

Classroom Teachers ENGLAND (EXCLUDING LONDON & FRINGE)			
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	£32,916	£34,069	£35,092
M2	£34,823	£36,042	£37,124
M3	£37,101	£38,400	£39,552
M4	£39,556	£40,941	£42,170
M5	£42,057	£43,529	£44,835
MAX M6	£45,352	£46,940	£48,349
UPPER PAY RANGE			
MIN U1	£47,472	£49,134	£50,609
U2	£49,232	£50,956	£52,485
MAX U3	£51,048	£52,835	£54,421

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 ENGLAND (EXCLUDING LONDON & FRINGE)			
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	£22,601	£23,732	£24,444
2	£25,193	£26,075	£26,858
3	£27,785	£28,758	£29,621
4	£30,071	£31,124	£32,058
5	£32,667	£33,811	£34,826
MAX 6	£35,259	£36,494	£37,589

Leadership Group Pay Range ENGLAND (EXCLUDING LONDON & FRINGE)			
SPINE POINT	1 SEPT 2025 TO 31 AUG 2026	1 SEPT 2026 TO 31 AUG 2027	1 SEPT 2027 TO 31 AUG 2028
L1	£51,773	£53,586	£55,194
L2	£53,069	£54,927	£56,575
L3	£54,394	£56,298	£57,987
L4	£55,747	£57,699	£59,430
L5	£57,137	£59,137	£60,912
L6	£58,569	£60,619	£62,438
L7	£60,145	£62,251	£64,119
L8	£61,534	£63,688	£65,599
L9	£63,070	£65,278	£67,237
L10	£64,691	£66,956	£68,965
L11	£66,368	£68,691	£70,752
L12	£67,898	£70,275	£72,384
L13	£69,596	£72,032	£74,193
L14	£71,330	£73,827	£76,042
L15	£73,105	£75,664	£77,934
L16	£75,049	£77,676	£80,007
L17	£76,772	£79,460	£81,844
L18	£78,702	£81,457	£83,901
L19	£80,655	£83,478	£85,983
L20	£82,654	£85,547	£88,114
L21	£84,699	£87,664	£90,294
L22	£86,803	£89,842	£92,538
L23	£88,951	£92,065	£94,827
L24	£91,158	£94,349	£97,180
L25	£93,424	£96,694	£99,595
L26	£95,735	£99,086	£102,059
L27	£98,106	£101,540	£104,587
L28	£100,540	£104,059	£107,181
L29	£103,030	£106,637	£109,837
L30	£105,595	£109,291	£112,570
L31	£108,202	£111,990	£115,350
L32	£110,892	£114,774	£118,218
L33	£113,646	£117,624	£121,153
L34	£116,456	£120,532	£124,148
L35	£119,350	£123,528	£127,234
L36	£122,306	£126,587	£130,385
L37	£125,345	£129,733	£133,625
L38	£128,447	£132,943	£136,932
L39	£131,578	£136,184	£140,270
L40	£134,860	£139,581	£143,769
L41	£138,230	£143,069	£147,362
L42	£141,693	£146,653	£151,053
L43	£143,796	£148,829	£153,294

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

Ranges for Headteachers ENGLAND (EXCLUDING LONDON & FRINGE)				
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	£58,569 – £77,924	£60,619 – £80,652	£62,438 – £83,072
2	L8 – L21	£61,534 – £83,860	£63,688 – £86,796	£65,599 – £89,400
3	L11 – L24	£66,368 – £90,255	£68,691 – £93,414	£70,752 – £96,217
4	L14 – L27	£71,330 – £97,136	£73,827 – £100,536	£76,042 – £103,553
5	L18 – L31	£78,702 – £107,131	£81,457 – £110,881	£83,901 – £114,208
6	L21 – L35	£84,699 – £118,169	£87,664 – £122,305	£90,294 – £125,975
7	L24 – L39	£91,158 – £130,274	£94,349 – £134,834	£97,180 – £138,880
8	L28 – L43	£100,540 – £143,796	£104,059 – £148,829	£107,181 – £153,294

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 ENGLAND (EXCLUDING LONDON & FRINGE)			
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	£52,026	£53,847	£55,463
2	£53,332	£55,199	£56,855
3	£54,663	£56,577	£58,275
4	£56,022	£57,983	£59,723
5	£57,418	£59,428	£61,211
6	£58,857	£60,917	£62,745
7	£60,443	£62,559	£64,436
8	£61,836	£64,001	£65,922
9	£63,381	£65,600	£67,568
10	£65,010	£67,286	£69,305
11	£66,695	£69,030	£71,101
12	£68,233	£70,622	£72,741
13	£69,937	£72,385	£74,557
14	£71,682	£74,191	£76,417
15	£73,465	£76,037	£78,319
16	£75,419	£78,059	£80,401
17	£77,150	£79,851	£82,247
MAX 18	£79,092	£81,861	£84,317

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.

Education funding is stuck in the past: our schools cannot absorb more cuts and teachers and pupils cannot thrive in underfunded schools.

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](#)