

Classroom Teachers England (excluding London and the Fringe)		
Spine point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
<b>Main Pay Range</b>		
Min M1	£25,714	£28,000
M2	£27,600	£29,800
M3	£29,664	£31,750
M4	£31,778	£33,850
M5	£34,100	£35,990
Max M6	£36,961	£38,810
<b>Upper Pay Range</b>		
Min U1	£38,690	£40,625
U2	£40,124	£42,131
Max U3	£41,604	£43,685

Teaching and Learning Responsibilities (TLRs)		
Payment 1 (TLR1)	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min	£8,291	£8,706
Max	£14,030	£14,732
Payment 2 (TLR2)	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min	£2,873	£3,017
Max	£7,017	£7,368
Payment 3 (TLR) (Fixed Term)	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min	£571	£600
Max	£2,833	£2,975

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 TLR2 is £1,500.

Leadership Group Pay Range England (excluding London and the Fringe)		
Spine point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
L1	£42,195	£44,305
L2	£43,251	£45,414
L3	£44,331	£46,548
L4	£45,434	£47,706
L5	£46,566	£48,895
L6	£47,735	£50,122
L7	£49,019	£51,470
L8	£50,151	£52,659
L9	£51,402	£53,973
L10	£52,723	£55,360
L11	£54,091	£56,796
L12	£55,338	£58,105
L13	£56,721	£59,558
L14	£58,135	£61,042
L15	£59,581	£62,561
L16	£61,166	£64,225
L17	£62,570	£65,699
L18	£64,143	£67,351
L19	£65,735	£69,022
L20	£67,364	£70,733
L21	£69,031	£72,483
L22	£70,745	£74,283
L23	£72,497	£76,122
L24	£74,295	£78,010
L25	£76,141	£79,949
L26	£78,025	£81,927
L27	£79,958	£83,956
L28	£81,942	£86,040
L29	£83,971	£88,170
L30	£86,061	£90,365
L31	£88,187	£92,597
L32	£90,379	£94,898
L33	£92,624	£97,256
L34	£94,914	£99,660
L35	£97,273	£102,137
L36	£99,681	£104,666
L37	£102,159	£107,267
L38	£104,687	£109,922
L39	£107,239	£112,601
L40	£109,914	£115,410
L41	£112,660	£118,293
L42	£115,483	£121,258
L43	£117,197	£123,057

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

Ranges for Headteachers England (excluding London and the Fringe)			
Group	Range of spine points	Salary range (1 Sept 2021 to 31 Aug 2022)	Salary range (1 Sept 2022 to 31 Aug 2023)
1	L6 – L18	£47,735 – £63,508	£50,122 – £66,684
2	L8 – L21	£50,151 – £68,347	£52,659 – £71,765
3	L11 – L24	£54,091 – £73,559	£56,796 – £77,237
4	L14 – L27	£58,135 – £79,167	£61,042 – £83,126
5	L18 – L31	£64,143 – £87,313	£67,351 – £91,679
6	L21 – L35	£69,031 – £96,310	£72,483 – £101,126
7	L24 – L39	£74,295 – £106,176	£78,010 – £111,485
8	L28 – L43	£81,942 – £117,197	£86,040 – £123,057

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, and by 5% in 2022.

Unqualified Teachers Pay Range England (excluding London and the Fringe)		
Scale point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min 1	£18,419	£19,340
2	£20,532	£21,559
3	£22,644	£23,777
4	£24,507	£25,733
5	£26,622	£27,954
Max 6	£28,735	£30,172

Special Educational Needs (SEN) Allowances		
	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
SEN (Min)	£2,270	£2,384
SEN (Max)	£4,479	£4,703

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 England (excluding London and the Fringe)		
Spine Point	1 Sept 2021 to 31 Aug 2022	1 Sept 2022 to 31 Aug 2023
Min 1	£42,402	£44,523
2	£43,465	£45,639
3	£44,550	£46,778
4	£45,658	£47,941
5	£46,796	£49,136
6	£47,969	£50,368
7	£49,261	£51,725
8	£50,397	£52,917
9	£51,656	£54,239
10	£52,983	£55,633
11	£54,357	£57,075
12	£55,610	£58,391
13	£57,000	£59,850
14	£58,421	£61,343
15	£59,875	£62,869
16	£61,467	£64,541
17	£62,878	£66,022
Max 18	£64,461	£67,685

Salary cards for Inner and Outer London and the Fringe are available on the NASUWT website.