



September 2023

Joint Advice on School Teachers' Pay in England 2023-24

The Government has offered to fully implement the recommendations of the STRB report, with a 6.5% pay increase from 1 September to all school teacher pay points and allowances in England. Schools, early years and post-16 settings will receive an additional £525m in the 2023-24 financial year and £900m in the 2024-25 financial year.

While members who responded to the unions' separate consultative surveys largely accepted the STRB pay award recommendation being implemented in full, they do not believe that it is sufficient redress for the impact of more than a decade of real terms pay cuts, when the value of teacher and school leader pay had declined by 23% between 2010 and 2022.

The increase of 6.5% to all pay points and allowances is effective from 1 September 2023. These proposals are subject to formal consultation ending on 21 September, with all pay increases backdated to 1 September.

This is our joint advice on the pay scales to be adopted for the school year 2023-24.

Consultation on pay policies

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2023 are finalised. This should happen at the start of the new academic year, as soon as the pay proposals are formally confirmed, in order to comply with the requirement for meaningful consultation.

We believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

Pay scales for 2023-24

The School Teachers' Pay and Conditions Document (STPCD) continues to permit the adoption of fixed pay scale points as the basis for teachers' pay and progression.

The STPCD includes advisory pay scale points for the main and upper pay ranges and unqualified teacher pay range. These were restored to the STPCD in 2020 (main and upper pay ranges) and 2021 (unqualified teacher pay range) and reflect the values of the long-standing advisory pay points published jointly by our unions.

The recommended pay scale points set out in this advice are the advisory pay points in the STPCD plus in addition recommended pay points for the leadership pay range.

The decision to restore advisory pay points to the STPCD and align their values with those recommended in joint union advice underlines the appropriateness and importance of using the pay scales set out in this and previous editions of this annual pay advice.

In previous years teachers and school leaders should, as they have been in many schools, have been paid at least at the pay levels set out in the union advice. Where schools are still paying below the pay points in this advice, pay for teachers and school leaders in those schools should therefore be moved to the value of the next highest point.

The pay levels set out below should be a minimum, so where schools are paying above the value of the relevant point the teacher should be paid on the next highest point above the teacher's current pay level. This should be uprated in future years in line with the relevant pay increase.

The principles supporting the use of national pay points for the main and upper pay ranges apply equally to the pay points for leaders set out in this advice. We will continue to call for the restoration of the national pay structure with the mandatory pay points as a minimum entitlement.

Pay progression for 2023-24

Political choices made by successive administrations since 2010 have resulted in a significant reduction in the real value of teacher pay against inflation and in the comparative value of teacher pay against other graduate professions, and have included the imposition of performance-related progression (PRP). **This contributes to the existing recruitment and retention problems and damages morale. The impact of the pandemic has made it impossible to measure objectives and provide support in the normal way.**

The consensus on the problems caused by PRP is reflected in the latest STRB report, which stated this: "The existing obligation on schools to operate performance-related pay progression should be withdrawn." We believe that this position must be reflected in the 2023 School Teachers' Pay and Conditions Document and have made our position clear in our response to the formal consultation.

These factors make it even more important that pay progression is the norm.

All eligible teachers and leaders should receive pay progression unless they are subject to formal capability procedures and, despite support being provided by the school, sufficient progress has not been made to resolve those concerns.

The 2023 STPCD Guidance will continue to provide at Section 3 that "schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions." These provisions require that teachers should meet relevant performance criteria for progression on their pay scale if eligible, but do not preclude pay increases which are made as a result of the implementation of annual uplifts of pay scales set out in the school's pay policy.

All of our organisations believe that performance-related pay progression is damaging and should be removed, with pay progression for eligible teachers and school leaders as the norm and applied separately and in addition to pay increases arising from the revalorisation of pay scales for cost of living purposes. This is the only way to ensure that the profession returns to a competitive position in the graduate market place.

Yours sincerely



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JOINT UNION TEACHER PAY SCALES IN ENGLAND FROM 1 SEPTEMBER 2023

CLASSROOM TEACHERS MAIN PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£30,000	£36,745	£34,514	£31,350
2	£31,737	£38,491	£36,320	£33,150
3	£33,814	£40,318	£38,219	£35,204
4	£36,051	£42,233	£40,218	£37,436
5	£38,330	£44,615	£42,654	£39,687
6 (maximum)	£41,333	£47,666	£46,001	£42,689

UPPER PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£43,266	£52,526	£47,592	£44,579
2	£44,870	£55,107	£49,353	£46,179
3 (maximum)	£46,525	£56,959	£51,179	£47,839

LEADING PRACTITIONER RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£47,417	£56,377	£51,179	£48,723
maximum	£72,085	£81,051	£75,850	£73,393

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS/SEN ALLOWANCES

	TLR payment 1	TLR payment 2	TLR payment 3	SEN allowance
minimum	£9,272	£3,214	£639	£2,539
maximum	£15,690	£7,847	£3,169	£5,009

LEADERSHIP GROUP PAY RANGE

	England (excl the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£47,185	£56,100	£50,929	£48,484
2	£48,366	£57,288	£52,113	£49,668
3	£49,574	£58,500	£53,314	£50,876
4	£50,807	£59,731	£54,555	£52,116
5	£52,074	£61,004	£55,822	£53,383
6	£53,380	£62,304	£57,124	£54,685
7	£54,816	£63,745	£58,565	£56,126
8	£56,082	£65,007	£59,826	£57,383
9	£57,482	£66,402	£61,225	£58,785
10	£58,959	£67,880	£62,703	£60,261
11	£60,488	£69,407	£64,229	£61,789
12	£61,882	£70,807	£65,629	£63,189
13	£63,430	£72,351	£67,178	£64,737
14	£65,010	£73,933	£68,749	£66,316
15	£66,628	£75,545	£70,368	£67,928
16	£68,400	£77,324	£72,144	£69,705
17	£69,970	£78,896	£73,718	£71,285
18	£71,729	£80,655	£75,478	£73,034
19	£73,509	£82,433	£77,258	£74,811
20	£75,331	£84,256	£79,076	£76,641
21	£77,195	£86,119	£80,944	£78,507
22	£79,112	£88,036	£82,852	£80,419
23	£81,070	£89,989	£84,812	£82,373
24	£83,081	£92,007	£86,826	£84,391
25	£85,146	£94,067	£88,890	£86,450
26	£87,253	£96,172	£90,995	£88,561
27	£89,414	£98,332	£93,157	£90,718
28	£91,633	£100,552	£95,377	£92,933
29	£93,902	£102,827	£97,642	£95,207
30	£96,239	£105,160	£99,980	£97,536
31	£98,616	£107,541	£102,364	£99,924
32	£101,067	£109,986	£104,808	£102,376
33	£103,578	£112,502	£107,325	£104,887
34	£106,138	£115,062	£109,884	£107,446
35	£108,776	£117,700	£112,519	£110,085
36	£111,470	£120,389	£115,210	£112,774
37	£114,240	£123,168	£117,987	£115,547
38	£117,067	£125,988	£120,813	£118,373
39	£119,921	£128,840	£123,662	£121,222
40	£122,912	£131,840	£126,661	£124,223
41	£125,983	£134,913	£129,729	£127,289
42	£129,140	£138,062	£132,881	£130,448
43	£131,056	£139,891	£134,765	£132,352

UNQUALIFIED TEACHERS

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£20,598	£25,831	£24,415	£21,933
2	£22,961	£28,194	£26,779	£24,293
3	£25,323	£30,557	£29,141	£26,656
4	£27,406	£32,640	£31,229	£28,738
5	£29,772	£35,000	£33,590	£31,102
6	£32,134	£37,362	£35,954	£33,464

HEADTEACHER GROUP PAY RANGES - STPCD LIMITS

**The STPCD statutory maxima for the eight Headteacher Group Ranges no longer correspond with recommended scale points on the Leadership Group Range, or the corresponding point where it falls mid-range, due to the Government's decision to freeze those maxima in 2015. We jointly advise that the statutory maxima should only be used where they are the maximum point of a headteacher's individual range and the discretion to exceed the maximum of the range has not been exercised.*

HEADTEACHER PAY RANGES

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
Group 1	71,019	79,856	74,730	72,311
Group 2	76,430	85,267	80,142	77,730
Group 3	82,258	91,095	85,965	83,554
Group 4	88,530	97,359	92,234	89,818
Group 5	97,639	106,476	101,350	98,935
Group 6	107,700	116,535	111,406	108,995
Group 7	118,732	127,564	122,437	120,021
Group 8	131,056	139,891	134,765	132,352

HEADTEACHER GROUP ONE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
6	53,380	62,304	57,124	54,685
7	54,816	63,745	58,565	56,126
8	56,082	65,007	59,826	57,383
9	57,482	66,402	61,225	58,785
10	58,959	67,880	62,703	60,261
11	60,488	69,407	64,229	61,789
12	61,882	70,807	65,629	63,189
13	63,430	72,351	67,178	64,737
14	65,010	73,933	68,749	66,316
15	66,628	75,545	70,368	67,928
16	68,400	77,324	72,144	69,705
17	69,970	78,896	73,718	71,285
18*	71,019	79,856	74,730	72,311

HEADTEACHER GROUP TWO

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
8	56,082	65,007	59,826	57,383
9	57,482	66,402	61,225	58,785
10	58,959	67,880	62,703	60,261
11	60,488	69,407	64,229	61,789
12	61,882	70,807	65,629	63,189
13	63,430	72,351	67,178	64,737
14	65,010	73,933	68,749	66,316
15	66,628	75,545	70,368	67,928
16	68,400	77,324	72,144	69,705
17	69,970	78,896	73,718	71,285
18	71,729	80,655	75,478	73,034
19	73,509	82,433	77,258	74,811
20	75,331	84,256	79,076	76,641
21*	76,430	85,267	80,142	77,730

HEADTEACHER GROUP THREE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
11	60,488	69,407	64,229	61,789
12	61,882	70,807	65,629	63,189
13	63,430	72,351	67,178	64,737
14	65,010	73,933	68,749	66,316
15	66,628	75,545	70,368	67,928
16	68,400	77,324	72,144	69,705
17	69,970	78,896	73,718	71,285
18	71,729	80,655	75,478	73,034
19	73,509	82,433	77,258	74,811
20	75,331	84,256	79,076	76,641
21	77,195	86,119	80,944	78,507
22	79,112	88,036	82,852	80,419
23	81,070	89,989	84,812	82,373
24*	82,258	91,095	85,965	83,554

HEADTEACHER GROUP FOUR

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
14	65,010	73,933	68,749	66,316
15	66,628	75,545	70,368	67,928
16	68,400	77,324	72,144	69,705
17	69,970	78,896	73,718	71,285
18	71,729	80,655	75,478	73,034
19	73,509	82,433	77,258	74,811
20	75,331	84,256	79,076	76,641
21	77,195	86,119	80,944	78,507
22	79,112	88,036	82,852	80,419
23	81,070	89,989	84,812	82,373
24	83,081	92,007	86,826	84,391
25	85,146	94,067	88,890	86,450
26	87,253	96,172	90,995	88,561
27*	88,530	97,359	92,234	89,818

HEADTEACHER GROUP FIVE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
18	71,729	80,655	75,478	73,034
19	73,509	82,433	77,258	74,811
20	75,331	84,256	79,076	76,641
21	77,195	86,119	80,944	78,507
22	79,112	88,036	82,852	80,419
23	81,070	89,989	84,812	82,373
24	83,081	92,007	86,826	84,391
25	85,146	94,067	88,890	86,450
26	87,253	96,172	90,995	88,561
27	89,414	98,332	93,157	90,718
28	91,633	100,552	95,377	92,933
29	93,902	102,827	97,642	95,207
30	96,239	105,160	99,980	97,536
31*	97,639	106,476	101,350	98,935

HEADTEACHER GROUP SIX

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
21	77,195	86,119	80,944	78,507
22	79,112	88,036	82,852	80,419
23	81,070	89,989	84,812	82,373
24	83,081	92,007	86,826	84,391
25	85,146	94,067	88,890	86,450
26	87,253	96,172	90,995	88,561
27	89,414	98,332	93,157	90,718
28	91,633	100,552	95,377	92,933
29	93,902	102,827	97,642	95,207
30	96,239	105,160	99,980	97,536
31	98,616	107,541	102,364	99,924
32	101,067	109,986	104,808	102,376
33	103,578	112,502	107,325	104,887
34	106,138	115,062	109,884	107,446
35*	107,700	116,535	111,406	108,995

HEADTEACHER GROUP SEVEN

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
24	83,081	92,007	86,826	84,391
25	85,146	94,067	88,890	86,450
26	87,253	96,172	90,995	88,561
27	89,414	98,332	93,157	90,718
28	91,633	100,552	95,377	92,933
29	93,902	102,827	97,642	95,207
30	96,239	105,160	99,980	97,536
31	98,616	107,541	102,364	99,924
32	101,067	109,986	104,808	102,376
33	103,578	112,502	107,325	104,887
34	106,138	115,062	109,884	107,446
35	108,776	117,700	112,519	110,085
36	111,470	120,389	115,210	112,774
37	114,240	123,168	117,987	115,547
38	117,067	125,988	120,813	118,373
39*	118,732	127,564	122,437	120,021

HEADTEACHER GROUP EIGHT

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
28	91,633	100,552	95,377	92,933
29	93,902	102,827	97,642	95,207
30	96,239	105,160	99,980	97,536
31	98,616	107,541	102,364	99,924
32	101,067	109,986	104,808	102,376
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37	114,240	123,168	117,987	115,547
38	117,067	125,988	120,813	118,373
39	119,921	128,840	123,662	121,222
40	122,912	131,840	126,661	124,223
41	125,983	134,913	129,729	127,289
42	129,140	138,062	132,881	130,448
43*	131,056	139,891	134,765	132,352