**Appendix D**

**TEACHERS’ PAY SCALES 2024/25**

*All salary rates below are full time and reflect the pay increases from 1 September 2024. 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.*

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| **Teachers – Main Pay Range 2024** |
| ***Scale point***  | ***Annual Salary*** |
| **1 (minimum)** | **£31,650** |
| 2 | £33,483 |
| 3 | £35,674 |
| 4 | £38,034 |
| 5 | £40,439 |
| **6 (maximum)** | **£43,607** |

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| **Upper Pay Range 2024**  |
| ***Scale point***  | ***Annual Salary*** |
| **U1 (min)** | **£45,646** |
| U2  | £47,338 |
| **U3 (max)** | **£49,084** |

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| **Leading Practitioner Pay Range 2024** |
| ***Scale point***  | ***Annual Salary*** |
| **LP1 (min)** | **£50,025** |
| LP2  | £51,280 |
| LP3  | £52,560 |
| LP4  | £53,867 |
| LP5  | £55,209 |
| LP6  | £56,593 |
| LP7  | £58,118 |
| LP8  | £59,457 |
| LP9  | £60,943 |
| LP10  | £62,509 |
| LP11  | £64,129 |
| LP12  | £65,608 |
| LP13  | £67,247 |
| LP14  | £68,925 |
| LP15  | £70,639 |
| LP16  | £72,518 |
| LP17  | £74,182 |
| **LP18 (max)** | **£76,050** |

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| **Unqualified Teacher Pay Range 2024** |
| ***Scale point***  | ***Annual Salary*** |
| **UNQ1 (min)** | **£21,731** |
| UNQ2 | £24,224 |
| UNQ3 | £26,716 |
| UNQ4 | £28,914 |
| UNQ5 | £31,410 |
| **UNQ6 (max)** | **£33,902** |

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| **TLR Payments 2024** |  | **SEN Pay Range 2024** |
|  | ***From*** | ***To*** |  |  | ***From*** | ***To*** |
| TLR 1 | £9,782 | £16,553 |  | SEN | £2,679 | £5,285 |
| TLR 2 | £3,391 | £8,279 |  |
| TLR 3 | £675 | £3,344 |  |

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| **LEADERSHIP GROUP 2024** |
| **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 | £49,781 |  |  |  |  |  |  |  |
| L2 | £51,027 |  |  |  |  |  |  |  |
| L3 | £52,301 |  |  |  |  |  |  |  |
| L4 | £53,602 |  |  |  |  |  |  |  |
| L5 | £54,939 |  |  |  |  |  |  |  |
| L6 | £56,316 |  |  |  |   |  |  |  |
| L7 | £57,831 |  |  |  |  |  |  |  |
| L8 | £59,167 | £59,167 |  |  |  |  |  |  |
| L9 | £60,644 | £60,644 |  |  |  |  |  |  |
| L10 | £62,202 | £62,202 |  |  |  |  |  |  |
| L11 | £63,815 | £63,815 | £63,815 |  |  |  |  |  |
| L12 | £65,286 | £65,286 | £65,286 |  |  |  |  |  |
| L13 | £66,919 | £66,919 | £66,919 |  |  |  |  |  |
| L14 | £68,586 | £68,586 | £68,586 | £68,586 |  |  |  |  |
| L15 | £70,293 | £70,293 | £70,293 | £70,293 |  |  |  |  |
| L16 | £72,162 | £72,162 | £72,162 | £72,162 |  |  |  |  |
| L17 | £73,819 | £73,819 | £73,819 | £73,819 |  |  |  |  |
| L18 |  | £75,675 | £75,675 | £75,675 | £75,675 |  |  |  |
| L18A | £74,926 |  |  |  |  |  |  |  |
| L19 |  | £77,552 | £77,552 | £77,552 | £77,552 |  |  |  |
| L20 |  | £79,475 | £79,475 | £79,475 | £79,475 |  |  |  |
| L21 |  |  | £81,441 | £81,441 | £81,441 | £81,441 |  |  |
| L21A |  | £80,634 |  |  |  |  |  |  |
| L22 |  |  | £83,464 | £83,464 | £83,464 | £83,464 |  |  |
| L23 |  |  | £85,529 | £85,529 | £85,529 | £85,529 |  |  |
| L24 |  |  |  | £87,651 | £87,651 | £87,651 | £87,651 |  |
| L24A |  |  | £86,783 |  |  |  |  |  |
| L25 |  |  |  | £89,830 | £89,830 | £89,830 | £89,830 |  |
| L26 |  |  |  | £92,052 | £92,052 | £92,052 | £92,052 |  |
| L27 |  |  |  |  | £94,332 | £94,332 | £94,332 |  |
| L27A |  |  |  | £93,400 |  |  |  |  |
| L28 |  |  |  |  | £96,673 | £96,673 | £96,673 | £96,673 |
| L29 |  |  |  |  | £99,067 | £99,067 | £99,067 | £99,067 |
| L30 |  |  |  |  | £101,533 | £101,533 | £101,533 | £101,533 |
| L31 |  |  |  |  |  | £104,040 | £104,040 | £104,040 |
| L31A |  |  |  |  | £103,010 |  |  |  |
| L32 |  |  |  |  |  | £106,626 | £106,626 | £106,626 |
| L33 |  |  |  |  |  | £109,275 | £109,275 | £109,275 |
| L34 |  |  |  |  |  | £111,976 | £111,976 | £111,976 |
| L35 |  |  |  |  |  |  | £114,759 | £114,759 |
| L35A |  |  |  |  |  | £113,624 |  |  |
| L36 |  |  |  |  |  |  | £117,601 | £117,601 |
| L37 |  |  |  |  |  |  | £120,524 | £120,524 |
| L38 |  |  |  |  |  |  | £123,506 | £123,506 |
| L39 |  |  |  |  |  |   |  | £126,517 |
| L39A |  |  |  |  |  |  | £125,263 |  |
| L40 |  |  |  |  |  |  |  | £129,673 |
| L41 |  |  |  |  |  |  |  | £132,913 |
| L42 |  |  |  |  |  |  |  | £136,243 |
| L43A |  |  |  |  |  |  |  | £138,265 |