**Appendix D**

**TEACHERS’ PAY SCALES 2025/26**

*All salary rates below are full time and reflect the 4% pay award from 1 September 2025. Pay should fall within the* ***minimum*** *and* ***maximum*** *for the appropriate range. Schools are not obliged to retain the spinal points shown for each pay scale, as they are discretionary. Schools must make their own arrangements with their payroll providers to ensure that pay points are established. Schools adopting different rates will also need to consult locally with their staff and trade unions.*

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| **Teachers – Main Pay Range 2025** |
| ***Scale point***  | ***Annual Salary*** |
| **1 (minimum)** | **£32,916** |
| 2 | £34,823 |
| 3 | £37,101 |
| 4 | £39,556 |
| 5 | £42,057 |
| **6 (maximum)** | **£45,352** |

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| **Upper Pay Range 2025**  |
| ***Scale point***  | ***Annual Salary*** |
| **U1 (min)** | **£47,472** |
| U2  | £49,232 |
| **U3 (max)** | **£51,048** |

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| **Leading Practitioner Pay Range 2025** |
| ***Scale point***  | ***Annual Salary*** |
| **LP1 (min)** | **£52,026** |
| LP2  | £53,332 |
| LP3  | £54,663 |
| LP4  | £56,022 |
| LP5  | £57,418 |
| LP6  | £58,857 |
| LP7  | £60,443 |
| LP8  | £61,836 |
| LP9  | £63,381 |
| LP10  | £65,010 |
| LP11  | £66,695 |
| LP12  | £68,233 |
| LP13  | £69,937 |
| LP14  | £71,682 |
| LP15  | £73,465 |
| LP16  | £75,419 |
| LP17  | £77,150 |
| **LP18 (max)** | **£79,092** |

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| **Unqualified Teacher Pay Range 2025** |
| ***Scale point***  | ***Annual Salary*** |
| **UNQ1 (min)** | **£22,601** |
| UNQ2 | £25,193 |
| UNQ3 | £27,785 |
| UNQ4 | £30,071 |
| UNQ5 | £32,667 |
| **UNQ6 (max)** | **£35,259** |

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| **TLR Payments 2025** |  | **SEN Pay Range 2025** |
|  | ***From*** | ***To*** |  |  | ***From*** | ***To*** |
| TLR 1 | £10.174 | £17.216 |  | SEN | £2,787 | £5,497 |
| TLR 2 | £3,527 | £8,611 |  |
| TLR 3 | £702 | £3,478 |  |

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| **LEADERSHIP GROUP 2025** |
| **The pay ranges for each group size are as stated in the STPCD Part 1, paragraph 5.3** |
|  | Group 1 | Group 2 | **Group 3** | **Group 4** | **Group 5** | **Group 6** | **Group 7** | Group 8 |
| **Points L1 – L5 may be used for Assistant and Deputy Head ranges Red signifies maximum salary for range** |
| L1 | £51,773 |  |  |  |  |  |  |  |
| L2 | 53,069 |  |  |  |  |  |  |  |
| L3 | £54,394 |  |  |  |  |  |  |  |
| L4 | £55,747 |  |  |  |  |  |  |  |
| L5 | £57,137 |  |  |  |  |  |  |  |
| L6 | £58,569 |  |  |  |   |  |  |  |
| L7 | £60,145 |  |  |  |  |  |  |  |
| L8 | £61,534 | £61,534 |  |  |  |  |  |  |
| L9 | £63,070 | £63,070 |  |  |  |  |  |  |
| L10 | £64,691 | £64,691 |  |  |  |  |  |  |
| L11 | £66,368 | £66,368 | £66,368 |  |  |  |  |  |
| L12 | £67,898 | £67,898 | £67,898 |  |  |  |  |  |
| L13 | £69,596 | £69,596 | £69,596 |  |  |  |  |  |
| L14 | £71,330 | £71,330 | £71,330 | £71,330 |  |  |  |  |
| L15 | £73,105 | £73,105 | £73,105 | £73,105 |  |  |  |  |
| L16 | £75,049 | £75,049 | £75,049 | £75,049 |  |  |  |  |
| L17 | £76,772 | £76,772 | £76,772 | £76,772 |  |  |  |  |
| L18 |  | £78,702 | £78,702 | £78,702 | £78,702 |  |  |  |
| L18A | £77,924 |  |  |  |  |  |  |  |
| L19 |  | £80,655 | £80,655 | £80,655 | £80,655 |  |  |  |
| L20 |  | £82,654 | £82,654 | £82,654 | £82,654 |  |  |  |
| L21 |  |  | £84,699 | £84,699 | £84,699 | £84,699 |  |  |
| L21A |  | £83,860 |  |  |  |  |  |  |
| L22 |  |  | £86,803 | £86,803 | £86,803 | £86,803 |  |  |
| L23 |  |  | £88,951 | £88,951 | £88,951 | £88,951 |  |  |
| L24 |  |  |  | £ 91,158 | £ 91,158 | £ 91,158 | £ 91,158 |  |
| L24A |  |  | £90,255 |  |  |  |  |  |
| L25 |  |  |  | £93,424 | £93,424 | £93,424 | £93,424 |  |
| L26 |  |  |  | £95,735 | £95,735 | £95,735 | £95,735 |  |
| L27 |  |  |  |  | £98,106 | £98,106 | £98,106 |  |
| L27A |  |  |  | £97,136 |  |  |  |  |
| L28 |  |  |  |  | £100,540 | £100,540 | £100,540 | £100,540 |
| L29 |  |  |  |  | £103,030 | £103,030 | £103,030 | £103,030 |
| L30 |  |  |  |  | £105,595 | £105,595 | £105,595 | £105,595 |
| L31 |  |  |  |  |  | £108,202 | £108,202 | £108,202 |
| L31A |  |  |  |  | £107,131 |  |  |  |
| L32 |  |  |  |  |  | £110,892 | £110,892 | £110,892 |
| L33 |  |  |  |  |  | £113,646 | £113,646 | £113,646 |
| L34 |  |  |  |  |  | £116,456 | £116,456 | £116,456 |
| L35 |  |  |  |  |  |  | £119,350 | £119,350 |
| L35A |  |  |  |  |  | £ 118,169 |  |  |
| L36 |  |  |  |  |  |  | £122,306 | £122,306 |
| L37 |  |  |  |  |  |  | £125,345 | £125,345 |
| L38 |  |  |  |  |  |  | £128,447 | £128,447 |
| L39 |  |  |  |  |  |   |  | £131,578 |
| L39A |  |  |  |  |  |  | £130,274 |  |
| L40 |  |  |  |  |  |  |  | £134,860 |
| L41 |  |  |  |  |  |  |  | £138,230 |
| L42 |  |  |  |  |  |  |  | £141,693 |
| L43A |  |  |  |  |  |  |  | £143,796 |