**Appendix D**

**TEACHERS’ PAY SCALES 2022/23**

*All salary rates below are full time and reflect the pay increases from 1 September 2022. 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. For schools using EMSS payroll, these will be set up on the payroll system. Where other values are adopted by governing bodies and/or other payroll providers are used, schools must make their own arrangements to ensure that pay points are established. Schools adopting different rates will also need to consult locally with their staff.*

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| **Teachers – Main Pay Range 2022** | |
| ***Scale point*** | ***Annual Salary*** |
| **1 (minimum)** | **£28,000** |
| 2 | £29,800 |
| 3 | £31,750 |
| 4 | £33,850 |
| 5 | £35,990 |
| **6 (maximum)** | **£38,810** |

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| **Upper Pay Range 2022** | |
| ***Scale point*** | ***Annual Salary*** |
| **U1 (min)** | **£40,625** |
| U2 | £42,131 |
| **U3 (max)** | **£43,685** |

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| **Leading Practitioner Pay Range 2022** | |
| ***Scale point*** | ***Annual Salary*** |
| **LP1 (min)** | **£44,523** |
| LP2 | £45,639 |
| LP3 | £46,778 |
| LP4 | £47,941 |
| LP5 | £49,136 |
| LP6 | £50,368 |
| LP7 | £51,725 |
| LP8 | £52,917 |
| LP9 | £54,239 |
| LP10 | £55,633 |
| LP11 | £57,075 |
| LP12 | £58,391 |
| LP13 | £59,850 |
| LP14 | £61,343 |
| LP15 | £62,869 |
| LP16 | £64,541 |
| LP17 | £66,022 |
| **LP18 (max)** | **£67,685** |

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| **Unqualified Teacher Pay Range 2022** | |
| ***Scale point*** | ***Annual Salary*** |
| **UNQ1 (min)** | **£19,340** |
| UNQ2 | £21,559 |
| UNQ3 | £23,777 |
| UNQ4 | £25,733 |
| UNQ5 | £27,954 |
| **UNQ6 (max)** | **£30,172** |

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| **TLR Payments 2022** | | |  | **SEN Pay Range 2022** | | |
|  | ***From*** | ***To*** |  |  | ***From*** | ***To*** |
| TLR 1 | £8,706 | £14,732 |  | SEN | £2,384 | £4,703 |
| TLR 2 | £3,017 | £7,368 |  |
| TLR 3 | £600 | £2,975 |  |

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| **LEADERSHIP GROUP 2022** | | | | | | | | |
| **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 | £44,305 |  |  |  |  |  |  |  |
| L2 | £45,414 |  |  |  |  |  |  |  |
| L3 | £46,548 |  |  |  |  |  |  |  |
| L4 | £47,706 |  |  |  |  |  |  |  |
| L5 | £48,895 |  |  |  |  |  |  |  |
| L6 | £50,122 |  |  |  |  |  |  |  |
| L7 | £51,470 |  |  |  |  |  |  |  |
| L8 | £52,659 | £52,659 |  |  |  |  |  |  |
| L9 | £53,973 | £53,973 |  |  |  |  |  |  |
| L10 | £55,360 | £55,360 |  |  |  |  |  |  |
| L11 | £56,796 | £56,796 | £56,796 |  |  |  |  |  |
| L12 | £58,105 | £58,105 | £58,105 |  |  |  |  |  |
| L13 | £59,558 | £59,558 | £59,558 |  |  |  |  |  |
| L14 | £61,042 | £61,042 | £61,042 | £61,042 |  |  |  |  |
| L15 | £62,561 | £62,561 | £62,561 | £62,561 |  |  |  |  |
| L16 | £64,225 | £64,225 | £64,225 | £64,225 |  |  |  |  |
| L17 | £65,699 | £65,699 | £65,699 | £65,699 |  |  |  |  |
| L18 |  | £67,351 | £67,351 | £67,351 | £67,351 |  |  |  |
| L18A | £66,684 |  |  |  |  |  |  |  |
| L19 |  | £69,022 | £69,022 | £69,022 | £69,022 |  |  |  |
| L20 |  | £70,733 | £70,733 | £70,733 | £70,733 |  |  |  |
| L21 |  |  | £72,483 | £72,483 | £72,483 | £72,483 |  |  |
| L21A |  | £71,765 |  |  |  |  |  |  |
| L22 |  |  | £74,283 | £74,283 | £74,283 | £74,283 |  |  |
| L23 |  |  | £76,122 | £76,122 | £76,122 | £76,122 |  |  |
| L24 |  |  |  | £78,010 | £78,010 | £78,010 | £78,010 |  |
| L24A |  |  | £77,237 |  |  |  |  |  |
| L25 |  |  |  | £79,949 | £79,949 | £79,949 | £79,949 |  |
| L26 |  |  |  | £81,927 | £81,927 | £81,927 | £81,927 |  |
| L27 |  |  |  |  | £83,956 | £83,956 | £83,956 |  |
| L27A |  |  |  | £83,126 |  |  |  |  |
| L28 |  |  |  |  | £86,040 | £86,040 | £86,040 | £86,040 |
| L29 |  |  |  |  | £88,170 | £88,170 | £88,170 | £88,170 |
| L30 |  |  |  |  | £90,365 | £90,365 | £90,365 | £90,365 |
| L31 |  |  |  |  |  | £92,597 | £92,597 | £92,597 |
| L31A |  |  |  |  | £91,679 |  |  |  |
| L32 |  |  |  |  |  | £94,898 | £94,898 | £94,898 |
| L33 |  |  |  |  |  | £97,256 | £97,256 | £97,256 |
| L34 |  |  |  |  |  | £99,660 | £99,660 | £99,660 |
| L35 |  |  |  |  |  |  | £102,137 | £102,137 |
| L35A |  |  |  |  |  | £101,126 |  |  |
| L36 |  |  |  |  |  |  | £104,666 | £104,666 |
| L37 |  |  |  |  |  |  | £107,267 | £107,267 |
| L38 |  |  |  |  |  |  | £109,922 | £109,922 |
| L39 |  |  |  |  |  |  |  | £112,601 |
| L39A |  |  |  |  |  |  | £111,485 |  |
| L40 |  |  |  |  |  |  |  | £115,410 |
| L41 |  |  |  |  |  |  |  | £118,293 |
| L42 |  |  |  |  |  |  |  | £121,258 |
| L43A |  |  |  |  |  |  |  | £123,057 |