

| Classroom Teachers<br>England (excluding London and the Fringe) |                               |                               |
|---|-------------------------------|-------------------------------|
| Spine point   | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| <b>Main Pay Range</b>   |                               |                               |
| Min M1  | £28,000                       | £30,000                       |
| M2  | £29,800                       | £31,737                       |
| M3  | £31,750                       | £33,814                       |
| M4  | £33,850                       | £36,051                       |
| M5  | £35,990                       | £38,330                       |
| Max M6  | £38,810                       | £41,333                       |
| <b>Upper Pay Range</b>  |                               |                               |
| Min U1  | £40,625                       | £43,266                       |
| U2  | £42,131                       | £44,870                       |
| Max U3  | £43,685                       | £46,525                       |

| Teaching and Learning Responsibilities (TLRs) |                               |                               |
|---|-------------------------------|-------------------------------|
| Payment 1<br>(TLR1)                           | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| Min   | £8,706                        | £9,272                        |
| Max   | £14,732                       | £15,690                       |
| Payment 2<br>(TLR2)                           | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| Min   | £3,017                        | £3,214                        |
| Max   | £7,368                        | £7,847                        |
| Payment 3<br>(TLR)<br>(Fixed Term)            | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| Min   | £600                          | £639                          |
| Max   | £2,975                        | £3,169                        |

The NASUWT recommends that if the relevant body awards TLRs of different annual values to two or more teachers, the minimum difference in the annual value between each award of a TLR1 is £1,500 and between each award of a TLR 2 is £1,500

| Leadership Group Pay Range<br>England (excluding London and the Fringe) |                               |                               |
|---|-------------------------------|-------------------------------|
| Spine point   | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| L1  | £44,305                       | £47,185                       |
| L2  | £45,414                       | £48,366                       |
| L3  | £46,548                       | £49,574                       |
| L4  | £47,706                       | £50,807                       |
| L5  | £48,895                       | £52,074                       |
| L6  | £50,122                       | £53,380                       |
| L7  | £51,470                       | £54,816                       |
| L8  | £52,659                       | £56,082                       |
| L9  | £53,973                       | £57,482                       |
| L10   | £55,360                       | £58,959                       |
| L11   | £56,796                       | £60,488                       |
| L12   | £58,105                       | £61,882                       |
| L13   | £59,558                       | £63,430                       |
| L14   | £61,042                       | £65,010                       |
| L15   | £62,561                       | £66,628                       |
| L16   | £64,225                       | £68,400                       |
| L17   | £65,699                       | £69,970                       |
| L18   | £67,351                       | £71,729                       |
| L19   | £69,022                       | £73,509                       |
| L20   | £70,733                       | £75,331                       |
| L21   | £72,483                       | £77,195                       |
| L22   | £74,283                       | £79,112                       |
| L23   | £76,122                       | £81,070                       |
| L24   | £78,010                       | £83,081                       |
| L25   | £79,949                       | £85,146                       |
| L26   | £81,927                       | £87,253                       |
| L27   | £83,956                       | £89,414                       |
| L28   | £86,040                       | £91,633                       |
| L29   | £88,170                       | £93,902                       |
| L30   | £90,365                       | £96,239                       |
| L31   | £92,597                       | £98,616                       |
| L32   | £94,898                       | £101,067                      |
| L33   | £97,256                       | £103,578                      |
| L34   | £99,660                       | £106,138                      |
| L35   | £102,137                      | £108,776                      |
| L36   | £104,666                      | £111,470                      |
| L37   | £107,267                      | £114,240                      |
| L38   | £109,922                      | £117,067                      |
| L39   | £112,601                      | £119,921                      |
| L40   | £115,410                      | £122,912                      |
| L41   | £118,293                      | £125,983                      |
| L42   | £121,258                      | £129,140                      |
| L43   | £123,057                      | £131,056                      |

Please also see the pay ranges for headteachers if you are at the top of a headteacher pay range.

| Ranges for Headteachers<br>England (excluding London and the Fringe) |                       |  |  |
|--|-----------------------|--|--|
| Group  | Range of spine points | Salary range<br>(1 Sept 2022 to 31 Aug 2023) | Salary range<br>(1 Sept 2023 to 31 Aug 2024) |
| 1  | L6 – L18              | £50,122 - £66,684                            | £53,380 - £71,019                            |
| 2  | L8 – L21              | £52,659 - £71,765                            | £56,082 - £76,430                            |
| 3  | L11 – L24             | £56,796 - £77,237                            | £60,488 - £82,258                            |
| 4  | L14 – L27             | £61,042 - £83,126                            | £65,010 - £88,530                            |
| 5  | L18 – L31             | £67,351 - £91,679                            | £71,729 - £97,639                            |
| 6  | L21 – L35             | £72,483 - £101,126                           | £77,195 - £107,700                           |
| 7  | L24 – L39             | £78,010 - £111,485                           | £83,081 - £118,732                           |
| 8  | L28 – L43             | £86,040 - £123,057                           | £91,633 - £131,056                           |

The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight headteacher group pay ranges in 2015.

This restriction was applied to the maximum of each the eight headteacher group pay ranges only. It does not apply where a head/deputy/assistant headteacher is not earning the maximum on a headteacher group pay range, but is placed on one of the corresponding points on the LGPR – L18, L21, L24, L27, L31, L35 or L39, which have all increased by 1% in each year between 2014 and 2017, by 1.5% in 2018, by 2.75% in 2019 and 2020, by 0% in 2021, by 5% in 2022, and by 6.5% in 2023.

| Unqualified Teachers Pay Range<br>England (excluding London and the Fringe) |                               |                               |
|---|-------------------------------|-------------------------------|
| Scale point   | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| Min 1   | £19,340                       | £20,598                       |
| 2   | £21,559                       | £22,961                       |
| 3   | £23,777                       | £25,323                       |
| 4   | £25,733                       | £27,406                       |
| 5   | £27,954                       | £29,772                       |
| Max 6   | £30,172                       | £32,134                       |

| Special Educational Needs (SEN) Allowances |                               |                               |
|--|-------------------------------|-------------------------------|
|  | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| SEN (Min)                                  | £2,384                        | £2,539                        |
| SEN (Max)                                  | £4,703                        | £5,009                        |

Members should contact the Member Support Advice Team on the contact details below if the pay scales operated in their school do not match those on the NASUWT Salary Card.

| Lead Practitioners Pay Range<br>England (excluding London and the Fringe) |                               |                               |
|---|-------------------------------|-------------------------------|
| Spine Point   | 1 Sept 2022 to<br>31 Aug 2023 | 1 Sept 2023 to<br>31 Aug 2024 |
| Min 1   | £44,523                       | £47,417                       |
| 2   | £45,639                       | £48,606                       |
| 3   | £46,778                       | £49,819                       |
| 4   | £47,941                       | £51,058                       |
| 5   | £49,136                       | £52,330                       |
| 6   | £50,368                       | £53,642                       |
| 7   | £51,725                       | £55,088                       |
| 8   | £52,917                       | £56,357                       |
| 9   | £54,239                       | £57,765                       |
| 10  | £55,633                       | £59,250                       |
| 11  | £57,075                       | £60,785                       |
| 12  | £58,391                       | £62,187                       |
| 13  | £59,850                       | £63,741                       |
| 14  | £61,343                       | £65,331                       |
| 15  | £62,869                       | £66,956                       |
| 16  | £64,541                       | £68,737                       |
| 17  | £66,022                       | £70,314                       |
| Max 18  | £67,685                       | £72,085                       |

Salary cards for England (excluding London and the Fringe), Inner London, Outer London, and the Fringe are all available on the NASUWT website.