

SALARY CARD 2024/25/26

OUTER LONDON

Classroom Teachers OUTER LONDON		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MAIN PAY RANGE		
MIN M1	£36,413	£37,870
M2	£38,318	£39,851
M3	£40,322	£41,935
M4	£42,430	£44,128
M5	£45,000	£46,800
MAX M6	£48,532	£50,474
UPPER PAY RANGE		
MIN U1	£50,210	£52,219
U2	£52,068	£54,151
MAX U3	£53,994	£56,154

Teaching & Learning Responsibilities (TLRs)		
PAYMENT 1 (TLR1)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£9,782	£10,174
MAX	£16,553	£17,216
PAYMENT 2 (TLR2)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£3,391	£3,527
MAX	£8,279	£8,611
PAYMENT 3 (TLR) (FIXED TERM)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£675	£702
MAX	£3,344	£3,478

Special Educational Needs (SEN) Allowances		
	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
SEN MIN	£2,679	£2,787
SEN MAX	£5,285	£5,497

Unqualified Teachers Pay Range OUTER LONDON		
SCALE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£25,758	£26,789
2	£28,252	£29,383
3	£30,744	£31,974
4	£32,947	£34,265
5	£35,438	£36,856
MAX 6	£37,932	£39,450

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. From 1 September 2025, and no later than 1 September 2026, TLR1 and TLR2 payments will be paid to teachers based on the proportion of responsibility they carry out, rather than their contracted hours.

Leadership Group Pay Range OUTER LONDON		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
L1	£53,731	£55,881
L2	£54,980	£57,180
L3	£56,247	£58,497
L4	£57,556	£59,859
L5	£58,893	£61,249
L6	£60,266	£62,677
L7	£61,787	£64,259
L8	£63,117	£65,642
L9	£64,593	£67,177
L10	£66,152	£68,799
L11	£67,762	£70,473
L12	£69,239	£72,009
L13	£70,873	£73,708
L14	£72,531	£75,433
L15	£74,239	£77,209
L16	£76,112	£79,157
L17	£77,773	£80,884
L18	£79,630	£82,816
L19	£81,508	£84,769
L20	£83,426	£86,764
L21	£85,396	£88,812
L22	£87,409	£90,906
L23	£89,477	£93,057
L24	£91,602	£95,267
L25	£93,779	£97,531
L26	£96,000	£99,840
L27	£98,281	£102,213
L28	£100,623	£104,648
L29	£103,013	£107,134
L30	£105,479	£109,699
L31	£107,995	£112,315
L32	£110,573	£114,996
L33	£113,228	£117,758
L34	£115,928	£120,566
L35	£118,708	£123,457
L36	£121,547	£126,409
L37	£124,477	£129,457
L38	£127,458	£132,557
L39	£130,464	£135,683
L40	£133,628	£138,974
L41	£136,865	£142,340
L42	£140,190	£145,798
L43	£142,178	£147,866

Ranges for Headteachers OUTER LONDON			
GROUP	SPINE POINT RANGE	SALARY RANGE 1 SEPT 2024 TO 31 AUG 2025	SALARY RANGE 1 SEPT 2025 TO 31 AUG 2026
1	L6 – L18	£60,266 – £78,841	£62,677 – £81,995
2	L8 – L21	£63,117 – £84,550	£65,642 – £87,932
3	L11 – L24	£67,762 – £90,694	£70,473 – £94,322
4	L14 – L27	£72,531 – £97,307	£75,433 – £101,200
5	L18 – L31	£79,630 – £106,925	£82,816 – £111,202
6	L21 – L35	£85,396 – £117,534	£88,812 – £122,236
7	L24 – L39	£91,602 – £129,172	£95,267 – £134,339
8	L28 – L43	£100,623 – £142,178	£104,648 – £147,866

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 of the eight headteacher group pay ranges only. It does not apply where a headteacher or 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, by 6.5% in 2023, by 5.5% in 2024, and by 4% in 2025.

Lead Practitioners Pay Range OUTER LONDON		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£53,994	£56,154
2	£55,250	£57,460
3	£56,524	£58,785
4	£57,841	£60,155
5	£59,183	£61,551
6	£60,562	£62,985
7	£62,089	£64,573
8	£63,429	£65,967
9	£64,910	£67,507
10	£66,479	£69,139
11	£68,094	£70,818
12	£69,581	£72,365
13	£71,224	£74,073
14	£72,889	£75,805
15	£74,604	£77,589
16	£76,487	£79,547
17	£78,155	£81,282
MAX 18	£80,022	£83,223

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

NASUWT
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B45 8RS

CONTACT US

Call **03330 145550** or email
advice@mail.nasuwat.org

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