

# School Teachers' Pay Ranges & Allowances: September 2024

RELEVANCE KEY:	Maintained Schools	★			
	Academies	★			
	Independent Schools	☆			
	Non-Maintained Special Schools	☆			
	6 <sup>th</sup> Form Colleges	x			
	Pupil Referral Units	★			
★	Directly relevant	☆	Some relevance	x	Not relevant

## Classroom teachers' pay ranges and advisory pay points

Spine point	England excl. the London area (£)	Change from 2023 (%)	Fringe area (£)	Change from 2023 (%)	Outer London area (£)	Change from 2023 (%)	Inner London area (£)	Change from 2023 (%)
M1	31,650	5.5	33,075	5.5	36,413	5.5	38,766	5.5
M2	33,483	5.5	34,974	5.5	38,318	5.5	40,609	5.5
M3	35,674	5.5	37,141	5.5	40,322	5.5	42,536	5.5
M4	38,034	5.5	39,495	5.5	42,430	5.5	44,556	5.5
M5	40,439	5.5	41,870	5.5	45,000	5.5	47,069	5.5
M6	43,607	5.5	45,037	5.5	48,532	5.5	50,288	5.5
U1	45,646	5.5	47,031	5.5	50,210	5.5	55,415	5.5
U2	47,338	5.5	48,719	5.5	52,068	5.5	58,138	5.5
U3	49,084	5.5	50,471	5.5	53,994	5.5	60,092	5.5

### **Leading Practitioner Pay Range**

	<b>England excl. the London area (£)</b>	<b>Change from 2023 (%)</b>	<b>Fringe area (£)</b>	<b>Change from 2023 (%)</b>	<b>Outer London area (£)</b>	<b>Change from 2023 (%)</b>	<b>Inner London area (£)</b>	<b>Change from 2023 (%)</b>
<b>Minimum</b>	50,025	5.5	51,403	5.5	53,994	5.5	59,478	5.5
<b>Maximum</b>	76,050	5.5	77,430	5.5	80,022	5.5	85,509	5.5

### **Classroom teachers' allowance ranges**

<b>Allowance</b>	<b>Minimum (£)</b>	<b>Change from 2023 (%)</b>	<b>Maximum (£)</b>	<b>Change from 2023 (%)</b>
<b>Teaching and Learning Responsibility (TLR) payment 3</b>	675	5.5	3,344	5.5
<b>Teaching and Learning Responsibility (TLR) payment 2</b>	3,391	5.5	8,279	5.5
<b>Teaching and Learning Responsibility (TLR) payment 1</b>	9,782	5.5	16,553	5.5
<b>Special Educational Needs (SEN) Allowance</b>	2,679	5.5	5,285	5.5

### **Leadership group pay range**

	<b>England excl. the London area (£)</b>	<b>Change from 2023 (%)</b>	<b>Fringe area (£)</b>	<b>Change from 2023 (%)</b>	<b>Outer London area (£)</b>	<b>Change from 2023 (%)</b>	<b>Inner London area (£)</b>	<b>Change from 2023 (%)</b>
<b>Minimum</b>	49,781	5.5	51,151	5.5	53,731	5.5	59,186	5.5
<b>Maximum</b>	138,265	5.5	139,632	5.5	142,178	5.5	147,586	5.5

### Headteacher group pay ranges

<b>Band</b>	<b>England excl. the London area (£)</b>	<b>Fringe area (£)</b>	<b>Outer London area (£)</b>	<b>Inner London area (£)</b>
1	56,316 – 74,926	57,693 – 76,289	60,266 – 78,841	65,731 – 84,249
2	59,167 – 80,634	60,540 – 82,006	63,117 – 84,550	68,583 – 89,957
3	63,815 – 86,783	65,188 – 88,150	67,762 – 90,694	73,225 – 96,106
4	68,586 – 93,400	69,964 – 94,758	72,531 – 97,307	78,000 – 102,714
5	75,675 – 103,010	77,051 – 104,377	79,630 – 106,925	85,092 – 112,333
6	81,441 – 113,624	82,825 – 114,990	85,396 – 117,534	90,856 – 122,945
7	87,651 – 125,263	89,033 – 126,623	91,602 – 129,172	97,068 – 134,581
8	96,673 – 138,265	98,045 – 139,632	100,623 – 142,178	106,083 – 147,586

### Pay range and advisory points for unqualified teachers

<b>Spine point</b>	<b>England excl. the London area (£)</b>	<b>Change from 2023 (%)</b>	<b>Fringe area (£)</b>	<b>Change from 2023 (%)</b>	<b>Outer London area (£)</b>	<b>Change from 2023 (%)</b>	<b>Inner London area (£)</b>	<b>Change from 2023 (%)</b>
1	21,731	5.5	23,140	5.5	25,758	5.5	27,252	5.5
2	24,224	5.5	25,630	5.5	28,252	5.5	29,745	5.5
3	26,716	5.5	28,123	5.5	30,744	5.5	32,238	5.5
4	28,914	5.5	30,319	5.5	32,947	5.5	34,436	5.5
5	31,410	5.5	32,813	5.5	35,438	5.5	36,925	5.5
6	33,902	5.5	35,305	5.5	37,932	5.5	39,417	5.5

### National living wage

**The National Living Wage (NLW) (for those aged 21 and over) increased to £11.44 per hour in April 2024. Employers should ensure that implementation of the pay award complies with the National Living Wage policy.**

NB There are currently no advisory pay points for the leadership pay range in the STPCD, however many schools have retained a structure of points linked to the original leadership pay spine. We will produce DRAFT unofficial pay points to download on our website in due course.