

Appendix 1 – Pay Scales (Effective 1st September 2018)

Unqualified Teacher Pay Range

	2014	2015	2016	2017
	£p.a.	£p.a.	£p.a.	£p.a.
Unqualified Teacher Point 1 (Minimum)	16136	16298	16461	16626
Unqualified Teacher Point 2	18013	18193	18376	18560
Unqualified Teacher Point 3	19889	20087	20289	20492
Unqualified Teacher Point 4	21766	21983	22204	22427
Unqualified Teacher Point 5	23644	23880	24120	24362
Unqualified Teacher Point 6 (Maximum)	25520	25776	26034	26295

Main Pay Range

	2014	2015	2016	2017
	£p.a.	£p.a.	£p.a.	£p.a.
Main Reference Point 1 (Minimum)	22023	22244	22467	22917
Main Reference Point 2	23764	24001	24243	24728
Main Reference Point 3	25675	25931	26192	26716
Main Reference Point 4	27650	27926	28207	28772
Main Reference Point 5	29829	30127	30430	31039
Main Reference Point 6 (Maximum)	32187	32831	33160	33824

Upper Pay Range

	2014	2015	2016	2017
	£p.a.	£p.a.	£p.a.	£p.a.
Upper Reference Point 1 (Minimum)	34869	35218	35571	35927
Upper Reference Point 2	36161	36522	36889	37258
Upper Reference Point 3 (Maximum)	37496	37871	38250	38633

Teaching and Learning Responsibility Payments

	2014	2015	2016	2017
	£p.a.	£p.a.	£p.a.	£p.a.
Fixed Term TLR 3 (Minimum)	511	517	523	529
Fixed Term TLR 3 (Maximum)	2551	2577	2603	2630
TLR 2 A (Minimum)*	2587	2613	2640	2667
TLR 2 C (Maximum)	6322	6386	6450	6515
TLR 1 A (Minimum)*	7471	7546	7622	7699
TLR 1 D (Maximum)	12643	12770	12898	13027

Special Educational Needs Allowances

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
SEN Point 1 (Minimum)	2043	2064	2085	2106
SEN Point 2	4034	4075	4116	4158

Leading Practitioners - The overall pay range for Leading Practitioners is:

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leading Practitioner Point 1	38215	38598	38984	39374
Leading Practitioner Point 2	39172	39564	39960	40360
Leading Practitioner Point 3	40150	40552	40958	41368
Leading Practitioner Point 4	41150	41562	41978	42398
Leading Practitioner Point 5	42175	42597	43023	43454
Leading Practitioner Point 6	43232	43664	44102	44544
Leading Practitioner Point 7	44397	44841	45290	45743
Leading Practitioner Point 8	45421	45875	46335	46799
Leading Practitioner Point 9	46555	47021	47492	47967
Leading Practitioner Point 10	47750	48228	48711	49199
Leading Practitioner Point 11	48991	49481	49976	50476
Leading Practitioner Point 12	50118	50619	51127	51639
Leading Practitioner Point 13	51372	51886	52405	52930
Leading Practitioner Point 14	52653	53180	53712	54250
Leading Practitioner Point 15	53963	54503	55049	55600
Leading Practitioner Point 16	55397	55951	56511	57077
Leading Practitioner Point 17	56670	57237	57810	58389
Leading Practitioner Point 18	58096	58677	59264	59857

Leadership Pay Range - The overall pay range for Leadership is:

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 1	38215	38597	38984	39374
Leadership Point 2	39172	39564	39960	40360
Leadership Point 3	40150	40552	40958	41368
Leadership Point 4	41150	41562	41978	42398
Leadership Point 5	42175	42597	43023	43454

Group 1

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 6	43232	43665	44102	44544
Leadership Point 7	44397	44841	45290	45743
Leadership Point 8	45421	45876	46335	46799
Leadership Point 9	46555	47021	47492	47967
Leadership Point 10	47750	48228	48711	49199
Leadership Point 11	48991	49481	49976	50476
Leadership Point 12	50118	50619	51127	51639
Leadership Point 13	51372	51886	52405	52930
Leadership Point 14	52653	53180	53712	54250
Leadership Point 15	53963	54503	55049	55600
Leadership Point 16	55397	55951	56511	57077
Leadership Point 17	56670	57237	57810	58389
Leadership Point 18	58096	58096	58677	59857

Group 2

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 8	45421	45876	46335	46799
Leadership Point 9	46555	47021	47492	47967
Leadership Point 10	47750	48228	48711	49199
Leadership Point 11	48991	49481	49976	50476
Leadership Point 12	50118	50619	51127	51639
Leadership Point 13	51372	51886	52405	52930
Leadership Point 14	52653	53180	53712	54250
Leadership Point 15	53963	54503	55049	55600
Leadership Point 16	55397	55951	56511	57077
Leadership Point 17	56670	57237	57810	58389
Leadership Point 18	58096	58677	59264	59857
Leadership Point 19	59535	60130	60733	61341
Leadership Point 20	61012	61622	62240	62863
Leadership Point 21	62521	62521	63147	64417

Group 3

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 11	48991	49481	49976	50476
Leadership Point 12	50118	50619	51127	51639
Leadership Point 13	51372	51886	52405	52930
Leadership Point 14	52653	53180	53712	54250
Leadership Point 15	53963	54503	55049	55600
Leadership Point 16	55397	55951	56511	57077
Leadership Point 17	56670	57237	57810	58389
Leadership Point 18	5896	58677	59264	59857
Leadership Point 19	59535	60130	60733	61341
Leadership Point 20	61012	61622	62240	62863
Leadership Point 21	62521	63146	63779	64417
Leadership Point 22	64074	64715	65363	66017
Leadership Point 23	65661	66318	66982	67652
Leadership Point 24	67290	67290	67963	69330

Group 4

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 14	52653	53180	53712	54250
Leadership Point 15	53963	54503	55049	55600
Leadership Point 16	55397	55951	56511	57077
Leadership Point 17	56670	57237	57810	58389
Leadership Point 18	58096	58677	59264	59857
Leadership Point 19	59535	60130	60733	61341
Leadership Point 20	61012	61622	62240	62863
Leadership Point 21	62521	63146	63779	64417
Leadership Point 22	64074	64715	65363	66017
Leadership Point 23	65661	66318	66982	67652
Leadership Point 24	67290	67963	68643	69330
Leadership Point 25	68962	69652	70349	71053
Leadership Point 26	70668	71375	72089	72810
Leadership Point 27	72419	72419	73144	74615

Group 5

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 18	5896	58677	59264	59857
Leadership Point 19	59535	60130	60733	61341
Leadership Point 20	61012	61622	62240	62863
Leadership Point 21	62521	63146	63779	64417
Leadership Point 22	64074	64715	65363	66017
Leadership Point 23	65661	66318	66982	67652
Leadership Point 24	67290	67963	68643	69330
Leadership Point 25	68962	69652	70349	71053
Leadership Point 26	70668	71375	72089	72810
Leadership Point 27	72419	73143	73876	74615
Leadership Point 28	74215	74957	75708	76466
Leadership Point 29	76053	76814	77583	78359
Leadership Point 30	77946	78725	79514	80310
Leadership Point 31	79872	79872	80671	82293

Group 6

	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 21	62521	63147	63779	64417
Leadership Point 22	64074	64715	65363	66017
Leadership Point 23	65661	66318	66982	67652
Leadership Point 24	67290	67963	68643	69330
Leadership Point 25	68962	69652	70349	71053
Leadership Point 26	70668	71375	72089	72810
Leadership Point 27	72419	73143	73876	74615
Leadership Point 28	74215	74957	75708	76466
Leadership Point 29	76053	76814	77583	78359
Leadership Point 30	77946	78725	79514	80310
Leadership Point 31	79872	80671	81478	82293
Leadership Point 32	81857	82676	83503	84339
Leadership Point 33	83892	84731	85579	86435
Leadership Point 34	85965	86825	87694	88571
Leadership Point 35	88102	88102	88984	90773

Group 7	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 24	67290	67963	68643	69330
Leadership Point 25	68962	69652	70349	71053
Leadership Point 26	70668	71375	72089	72810
Leadership Point 27	72419	73143	73876	74615
Leadership Point 28	74215	74957	75708	76466
Leadership Point 29	76053	76814	77583	78359
Leadership Point 30	77946	78725	79514	80310
Leadership Point 31	79872	80671	81478	82293
Leadership Point 32	81857	82676	83503	84339
Leadership Point 33	83892	84731	85579	86435
Leadership Point 34	85965	86825	87694	88571
Leadership Point 35	88102	88983	89874	90773
Leadership Point 36	90284	91187	92099	93020
Leadership Point 37	92528	93453	94389	95333
Leadership Point 38	94817	95765	96724	97692
Leadership Point 39	97128	97128	98100	100072

Group 8	2014	2015	2016	2017
	£ p.a.	£ p.a.	£p.a.	£p.a.
Leadership Point 28	74215	74958	75708	76466
Leadership Point 29	76053	76814	77583	78359
Leadership Point 30	77946	78725	79514	80310
Leadership Point 31	79872	80671	81478	82293
Leadership Point 32	81857	82676	83503	84339
Leadership Point 33	83892	84731	85579	86435
Leadership Point 34	85965	86825	87694	88571
Leadership Point 35	88102	88983	89874	90773
Leadership Point 36	90284	91187	92099	93020
Leadership Point 37	92528	93453	94389	95333
Leadership Point 38	94817	95765	96724	97692
Leadership Point 39	97128	98099	99081	100072
Leadership Point 40	99552	100548	101554	102570
Leadership Point 41	102039	103059	104091	105132
Leadership Point 42	104596	105642	106699	107766
Leadership Point 43	107210	107210	108283	110459

* please refer to your payroll provider for guidance on mid-range TLR points