

**Teacher's Pay Scales**  
**Appendix 1 – Pay Scales (Effective 1st September 2023)**

		2020	2021	2022	2023
Salary range		£ p.a.	£ p.a.	£ p.a.	£ p.a.
<b>Unqualified Teacher Pay Range</b>	Unqualified Teacher Point 1 (Minimum)	18169	18419	19340	<b>20,598</b>
<b>Unqualified Teacher Pay Range</b>	Unqualified Teacher Point 2	20282	20532	21559	<b>22,961</b>
<b>Unqualified Teacher Pay Range</b>	Unqualified Teacher Point 3	22394	22644	23777	<b>25,323</b>
<b>Unqualified Teacher Pay Range</b>	Unqualified Teacher Point 4	24507	24507	25733	<b>27,406</b>
<b>Unqualified Teacher Pay Range</b>	Unqualified Teacher Point 5	26622	26622	27954	<b>29,772</b>
<b>Unqualified Teacher Pay Range</b>	Unqualified Teacher Point 6 (Maximum)	28735	28735	30172	<b>32,134</b>
<b>Main Pay Range</b>	Main Reference Point 1 (Minimum)	25714	25714	28000	<b>30,000</b>
<b>Main Pay Range</b>	Main Reference Point 2	27600	27600	29800	<b>31,737</b>
<b>Main Pay Range</b>	Main Reference Point 3	29664	29664	31750	<b>33,814</b>
<b>Main Pay Range</b>	Main Reference Point 4	31778	31778	33850	<b>36,051</b>
<b>Main Pay Range</b>	Main Reference Point 5	34100	34100	35990	<b>38,330</b>
<b>Main Pay Range</b>	Main Reference Point 6 (Maximum)	36961	36961	38810	<b>41,333</b>
<b>Upper Pay Range</b>	Upper Reference Point 1 (Minimum)	38690	38690	40625	<b>43,266</b>
<b>Upper Pay Range</b>	Upper Reference Point 2	40124	40124	42131	<b>44,870</b>
<b>Upper Pay Range</b>	Upper Reference Point 3 (Maximum)	41604	41604	43685	<b>46,525</b>
<b>Teaching and Learning Responsibility Payments</b>	Fixed Term TLR 3 (Minimum)	571	571	600	<b>639</b>
<b>Teaching and Learning Responsibility Payments</b>	Fixed Term TLR 3 (Maximum)	2833	2833	2975	<b>3,169</b>
<b>Teaching and Learning Responsibility Payments</b>	TLR 2 A (Minimum)*	2873	2873	3017	<b>3,214</b>
<b>Teaching and Learning Responsibility Payments</b>	TLR 2 C (Maximum)	7017	7017	7368	<b>7,847</b>
<b>Teaching and Learning Responsibility Payments</b>	TLR 1 A (Minimum)*	8291	8291	8706	<b>9,272</b>
<b>Teaching and Learning Responsibility Payments</b>	TLR 1 D (Maximum)	14030	14030	14732	<b>15,690</b>
<b>Special Educational Needs Allowances</b>	SEN Point 1 (Minimum)	2270	2270	2384	<b>2,539</b>
<b>Special Educational Needs Allowances</b>	SEN Point 2	4479	4479	4703	<b>5,009</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 1	42402	42402	44523	<b>47,417</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 2	43464	43464	45638	<b>48,604</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 3	44549	44549	46777	<b>49,818</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 4	45658	45658	47941	<b>51,057</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 5	46795	46795	49135	<b>52,329</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 6	47969	47969	50368	<b>53,642</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 7	49261	49261	51725	<b>55,087</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 8	50397	50397	52917	<b>56,357</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 9	51655	51655	54238	<b>57,763</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 10	52983	52983	55633	<b>59,249</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 11	54357	54357	57075	<b>60,785</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 12	55610	55610	58391	<b>62,186</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 13	57000	57000	59850	<b>63,740</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 14	58421	58421	61343	<b>65,330</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 15	59875	59875	62869	<b>66,955</b>

<b>Leading Practitioners</b>	Leading Practitioner Point 16	61467	61467	64541	<b>68,736</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 17	62878	62878	66022	<b>70,313</b>
<b>Leading Practitioners</b>	Leading Practitioner Point 18	64461	64461	67685	<b>72,085</b>
<b>Group 0</b>	Leadership Point 1	42195	42195	44305	<b>47,185</b>
<b>Group 0</b>	Leadership Point 2	43251	43251	45414	<b>48,366</b>
<b>Group 0</b>	Leadership Point 3	44331	44331	46548	<b>49,574</b>
<b>Group 0</b>	Leadership Point 4	45434	45434	47706	<b>50,807</b>
<b>Group 0</b>	Leadership Point 5	46566	46566	48895	<b>52,073</b>
<b>Group 1</b>	Leadership Point 6	47735	47735	50122	<b>53,380</b>
<b>Group 1</b>	Leadership Point 7	49019	49019	51470	<b>54,816</b>
<b>Group 1</b>	Leadership Point 8	50151	50151	52659	<b>56,082</b>
<b>Group 1</b>	Leadership Point 9	51402	51402	53973	<b>57,481</b>
<b>Group 1</b>	Leadership Point 10	52723	52723	55360	<b>58,958</b>
<b>Group 1</b>	Leadership Point 11	54091	54091	56796	<b>60,488</b>
<b>Group 1</b>	Leadership Point 12	55338	55338	58105	<b>61,882</b>
<b>Group 1</b>	Leadership Point 13	56721	56721	59558	<b>63,429</b>
<b>Group 1</b>	Leadership Point 14	58135	58135	61042	<b>65,010</b>
<b>Group 1</b>	Leadership Point 15	59581	59581	62561	<b>66,627</b>
<b>Group 1</b>	Leadership Point 16	61166	61166	64225	<b>68,400</b>
<b>Group 1</b>	Leadership Point 17	62570	62570	65699	<b>69,969</b>
<b>Group 1</b>	Leadership Point 18	63508	63508	66684	<b>71,019</b>
<b>Group 2</b>	Leadership Point 8	50151	50151	52659	<b>56,082</b>
<b>Group 2</b>	Leadership Point 9	51402	51402	53973	<b>57,481</b>
<b>Group 2</b>	Leadership Point 10	52723	52723	55360	<b>58,958</b>
<b>Group 2</b>	Leadership Point 11	54091	54091	56796	<b>60,488</b>
<b>Group 2</b>	Leadership Point 12	55338	55338	58105	<b>61,882</b>
<b>Group 2</b>	Leadership Point 13	56721	56721	59558	<b>63,429</b>
<b>Group 2</b>	Leadership Point 14	58135	58135	61042	<b>65,010</b>
<b>Group 2</b>	Leadership Point 15	59581	59581	62561	<b>66,627</b>
<b>Group 2</b>	Leadership Point 16	61166	61166	64225	<b>68,400</b>
<b>Group 2</b>	Leadership Point 17	62570	62570	65699	<b>69,969</b>
<b>Group 2</b>	Leadership Point 18	64143	64143	67351	<b>71,729</b>
<b>Group 2</b>	Leadership Point 19	65735	65735	69022	<b>73,508</b>
<b>Group 2</b>	Leadership Point 20	67364	67364	70733	<b>75,331</b>
<b>Group 2</b>	Leadership Point 21	68347	68347	71765	<b>76,430</b>
<b>Group 3</b>	Leadership Point 11	54091	54091	56796	<b>60,488</b>
<b>Group 3</b>	Leadership Point 12	55338	55338	58105	<b>61,882</b>
<b>Group 3</b>	Leadership Point 13	56721	56721	59558	<b>63,429</b>
<b>Group 3</b>	Leadership Point 14	58135	58135	61042	<b>65,010</b>
<b>Group 3</b>	Leadership Point 15	59581	59581	62561	<b>66,627</b>
<b>Group 3</b>	Leadership Point 16	61166	61166	64225	<b>68,400</b>
<b>Group 3</b>	Leadership Point 17	62570	62570	65699	<b>69,969</b>
<b>Group 3</b>	Leadership Point 18	64143	64143	67351	<b>71,729</b>
<b>Group 3</b>	Leadership Point 19	65735	65735	69022	<b>73,508</b>
<b>Group 3</b>	Leadership Point 20	67364	67364	70733	<b>75,331</b>
<b>Group 3</b>	Leadership Point 21	69031	69031	72483	<b>77,194</b>
<b>Group 3</b>	Leadership Point 22	70745	70745	74283	<b>79,111</b>
<b>Group 3</b>	Leadership Point 23	72497	72497	76122	<b>81,070</b>
<b>Group 3</b>	Leadership Point 24	73559	73559	77237	<b>82,258</b>
<b>Group 4</b>	Leadership Point 14	58135	58135	61042	<b>65,010</b>
<b>Group 4</b>	Leadership Point 15	59581	59581	62561	<b>66,627</b>
<b>Group 4</b>	Leadership Point 16	61166	61166	64225	<b>68,400</b>
<b>Group 4</b>	Leadership Point 17	62570	62570	65699	<b>69,969</b>
<b>Group 4</b>	Leadership Point 18	64143	64143	67351	<b>71,729</b>
<b>Group 4</b>	Leadership Point 19	65735	65735	69022	<b>73,508</b>
<b>Group 4</b>	Leadership Point 20	67364	67364	70733	<b>75,331</b>
<b>Group 4</b>	Leadership Point 21	69031	69031	72483	<b>77,194</b>
<b>Group 4</b>	Leadership Point 22	70745	70745	74283	<b>79,111</b>
<b>Group 4</b>	Leadership Point 23	72497	72497	76122	<b>81,070</b>

Group 4	Leadership Point 24	74295	74295	78010	83,081
Group 4	Leadership Point 25	76141	76141	79949	85,146
Group 4	Leadership Point 26	78025	78025	81927	87,252
Group 4	Leadership Point 27	79167	79167	83126	88,530
Group 5	Leadership Point 18	64143	64143	67351	71,729
Group 5	Leadership Point 19	65735	65735	69022	73,508
Group 5	Leadership Point 20	67364	67364	70733	75,331
Group 5	Leadership Point 21	69031	69031	72483	77,194
Group 5	Leadership Point 22	70745	70745	74283	79,111
Group 5	Leadership Point 23	72497	72497	76122	81,070
Group 5	Leadership Point 24	74295	74295	78010	83,081
Group 5	Leadership Point 25	76141	76141	79949	85,146
Group 5	Leadership Point 26	78025	78025	81927	87,252
Group 5	Leadership Point 27	79958	79958	83956	89,413
Group 5	Leadership Point 28	81942	81942	86040	91,633
Group 5	Leadership Point 29	83971	83971	88170	93,901
Group 5	Leadership Point 30	86061	86061	90365	96,239
Group 5	Leadership Point 31	87313	87313	91679	97,639
Group 6	Leadership Point 21	69031	69031	72483	77,195
Group 6	Leadership Point 22	70745	70745	74283	79,111
Group 6	Leadership Point 23	72497	72497	76122	81,070
Group 6	Leadership Point 24	74295	74295	78010	83,081
Group 6	Leadership Point 25	76141	76141	79949	85,146
Group 6	Leadership Point 26	78025	78025	81927	87,252
Group 6	Leadership Point 27	79958	79958	83956	89,413
Group 6	Leadership Point 28	81942	81942	86040	91,633
Group 6	Leadership Point 29	83971	83971	88170	93,901
Group 6	Leadership Point 30	86061	86061	90365	96,239
Group 6	Leadership Point 31	88187	88187	92597	98,616
Group 6	Leadership Point 32	90379	90379	94898	101,066
Group 6	Leadership Point 33	92624	92624	97256	103,578
Group 6	Leadership Point 34	94914	94914	99660	106,138
Group 6	Leadership Point 35	96310	96310	101126	107,700
Group 7	Leadership Point 24	74295	74295	78010	83,081
Group 7	Leadership Point 25	76141	76141	79949	85,146
Group 7	Leadership Point 26	78025	78025	81927	87,252
Group 7	Leadership Point 27	79958	79958	83956	89,413
Group 7	Leadership Point 28	81942	81942	86040	91,633
Group 7	Leadership Point 29	83971	83971	88170	93,901
Group 7	Leadership Point 30	86061	86061	90365	96,239
Group 7	Leadership Point 31	88187	88187	92597	98,616
Group 7	Leadership Point 32	90379	90379	94898	101,066
Group 7	Leadership Point 33	92624	92624	97256	103,578
Group 7	Leadership Point 34	94914	94914	99660	106,138
Group 7	Leadership Point 35	97273	97273	102137	108,776
Group 7	Leadership Point 36	99681	99681	104666	111,469
Group 7	Leadership Point 37	102159	102159	107267	114,239
Group 7	Leadership Point 38	104687	104687	109922	117,067
Group 7	Leadership Point 39	106176	106176	111485	118,732
Group 8	Leadership Point 28	81942	81942	86040	91,633
Group 8	Leadership Point 29	83971	83971	88170	93,901
Group 8	Leadership Point 30	86061	86061	90365	96,239
Group 8	Leadership Point 31	88187	88187	92597	98,616
Group 8	Leadership Point 32	90379	90379	94898	101,066
Group 8	Leadership Point 33	92624	92624	97256	103,578
Group 8	Leadership Point 34	94914	94914	99660	106,138
Group 8	Leadership Point 35	97273	97273	102137	108,776
Group 8	Leadership Point 36	99681	99681	104666	111,469
Group 8	Leadership Point 37	102159	102159	107267	114,239
Group 8	Leadership Point 38	104687	104687	109922	117,067

<b>Group 8</b>	Leadership Point 39	107239	107239	112601	<b>119,920</b>
<b>Group 8</b>	Leadership Point 40	109914	109914	115410	<b>122,912</b>
<b>Group 8</b>	Leadership Point 41	112660	112660	118293	<b>125,982</b>
<b>Group 8</b>	Leadership Point 42	115483	115483	121258	<b>129,140</b>
<b>Group 8</b>	Leadership Point 43	117197	117197	123057	<b>131,056</b>