

SALARY CARD 2024/25/26

ENGLAND (EXCLUDING LONDON & FRINGE)



Classroom Teachers ENGLAND (EXCLUDING LONDON & FRINGE)		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MAIN PAY RANGE		
MIN M1	£31,650	£32,916
M2	£33,483	£34,823
M3	£35,674	£37,101
M4	£38,034	£39,556
M5	£40,439	£42,057
MAX M6	£43,607	£45,352
UPPER PAY RANGE		
MIN U1	£45,646	£47,472
U2	£47,338	£49,232
MAX U3	£49,084	£51,048

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 ENGLAND (EXCLUDING LONDON & FRINGE)		
SCALE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£21,731	£22,601
2	£24,224	£25,193
3	£26,716	£27,785
4	£28,914	£30,071
5	£31,410	£32,667
MAX 6	£33,902	£35,259

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 ENGLAND (EXCLUDING LONDON & FRINGE)		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
L1	£49,781	£51,773
L2	£51,027	£53,069
L3	£52,301	£54,394
L4	£53,602	£55,747
L5	£54,939	£57,137
L6	£56,316	£58,569
L7	£57,831	£60,145
L8	£59,167	£61,534
L9	£60,644	£63,070
L10	£62,202	£64,691
L11	£63,815	£66,368
L12	£65,286	£67,898
L13	£66,919	£69,596
L14	£68,586	£71,330
L15	£70,293	£73,105
L16	£72,162	£75,049
L17	£73,819	£76,772
L18	£75,675	£78,702
L19	£77,552	£80,655
L20	£79,475	£82,654
L21	£81,441	£84,699
L22	£83,464	£86,803
L23	£85,529	£88,951
L24	£87,651	£91,158
L25	£89,830	£93,424
L26	£92,052	£95,735
L27	£94,332	£98,106
L28	£96,673	£100,540
L29	£99,067	£103,030
L30	£101,533	£105,595
L31	£104,040	£108,202
L32	£106,626	£110,892
L33	£109,275	£113,646
L34	£111,976	£116,456
L35	£114,759	£119,350
L36	£117,601	£122,306
L37	£120,524	£125,345
L38	£123,506	£128,447
L39	£126,517	£131,578
L40	£129,673	£134,860
L41	£132,913	£138,230
L42	£136,243	£141,693
L43	£138,265	£143,796

Ranges for Headteachers ENGLAND (EXCLUDING LONDON & 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	£56,316 – £74,926	£58,569 – £77,924
2	L8 – L21	£59,167 – £80,634	£61,534 – £83,860
3	L11 – L24	£63,815 – £86,783	£66,368 – £90,255
4	L14 – L27	£68,586 – £93,400	£71,330 – £97,136
5	L18 – L31	£75,675 – £103,010	£78,702 – £107,131
6	L21 – L35	£81,441 – £113,624	£84,699 – £118,169
7	L24 – L39	£87,651 – £125,263	£91,158 – £130,274
8	L28 – L43	£96,673 – £138,265	£100,540 – £143,796

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 ENGLAND (EXCLUDING LONDON & FRINGE)		
SPINE POINT	1 SEPT 2024 TO 31 AUG 2025	1 SEPT 2025 TO 31 AUG 2026
MIN 1	£50,025	£52,026
2	£51,280	£53,332
3	£52,560	£54,663
4	£53,867	£56,022
5	£55,209	£57,418
6	£56,593	£58,857
7	£58,118	£60,443
8	£59,457	£61,836
9	£60,943	£63,381
10	£62,509	£65,010
11	£64,129	£66,695
12	£65,608	£68,233
13	£67,247	£69,937
14	£68,925	£71,682
15	£70,639	£73,465
16	£72,518	£75,419
17	£74,182	£77,150
MAX 18	£76,050	£79,092

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.

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