

# Pay policy – school based staff



AGORA  
LEARNING  
PARTNERSHIP

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## 1. Introduction

This policy sets out the framework for how decisions on pay are made across the Trust. In adopting this pay policy, the aim is to:

- maximise the quality of teaching and learning within the Trust
- support the recruitment and retention of a high-quality workforce
- recognise and reward staff for their contribution to school and Trust improvement
- ensure that pay and performance appraisal arrangements enable the current and future delivery of the curriculum and improvement plans at both school and Trust level
- ensure that pay decisions are made in a fair and transparent way
- ensure that available financial resources are allocated appropriately and sustainably

Pay decisions pertaining to the value of posts within each school structure, including leadership ranges, are usually made by the Academy Governing Board (AGB) with input from the Trust as required.

## 2. Basic pay determination on appointment

Senior leadership posts, (for example, the headteacher deputy headteacher or assistant headteacher), in each school will be determined by the Academy Governing Board in conjunction with the CEO/AIL and a prescribed range will be agreed. This will fall within the group size for the school as defined in the School Teachers Pay and Conditions Document. Other leadership posts within the school, will be determined by the Academy Governing Board, so long as they are fall within the group size for the school as defined in the School Teachers Pay and Conditions Document. On appointment, Academy Governing Boards will determine the starting salary within the prescribed range, set in the structure, to be offered to the successful candidate. In the case of non-teaching staff, the pay value of roles is determined by the headteacher by virtue of a job evaluation scheme.

In making such determinations, a number of factors will be taken into account which may include:

- the nature of the post
- the level of qualifications, skills and experience required
- market conditions
- the wider school context

Pay will be set in line with any specific restrictions set out in the relevant terms and conditions and this policy.

There is no assumption that any employee will be paid at the same rate as they were

being paid by a different employer.

### 2.1. Leadership pay group

The Academy Governing Board will assign individual pay ranges for each leadership group post, calculated in accordance with the School Teachers Pay and Conditions Document (STPCD). Consideration of pay outside of the group size for the school must be referred to the Trust's HR Committee.

These will be reviewed when determining the pay range for a vacancy prior to it being advertised, taking account the needs of the school and Trust and taking into account the skills and experience of a new appointment.

These ranges will only change:

- a. Where the accountability and responsibility of the post significantly increase since it was last reviewed.
- b. In order to reflect a change in value of a post following a recruitment exercise which warrants a review of the leadership group ranges in order to maintain a suitable pay differential.

## 3. Pay reviews

### 3.1. Non-teaching staff

Non-teaching staff will have a review undertaken annually in accordance with the academic year (September to August). Notification of the outcome will usually be given by 31 December in each year unless this is otherwise impracticable. Any increment applicable will be backdated to 1 June each year.

Cost of living awards will be reviewed annually to ensure affordability. Awards will be applied as soon as reasonably practicable following the conclusion of pay negotiations and will be backdated to mirror the national agreement, commonly this is 1 April but it can vary from time to time.

### 3.2. Teaching staff

The Trust will ensure that each teacher's salary is reviewed annually by the Academy Governing Board and any changes in pay will take effect from 1 September each year. Reviews will be undertaken in the autumn term and will usually be completed by 31 December each year. All teachers will be given a written statement setting out their salary and any other financial benefits to which they are entitled. Delays in the publication of the STPCD may result in a delay in figures being confirmed.

Reviews may take place at other times of the year to reflect any changes in circumstances or job description that led to a change in the basis for calculating

an individual's pay. A written statement will be given after any review and where applicable will give information about the basis on which it was made.

Where a pay determination leads or may lead to the start of a period of safeguarding, the governing body or school leader will give the required notification as soon as possible and no later than one month after the date of the determination.

Once set leadership pay ranges will not usually change save where:

the accountability and responsibility of the post significantly increase since it was last reviewed; or

in order to maintain a suitable pay differential following appointment to a different leadership group position.

### 3.3. All staff

Every employee will be given a written statement setting out their salary and any other financial benefits to which they are entitled as soon as reasonably practicable following each pay determination.

## 4. Pay progression

Within each school in the Trust, staff can expect to receive regular, constructive feedback on their performance and be subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. The arrangements for appraisal are set out in the Trust's appraisal policy.

Decisions regarding pay progression for staff will be made with reference to their appraisal reports and the pay recommendations that they contain. It will be possible for a 'no progression' determination to be made without recourse to the capability procedure.

### 4.1. Non-teaching staff

Employee performance is recognised on an annual basis through Performance Related Increments (PRI). Pay increments are awarded based on the overall rating from each employee's annual review. This is in addition to any cost-of-living award applied. Pay progression is awarded based on the overall rating for each employee's annual appraisal set out in the Appraisal Policy.

Pay progression is applied from 01 June each year.

The ratings available are Not Met, Partially Met, and Fully Achieved.

Employees who receive an overall 'Fully Achieved' rating in their annual review as part of their appraisal will be awarded an increment in June each year up to the maximum Spinal Column Point (SCP) of their 'H' or 'M' grade. Employees who do not successfully meet their objectives will not be eligible for a PRI.

Pay progression is limited to the top of an employee's grade save for cost-of-living awards.

Employees who receive a 'Partially Met' rating will not be eligible for a PRI unless there is clear evidence to demonstrate that the cause relates entirely to factors beyond their control. Employees who receive a 'Not Met' rating will not be eligible for a PRI.

#### 4.2. Teachers

Following an individual teacher's annual appraisal and, subject to the provisions of the published pay policy, they should expect to receive pay progression, at the rate of one point per annum, within the maximum of their pay range, at the rate of one point per annum, unless they are subject to capability procedures.

##### In the case of Upper Pay Range Teachers

Any qualified teacher may apply to be paid on the upper pay range and any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether they wish to apply to be paid on the upper pay range.

Applications may be made once a year. A request to be considered for progression should be submitted to the teacher's line manager by email copying in the school leader so that these may be logged. The application must be submitted by the end of September, to be considered for progression the following September. This allows the review to be integrated into the appraisal process and reduce workload for both the teacher making the request and the appraiser (consideration will be given to accepting late applications where exceptional circumstances exist).

Wherever possible evidence will be drawn from the appraisal process, however there may be some instances where it is necessary for appraisers to seek additional evidence from the teacher. The evidence sought will be communicated to ensure only that which is needed is provided, the collation and sharing of portfolios of evidence is not encouraged as this does not support the positive reduction of workload for those submitting requests or those reviewing them.

If a teacher is simultaneously employed at another school, they may submit separate applications if they wish to apply to be paid on the upper pay range in that school.

We will not be bound by any pay decision made by another school.

The review of applications will consider the year in which the application is made and the year immediately prior. Adjustments will be considered where reasonable to ensure that those that are absent due to maternity, adoption, shared parental leave or ill health as examples are not disadvantaged.

### The assessment

An application will be successful, if the headteacher and the AGB are satisfied that:

- the teacher is highly competent in all elements of the teaching standards
- the teacher's achievements and contribution to the school are substantial and sustained

In each school across the Trust, this means that the teacher has consistently:

- demonstrated that they meet all teaching standards, both in terms of teaching and personal and professional conduct, over a sustained period
- been assessed as meeting their performance appraisal objectives over a sustained period.

and in addition, that:

- the teacher has demonstrated over a sustained period an ability to support pupils to exceed expected levels of progress/achievement
- the teacher has consistently taken responsibility for identifying and meeting their own professional development needs and used their learning to improve their own practice and pupils' learning
- the teacher has demonstrated that they have had a substantial impact on the school and on children's outcomes beyond their own class/group(s) over a sustained period. This may include.
  - demonstrating an ability to coach, mentor, advise and demonstrate best practice to other teachers to enable them to improve their teaching practice
  - contributing to policy and practice which has improved teaching and learning across the school

Sustained means maintained continuously over a period of at least two school years.

#### Processes and procedures

The school will exercise its discretion to consider performance over a lesser period where a teacher has been absent for some of the relevant period due to maternity, adoption, shared parental leave or ill health.

The headteacher or another assigned member of the senior leadership team (SLT) will assess all applications to be paid on the Upper Pay Range and their recommendation will be considered by the AGB.

The headteacher or another assigned member of the SLT will use the evidence contained in the teachers' performance appraisal review paperwork to make their assessment.

A teacher may, if they wish, provide additional evidence to support their application, but is not obliged to do so.

The headteacher or assigned member of the SLT will discuss their recommendation with the teacher and the AGB will confirm the decision by 31 December.

Where the application is approved, the teacher will progress to the minimum of the Upper Pay Range backdated to the 1 September (this will in effect be the beginning of the new appraisal year following the submission in the previous appraisal year).

Where the application is not successful, the headteacher or an assigned member of the SLT, will provide feedback which may be used to inform the ongoing performance appraisal process to help develop their skills to work toward a future successful application.

#### 4.3. Headteachers

The Chair of each Academy Governing Board, with the CEO/Academy Improvement Lead (AIL), will review whether or not to award a performance related pay increase to the headteacher in each setting. This decision will be based on the evaluation of the headteacher's performance against the objectives set last year and consideration of the school's overall performance.



The CEO/Academy Improvement Lead (AIL) will support governors in assessing performance. The CEO/AIL will also make a recommendation (based on the evidence) as to whether or not the headteacher's performance in the past year merits consideration for a pay increase. This recommendation will be discussed with the governors at the performance review meeting.

It will usually be the case that decisions will be ratified by the Academy Governing Board. However, the decision will need to be ratified by the Trust HR Committee in cases where:

- the level of pay increase is more than one point on the leadership scale.
- the award takes a headteacher out of the school group range; or

Once the decision between the Chair and the CEO (and Trustees where required) about the headteacher's pay progression has been ratified by the AGB the CEO/AIL will liaise with the CFO to ensure that the award is actioned.

## **5. Teachers Pay**

### **5.1. Teaching and Learning Responsibility (TLR) payments**

TLR payments will be awarded to the holders of the posts indicated in the schools' staffing structure. TLR payments may not be awarded without the Academy Governing Board having first reviewed the structure prior to advertising.

TLR payments will be awarded to a teacher on the main range or upper pay range where a teacher is required to undertake a sustained additional responsibility within the schools' staffing structure for ensuring the continued delivery of high-quality teaching and learning for which they are accountable i.e. where a post:

- is focused on teaching and learning
- requires the exercise of a teacher's professional skills and judgment
- requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum
- has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils
- involves line management, leading, developing and enhancing the teaching practice of other
- must be a significant responsibility that is not required of all classroom teachers

In order to qualify for a TLR1 payment, the post holder's role must include line management responsibility for a significant number of people.

A TLR payment will not be awarded in respect of teaching duties in Special Educational Needs or pastoral care.

TLRs will not generally be awarded in a primary setting for subject coordination, as all teachers, where not otherwise restricted from doing such work, will have the same responsibility and are not therefore eligible for a TLR.

The Academy Governing Board in partnership with the Trust has determined the value of TLR posts as set out in Appendix 1.

The Academy Governing Board may award a fixed-term TLR3 to a classroom teacher for clearly time-limited school improvements, or one-off externally driven responsibilities. The duration of the fixed term will be established at the outset.

TLR1 and TLR2 payments may not be temporarily added to the structure so will only be applied on a temporary basis to those acting up in the absence of a colleague. There will be no salary safeguarding of any fixed term/temporary TLR payments.

## 5.2. Special Educational Needs (SEN) allowances

The Governing Board will award SEN allowances in accordance with the criteria and provisions set out in the current STPCD. The value of SEN allowances to be paid at this school are set out in Appendix 1.

## 5.3. Unqualified teacher allowance

The Academy Governing Board may determine that an allowance can be paid to an unqualified teacher where, in the context of the staffing structure, the teacher has:

- taken on a sustained additional responsibility which is:
  - focussed on teaching and learning; and
  - requires the exercise of a teachers' professional skills and judgement:or
- qualifications or experience which bring added value to the role s/he is undertaking
- consistently demonstrated standards of teaching that are good or better which has resulted in good or better progress for the pupils s/he teaches

#### 5.4. Recruitment and retention allowance

The Academy Governing Board may, on the advice of the headteacher, consider the award of a recruitment and retention payment to a teacher where there is clearly demonstrated evidence that such a payment is:

- required to attract suitable candidates for a post which it has been, or it is considered difficult to fill
- required to retain the skills and expertise of a teacher, particularly in a specialist area or where it is considered that the subsequent vacancy would be difficult to fill

The value of any recruitment or retention payment will be determined according to the circumstances of each case but will take into account salary levels within the structure. Allowances of this nature typically fall within the range £500 - £3,000.

The duration of the payment will be determined according to the circumstances of the payment. Such payments will be reviewed annually, at which time the allowance may be withdrawn. Such allowances may never be seen as permanent and do not require advance notice be given when withdrawn.

#### 5.5. Provision of service to another school(s)

The HR Committee of the Trust Board may authorise the headteacher to provide services relating to the raising of standards in another school. Where such an agreement is authorised, the Trust Board will determine, what, if any, additional income received by the school is to be paid to the headteacher. Payments of this nature are considered temporary with no entitlement to salary safeguarding on cessation.

#### 5.6. Part-time teachers

Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part-time. Each Academy Governing Board will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the school's timetabled teaching week for a full-time teacher in an equivalent post.

## 5.7. Short notice/supply teachers

Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that a full working year consists of 195 days: periods of employment for less than a day being calculated pro-rata.

Agency Workers Regulations provide for an agency teacher who has worked in the same school for more than twelve weeks to have the right to be paid in accordance with the normal terms and conditions applied by the school for the post undertaken. Within the Trust this will normally be limited to payment within the main pay range as agency teachers will not usually be expected to meet the requirements of an upper

## 6. Honoraria payments

The Trust and Academy Governing Boards will not pay any honoraria to any member of teaching staff for carrying out their professional duties as a teacher. Such awards may, in exceptional circumstances, be made to non-teaching staff.

## 7. Pay increases arising from changes to the STPCD

It is the intention of the Trust to continue to follow the STPCD as part of its terms of employment for teachers. Accordingly, it is important to set out for the avoidance of doubt that the increase to the national framework as set out in the STPCD will only apply to the minima and maxima of individual pay ranges and allowances.

Teachers on the minima of the pay range, who are not due to receive pay progression, will have their salary uplifted by the relevant percentage to ensure compliance with the framework set out in the STPCD.

## 8. Salary safeguarding/protection

The Trust and Academy Governing Board will operate salary safeguarding arrangements in line with the provisions of the STPCD applicable at the time of safeguarding being applied.

## 9. Appeals

Pay recommendations will be contained within Performance Appraisal Review Statements and these will be discussed with employees at the review meeting. Where an employee has concerns about the pay recommendation which cannot be resolved at the review meeting, they should include these on the

review statement for consideration by those responsible for making pay decisions on the Academy Governing Board.

An employee may make a formal appeal against a decision on pay, which must be submitted in writing within seven calendar days of receipt of written notification of that decision setting out the grounds for their appeal in full. The grounds of appeals will likely be based on one or more of the following:

the decision maker(s):

- incorrectly applied the terms and conditions of the Trust
- failed to have proper regard for statutory guidance
- failed to take proper account of relevant evidence and/or took account irrelevant or inaccurate evidence
- was/were biased
- otherwise unlawfully discriminated against the employee

Appeals will be heard by the Academy Governing Board.

The appeals will be heard at a meeting, normally within twenty working days of receipt of the written appeal. The employee will be entitled to attend the appeal meeting, to make representations and to be accompanied by a work colleague or a member of a Professional Association or Trade Union.

Any written submissions relevant to the appeal must be circulated to all parties at least three working days prior to the meeting.

The decision of the AGB will be notified in writing. The decision of the AGB is final and there is no recourse to the staff grievance procedure.

The headteacher shall be entitled to attend, for the purposes of providing information and advice (except in the case of his/her own salary), all proceedings of the Academy Governing Board.

The role of the AGB is not to make judgement about the effectiveness of individual staff. It is to satisfy themselves that any recommendation/decision has been made on the basis of evidence and has been made taking proper account of equal opportunities.

## **10. Monitoring the impact of this policy**

The Trust Board, in partnership with Academy Governing Boards, will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of teachers to assess its effect and the school's continued compliance with equalities legislation.

The Trust will ensure that its processes are open, transparent, and fair. All decisions will be objectively justified. Adjustments to the application of this

policy will be considered on a case-by-case bases, where an employee has been absent from work for an extended period of time including maternity and sickness absence.

# 11. APPENDIX 1 Salary Scales - England and Wales (excluding London and the Fringe) 2024-25



## Salary Scales - England and Wales (excluding London and the Fringe)

Qualified Teachers					
Spine point	2021/22	2022/23	2023/24	2024/25	% Increase
<b>Main Pay Range (MPR)</b>					
Min M1	£25,714	£28,000	£30,000	£31,650	5.5%
M2	£27,600	£29,800	£31,737	£33,483	5.5%
M3	£29,664	£31,750	£33,814	£35,674	5.5%
M4	£31,778	£33,850	£36,050	£38,034	5.5%
M5	£34,100	£35,990	£38,329	£40,439	5.5%
Max M6	£36,961	£38,810	£41,333	£43,607	5.5%
<b>Upper Pay Range (UPR)</b>					
Min U1	£38,690	£40,625	£43,266	£45,646	5.5%
U2	£40,124	£42,131	£44,870	£47,338	5.5%
Max U3	£41,604	£43,685	£46,525	£49,084	5.5%

Teaching and Learning Responsibilities (TLRs)					
Payment 1 (TLR1)	2021/22	2022/23	2023/24	2024/25	% Increase
Min	£8,291	£8,706	£9,272	£9,782	5.5%
Max	£14,030	£14,732	£15,690	£16,553	5.5%
<b>Payment 2 (TLR2)</b>					
Min	£2,873	£3,017	£3,214	£3,390	5.5%
Max	£7,017	£7,368	£7,847	£8,278	5.5%
<b>Payment 3 (TLR Fixed)</b>					
Min	£571	£600	£639	£674	5.5%
Max	£2,833	£2,975	£3,169	£3,343	5.5%

TLR details					
	2021/22	2022/23	2023/24	2024/25	% Increase
1a	£8,291	£8,706	£9,271	£9,781	5.5%
1b	£10,206	£10,716	£11,413	£12,041	5.5%
1c	£12,118	£12,724	£13,551	£14,297	5.5%
1d	£14,030	£14,732	£15,689	£16,552	5.5%
2a	£2,873	£3,017	£3,213	£3,389	5.5%
2b	£4,943	£5,190	£5,528	£5,832	5.5%
2c	£7,017	£7,368	£7,847	£8,278	5.5%

Special Educational Needs Allowances					
	2021/22	2022/23	2023/24	2024/25	% Increase
SEN (Min)	£2,270	£2,384	£2,539	£2,679	5.5%
SEN (Max)	£4,479	£4,703	£5,009	£5,284	5.5%

Unqualified Teachers Pay Range					
Scale point	2021/22	2022/23	2023/24	2024/25	% Increase
Min 1	£18,419	£19,340	£20,597	£21,731	5.5%
2	£20,532	£21,559	£22,960	£24,224	5.5%
3	£22,644	£23,776	£25,322	£26,716	5.5%
4	£24,507	£25,732	£27,405	£28,914	5.5%
5	£26,622	£27,953	£29,770	£31,410	5.5%
Max 6	£28,735	£30,172	£32,133	£33,902	5.5%

Leadership Group Pay Range					
Spine point	2021/22	2022/23	2023/24	2024/25	% Increase
L1	£42,195	£44,305	£47,185	£49,781	5.5%
L2	£43,251	£45,414	£48,366	£51,027	5.5%
L3	£44,331	£46,548	£49,574	£52,301	5.5%
L4	£45,434	£47,706	£50,807	£53,602	5.5%
L5	£46,566	£48,895	£52,074	£54,939	5.5%
L6	£47,735	£50,122	£53,380	£56,316	5.5%
L7	£49,019	£51,470	£54,816	£57,831	5.5%
L8	£50,151	£52,659	£56,082	£59,167	5.5%
L9	£51,402	£53,973	£57,481	£60,644	5.5%
L10	£52,723	£55,360	£58,959	£62,202	5.5%
L11	£54,091	£56,796	£60,488	£63,815	5.5%
L12	£55,338	£58,105	£61,882	£65,286	5.5%
L13	£56,721	£59,558	£63,429	£66,919	5.5%
L14	£58,135	£61,042	£65,010	£68,586	5.5%
L15	£59,581	£62,561	£66,628	£70,293	5.5%
L16	£61,166	£64,225	£68,400	£72,162	5.5%
L17	£62,570	£65,699	£69,970	£73,819	5.5%
L18	£64,143	£67,351	£71,729	£75,675	5.5%
L19	£65,735	£69,022	£73,509	£77,552	5.5%
L20	£67,364	£70,733	£75,331	£79,475	5.5%
L21	£69,031	£72,483	£77,195	£81,441	5.5%
L22	£70,745	£74,283	£79,112	£83,464	5.5%
L23	£72,497	£76,122	£81,071	£85,529	5.5%
L24	£74,295	£78,010	£83,081	£87,651	5.5%
L25	£76,141	£79,949	£85,146	£89,830	5.5%
L26	£78,025	£81,927	£87,253	£92,052	5.5%
L27	£79,958	£83,956	£89,414	£94,332	5.5%
L28	£81,942	£86,040	£91,633	£96,673	5.5%
L29	£83,971	£88,170	£93,902	£99,067	5.5%
L30	£86,061	£90,365	£96,239	£101,533	5.5%
L31	£88,187	£92,597	£98,616	£104,040	5.5%
L32	£90,379	£94,898	£101,067	£106,626	5.5%
L33	£92,624	£97,256	£103,578	£109,275	5.5%
L34	£94,914	£99,660	£106,138	£111,976	5.5%
L35	£97,273	£102,137	£108,776	£114,759	5.5%
L36	£99,681	£104,666	£111,470	£117,601	5.5%
L37	£102,159	£107,267	£114,240	£120,524	5.5%
L38	£104,687	£109,922	£117,067	£123,506	5.5%
L39	£107,239	£112,601	£119,921	£126,517	5.5%
L40	£109,914	£115,410	£122,912	£129,673	5.5%
L41	£112,660	£118,293	£125,983	£132,913	5.5%
L42	£115,483	£121,258	£129,140	£136,243	5.5%
L43	£117,197	£123,057	£131,056	£138,264	5.5%

Leadership Group Pay Range (Headteachers)					
Spine point	2021/22	2022/23	2023/24	2024/25	% Increase
L18*	£64,143	£67,351	£71,729	£74,926	4.5%
L21*	£69,031	£72,483	£77,195	£80,634	4.5%
L24*	£74,295	£78,010	£83,081	£86,783	4.5%
L27*	£79,958	£83,956	£89,414	£93,400	4.5%
L31*	£88,187	£92,597	£98,616	£103,010	4.5%
L35*	£97,273	£102,137	£108,776	£113,624	4.5%
L39*	£107,239	£112,601	£119,921	£125,263	4.5%

\*These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

Lead Practitioner (England & Wales)					
Scale point				2024/25	% Increase
Min				£50,025	
Max				£76,050	



## 12. APPENDIX 2 Salary Scales - England and Wales (Fringe) 2024-25

Qualified Teachers (Fringe)					
Spine point	2021-22 Actual	2022-23 Actual	2023-24 Agreed	2024-25 Agreed	% Increa
<b>Main Pay Range (MPR)</b>					
Min M1	£26,948	£29,344	£31,350	£33,075	5.5%
M2	£28,828	£31,126	£33,150	£34,974	5.5%
M3	£30,883	£33,055	£35,204	£37,141	5.5%
M4	£32,999	£35,151	£37,436	£39,495	5.5%
M5	£35,307	£37,264	£39,687	£41,870	5.5%
Max M6	£38,174	£40,083	£42,689	£45,037	5.5%
<b>Upper Pay Range (UPR)</b>					
Min U1	£39,864	£41,858	£44,579	£47,031	5.5%
U2	£41,295	£43,360	£46,179	£48,719	5.5%
Max U3	£42,780	£44,919	£47,839	£50,471	5.5%
<b>Teaching and Learning Responsibilities (TLRs)</b>					
<b>Payment 1 (TLR1)</b>	<b>1 Sep 2021 - 31 Aug</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
Min	£8,291	£8,706	£9,272	£9,792	5.5%
Max	£14,030	£14,732	£15,690	£16,553	5.5%
<b>Payment 2 (TLR2)</b>	<b>1 Sep 2021 - 31 Aug</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
Min	£2,873	£3,017	£3,213	£3,391	5.5%
Max	£7,017	£7,368	£7,847	£8,279	5.5%
<b>Payment 3 (TLR) (Fixed)</b>	<b>1 Sep 2021 - 31 Aug</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
Min	£571	£600	£639	£674	5.5%
Max	£2,833	£2,975	£3,169	£3,343	5.5%
<b>TLR details</b>					
	<b>1 Sep 2021 - 31 Aug</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
1a	£8,291	£8,706	£9,272	£9,792	5.5%
1b	£10,206	£10,716	£11,413	£12,041	5.5%
1c	£12,118	£12,724	£13,551	£14,297	5.5%
1d	£14,030	£14,732	£15,690	£16,553	5.5%
2a	£2,873	£3,017	£3,213	£3,390	5.5%
2b	£4,943	£5,190	£5,528	£5,832	5.5%
2c	£7,017	£7,368	£7,847	£8,279	5.5%
<b>Special Educational Needs Allowances</b>					
	<b>1 Sep 2021 - 31 Aug</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
SEN (Min)	£2,270	£2,384	£2,539	£2,679	5.5%
SEN (Max)	£4,479	£4,703	£5,009	£5,284	5.5%
<b>Unqualified Teachers Pay Range (Fringe)</b>					
Scale point	<b>1 Sep 2021 - 31 Aug</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
Min 1	£19,613	£20,594	£21,933	£23,140	5.5%
2	£21,723	£22,810	£24,294	£25,630	5.5%
3	£23,837	£25,029	£26,656	£28,123	5.5%
4	£25,959	£26,984	£28,738	£30,319	5.5%
5	£27,812	£29,203	£31,102	£32,813	5.5%
Max 6	£29,924	£31,421	£33,464	£35,305	5.5%
<b>Leadership Group Pay Range (Fringe)</b>					
Spine point	<b>2021-22 Actual</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
L1	£43,356	£45,524	£48,484	£51,151	5.5%
L2	£44,415	£46,636	£49,668	£52,400	5.5%
L3	£45,495	£47,770	£50,876	£53,675	5.5%
L4	£46,604	£48,935	£52,116	£54,983	5.5%
L5	£47,737	£50,124	£53,383	£56,320	5.5%
L6	£48,901	£51,347	£54,685	£57,693	5.5%
L7	£50,190	£52,700	£56,126	£59,213	5.5%
L8	£51,314	£53,890	£57,383	£60,540	5.5%
L9	£52,568	£55,197	£58,786	£62,019	5.5%
L10	£53,888	£56,583	£60,262	£63,576	5.5%
L11	£55,254	£58,017	£61,789	£65,188	5.5%
L12	£56,506	£59,332	£63,190	£66,665	5.5%
L13	£57,890	£60,795	£64,737	£68,298	5.5%
L14	£59,302	£62,268	£66,316	£69,964	5.5%
L15	£60,744	£63,792	£67,929	£71,665	5.5%
L16	£62,333	£65,450	£69,705	£73,539	5.5%
L17	£63,746	£66,934	£71,286	£75,206	5.5%
L18	£65,310	£68,576	£73,035	£77,051	5.5%
L19	£66,900	£70,245	£74,812	£78,926	5.5%
L20	£68,536	£71,963	£76,642	£80,857	5.5%
L21	£70,204	£73,715	£78,508	£82,825	5.5%
L22	£71,914	£75,510	£80,419	£84,843	5.5%
L23	£73,661	£77,345	£82,374	£86,904	5.5%
L24	£75,466	£79,240	£84,392	£89,033	5.5%
L25	£77,307	£81,173	£86,451	£91,205	5.5%
L26	£79,195	£83,155	£88,562	£93,432	5.5%
L27	£81,124	£85,181	£90,719	£95,708	5.5%
L28	£83,105	£87,261	£92,934	£98,045	5.5%
L29	£85,139	£89,396	£95,209	£100,444	5.5%
L30	£87,221	£91,582	£97,537	£102,901	5.5%
L31	£89,357	£93,825	£99,926	£105,420	5.5%
L32	£91,549	£96,127	£102,377	£108,007	5.5%
L33	£93,795	£98,485	£104,889	£110,656	5.5%
L34	£96,083	£100,898	£107,447	£113,356	5.5%
L35	£98,443	£103,366	£110,086	£116,140	5.5%
L36	£100,848	£105,891	£112,776	£118,977	5.5%
L37	£103,327	£108,494	£115,548	£121,903	5.5%
L38	£105,855	£111,148	£118,375	£124,884	5.5%
L39	£108,402	£113,823	£121,224	£127,890	5.5%
L40	£111,086	£116,641	£124,225	£131,056	5.5%
L41	£113,828	£119,520	£127,292	£134,290	5.5%
L42	£116,653	£122,486	£130,450	£137,623	5.5%
L43	£118,356	£124,274	£132,354	£139,632	5.5%
<b>Leading Practitioner (Fringe)</b>					
Scale point	<b>2021-22 Actual</b>	<b>2022-23 Actual</b>	<b>2023-24 Agreed</b>	<b>2024-25 Agreed</b>	<b>% Increa</b>
L1 (Min)	£43,570	£45,749	£48,723	£51,403	5.5%
L2	£44,634	£46,866	£49,913		
L3	£45,719	£48,005	£51,126		
L4	£46,833	£49,175	£52,372		
L5	£47,971	£50,370	£53,645		
Max				£77,430	

Leadership Group Pay Range (Headteachers)					
Spine point	2021/22	2022/23	2023/24	2024/25	% Increase
L18*	£65,310	£68,576	£73,035	£76,289	4.5%
L21*	£70,204	£73,715	£78,508	£82,006	4.5%
L24*	£75,466	£79,240	£84,392	£88,150	4.5%
L27*	£81,124	£85,181	£90,719	£94,758	4.5%
L31*	£89,357	£93,825	£99,926	£104,377	4.5%
L35*	£98,443	£103,366	£110,086	£114,990	4.5%
L39*	£108,402	£113,823	£121,224	£126,623	4.5%

\*These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.



## 13. APPENDIX 3 NJC Support Staff Salary Scales April 2024



### NJC Support Staff Salary Scales April 2024

Grade	SCP	Apr-22	Apr-23	Apr-24	% Increase
HB	1	£20,258	Removed from April 2023		
	1	£20,258			
HA	2	£20,441	£22,366	£23,656	5.77%
	2	£20,441	£22,366	£23,656	5.77%
H1	3	£20,812	£22,737	£24,027	5.67%
	4	£21,189	£23,114	£24,404	5.58%
H2	3	£20,812	£22,737	£24,027	5.67%
	4	£21,189	£23,114	£24,404	5.58%
H3	5	£21,575	£23,500	£24,790	5.49%
	5	£21,575	£23,500	£24,790	5.49%
H4	6	£21,968	£23,893	£25,183	5.40%
	6	£21,968	£23,893	£25,183	5.40%
H5	7	£22,369	£24,294	£25,584	5.31%
	8	£22,777	£24,702	£25,992	5.22%
H6	9	£23,194	£25,119	£26,409	5.14%
	9	£23,194	£25,119	£26,409	5.14%
H7	10	£23,620	£25,545	£26,835	5.05%
	11	£24,054	£25,979	£27,269	4.97%
H8	12	£24,496	£26,421	£27,711	4.88%
	13	£24,948	£26,873	£28,163	4.80%
H9	14	£25,409	£27,334	£28,624	4.72%
	14	£25,409	£27,334	£28,624	4.72%
H10	15	£25,878	£27,803	£29,093	4.64%
	16	£26,357	£28,282	£29,572	4.56%
H11	17	£26,845	£28,770	£30,060	4.48%
	18	£27,344	£29,269	£30,559	4.41%
H12	19	£27,852	£29,777	£31,067	4.33%
	19	£27,852	£29,777	£31,067	4.33%
H13	20	£28,371	£30,296	£31,586	4.26%
	21	£28,900	£30,825	£32,114	4.18%
H14	22	£29,439	£31,364	£32,654	4.11%
	23	£30,151	£32,076	£33,367	4.02%
H15	23	£30,151	£32,076	£33,367	4.02%
	24	£31,099	£33,024	£34,314	3.91%
H16	25	£32,020	£33,945	£35,234	3.80%
	26	£32,909	£34,834	£36,124	3.70%
H17	27	£33,820	£35,745	£37,034	3.61%
	28	£34,723	£36,648	£37,938	3.52%
H18	29	£35,411	£37,336	£38,626	3.46%
	30	£36,298	£38,223	£39,513	3.37%
H19	31	£37,261	£39,186	£40,476	3.29%

**Note:** 2024/25  
 Payscale 1 Eliminated from 1 April 2023  
 Payscale 2-43 £1,290 award (Pro-rated for part-time and term time)  
 Payscale 44+ and allowances 2.5%  
 Additional days holiday from 1 April 2023  
 (See Determination of Paid Weeks Tab)

## 14. APPENDIX 3 NJC Support Staff Salary Scales April 2024 continued

M1	32	£38,296	£40,221	£41,511	3.21%
	33	£39,493	£41,418	£42,708	3.11%
	34	£40,478	£42,403	£43,693	3.04%
	35	£41,496	£43,421	£44,710	2.97%
	36	£42,503	£44,428	£45,718	2.90%
M2	37	£43,516	£45,441	£46,731	2.84%
	38	£44,539	£46,464	£47,754	2.78%
	39	£45,495	£47,420	£48,710	2.72%
	40	£46,549	£48,474	£49,764	2.66%
M3	40	£46,549	£48,474	£49,764	2.66%
	41	£47,573	£49,498	£50,788	2.61%
	42	£48,587	£50,512	£51,802	2.55%
	43	£49,590	£51,515	£52,805	2.50%
M4	43	£49,590	£51,515	£52,803	2.50%
	44	£50,594	£52,557	£53,871	2.50%
	45	£51,579	£53,580	£54,920	2.50%
	46	£52,566	£54,606	£55,971	2.50%
M5	46	£52,566	£54,606	£55,971	2.50%
	47	£53,532	£55,609	£56,999	2.50%
	48	£54,471	£56,584	£57,999	2.50%
	49	£55,409	£57,559	£58,998	2.50%
M6	50	£56,414	£58,603	£60,068	2.50%
	51	£57,392	£59,619	£61,109	2.50%
	52	£58,377	£60,642	£62,158	2.50%
	53	£59,359	£61,662	£63,204	2.50%
	54	£60,345	£62,686	£64,254	2.50%
M7	55	£61,329	£63,709	£65,301	2.50%
	56	£62,315	£64,733	£66,351	2.50%
	57	£63,283	£65,738	£67,382	2.50%
	58	£64,273	£66,767	£68,436	2.50%
	59	£65,265	£67,797	£69,492	2.50%
	60	£66,281	£68,853	£70,574	2.50%
	61	£67,303	£69,914	£71,662	2.50%
	62	£68,349	£71,001	£72,776	2.50%
	63	£69,407	£72,100	£73,902	2.50%
	64	£70,493	£73,228	£75,059	2.50%

## 15. APPENDIX 4 Determination of Paid Weeks from April 2023

Weeks Paid Per Year (from April 2023)									
Working Weeks	Basic			5 Years Plus			10 Years Plus		
	HA-H7	H8-9	M1 and above	HA-H7	H8-9	M1 and above	HA-H7	H8-9	M1 and above
	Days Holiday Entitlement								
	24	26	28	28	28	30	29	29	31
34	39.8	40.2	40.6	40.6	40.6	41.0	40.8	40.8	41.2
35	40.8	41.2	41.6	41.6	41.6	42.0	41.8	41.8	42.2
36	41.8	42.2	42.6	42.6	42.6	43.0	42.8	42.8	43.2
37	42.8	43.2	43.6	43.6	43.6	44.0	43.8	43.8	44.2
38	43.8	44.2	44.6	44.6	44.6	45.0	44.8	44.8	45.2
39	44.8	45.2	45.6	45.6	45.6	46.0	45.8	45.8	46.2
40	45.8	46.2	46.6	46.6	46.6	47.0	46.8	46.8	47.2
41	46.9	47.3	47.8	47.8	47.8	47.8	48.0	48.0	48.4
42	48.1	48.5	48.9	48.9	48.9	48.9	49.1	49.1	49.6
43	49.2	49.6	50.1	50.1	50.1	50.1	50.3	50.3	50.8
44	50.3	50.8	51.2	51.2	51.2	51.2	51.5	51.5	51.9

	Term Time Only
	Term Time plus 1 Week
	Term Time plus 2 Weeks

**Note:** The weeks paid per year from April 2023 includes an additional day of leave as agreed by the NJC