SALARY CARD 2026/27/28
OUTER LONDON

NASUWT THE TEACHERS' UNION

Classroom Teachers
OUTER LONDON

SPINE POINT	1 SEPT 2025 TO 31 AUG 2026	1 SEPT 2026 TO 31 AUG 2027	1 SEPT 2027 TO 31 AUG 2028
MAIN PAY RANGE			
MIN **M1**	£37,870	**£39,196**	**£40,372**
M2	£39,851	**£41,246**	**£42,484**
M3	£41,935	**£43,403**	**£44,706**
M4	£44,128	**£45,673**	**£47,044**
M5	£46,800	**£48,438**	**£49,892**
MAX **M6**	£50,474	**£52,241**	**£53,809**
UPPER PAY RANGE			
MIN **U1**	£52,219	**£54,047**	**£55,669**
U2	£54,151	**£56,047**	**£57,729**
MAX **U3**	£56,154	**£58,120**	**£59,864**

Teaching & Learning Responsibilities (TLRs)

PAYMENT 1 (TLR1)	1 SEPT 2025 TO 31 AUG 2026	1 SEPT 2026 TO 31 AUG 2027	1 SEPT 2027 TO 31 AUG 2028
MIN	£10,174	**£10,531**	**£10,847**
MAX	£17,216	**£17,819**	**£18,354**
PAYMENT 2 (TLR2)	**1 SEPT 2025 TO 31 AUG 2026**	**1 SEPT 2026 TO 31 AUG 2027**	**1 SEPT 2027 TO 31 AUG 2028**
MIN	£3,527	**£3,651**	**£3,761**
MAX	£8,611	**£8,913**	**£9,181**
PAYMENT 3 (TLR) (FIXED TERM)	**1 SEPT 2025 TO 31 AUG 2026**	**1 SEPT 2026 TO 31 AUG 2027**	**1 SEPT 2027 TO 31 AUG 2028**
MIN	£702	**£727**	**£749**
MAX	£3,478	**£3,600**	**£3,708**

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.

Payment of non-consolidated recognition awards
From 1 September 2026, relevant bodies may make modest non-consolidated awards to teachers to recognise exceptional contribution or achievement. Any reward should be for genuine additional contribution but should not be used as a replacement for pay progression or for TLRs, and relevant bodies should ensure there are clear, published, criteria with robust oversight by the governing body.

Unqualified Teachers Pay Range
OUTER LONDON

SCALE POINT	1 SEPT 2025 TO 31 AUG 2026	1 SEPT 2026 TO 31 AUG 2027	1 SEPT 2027 TO 31 AUG 2028
MIN **1**	£26,789	**£27,727**	**£28,559**
2	£29,383	**£30,412**	**£31,325**
3	£31,974	**£33,094**	**£34,087**
4	£34,265	**£35,465**	**£36,529**
5	£36,856	**£38,146**	**£39,291**
MAX **6**	£39,450	**£40,831**	**£42,056**

Leadership Group Pay Range
OUTER LONDON

SPINE POINT	1 SEPT 2025 TO 31 AUG 2026	1 SEPT 2026 TO 31 AUG 2027	1 SEPT 2027 TO 31 AUG 2028
L1	£55,881	**£57,837**	**£59,573**
L2	£57,180	**£59,182**	**£60,958**
L3	£58,497	**£60,545**	**£62,362**
L4	£59,859	**£61,955**	**£63,814**
L5	£61,249	**£63,393**	**£65,295**
L6	£62,677	**£64,871**	**£66,818**
L7	£64,259	**£66,509**	**£68,505**
L8	£65,642	**£67,940**	**£69,979**
L9	£67,177	**£69,529**	**£71,615**
L10	£68,799	**£71,207**	**£73,344**
L11	£70,473	**£72,940**	**£75,129**
L12	£72,009	**£74,530**	**£76,766**
L13	£73,708	**£76,288**	**£78,577**
L14	£75,433	**£78,074**	**£80,417**
L15	£77,209	**£79,912**	**£82,310**
L16	£79,157	**£81,928**	**£84,386**
L17	£80,884	**£83,715**	**£86,227**
L18	£82,816	**£85,715**	**£88,287**
L19	£84,769	**£87,736**	**£90,369**
L20	£86,764	**£89,801**	**£92,496**
L21	£88,812	**£91,921**	**£94,679**
L22	£90,906	**£94,088**	**£96,911**
L23	£93,057	**£96,314**	**£99,204**
L24	£95,267	**£98,602**	**£101,561**
L25	£97,531	**£100,945**	**£103,974**
L26	£99,840	**£103,335**	**£106,436**
L27	£102,213	**£105,791**	**£108,965**
L28	£104,648	**£108,311**	**£111,561**
L29	£107,134	**£110,884**	**£114,211**
L30	£109,699	**£113,539**	**£116,946**
L31	£112,315	**£116,247**	**£119,735**
L32	£114,996	**£119,021**	**£122,592**
L33	£117,758	**£121,880**	**£125,537**
L34	£120,566	**£124,786**	**£128,530**
L35	£123,457	**£127,778**	**£131,612**
L36	£126,409	**£130,834**	**£134,760**
L37	£129,457	**£133,988**	**£138,008**
L38	£132,557	**£137,197**	**£141,313**
L39	£135,683	**£140,432**	**£144,645**
L40	£138,974	**£143,839**	**£148,155**
L41	£142,340	**£147,322**	**£151,742**
L42	£145,798	**£150,901**	**£155,429**
L43	£147,866	**£153,042**	**£157,634**

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

Special Educational Needs (SEN) Allowances

	1 SEPT 2025 TO 31 AUG 2026	1 SEPT 2026 TO 31 AUG 2027	1 SEPT 2027 TO 31 AUG 2028
SEN MIN	£2,787	**£2,885**	**£2,972**
SEN MAX	£5,497	**£5,690**	**£5,861**

SALARY CARD 2026/27/28
OUTER LONDON

NASUWT THE TEACHERS' UNION

Ranges for Headteachers
OUTER LONDON

GROUP	SPINE POINT RANGE	SALARY RANGE (1 SEPT 2025 TO 31 AUG 2026)	SALARY RANGE (1 SEPT 2026 TO 31 AUG 2027)	SALARY RANGE (1 SEPT 2027 TO 31 AUG 2028)
1	L6 – L18	£62,677 – £81,995	£64,871 – £84,865	£66,818 – £87,411
2	L8 – L21	£65,642 – £87,932	£67,940 – £91,010	£69,979 – £93,741
3	L11 – L24	£70,473 – £94,322	£72,940 – £97,624	£75,129 – £100,553
4	L14 – L27	£75,433 – £101,200	£78,074 – £104,742	£80,417 – £107,885
5	L18 – L31	£82,816 – £111,202	£85,715 – £115,095	£88,287 – £118,548
6	L21 – L35	£88,812 – £122,236	£91,921 – £126,515	£94,679 – £130,311
7	L24 – L39	£95,267 – £134,339	£98,602 – £139,041	£101,561 – £143,213
8	L28 – L43	£104,648 – £147,866	£108,311 – £153,042	£111,561 – £157,634

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, by 4% in 2025, by 3.5% in 2026, and will increase by 3% in 2027.

Lead Practitioners Pay Range
OUTER LONDON

SPINE POINT	1 SEPT 2025 TO 31 AUG 2026	1 SEPT 2026 TO 31 AUG 2027	1 SEPT 2027 TO 31 AUG 2028
MIN 1	£56,154	£58,120	£59,864
2	£57,460	£59,472	£61,257
3	£58,785	£60,843	£62,669
4	£60,155	£62,261	£64,129
5	£61,551	£63,706	£65,618
6	£62,985	£65,190	£67,146
7	£64,573	£66,834	£68,840
8	£65,967	£68,276	£70,325
9	£67,507	£69,870	£71,967
10	£69,139	£71,559	£73,706
11	£70,818	£73,297	£75,496
12	£72,365	£74,898	£77,145
13	£74,073	£76,666	£78,966
14	£75,805	£78,459	£80,813
15	£77,589	£80,305	£82,715
16	£79,547	£82,332	£84,802
17	£81,282	£84,127	£86,651
MAX 18	£83,223	£86,136	£88,721

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
Rose Hill, Rednal,
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.



How Much Pay Have Teachers Lost?

The value of classroom teachers' salaries has dropped between 19% and 30% since 2010 – our easy lookups show what your salary would have been if pay had kept pace with inflation.

READ MORE