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The Teachers’ Pay Award 2024

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

1. Introduction

On 30 July the DfE issued several communications around Teachers’ pay including the [School Teachers’ Review Body 34th report: 2024](#), a [statement from the Secretary of State on Teachers’ pay](#) accepting the STRB’s recommendations in full.

The service [Calculate Teacher Pay](#) was also updated so for school teachers and leaders in England to allow them to see how their salary could change following the 2024 pay award.

The final version of the STPCD 2024 was published with no amendments on 18 October. The pay award will therefore need to be backdated to 1 September 2024.

Links

The STRB’s full report can be downloaded here:

[School Teachers’ Review Body 34th Report: 2024 - GOV.UK \(www.gov.uk\)](#)

The statement from the Department for Education on Teachers’ Pay can be accessed here:

[Written statements - Written questions, answers and statements - UK Parliament](#)

The final version of the STPCD 2024 can be accessed here:

[School teachers pay and conditions document and guidance 2024.pdf \(publishing.service.gov.uk\)](#)

2. The Teachers' Pay Award 2024

The 2024 STPCD confirms the STRB's recommendations and the arrangements for the pay award as follows:

Recommended pay levels from 1 September 2024¹

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

	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 (%)
Minimum	50,025	5.5	51,403	5.5	53,994	5.5	59,478	5.5
Maximum	76,050	5.5	77,430	5.5	80,022	5.5	85,509	5.5

Classroom teachers' allowance ranges

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

Leadership group pay range

	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 (%)
Minimum	49,781	5.5	51,151	5.5	53,731	5.5	59,186	5.5
Maximum	138,265	5.5	139,632	5.5	142,178	5.5	147,586	5.5

Headteacher group pay ranges

Band	England excl. the London area (£)	Fringe area (£)	Outer London area (£)	Inner London area (£)
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

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 (%)
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

- Relevant bodies should ensure that implementation of the pay award complies with the National Living Wage policy
- All pay uplifts will be back-dated to 1 September 2024
- The STPCD has removed the requirement for performance-related pay from September 2024
- Please note that the pay award detailed above relates purely to the 'cost-of-living' element of pay increases
- Pay progression linked to performance (or other criteria) will continue for all teachers in accordance with the parameters set out in your pay policy

3. Removal of the requirement for Performance-Related Pay 2024-25

The 2024 STPCD no longer requires schools to operate performance-related pay from 2024-25 onwards.

The STPCD advises that any school that chooses to retain performance-related pay for the academic year 2024-25 (on which decisions will be made in Autumn 2025) may only withhold future progression for reasons related to poor performance as detailed in their pay policy.

For schools choosing to remove performance-related pay from their pay policy for the academic year 2024/25 pay progression in Autumn 2025 may only be withheld if a teacher is in capability proceedings.

4. What action should schools and academy trusts be taking now?

Now that the STPCD has been published there follows a 21-day period before the STPCD passes into law on 8 November.

In early November once the STPCD 2024 has passed into law, school pay policies will need reviewing to reflect the 2024 changes.

5. Making Changes to Your Pay Policy 2024-25

We have updated our template pay policies to allow schools to choose from 2 separate options depending on whether they decide to remove to retain performance-related pay for 2024-25.

In updating your own school's or trust's pay policy, it will, of course, be necessary to include any other changes that the Governing Board intends to implement in the forthcoming year.

We have published the 2024-25 teachers' pay ranges and the advisory pay points on the HR Hub.

As always, any material changes to the pay policy, typically where the Governing Board is exercising its discretion, will need to be consulted upon with the relevant recognised unions (and, as a matter of good practice, with teaching staff themselves) before being finalised.

Maintained schools can get details of area union representatives from the local authority if they are unsure who to contact. MATs will usually have an established framework for communicating with the relevant representatives and may also have formal recognition agreements in place which establish when the need for consultation arises.