

SALARY CARD 2024/25/26

THE FRINGE

Classroom Teachers THE FRINGE		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MAIN PAY RANGE		
MIN M1	£33,075	£34,398
M2	£34,974	£36,373
M3	£37,141	£38,627
M4	£39,495	£41,075
M5	£41,870	£43,545
MAX M6	£45,037	£46,839
UPPER PAY RANGE		
MIN U1	£47,031	£48,913
U2	£48,719	£50,668
MAX U3	£50,471	£52,490

Teaching & Learning Responsibilities (TLRs)		
PAYMENT 1 (TLR1)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£9,272	£9,782
MAX	£15,690	£16,553
PAYMENT 2 (TLR2)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£3,214	£3,391
MAX	£7,847	£8,279
PAYMENT 3 (TLR) (FIXED TERM)	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN	£639	£675
MAX	£3,169	£3,344

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.

Special Educational Needs (SEN) Allowances		
	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
SEN MIN	£2,539	£2,679
SEN MAX	£5,009	£5,285

Unqualified Teachers Pay Range THE FRINGE		
SCALE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£23,140	£24,066
2	£25,630	£26,656
3	£28,123	£29,248
4	£30,319	£31,532
5	£32,813	£34,126
MAX 6	£35,305	£36,718

Leadership Group Pay Range THE FRINGE		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
L1	£51,151	£53,198
L2	£52,400	£54,496
L3	£53,675	£55,822
L4	£54,983	£57,183
L5	£56,320	£58,573
L6	£57,693	£60,001
L7	£59,213	£61,582
L8	£60,540	£62,962
L9	£62,019	£64,500
L10	£63,576	£66,120
L11	£65,188	£67,796
L12	£66,665	£69,332
L13	£68,298	£71,030
L14	£69,964	£72,763
L15	£71,665	£74,532
L16	£73,539	£76,481
L17	£75,206	£78,215
L18	£77,051	£80,134
L19	£78,926	£82,084
L20	£80,857	£84,092
L21	£82,825	£86,138
L22	£84,843	£88,237
L23	£86,904	£90,381
L24	£89,033	£92,595
L25	£91,205	£94,854
L26	£93,432	£97,170
L27	£95,708	£99,537
L28	£98,045	£101,967
L29	£100,444	£104,462
L30	£102,901	£107,018
L31	£105,420	£109,637
L32	£108,007	£112,328
L33	£110,656	£115,083
L34	£113,356	£117,891
L35	£116,140	£120,786
L36	£118,977	£123,737
L37	£121,903	£126,780
L38	£124,884	£129,880
L39	£127,890	£133,006
L40	£131,056	£136,299
L41	£134,290	£139,662
L42	£137,623	£143,128
L43	£139,632	£145,218

Ranges for Headteachers THE FRINGE			
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	£57,693 – £76,289	£60,001 – £79,341
2	L8 – L21	£60,540 – £82,006	£62,962 – £85,287
3	L11 – L24	£65,188 – £88,150	£67,796 – £91,676
4	L14 – L27	£69,964 – £94,758	£72,763 – £98,549
5	L18 – L31	£77,051 – £104,377	£80,134 – £108,553
6	L21 – L35	£82,825 – £114,990	£86,138 – £119,590
7	L24 – L39	£89,033 – £126,623	£92,595 – £131,688
8	L28 – L43	£98,045 – £139,632	£101,967 – £145,218

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 THE FRINGE		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£51,403	£53,460
2	£52,659	£54,766
3	£53,938	£56,096
4	£55,253	£57,464
5	£56,596	£58,860
6	£57,979	£60,299
7	£59,504	£61,885
8	£60,838	£63,272
9	£62,326	£64,820
10	£63,888	£66,444
11	£65,510	£68,131
12	£66,994	£69,674
13	£68,634	£71,380
14	£70,307	£73,120
15	£72,017	£74,898
16	£73,901	£76,858
17	£75,575	£78,598
MAX 18	£77,430	£80,528

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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Birmingham
B45 8RS

CONTACT US
Call **03330 145550** or email
advice@mail.nasuwt.org

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