Barry Town Council
Education Bodies	Cowbridge Town Council
Cardiff And Vale College	Lisvane Community Council
Cardiff Metropolitan University	Llantwit Major Council
St David's Sixth Form College	Old St Mellons Community Council **
Stanwell Comprehensive *	Penarth Town Council
Other Scheduled Bodies	Pentyrch Community Council
Cardiff Bus	Peterston Super Ely Community Council
Sports Council for Wales	Radyr & Morganstown Community Council
	St Fagans Community Council
	Wenvoe Community Council
Admitted Bodies	
A and R Cleaning Lansdowne	Design Commission For Wales
A and R Cleaning St Patrick	Eisteddfod Genedlaethol Cymru *
A and R Cleaning Whitchurch	Glen Cleaning (Barry Comprehensive) *
A and R Cleaning Ysgol Y Ddraig *	Greenwich Leisure Limited (GLL)
Adult Learning Wales	Grangetown Primary Cleaning (APP)
Aramark **	Legacy Leisure
AQS- Ysgol Bro Morgannwg	Mirus Wales
Big Fresh Cleaning	Mrs Bucket- Stanwell **
Cardiff Business Technology Centre	New Theatre
Cardiff University	One Voice Wales
Careers Wales (Cardiff And Vale)	Play Wales
Colegau Cymru- Colleges Wales	St Teilo's Cleaning (APP)

* Employers contributing to the Fund 2024/25 but exited or ceased contributions during the year.

** Employers that contributed to the Fund in 2024/25 that were not contributing to the Fund in 2023/24.

23. Events after the Reporting Period

There are no events after the reporting period to report.

24. Date of Authorisation of the Accounts for Issue

This Statement of Accounts was authorised for issue on 24th November 2025 by the Corporate Director Resources. Post balance sheet events have been considered up to this date.



5. INVESTMENT AND FUNDING

The principal investment powers of the Fund are found in the Local Government Pension Scheme (Management & Investment of Funds) Regulations which were issued in 2016. The Regulations give the power for administering authorities to delegate investment decisions to external managers conditional upon proper consideration of a reasonable and sufficient diversification of managers. Periodic reviews of the appointment of, and investments made by, managers are also obligatory. Proper advice is required in determining suitable types of investment.

Investment Objective

The Fund's overall investment objective is to maximise investment returns and to minimise or at least stabilise future employer contributions over the long term within an acceptable level of risk.

The Fund prudently seeks to fulfil the regulatory requirement to secure the solvency of the Fund over a period of time (i.e. for the value of the Fund's assets to be equal to or greater than its accrued liabilities measured using 'ongoing' actuarial methods and assumptions.) This period together with the funding level is calculated every three years by the actuary following a review of the adequacy of the Fund's assets to meet its liabilities. The Pensions Committee takes the actuarial position and funding level into account when reviewing the Fund's investment strategy.

The 2022 actuarial valuation was completed in March 2023. The Valuation Report is available on the Fund's website here:
[Cardiff- 2022 actuarial valuation report FINAL](#)
 [\(cardiffandvalepensionfund.org.uk\)](http://cardiffandvalepensionfund.org.uk)

The Funding Strategy Statement (FSS) was approved in February 2023 by the Pension Committee, this is available on the Fund's website here:

[Key Governance Documents- Cardiff and Vale Pension Fund](#)

For the 2022 valuation, the funding ratio of assets against liabilities was calculated as 98%, an increase on the 2019 ratio of 96%. This was largely due to the growth in Fund assets over the three years, offset by an increase in liabilities due to changes in financial assumptions. The overall funding deficit was reduced from £95 million to £52 million and employer contributions have been set for the next three years with the aim of recovering deficits within 14 years. The Fund Actuary has advised on suitable employer contribution rates to cover the 3-year period effective from 1 April 2023.

Fund Management

The Investment Advisory Panel aims to meet each manager with an actively managed portfolio annually. It also considers at its quarterly meetings:

- The overall Fund Objective and the level of investment risk
- Overall Fund and individual manager performance
- The Fund's investment management arrangements
- Strategic asset allocation over the major market sectors and geographical areas, including the split between passive and active management

The Pensions Committee reviews and approves the Fund's strategic investment documents and the formal responsibility for operational investment decisions lies with the Corporate Director Resources.

Fund management is structured on a specialist basis, with individual manager's allocated particular sectors or geographical areas (see above for a list of managers and their mandates). Where possible, each manager is given a clear performance target but generally is also given considerable freedom in how this is achieved. The Fund employs a global custodian to ensure the safekeeping of all publicly traded securities, and to manage the settlement of trades and recovery of taxation. Custody of non-WPP private equity, property unit trusts and cash is managed in-house as these assets are not publicly traded.

Management fees are the main form of investment expenditure and comprise a combination of ad valorem (varying with the value of funds managed) and performance fees. Custody fees vary with the number of investment transactions made by the fund managers. Fees for the Panel's advisers rise in line with Chief Officers' pay. Revised accounting guidelines from 2015/16 onwards require all management fees to be accounted for as investment expenses,

regardless of whether they are charged directly or offset against investment returns. Management and Custodian fees for 2024/25 were £6.1m (2023/24 £5.9m).

Investment Strategy Statement

The LGPS (Management and Investment of Funds) Regulations 2009 required all LGPS funds to prepare and publish a Statement of Investment Principles (SIP). The SIP summarised the Fund's investment objectives and the policies it uses to manage investments. Under the revised Regulations issued during 2016/17 the SIP has been replaced by an Investment Strategy Statement (ISS). The Fund's ISS to commence from 2023/24 financial year was approved by the Pensions Committee on 6 February 2023.

The Investment Strategy Statement is available on the Fund's website via the following link: <https://www.cardiffandvalepensionfund.org.uk/about-the-fund/key-governance-documents/>

Fund Benchmark and Strategic Asset Allocation

The Fund has agreed its own Fund Objective, which was set to ensure that the Fund's asset allocation policy reflected its own liability characteristics and not the average of a peer group. The Investment Advisory panel regularly review the Fund's overall asset allocation and if appropriate make recommendations to the Pension Committee to amend the asset allocation. The Fund's overall objective strategy is to maximise investment returns and by doing so it is designed to minimise, or at least stabilise, future employer contributions and to avoid large variations in contributions. This current version of the ISS reflects the increasing significance of the pooling of the Fund's investments through the Wales Pension Partnership (WPP) as well as how Environmental, Social and Governance (ESG) considerations are taken into account with the Fund's investment decisions, which include areas such as Responsible Investment (RI), Climate Change measures and Task Force on Climate-Related Disclosures (TCFD).

The Fund's 2024/25 planned Asset Allocation included a 50% allocation to Equities, which included a 16.7% allocation to the Low Carbon Fund, a 25% allocation to Global Equity, a 4.2% allocation to Emerging Markets plus 4.2% for UK Equity. Following the meeting of the Pension Committee in June 2022, confirming the recommendation of the Investment Advisory Panel, with investments made into the new WPP Private Markets sub-funds, with allocations of 7.5% into each of the WPP Private Credit, open-ended Infrastructure and Private Equity sub-funds. Further sub-funds were launched by the WPP in 2023/24, including the Sustainable

Equity sub-fund. Commitments continued to be paid over to the WPP Private Market sub-funds during 2024/25, with significant investments in the WPP Open-ended Infrastructure sub-fund. Commitments were also paid over in respect of the Private Credit and Private Equity sub-funds.

A breakdown of the investment portfolio over the last five years is set out in Appendix 1. Changes in market values reflect both changes in investment policy and the relative performance of different markets.

Asset Table

£m Asset values as at 31 March 2025	Pooled	Under pool management	Not pooled	Total
Equities (including convertible shares)	1,140,970,047	767,325,574		1,908,295,621
Bonds	402,798,158			402,798,158
Property			180,053,422	180,053,422
Hedge funds				
Diversified Growth Funds (including multi-asset funds)	166,128,470			166,128,470
Private equity	29,462,647		100,789,045	130,251,692
Private debt	75,586,603			75,586,603
Infrastructure	200,271,268			200,271,268
Derivatives				
Cash and net current assets			17,659,563	17,659,563
Other				
Total	2,015,217,193	767,325,574	298,502,030	3,081,044,797

Supplementary Table

£m Asset values as at 31 March 2025	Pooled	Under pool management	Not pooled	Total
UK Listed Equities	158,179,419			158,179,419
UK Government Bonds				
UK Infrastructure				
UK Private Equity				

Note - in addition is approx. £117m (within the £180m in Asset Table) of property assets that are UK based

Investment Performance

- During 2024/25 the overall Fund return was 3.97%, 2.84% below the Fund's benchmark return of 6.81%. The latter end of 2024/25 saw challenging market conditions, particularly in the final quarter. The main challenge, which still remains, was the concerns around the impact of US trade tariff policy on economic growth and inflation. In addition to this, market sentiment has also been impacted by the political uncertainty in Europe.

The performance of the manager portfolios during 2024/25, compared with their benchmarks and targets was as follows:

Manager	Mandate (target against benchmark)	Benchmark Used	Benchmark return (%)	Portfolio Target (%)	Portfolio Return (%)
WPP	Global Multi Asset Credit	GBP Sonia plus 4%	9.3	9.3	7.4
WPP	Global Government Bonds	FTSE WGBI Index	3.4	3.4	3.2
WPP	Global Credit	BBG Global Agg Credit	4.8	4.8	4.9
WPP	UK Equities	FTSE All-Share	10.5	12.5	7.0
WPP	Global Equities – Global Opportunities	MSCI ACWI ND	4.9	6.9	6.2
WPP	Global Equities – Global Growth	MSCI ACWI ND	3.1	5.1	1.2
WPP	Emerging Market Equity	MSCI Emerging Markets	5.8	7.8	5.3
BlackRock	Low Carbon (passive)	MSCI Low Carbon Target	4.6	4.6	4.4
Private Equity Funds (31)	Global Private Equity	FTSE All-Share	10.5	10.5	5.3
UK Property Funds (4)	UK Property	IPD All Balanced Funds	6.4	6.4	5.3
CBRE	Global Property (10% absolute return)	10% rtn	N/A	10.0	-3.6

Although it is useful to compare the performance of managers over the past year, the Investment Advisory Panel's reviews focus on the average performance of active managers over three to five years to ensure that market fluctuations are taken into account. A report on the Asset Allocation for 2024/25, comparing planned with actual allocation, is included in Appendix 1.

Longer Term Fund Performance

The Pension Fund's overall return is best measured over the long term. Over the last ten years the Fund's total return has returned an average annualised 6.2% compared with a Retail Price Index (RPI) benchmark of 7.6%. In the table below the 5 Year average also compares Fund performance with RPI with the 3 year and 1 Year comparisons being against the specific fund benchmark. Using 2024/25 as the base year, comparative returns over different periods are as follows:

	Fund % p.a.	Benchmark % p.a.
1 Year (2024-2025)	4.0	6.8
3 Year average (2022-2025)	4.5	5.5
5 Year average (2020-2025)	8.8	10.1
10 Year average (2015-2025)	6.2	7.6

Wales Pension Partnership (WPP)

The WPP was established in 2017 with the objective to deliver:

- economies of scale
- strong governance and decision making
- reduced costs and excellent value for money, and
- an improved capacity and capability to invest in infrastructure

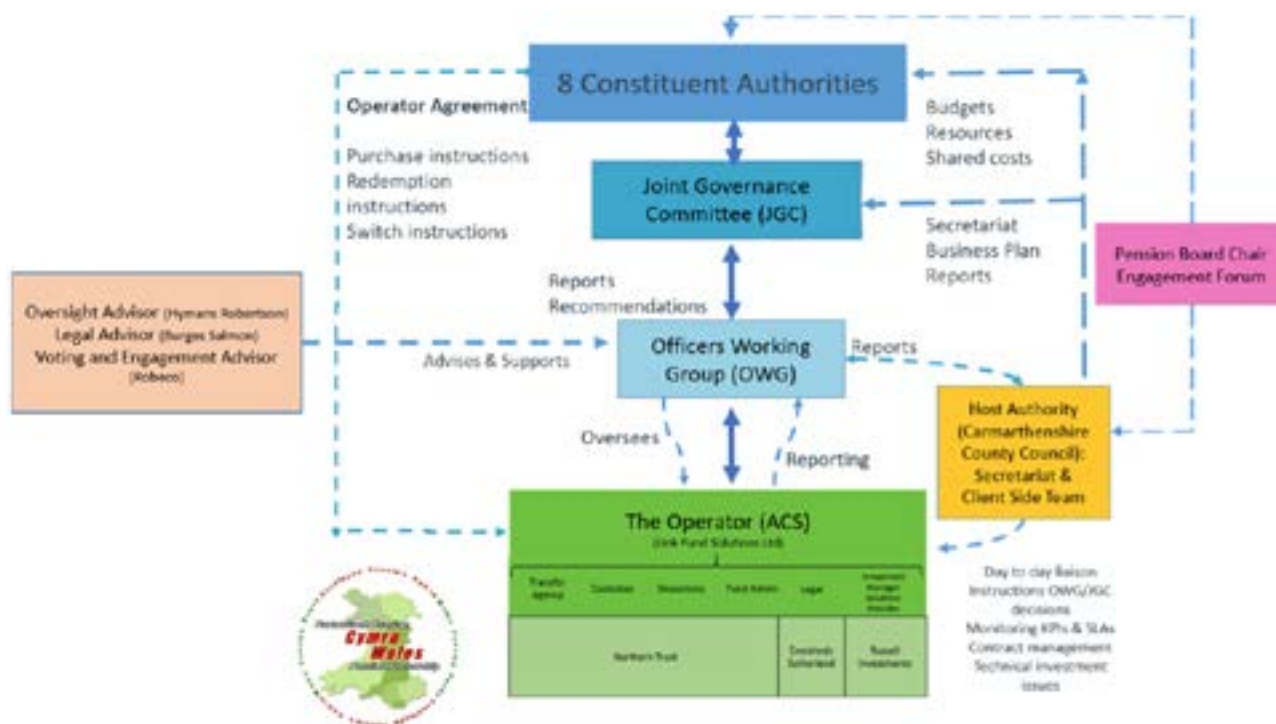
The WPP is one of the eight Local Government Pension pools nationally and is a collaboration of the eight LGPS funds in Wales including Cardiff and the Vale of Glamorgan, Clwyd, Dyfed, Greater Gwent (Torfaen), Gwynedd, Powys, Rhondda Cynon Taff and Swansea. The eight funds have a long, successful history of collaboration including a collaborative tender for a single passive equity provider for the Welsh funds pre-dating the Government's pooling initiative.

Collective investment management offers the potential for investment fee savings, opportunities to broaden investment portfolios, enhanced voting and engagement activity as well as access to shared knowledge and best practice. Whilst the WPP is responsible for providing collaborative investment solutions, each constituent authority remains responsible for setting their own investment strategy.

WPP's operating model is designed to be flexible and deliver value for money. WPP appointed an external fund Operator and makes use of external advisers to bring best of breed expertise to support the running of the Pool. The Operator is Waystone Management (UK) Limited (Waystone) and they have partnered with Russell Investments to deliver effective investment management solutions and provide strong net of fee performance for all the Constituent Authorities.

Governance

The WPP details how it deals with all aspects of Governance through its Inter Authority Agreement (IAA) which was approved by all eight Constituent Authorities in March 2017. The IAA defines the standards, roles and responsibilities of the Constituent Authorities, its Members, Committees and Officers and includes a Scheme of Delegation outlining the decision-making process. In line with its belief that good governance should lead to superior outcomes for stakeholders, the WPP has put in place a robust governance structure:



The eight Constituent Authorities of the WPP are:

- Carmarthenshire County Council (Host)
- City and County of Swansea Council
- City of Cardiff Council
- Flintshire County Council
- Cyngor Gwynedd
- Powys County Council
- Rhondda Cynon Taff County Borough Council
- Torfaen County Borough Council

The Constituent Authorities sit at the top of the WPP's governance structure. They retain control of all activity carried out by the WPP and remain responsible for approving the WPP's Business Plan, which outlines the WPP's budget and workplan, as well as its Beliefs and Objectives. The Joint Governance Committee (JGC)

oversees and reports on the WPP and is comprised of one elected member from each of the eight Constituent Authorities and a co-opted (non-voting) scheme member representative.

The OWG provides support and advice to the Joint Governance Committee and is comprised of practitioners and Section 151 officers from all eight Constituent Authorities.

Carmarthenshire County Council is the Host Authority for the WPP and is responsible for providing administrative and secretarial support to the JGC and the OWG, and liaising day to day with the Operator on behalf of all of the Welsh LGPS funds.

Waystone (Operator) carries out a broad range of services for the WPP, which includes facilitating investment vehicles & sub-funds, performance reporting, transition implementation and manager monitoring and fee negotiations. There is an Operator Agreement in place which sets out the contractual duties of the Operator and governs the relationship between the Operator and the WPP. The JGC and OWG, with the support of Hymans Robertson, oversee the work that Waystone carries out on behalf of the WPP. Waystone engages with the Constituent Authorities by:

- Direct engagement – attendance at annual pension committee meetings
- Indirect engagement – with CAs collectively, through the JGC and OWG

In collaboration with Waystone, Russell Investments provide investment management solution services to the WPP and they work in consultation with WPP's eight Constituent Authorities to establish investment vehicles.

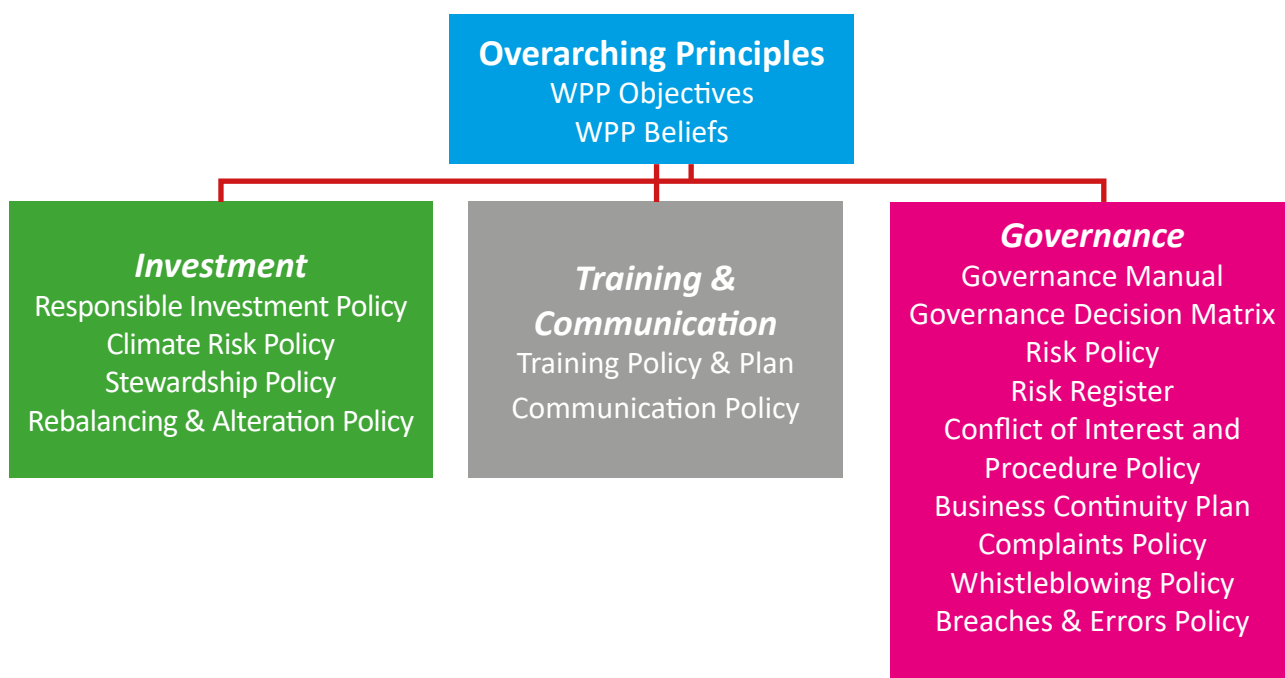
Northern Trust is the Depository for the WPP ACS vehicle and provides numerous services including securities lending, fund administration, compliance monitoring and reporting. Hymans Robertson are WPP's Oversight Advisor

and their role spans oversight and advice on governance arrangements, operator services, strategic investment aspects and project management support.

Burges Salmon are WPP's legal advisors, and they provide legal advice in relation to FCA regulated funds, tax and governance arrangements, including assisting with complex procurement processes.

Robeco UK has been appointed as WPP's Voting and Engagement provider and are responsible for implementing the Voting Policy across WPP's portfolio and undertaking engagement activity on behalf of the WPP.

The WPP's beliefs are the foundation for WPP's governance framework and have been used to guide all of the WPP's activities and decision making, including its objectives and policies. The WPP, in consultation with the Constituent Authorities, has developed a set of governing policies. In all instances the WPP's policies and procedures have been developed to either complement or supplement the existing procedures and policies of the Constituent Authorities. The WPP's key policies, registers and plans are listed below and can be found on the WPP website.



Responsible Investment has been a key priority for the WPP since it was established in 2017. Various activities have been undertaken to work towards WPP's ambition of becoming a leader in Responsible Investment. Initially the focus was on formulating a Responsible Investment Policy and since then the WPP has formulated its own Climate Risk Policy and has worked with its Voting and Engagement Provider, Robeco, to agree a Voting Policy. A WPP RI Sub-Group has been established to take ownership of RI related workstreams and actions that are required to achieve the commitments made in the WPP's RI and Climate Risk Policies.

The WPP's Business Plan, Governance Manual and all other policies detailed in the chart above can be found on the WPP website:

<https://www.walespensionpartnership.org/>

Risk

Risk management is a critical element of WPP's commitment to good governance, the WPP has developed a structured, extensive and robust risk strategy which seeks to identify and measure key risks and ensure that suitable controls and governance procedures are in place to manage these risks. The WPP's Risk Policy has been developed in such a way that risks can be anticipated and dealt with in a swift, effective manner to minimise potential loss or harm to the WPP and its stakeholders.

WPP maintains a Risk Register which is reviewed regularly by a dedicated Risk Sub-Group which reports back to the OWG and JGC on a quarterly basis.

Training

The WPP has its own training policy and develops an annual training plan which is designed to supplement existing Constituent Authority training plans. Local level training needs will continue to be addressed by Constituent Authorities while the WPP training plan will offer training that is relevant to the WPP's pooling activities. Induction training is also provided to all new JGC members.

Pooling progress to date

The WPP aims to deliver investment solutions that allow the Constituent Authorities to implement their own investment strategies with material cost savings while continuing to deliver investment performance to their stakeholders. The WPP has a range of Equity and Fixed Income sub funds, as well as a number of Private Markets Investment programmes. Alongside the Constituent Authorities existing passive investments, this means that the WPP now has 75% of assets under pool management.

As at 31 March 2025, WPP's Constituent Authorities has total assets worth £25.8bn, £19.4bn of which sits under pool management, see breakdown below:

Asset Class	Managed by	Launch Date	31 March 2025 £000	%
Global Growth Equity Fund	Waystone Management (UK) Ltd	February 2019	3,541,082	13.7
Global Opportunities Equity Fund	Russell Investments	February 2019	3,402,307	13.2
UK Opportunities Equity Fund	Russell Investments	September 2019	765,495	3.0
Emerging Markets Equity Fund	Russell Investments	October 2021	272,996	1.0
Sustainable Active Equity Fund	Russell Investments	June 2023	1,524,322	5.9
Global Credit Fund	Russell Investments	July 2020	1,026,469	4.0
Global Government Bond Fund	Russell Investments	July 2020	503,406	2.0
UK Credit Fund	Waystone Management (UK) Ltd	July 2020	726,549	2.8
Multi-Asset Credit Fund	Russell Investments	July 2020	848,802	3.3
Absolute Return Bond Fund	Russell Investments	September 2020	532,806	2.1
Infrastructure	GCM Grosvenor, IFM, CBRE and Octopus	March 2023	726,427	2.8
Private Credit	Russell Investments	April 2023	320,921	1.2
Private Equity	Schroders Capital	October 2023	124,883	0.5
Passive Investments	BlackRock	March 2016	5,065,251	19.6
Investments not yet pooled			6,424,700	24.9
Total Investments across all 8 Pension Funds			25,806,416	100

Investment assets split between the Cardiff & Vale of Glamorgan Pension Fund and WPP

	31 March 2025 £000	%
Global / UK Opportunities / Emerging Markets Equities	1,140,970	37
Global Credit / Global Government / UK Credit...	568,927	18
Private Markets	305,320	10
Passive Equities	767,326	25
Investments not yet pooled	298,502	10
Total Investment Assets	3,081,045	100

The above table is an extract taken from note 14b to the accounts and summarises Cardiff & Vale of Glamorgan Pension Fund's investment in the WPP, together with the assets that remain under the direct oversight of the Fund. During the year, £0 of the Fund's assets transitioned to the WPP portfolios and the table above shows the assets currently managed by the pool as at 31 March 2025.

Pooling costs

Carmarthenshire County Council, as the Host Authority for the Wales Pension Partnership is responsible for providing administrative and secretarial support and liaising day to day with the Operator on behalf of all of the LGPS funds in Wales. The WPP budget is included in the WPP Business Plan and approved annually by all eight Constituent Authorities.

The Host Authority and External Advisor costs (the running costs) are funded equally (unless specific projects have been agreed for individual Funds) by all eight of the Constituent Authorities and recharged on an annual basis. The amount recharged to the Cardiff & Vale of Glamorgan Pension Fund for the financial year ending 31 March 2025 was £379k, see table below.

In addition to the running costs, there are also transition costs associated with the transition of assets into the pool, these costs can be categorised in terms of direct and indirect costs. Direct costs include the costs of appointing a transition manager to undertake the transition, together with any additional oversight of this process undertaken from a research and reflection perspective. Indirect costs include both explicit and implicit costs, such as commissions, spread and impact and opportunity costs known as Implementation Shortfall. Transition costs are directly attributable to the assets undergoing the transition and are therefore deducted from their net asset value as opposed to a direct charge to the Fund.

Details of the costs incurred by the Cardiff & Vale of Glamorgan Pension Fund in respect of the WPP are detailed below.

2023/24 £000	WPP pooling costs	2024/25 £000
22	Host Authority Costs *	23
204	External Advisor Costs *	218
170	Transition Costs (Direct) **	138
396	Total	379

* Host Authority and External Advisor costs are recharged directly to the fund

** Transition Costs (Direct) costs are shared as a proportion of total AUM.

The direct and indirect costs included in the table below reflect the proportion attributable to the Cardiff & Vale of Glamorgan Pension Fund only.

The table below discloses the investment management costs split between those held by the WPP (including the passive equities) and those held outside of the WPP.

Ongoing Investment Management Costs

	Asset Pool			Non-Asset Pool			Fund Total
	Direct £000s	Indirect £000s	Total £000s	Direct £000s	Indirect £000s	Total £000s	£000s
Management Fees	2,175	3,563	5,738	2,245	1,815	4,060	9,798
Asset pool shared costs	241		241			0	241
Transaction costs	1,250	2,572	3,822			0	3,822
Custody	306		306	23		23	329
Transition costs	138		138	0		0	138
Other	0		0	49		49	49
Total £000	4,110	6,135	10,245	2,317	1,815	4,132	14,377

This Fund considers that a pre and post- pooling report would be misleading and has not been provided. This is because the opportunity to transition assets to new WPP sub-funds allowed this Fund to substantially increase the extent of its equity assets held in actively managed sub-funds and a corresponding decrease in equity assets held in passively managed / index tracking sub-funds. Any fee comparison would therefore not be a like-for-like comparison. The more recent emphasis on investments in WPP Private Markets with their additional fees but potential for additional investments returns compared to listed assets is a further reason why any cost comparison would not be appropriate.

A driver for this Fund in moving assets into the WPP sub-funds has been the potential for an improvement in this Funds Return / Risk relationship. Investment Risks are mitigated by the ability to invest in multi-manager sub-funds with significant diversification benefits. For example, with no increase in the Assets Under Management this Fund was able to move from a single manager Emerging Market fund to the WPP multi manager Emerging Markets sub-fund with obvious improvements to this Fund's risk position from the enhanced diversification.

Objectives 2025/26

The WPP continues to evolve its private market offerings with the Real Estate Investment programme due to be launched in 2025/26. Through the Private Market programmes, the WPP has been able to facilitate investments in local investment opportunities in Wales and is keen to develop this further.

In November 2024, the WPP was delighted to be awarded the ESG innovation award at the LGC Investment Awards ceremony. This award reflects the critical importance that the WPP and its constituent authorities continues to place on sustainability issues and recognises the success of its Sustainable Active Equity Fund, which has grown to become one of the largest sustainable investment funds of its type in the UK. This area remains a focus for the WPP, with work now ongoing to improve the sustainability characteristics of existing investments, considering how to evolve the Passive and Fixed Income sub-funds to become more sustainable.

During 2024/25, the WPP submitted its fourth annual Stewardship Report and was successful in retaining its signatory status to the UK Stewardship Code. The WPP also completed its first Pool-level annual climate report, as well as an updated analysis of deforestation exposure within its listed-equity Sub-Funds. In 2024/25, the WPP will be publishing its next All Wales Climate Report.

The WPP have made a number of re-appointments during 2024/25, including Waystone as the operator, Hymans Robertson as the Oversight Advisor and Robeco UK as the Voting and Engagement provider. Russell Investments continue as WPP's Investment Management Solutions Provider. All appointments followed comprehensive procurement exercises. WPP's existing Legal Services provider contract comes to an end on 31 December 2025 and work is underway with this contract re-tender process.

The Government launched its Local Government Pension Scheme Fit for The Future Consultation on 14th November 2024, outlining a range of proposals to strengthen the management of LGPS investments. As part of the consultation, the government asked each pool to consider and provide submissions to demonstrate a clear path to meeting the requirements outlined in the consultation document. The WPP business case proposal was approved by the WPP Joint Governance Committee on 12 March 2025 and submitted to government. This proposal sets out the compelling business case for the WPP to retain a stand-alone investment pool for Wales and proceed with building the proposed new Government requirements for the pool operating model. We are delighted that the government has approved WPP's business case and work is now underway to deliver, within the required timescale.

Securities Lending

Securities lending commenced in March 2020. Revenue is split on an 85:15 basis between WPP and Northern Trust with all costs for running the securities lending programme taken from Northern Trust's share of the fee split. A minimum of 5% of the nominal quantity of each individual equity holding is held back and a maximum of 25% of total AUM is on loan at any one time. A proxy recall service was implemented in December 2023.

Total revenue of LF Wales during 2024/25 was £987,820 (gross) / £839,712 (net) with £382,587,801 out on loan as at 31 March 2025.

More detailed information can be found in WPP's Annual Return which is published on the WPP website- [Wales Pension Fund | Home \(walespensionpartnership.org\)](#)

6. ADMINISTRATION

The LGPS is a Defined Benefit Scheme governed by the Superannuation Act 1972 and the various regulations issued by the Ministry for Housing, Communities and Local Government. The Scheme is open to all employees of local authorities except teachers, and the Regulations specify that employees of certain other bodies have the same rights of membership as local authority employees. The Regulations also give administering authorities the power to enter into admission agreements with other bodies which provide public services.

The table below summarises the number of active and ceased employers in the Fund as at 31 March 2025:

	Active	Ceased	Total
Scheduled Body	19	14	33
Admitted Body	24	39	63
Total	43	53	96

A full list of contributing employers is given in Note 22 to the accounts.

Membership of the Fund is summarised in Note 7 to the accounts. In addition to contributors, pensioners and members with deferred benefits, as at 31 March 2025 there were 6,240 undecided leavers i.e. members to whom a refund of contributions, deferred benefit or transfer out may be due.

Fund income arises from investment earnings and contributions by employers and employees. Employee rates are set nationally and depend on a member's pensionable pay. During 2024/25 the contribution bands were:

Band	Pensionable Pay Range	Contribution Rate
1	Up to £17,600	5.5%
2	£17,601 to £27,600	5.8%
3	£27,601 to £44,900	6.5%
4	£44,901 to £56,800	6.8%
5	£56,801 to £79,700	8.5%
6	£79,701 to £112,900	9.9%
7	£112,901 to £133,100	10.5%
8	£133,101 to £199,700	11.4%
9	£199,701 or more	12.5%

The contribution bands for 2024/25 are:

Band	Pensionable Pay Range	Contribution Rate
1	Up to £17,800	5.5%
2	£17,801 to £28,000	5.8%
3	£28,001 to £45,600	6.5%
4	£45,601 to £57,700	6.8%
5	£57,701 to £81,000	8.5%
6	£81,001 to £114,800	9.9%
7	£114,801 to £135,300	10.5%
8	£135,301 to £203,000	11.4%
9	£203,001 or more	12.5%

The contribution bands under the 50:50 Scheme for 2025/26 are:

Band	Pensionable Pay Range	Contribution Rate
1	Up to £17,800	2.75%
2	£17,801 to £28,000	2.90%
3	£28,001 to £45,600	3.25%
4	£45,601 to £57,700	3.40%
5	£57,701 to £81,000	4.25%
6	£81,001 to £114,800	4.95%
7	£114,801 to £135,300	5.25%
8	£135,301 to £203,000	5.70%
9	£203,001 or more	6.25%

Employers' rates are calculated by the scheme actuary at each triennial valuation. In addition to contributions calculated as a percentage of pensionable pay, for some employers the actuary has also specified cash amounts to be paid during each financial year.

Pension Increases

Pensions in payment are subject to annual mandatory increases determined by the increase in the Consumer Price Index (CPI) in the twelve months to the previous September. The increases are payable by the Fund and future increases are estimated at each triennial valuation. Any variations are adjusted for in subsequent valuations through the employer's contribution rate of the member's last employer before leaving employment. Increases take effect in the first full week of each financial year. The increase for 2024/25 was 6.7% and the increase for 2025/26 is 1.7%.

CARE benefits accrued by active Fund members since 1 April 2014 are also subject to annual CPI linked adjustments. Accounts brought forward at the start of the financial year were revalued by 6.7% and accounts carried forward into 2024/25 were revalued by 1.7% on 1 April 2025.

Additional Voluntary Contributions (AVCs)

Prudential Assurance is the current AVC provider for the Fund. Prudential offer information through their web site [https:// www.pru.co.uk/rz/localgov/](https://www.pru.co.uk/rz/localgov/)

Administration

As well as the focus on processing casework, a summary of the Pension Section's key activities during 2024/25 are listed below:-

Number of Annual Benefit Statements (ABS) delivered for both Active and deferred and a breakdown of digital and paper:

Active – 99.9% issued by the statutory deadline of 31 August 2025. 17,894 statements were

uploaded to Member Self Service, with 485 paper copies produced for those members who have opted out of electronic communications.

Deferred – 97.9% issued by the statutory deadline of 31 August 2025. 14,403 paper statements were issued. Going into 2025/26 with ongoing work being done to clear deferred backlogs, we can hopefully look towards getting Deferred statements issued digitally.

Continued to encourage the use of electronic communication within the Pensions Team and with Stakeholders. This increase has helped to deliver a quicker and more efficient service, improving the significant increase in correspondence using this channel.

Continued to liaise with Employers on communicating with their employees the availability of our Member Self Service facility, this was done during the Annual Benefit Statement exercise this year.

Currently, for Active members we have a take up rate of 48% across all Employers. An age analysis shows that most registered members are between the ages of 36-65 (77%), and most no-registered members are between the ages of 24-54 (76%).

Contact with Employers and Stakeholders such as Pension Committee, Pension Board, and Employer Forum was split between electronic communication and face to face communication as the year progressed.

Commenced recruitment for the Pension Section Restructure.

Concluded the GMP Reconciliation project with a communication exercise notifying all pensioners with an under/over payment and adjusting their pension accordingly.

Data Quality

Each year the Fund must provide Common and

Scheme Specific data scores to The Pensions Regulator. The scores for 2024/25 are as follows:

Common Data: 96%

Scheme Specific Data: 97%

We have started looking at the member data utilising the Insights Data Quality module. This module looks at the Altair dataset and identifies inconsistencies, errors and areas of improvement in the membership data.

The Common Data score looks specifically at high level data such the member's national insurance number, name, address, date of birth and relevant data views, and the Scheme Specific Data score looks at more detailed data such as membership dates and calculated benefits.

For Common Data such as the member national insurance number, name, address and date of birth, the system is connected to multiple database sources within the UK that hold the same data and identifies anomalies found between our dataset and these databases.

For Scheme Specific Data, the dashboard is configured to identify anomalies outside of what is expected within the membership data.

We are using the tool to work through specific areas of data cleansing which should result in improvement of our overall data scores.

Dashboards

During 2024/25 we have continued liaising with Heywood to ensure our readiness for The Pensions Dashboard.

During Q3 of 2024/25, we completed phase 1 (pre-staging), building our Pensions Dashboard connection. This included the handover of our test ISP environment, configuring the matching criteria to be used when a member registers and inputs their personal information, and tested the functionality. Developments are still being made to the ISP functionality, so any changes are being

tested as and when confirmation of changes are received from Heywood.

One of the key parts of the Pensions Dashboard project is data quality. When a user attempts to use the Dashboard, the process uses key matching data provided by the user to conduct a search of our system and ties the Dashboard into our dataset where results are found. To ensure the amount of "partial matches" (that we would have to manually investigate) are kept to a minimum and to help maximise the quality of the user experience, we have been and will continue utilising our Data Cleanse service provided by Heywood to monitor any data inconsistencies that are reported and are working to resolve them as and when they occur. This will ensure that if matching data is found within our system, it will instantly be accessible for the user to obtain. These data cleansing exercises will continue and form part of day-to-day workloads to ensure our data quality is maintained to the highest level we can achieve.

McCloud Remedy Case

The Court of Appeal ruling in the McCloud court case determined that the protections given to older members on the introduction of the new CARE schemes for Firefighters and Judges in April 2015 were unlawful age discrimination. The case impacts other public service pension schemes including the LGPS where the new CARE scheme from April 2014 included a statutory underpin for older members. The Ministry for Housing Communities and Local Government (MHCLG), previously known as DLUHC, issued a consultation in July 2020 setting out its proposals for implementing the McCloud judgment in the LGPS. The remedy proposals of the 2020 consultation focused on the removal of any direct age discrimination from the onset of the 2014 scheme.

To remove the discrimination, the LGPS Regulations were updated with effect from 1 October 2023, providing all qualifying members with protection for the remedy period (1 April

2014 to 31 March 2022). Whilst regulations and statutory guidance are in place for the main element of the remedy, further updates are still required before areas such as calculating the impact of excess service for teachers and new member events can be progressed.

While our administration system has been largely updated to ensure compliance with the McCloud regulations, certain areas still required attention. Finalising the data collection exercise during 24/25 was crucial for dealing with business-as-usual cases on an automated basis. The collating and uploading of data was more time consuming and complex than originally thought. However, this was completed by 31 January 2025 which allowed us to move to the next stage of rectification which will be running bulk calculations across all memberships to identify any underpins and potential recalculations. This exercise is expected to be largely carried out in bulk during 2025/2026, although a degree of manual intervention is anticipated.

TPR's General Code of Practice

The Pensions Regulator's new Code of Practice came into force on 28th March 2024. The General Code of Practice consolidates the previous 10 Pensions Regulator Codes into a single code. The five main areas of the code are: the governing body; funding and investment; administration; communication; and disclosure and reporting to the Pensions Regulator. In addition to this the code also introduces new topics such as Cyber Security and Pensions Scams.

Officers have begun to consider the requirements of the new General Code of Practice during the year and have purchased Aon's General Code of Practice- LGPS Checker as an additional resource to assist with an initial self-assessment of Fund compliance against revised requirements. Following this initial assessment, a work plan will be established to address areas of priority, and actions will be carried out to address them. Many of the Code's modules include areas relating to legal requirements that must be adhered to whilst

other areas are good practice. Work in this area will continue into 2025/2026.

Cyber Security

We prioritise cyber security to safeguard sensitive membership data and maintain trust of our fund members. To ensure this Heywood, the service provider for our hosted Altair, i-Connect, Member Self Service, and Insights systems employs a multi-layered approach to ensure robust cyber security. This includes implementing advanced encryption protocols to protect sensitive data both in transit and at rest. Regular security audits and vulnerability assessments are conducted to identify and mitigate potential threats.

To ensure the security of our hosted services, Heywood utilises firewalls and intrusion detection systems to monitor and defend against unauthorised access. By adhering to industry standards and regulations, such as GDPR, and maintaining a proactive stance on security, Heywood safeguards the integrity and confidentiality of our membership data across all systems, ensuring that member data remains secure and protected against cyber threats.

Our externally accessible systems i-Connect and Member Self Service are protected by strict access controls, ensuring that only authorised users can access sensitive data. This includes multi-factor authentication (MFA) for added security.

Internally, all team members within the Pensions team are enrolled onto training sessions / online modules covering cyber security best practices including recognising phishing attempts and safe internet usage.

The Pensions team practice data encryption when communicating sensitive data with internal and external sources utilising the provided "Protect" facility via email and password encryption of files containing sensitive data, protecting sensitive data from unauthorised access.

Cessation of Contracting Out

The basic state pension and state second pension (S2P) were abolished on 5th April 2016 and replaced by a single-tier pension.

For LGPS members, this has meant an increase in National Insurance (NI) contributions for both members and their employers as the previous rebate allowed, to contract-out pension schemes out of S2P, now no longer applies.

An additional implication of the cessation of contracting out is that members of all pension schemes, which had contracted-out status, have a Guaranteed Minimum Pension (GMP), which relates to the part of their pension between 6th April 1978 and 5th April 1997 for which they were contracted out. The GMP is not an additional amount but is an amount which the Scheme must ensure at least equals the members equivalent LGPS pension at State Pension Age.

To ensure that pension scheme records reconcile with those of HMRC, the formerly contracted-out pension schemes, including the LGPS, are undertaking an exercise to ensure the correct information is held on members' records. The reconciliation exercise initially had to be completed by December 2018; however, to address outstanding queries this has been extended in accordance with HMRC direction.

This exercise proved to be extremely challenging and has led to considerable work to ensure that the Fund does not incur unwarranted liabilities. To allow for this the Fund outsourced the exercise to a third party who dealt specifically with the reconciliation exercise.

The exercise took longer than expected, however the final cut of data was received in April 2024. Further assurance work was carried out through 24/25 by Aon to ensure the quality of data.

In total 13,135 records were reviewed as part of the analysis. The majority required no further action. Some required further investigation,

and queries have since been resolved. That left 607 records to be amended, with 412 being overpayments and 195 under payments.

A communication exercise was carried out during February and March 2025 to notify all affected members and pension records were amended. This concluded the GMP reconciliation project.

Prevention and Detection of Fraud

The Fund participates in the National Fraud Initiative which is designed to target and prevent fraud and corruption. This took place during 2024/25.

As part of the initiative public agencies are allowed to share this information for cross matching purposes, with any anomalies investigated. The national 'tell-us-once' service and mortality tracing services are in place to minimise the risk of overpayments and potential fraudulent pension claims. Annual life certification is in place for overseas pensioners.

Disputes

If there is a complaint or dispute against either the Fund or a decision made by an employer concerning a matter relating to the LGPS, there is a provision for its resolution known as the Internal Dispute Resolution Process (IDRP). The disputes process follows a set procedure.

Individual employers consider Stage 1 appeals if the dispute is against decisions made by them, or by the Administering Authority if the dispute is against a Pension Fund decision. Where the complainant remains dissatisfied with the outcome of Stage 1, they may refer the complaint to the Administering Authority for reconsideration under Stage 2 of the appeal process.

Should the complainant remain dissatisfied after the Stage 2 outcome, they may refer the complaint or dispute to the Pensions Ombudsman for determination.

An analysis of the dispute cases raised during the year to 31 March 2025 is as follows:

Stage	No of Appeals	Appeals upheld
1	4	1
2	1	1
Ombudsman	0	0

Details of the Internal Dispute Resolution Procedure can be found on the Cardiff & Vale of Glamorgan Pension Fund website <https://cardiffandvalepensionfund.org.uk/wp-content/uploads/IDRP-AW-English-FINAL-06.06.2023.doc>

The website also contains links to the Money & Pensions Service Money and Pensions Service and the Pensions Ombudsman <https://www.pensions-ombudsman.org.uk/>

Service Standards

Many Fund employers have undertaken some rationalisation and internal restructuring over the last year, and this has increased our workload for producing early retirement costs for employers, along with pension illustrations and retirement packs to members.

Providing this complex information in a timely and accurate manner has proved challenging but the demand has been met with no significant reduction in our published performance standards or to the detriment of other priority work.

Pension Scams

The Pensions Regulator (TPR) continues to provide alerts via its pension scam blog, which shares intelligence on the methods being used by scammers and advice in respect of this dynamic threat. The Fund has signed up to the TPR 'Pledge to Combat Pension Scams' together with the associated awareness activity and reporting.

The TPR has published a strategy to combat pension scams. It will tackle the threat from

scammers by:

- educating savers about the threat that scams present.
- encouraging higher standards and preventing practices that lead to saver harm; and
- fight fraud through the prevention, disruption and punishment of criminality.

You can find useful guidance from TPR on how to avoid and report pension scams. www.thepensionsregulator.gov.uk/en/pension-scams

The Pensions Regulator (TPR) continues its work to strengthen the due diligence expectations on Pension Funds and their Trustees in respect of transfer requests, which can now result in the Fund refusing the transfer.

Value for money statement

The Cardiff Pensions Section deliver an efficient and effective administration service as demonstrated by:

- Low number of member complaints
- Good prospects for improvements
- A number of formally qualified team members.

Work has continued in the year to improve data quality, with a focus on working with employers to improve the timeliness and quality of the information they provide.

The Fund constantly considers value for money and seeks efficiencies where possible through automation, workflow developments and utilising new technologies when available. Where required, the Fund will use the national LGPS Framework for procurement, which complies

with the relevant procurement legislation and will save time and money by allowing a quicker, more efficient procurement process.

Backlogs

Working with procurement the Fund agreed and finalised a contract for external support to work directly on backlog items. A lot of background work was carried out between us and the provider to get to the position of them processing actual cases which commenced in April 24.

Throughout the year, the Administration team worked closely with the external provider, holding monthly progress meetings and successfully completing over 2,000 cases.

Pensions Structure Review and Implementation Update

During the 2023/24 financial year, a comprehensive review of the Pensions Administration structure was undertaken in response to persistent challenges including a high vacancy rate, recruitment difficulties, and resource constraints contributing to a growing backlog. The objective of the review was to ensure the structure was fit for purpose, with appropriate grading and resourcing to meet the operational demands of the section effectively.

Following the review, a revised structure was approved, resulting in the creation of ten additional posts to strengthen capacity and capability. These new roles included:

- IT Systems Manager
- Project/Change Manager
- Training Officer
- Technical Assistant
- Senior Customer Service Assistant
- Five Customer Service Assistants

A full job evaluation exercise was conducted for all existing and newly created posts, with roles regraded accordingly to reflect responsibilities and required competencies.

Implementation of the new structure commenced in September 2024, following a top-down approach to recruitment and appointment. This phased rollout has continued into the 2025/26 financial year, with progress being closely monitored to ensure alignment with service delivery goals and workforce planning objectives.

Communications Overview

The Cardiff & Vale of Glamorgan Pension Fund provides an extensive website accessible to all Scheme members—active, deferred, pensioners, and prospective members. The site offers Scheme rules and regulations in a clear, user-friendly format, along with downloadable booklets, leaflets, forms, and governance documents. We communicate with the following five key groups:

1. Scheme Members

Active Members

Active members can access their Annual Benefit Statements via the online Member Self Service portal, available through the Fund's website. Members who opted out of electronic communications received hard copies by post.

Deferred Members

Annual Benefit Statements were printed and posted directly to members' home addresses. Pensioners

A newsletter was distributed alongside pension increase statements; both sent to pensioners' home addresses.

2. Prospective Scheme Members

All prospective members receive a Scheme Brochure via their employer. This brochure outlines the benefits of joining the Local Government Pension Scheme (LGPS), including current contribution rates. The same information is available on the Fund's website.

3. Scheme Employers

We regularly communicate LGPS updates to employers via email. Additionally, we host an annual Employer Forum to discuss key

developments such as:
McCloud remedy implementation
Pension Dashboard progress
Valuation updates

4. Representatives of Members

Union representatives frequently consult with us regarding member queries and are invited to attend the annual Employer Forum.

5. Other Bodies

We maintain active engagement with external bodies including:

Department for Levelling Up, Housing and Communities (DLUHC)

Local Government Association (LGA)

Scheme Advisory Board (SAB)

Wales Pension Partnership (WPP)

All-Wales Pensions Officer Group

Digital Engagement

We are working with several employers to increase member registration for online communications. Currently, 48% of members are signed up, and we aim to improve this annually. To support this goal, we are upgrading our Member Self Service portal to a new system called ENGAGE, expected to launch in early 2026. We anticipate this enhanced platform will encourage greater member participation.

Artificial Intelligence is a fast-moving area which is starting to form part of everyday functionality. The new Engage system utilises AI to cater member specific engagement in the form of video Annual Benefit Statements. Cardiff Council are also moving forward with development of AI functionality, and we are in communications with the team delivering AI functionality to look at specific areas of our day-to-day functionality where AI could help improve the service we provide.

All Employers apart from one are now submitting their information via i-connect. The one remaining employer is still having difficulty in linking their payroll systems/information to

i-connect. We will continue to work closely with this Employer to help them to connect as soon as possible.

Users of our Member Self Service system (active members) are enjoying having this facility available to them. All active member Annual Benefit Statements continue to be uploaded to Member Self Service, and a notification is sent by email to alert members that their statement is available.

This has made the delivery of these documents much more secure and easier to compare to statements from previous years. It has also reduced production and postage costs.

Key Performance Indicators

The Administration Section has several target response times for key tasks, with performance data captured and reported by the Altair system. For 2024/25 Key Performance Indicators, please see information in Appendix 2.

Full details of the Funds Communication Policy can be found on the Fund website:

[Key Governance Documents- Cardiff and Vale Pension Fund](#)

Full details of the Funds Complaints & Compliments Policy can be found on the Fund website:

[Key Governance Documents- Cardiff and Vale Pension Fund](#)

Full details of the Funds Overpayments & Underpayments Policy can be found on the Fund website:

[Key Governance Documents- Cardiff and Vale Pension Fund](#)

7. ACTUARIAL REPORT ON FUNDS

Introduction

This statement has been prepared in accordance with Regulation 57(1)(d) of the Local Government Pension Scheme Regulations 2013 (the 'LGPS Regulations'). The LGPS Regulations require that a full actuarial valuation is carried out every third year. The purpose of this is to establish that the Cardiff and Vale of Glamorgan Pension Fund (the 'Fund') is able to meet its liabilities to past and present contributors and to review employer contribution rates. The last full actuarial investigation into the financial position of the Fund was completed as at 31 March 2022 by Aon, in accordance with Regulation 62 of the LGPS Regulations.

Actuarial Position

1. The valuation as at 31 March 2022 showed that the funding level of the Fund had increased since the previous valuation with the market value of the Fund's assets as at 31 March 2022 (of £2,698.9M) covering 98% of the liabilities.
2. The valuation also assessed each individual employer's (or group of employers') position separately. Contribution requirements were determined based on the principles in the Fund's Funding Strategy Statement and are set out in Aon's report dated 31 March 2023 (the "actuarial valuation report"). In addition to the contributions certified, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.

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

Year from 1 April	% of pensionable pay	Plus total contribution amount (£M)
2023	19.5%	0.932
2024	19.5%	0.962
2025	19.5%	0.994

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

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

Discount rate for periods in service	4.5% p.a.
Discount rate for periods after leaving service	
Scheduled and subsumption body funding target *	4.5% p.a.
Ongoing orphan funding target	1.3% p.a.
Rate of pay increases	3.3% p.a.
Rate of increase to pension accounts **	2.3% p.a.
Rate of increases in pensions in payment ** (in excess of Guaranteed Minimum Pension)	2.3% p.a.

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

** In addition, a 10% uplift has been applied to the past service liabilities on the scheduled body and subsumption funding target to make allowance for short-term inflation above the long-term assumption.

In addition, the discount rate and rate of increases to pensions for already orphaned liabilities (i.e. where there is no scheme employer responsible for funding those liabilities and the employer has exited the Fund) were assumed to be 1.7% p.a. and 3.4% p.a. respectively.

The assets were valued at market value.

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

	Men	Women
Current pensioners aged 65 at the valuation date	22.5	24.6
Future pensioners aged 45 at the valuation date	23.1	25.7

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

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

7. The formal actuarial valuation report and the Rates and Adjustments Certificate setting out the employer contribution rates for the period from 1 April 2023 to 31 March 2026 were signed on 31 March 2023. Other than as agreed or otherwise permitted or required by the Regulations, employer contribution rates will be reviewed at the next actuarial valuation of the Fund as at 31 March 2025 in accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013.
8. This Statement has been prepared by the Actuary to the Fund, Aon, for inclusion in the accounts of the Fund. It provides a summary of the results of their actuarial valuation which was carried out as at 31

March 2022. The valuation provides a snapshot of the funding position at the valuation date and is used to assess the future level of contributions required.

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

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

9. The report on the actuarial valuation as at 31 March 2022 is available on the Fund's website at the following address: <https://cardiffandvalepensionfund.org.uk/wp-content/uploads/Cardiff-2022-actuarial-valuation-report-FINAL.pdf>

Aon Solutions UK Limited
May 2025



8. EXTERNAL AUDIT OPINION

The statement of the Auditor General for Wales to the members of the County Council of the City and County of Cardiff as the administering authority for the Cardiff and Vale of Glamorgan Pension Fund on the Annual Report.

I have examined the pension fund accounts and related notes contained in the 2024-25 Annual Report of Cardiff and Vale of Glamorgan Pension Fund to establish whether they are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts produced by Cardiff and Vale of Glamorgan Pension Fund for the year ended 31 March 2025 which were authorised for issue on 23 October 2025. The pension fund accounts comprise the Fund Account and the Net Assets Statement.

Opinion

In my opinion the pension fund accounts and related notes included in the Annual Report of Cardiff and Vale of Glamorgan Pension Fund are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts produced by Cardiff and Vale of Glamorgan Pension Fund for the year ended 31 March 2025 which were authorised for issue on 23 October 2025 on which I issued an unqualified opinion.

I have not considered the effects of any events between the date on which I issued my opinion on the pension fund accounts included in the pension fund's Statement of Accounts, 28 October 2025 and the date of this statement.

Respective responsibilities of the Administering Authority and the Auditor General for Wales

The Administering Authority, County Council of the City and County of Cardiff, is responsible for preparing the Annual Report.

My responsibility is to report my opinion on whether the pension fund accounts and related notes contained in the Annual Report are consistent, in all material respects, with the pension fund accounts and related notes included in the Statement of Accounts of the Pension Fund. I also read the other information contained in the Annual Report and consider the implications for my report if I become aware of any misstatements or material inconsistencies with the pension fund accounts. This other information comprises Narrative Report; Local Pension Board Report; Investment and Funding Report; Wales Pension Partnership Report; Fund Administration Report and Actuarial Statement.



Adrian Crompton
Auditor General for Wales
26 November 2025

1 Capital Quarter
Tyndall Street
Cardiff, CF10 4BZ

The maintenance and integrity of the Cardiff and Vale of Glamorgan Pension Fund website is the responsibility of the Accounting Officer, the work carried out by auditors does not involve consideration of these matters and accordingly auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

9. ADDITIONAL INFORMATION

Glossary

Knowledge of basic accountancy terminology is assumed. However, there are certain specialist terms related to local government finance, which are described below:

Accruals Basis

The accruals principle is that income is recorded when it is earned rather than when it is received, and expenses are recorded when goods or services are received rather than when the payment is made.

Active / Passive Management

Active management is the traditional form of investment management involving a series of individual investment decisions that seek to maximise returns by exploiting price inefficiencies i.e. 'beat the market'.

Passive management is a low cost alternative where managers normally hold stocks in line with a published index, such as the FTSE All-Share, not seeking to outperform but to keep pace with the index being tracked.

Actuary

An independent consultant who advises on the long-term viability of the Fund. Every three years the Fund actuaries review the assets and liabilities of the Fund and report to the Council on the financial position and recommended employer contribution rates. This is known as the actuarial valuation.

Actuarial Gains and Losses

For a defined benefit pensions scheme, the changes in actuarial deficits or surpluses that arise because events have not coincided with the actuarial assumptions made for the last valuation, or the actuarial assumptions have changed.

Active Member

Current employee who is contributing to a pension scheme.

Admitted Body

An organisation, whose staff can become members of the Fund by virtue of an admission agreement made between the Council and the organisation. It enables contractors who take on the Council's services with employees transferring, to offer those staff continued membership of the Fund.

Asset Allocation

Apportionment of investment funds among categories of assets, such as Bonds, Equities, Cash, Property, Derivatives, and Private Equity. Asset allocation affects both risk and return.

Benchmark

A measure against which the investment policy or performance of an investment manager can be compared.

Bonds

Investments, mainly in government stocks, which guarantee a fixed rate of interest. The securities represent loans which are repayable at a future date but which can be traded on a recognised stock exchange in the meantime.

Cash and Cash Equivalents

Sums of money available for immediate use and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Chartered Institute of Public Finance & Accountancy (CIPFA)

CIPFA is the leading professional accountancy body which determines accounting standards and reporting standards to be followed by Local Government.

Contingent Liabilities or Assets

These are amounts potentially due to or from individuals or organisations which may arise in the future but which at this time cannot be determined accurately, and for which provision has not been made in the Council's accounts.

Creditors

Amounts owed by the Council for work done, goods received or services rendered, for which payment has not been made at the date of the balance sheet.

Custodian

Bank or other financial institution that keeps custody of stock certificates and other assets of a client, collects dividends and tax refunds due, and settles any purchases and sales.

Debtors

These are sums of money due to the Council that have not been received at the date of the Balance Sheet.

Deferred Pensioner

A member who has stopped paying into the scheme but is not yet retired.

Defined Benefit Scheme (Pensions)

This is a pension or other retirement benefit scheme other than a defined contribution scheme. Usually, the scheme rules define the benefits independently of the contributions payable and the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded (including notionally funded).

Defined Contribution Scheme (Pensions)

A Defined Contribution Scheme is a pension or other retirement benefit scheme into which

an employer pays regular contributions as an amount or as a percentage of pay and will have no legal or constructive obligation to pay further contributions if the scheme does not have sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

Emerging Markets

Relatively new and immature stock markets for equities or bonds. Settlement and liquidity can be less reliable than in the more established 'developed' markets, and they tend to be more volatile.

Employer Contribution Rates

The percentage of the salary of employees that employers pay as a contribution towards the employees' pension.

Equities

Ordinary shares in UK and overseas companies traded on a recognised stock exchange. Shareholders have an interest in the profits of the company and may normally vote at shareholders' meetings.

Fair Value

Fair Value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Financial Assets

Financial assets are cash, equity instruments within another entity (e.g. shares) or a contractual right to receive cash or another asset from another entity (e.g. debtors) or exchange financial assets or financial liabilities under potentially favourable conditions (e.g. derivatives).

Financial Instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another. The term 'financial instrument' covers both financial assets and financial liabilities and

includes both the most straightforward financial assets and liabilities such as trade receivables and trade payables and the most complex ones such as derivatives and embedded derivatives.

Financial Liabilities

Financial assets are contractual obligations to deliver cash or another financial asset (e.g. creditors) or exchange financial assets or financial liabilities under potentially unfavourable conditions (e.g. derivatives).

Fixed Interest Securities/Bonds

Investments, especially in government stocks, with a guaranteed rate of interest. Conventional bonds have fixed rates, whilst Index Linked vary with inflation. They represent loans repayable at a stated future date, and which can be traded on a stock exchange in the meantime.

Fund Manager

A fund that handles investments on behalf of the pension fund according to an agreed investment mandate.

Fund of Funds

A pooled fund that invests in other pooled funds. They are able to move money between the best funds in the industry, and thereby aim to lower stakeholder risk with greater diversification than is offered by a single fund.

Funding Strategy Statement (FSS)

The FSS is a document that addresses the issue of the primary responsibility of the Fund to ensure the fund has sufficient assets to ensure its liabilities to pay pension benefits can be made. It will aim to ensure the solvency and long term cost efficiency of the Fund by taking a prudent longer-term view of how it funds its liabilities to pay future benefits. The Administering Authority will prepare, maintain and publish the FSS after acting on professional advice provided by the Fund Actuary.

Impairment

A reduction in the value of assets below its value brought forward in the Balance Sheet. Examples of factors which may cause such a reduction in

value include general price decreases, a significant decline in an asset's market value.

Index

A calculation of the average price of shares, bonds, or other assets in a specified market to provide an indication of the average performance and general trends in the market.

Investment Strategy Statement (ISS)

The Investment Strategy Statement which each LGPS fund is required to prepare and keep under review.

Liabilities

These are amounts due to individuals or organisations which will have to be paid at some time in the future. Current liabilities are usually payable within one year of the Balance Sheet date.

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme, governed by regulations issued by the Department for Communities and Local Government.

Materiality

Information is material if omitting it or misstating it could influence the decisions that users make on the basis of financial information about a specific reporting authority.

Pension Fund

A fund built up from deductions from employees' pay, contributions from employers and investment income from which pension benefits are paid.

Pensioner

A scheme member who received a pension from the Fund.

Pooled Funds

Pooled investment vehicles issue units to a range of investors. Unit's prices move in response to changes in the value of the underlying portfolio, and investors do not own directly the assets in the fund. The main types are: unit trusts, open-ended investment companies (OEICs), insurance linked vehicles and investment trusts.

Portfolio

A collective term for all the investments held in a fund, market or sector. A segregated portfolio is a portfolio of investments of a specific type held directly in the name of the investor e.g. Global Bonds, or a specific market e.g. UK Equities, Far East Equities.

Prior Period Adjustments

These are material adjustments which are applicable to an earlier period arising from changes in accounting policies or for the correction of fundamental errors.

Private Credit

Investments made by specialist managers in privately negotiated loans made outside of the traditional banking network.

Private Equity

Investments made by specialist managers in all types of unlisted companies rather than through publicly tradable shares.

Private Market

Investment in debt or equity instruments that are not traded on public exchanges or stock markets. These Investments can offer higher returns and more control over the investment, compared to publicly listed investments, but they could also come with higher risks and lower liquidity.

Provisions

Amounts set aside in respect of liabilities or losses which are likely or certain to be incurred, but in relation to which the exact amount and date of settlement may be uncertain.

Related Parties

Related parties are Central Government, other local authorities, precepting and levying bodies, subsidiary and associated companies, Elected Members, all senior officers from Director and above. For individuals identified as related parties, the following are also presumed to be related parties:

- members of the close family, or the same household; and
- partnerships, companies, trusts or other entities in which the individual, or member of their close family or the same household, has a controlling interest.

Return

The total gain from holding an investment, including both income and any increase or decrease in market value. Returns over periods longer than a year are usually expressed as an average annual return.

Scheme Employers

Local authorities and bodies specified in the LGPS Regulations, whose employees are entitled automatically to be members of the Fund, and Admission Bodies including voluntary, charitable and similar bodies, carrying out work of a public nature, whose staff can become members of the Fund by virtue of an admission agreement with the Council.

Scheduled Body

An organisation that has the right to become a member the Local Government Pension Scheme under the scheme regulations. Such an organisation does not need to be admitted, as its right to membership is automatic.

Unrealised Gains / Losses

The increase or decrease in the market value of investments held by the Fund since the date of their purchase. Note: values throughout these accounts are presented rounded to whole numbers.

Wales Pension Partnership (WPP)

The WPP pool is a collaboration of all eight LGPS funds in Wales including Dyfed the Host Authority. It operates via a Joint Governance committee (JGC) represented by all eight Funds. The governance arrangements are set out in an Inter Authority Agreement approved by both the Pensions Committee and Administering Authority's full Council in March 2017.

APPENDIX 1: INVESTMENT DATA

INVESTMENT ASSET ALLOCATION (BY ASSET CLASS)

Year Ended 31 March		2020	2021	2022	2023	2024	2025
UK Equities	£m	437.1	577.4	233.0	242.5	173.7	158.2
	%	21.7	23.0	8.7	9.2	5.9	5.1
Overseas Equities	£m	698.7	1,003.0	1,473.1	1,442.8	1,777.1	1,750.1
	%	34.7	40.0	54.7	54.7	60.0	56.8
Global Bonds	£m	586.1	632.9	609.9	569.9	597.0	568.9
	%	29.1	25.2	22.6	21.6	20.1	18.5
Private Equity	£m	88.7	90.7	103.3	109.0	117.9	130.3
	%	4.4	3.6	3.8	4.1	4.0	4.2
Private Credit	£m						75.6
	%						2.5
Property	£m	165.2	166.6	201.6	183.5	176.6	180.1
	%	8.2	6.6	7.5	7.0	6.0	5.8
Infrastructure	£m						200.3
	%						6.5
Cash	£m	38.5	39.6	72.3	87.6	121.1	17.7
	%	1.9	1.6	2.7	3.3	4.1	0.6
Total Value	£m	2,014.3	2,510.2	2,693.2	2,635.4	2,963.3	3,081.0
	%	100.0	100.0	100.0	100.0	100.0	100.0



Key

Series 1 - Fund Valuation

Series 2 – Triannual Actuarial Valuation

TEN LARGEST HOLDINGS BY MARKET VALUE AS AT 31 MARCH 2024

At 31 March 2025 this Pension Fund no longer held any Directly owned Equities, all its Investments being held in Pooled Funds. The 10 largest Funds are listed in the Table below

	Country / Region	Asset Class	Value £m	Fund %
POOLED FUNDS				
BlackRock Low Carbon Tracker Indexed	Global	Equity	767.3	24.9
WPP Global Opportunities	Global	Equity	567.3	18.4
WPP Global Government Bonds	Global	Fixed Income	241.3	7.8
WPP Infrastructure	Global/UK	Private Market	200.3	6.5
WPP Multi Asset Credit	Global	Fixed In-come	166.1	5.4
WPP Global Credit	Global	Fixed In-come	161.5	5.2
WPP UK Opportunities	UK	Equity	158.2	5.1
WPP Global Growth	Global	Equity	151.9	4.9
WPP Sustainable Equities	Global	Equity	142.4	4.6
WPP Emerging Markets	Global	Equity	121.2	3.9

CARDIFF & VALE OF GLAMORGAN PENSION FUND

Fund Assets compared with the Strategic Asset Allocation

As at 31 March 2025

Planned Allocation		ASSET CLASS	Actual Allocation 31/03/24				
%	%		Actual %		In Range	Actual £	
			%	%		£000	£000
		EQUITIES UK					
0, +/-2		Passive	0.0%		✓		
4.2, +/-2		Active	5.13%		✓	-	
	4.2, +/- 2	Total UK		5.13%	✓	158,179	
		OVERSEAS					
16.7, +/-4		Low Carbon	24.90%		X	767,326	
4.2, +/-2		Emerging Markets	3.93%		✓	121,196	
25 + / -5		Global	27.96%		✓	861,592	
	45.9	Total Global		56.80%			1,750,116
	50, +/-10	Total Equities		61.94%	X		1,908,296
		BONDS & CASH					
8, +/- 4		Global Govt	7.83%		✓	241,345	
7, +/- 4		Global Credit	5.24%		✓	161,453	
5, +/- 4		Multi-Asset Credit	5.39%		✓	166,128	
0, +/- 2		Cash	0.57%		✓	17,660	
	20, +/-5	Total Bonds & Cash		19.04%	✓		586,586
		PROPERTY					
5, +/- 2.5		UK Property	3.79%		✓	116,869	
2.5, +/- 1		Global Property	2.05%		✓	63,185	
	7.5, +/-3	Total Property		5.84%	✓		180,053
	7.5, +/-2.5	PRIVATE EQUITY		4.23%	X	130,252	130,252
	7.5, +/-2.5	PRIVATE CREDIT		2.45%	X	75,587	75,587
		INFRASTRUCTURE					
7.5, +/-2.5		Closed Ended funds		0.14%		4,393	4,393
		Open Ended funds		6.36%		195,878	195,878
	7.5, +/-2.5	Total Infrastructure			✓		
	100%			100%			3,081,045

APPENDIX 2:

KEY PERFORMANCE INDICATORS

2024/25

Table A - Total number of casework

Ref	Casework KPI	Total number of cases open as at 31 March (starting position)	Total number of new cases created in the year (1 April to 30 March)	Total number of cases completed in year	Total % of cases completed in year	Total number of cases completed in previous year	Total % of cases completed in previous year
A1	Deaths recorded of active, deferred, pensioner and dependent members	46	477	382	92%	403	92%
A2	New dependent member benefits	1	156	189	99%	173	100%
A3	Deferred member retirements	97	426	426	99%	370	100%
A4	Active member retirements	235	452	452	99%	413	100%
A5	Deferred benefits	1613	310	1354	60%	161	47%
A6	Transfers in (including interfunds in, club transfers)	171	91	99	90%	184	71%
A7	Transfers out (including interfunds out, club transfers)	14	149	167	64%	89	78%
A8	Refunds	63	154	154	94%	71	98%
A9	Divorce quotations issued	18	140	140	79%	93	64%
A10	Actual divorce cases	18	140	140	79%	93	64%
A11	Member estimates requested either by scheme member and employer	34	419	368	82%	309	78%
A12	New joiner notifications	2160	2612	1012	32%	1271	23%
A13	Aggregation cases	63	322	87	81%	96	67%
A14	Optants out received after 3 months membership	16	62	39	62%	31	90%

Table B - Time taken to process casework

Ref	Casework KPI	Suggested fund target	% completed within fund target in year	% completed in previous year
B1	Communication issued with acknowledgement of death of active, deferred, pensioner and dependent member	5 days	64%	67%
B2	Communication issued confirming the amount of dependents pension	10 days	92%	92%
B3	Communication issued to deferred member with pension and lump sum options (quotation)	15 days	60%	47%
B4	Communication issued to active member with pension and lump sum options (quotation)	15 days	24%	13%
B5	Communication issued to deferred member with confirmation of pension and lump sum options (actual)	15 days	53%	75%
B6	Communication issued to active member with confirmation of pension and lump sum options (actual)	15 days	90%	81%
B7	Payment of lump sum (both actives and deferreds)	15 days	72%	78%
B8	Communication issued with deferred benefit options	30 days	53%	75%
B9	Communication issued to scheme member with completion of transfer in	15 days	90%	71%
B10	Communication issued to scheme member with completion of transfer out	15 days	64%	78%
B11	Payment of refund	10 days	94%	75%
B12	Divorce quotation	45 days	79%	64%
B13	Communication issued following actual divorce proceedings i.e application of a Pension Sharing Order	15 days	79%	64%
B14	Communication issued to new starters	40 days	31%	23%
B15	Member estimates requested by scheme member and employer	15 days	82%	78%

Table C - Communications and engagement

Ref	Engagement with online portals	Percentage as at 31 March
C1	% of active members registered	48%
C2	% of deferred member registered	N/A Deferred not yet enrolled
C3	% of pensioner and survivor members	N/A Pensioners not yet enrolled
C4	% total of all scheme members registered for self-service	12%
C5	Number of registered users by age	An age analysis shows that most registered members are between the ages of 36-65 (81%), and most non-registered members are between the ages of 26-54 (73%).
C6	% of all registered users that have logged onto the service in the last 12 months	60%
Communication		
C7	Total number of telephone calls received in year	15,460*
C8	Total number of email and online channel queries received	15,793*
C9	Number of scheme member events held in year (total of in-person and online)	0
C10	Number of employer engagement events held in year (in-person and online)	1
C11	Number of active members who received a one-to-one (in-person and online)	416**
C12	Number of times a communication (i.e newsletter) issued to:	
	a) Active members	0
	b) Deferred members	0
	c) Pensioners	1

*Values estimated on limited reporting functionality this year. Future years will contain accurate data.

**Value estimated. Future years will contain accurate data.

Table E- Data Quality

Ref	Annual Benefit Statements	
E1	Percentage of annual benefit statements issued as at 31 August	93.2%
E2	Short commentary if less than 100%	5.7% account for Deferred gone aways, the remaining the other 1.1% account for membership queries outstanding.
Data category		
E3	Common data score	94.3%
E4	Scheme specific data score	85.1%
E5	Percentage of active, deferred and pensioner members recorded as 'gone away' with no home address held, or address is known to be out of date	5.2%
E6	Percentage of active, deferred and pensioner members with an email address held on file	27%
Employer performance		
E7	Percentage of employers set up to make monthly data submissions	98%
E8	Percentage of employers who submitted monthly data on time during the reporting year	94%



Information about the Fund is available on the Fund's website:

<https://www.cardiffandvalepensionfund.org.uk/>

Further information regarding the scheme can also be found on the LGPS website (<https://lgpsmember.org/>). Any significant changes to the scheme are communicated to members by newsletter.

A statement of each individual's benefits is currently provided automatically on retirement. Annual benefit statements are sent to all active and deferred Fund members based on the benefits accrued to 31 March each year.

Copies of this report are sent to all employers and recognised Trade Unions and are available to all interested parties on request. Copies of the rules currently governing local government pension funds may also be inspected on request.

Further information on the Pension Fund or any pension matters may be obtained from:

Pensions Team

Room 219

County Hall

Atlantic Wharf

Cardiff

CF10 4UW

Telephone: 029 2087 2311

E-mail enquiries should be sent to: Pensions@cardiff.gov.uk

Email enquiries should be directed as follows:

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