

Salary Scales

The Fringe, Outer London and Inner London

Qualified Teachers in the Fringe		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Main Pay Range		
Min M1	£23,547	£24,018
M2	£25,321	£25,828
M3	£27,269	£27,815
M4	£29,292	£29,878
M5	£31,508	£32,139
Max M6	£34,249	£34,934
Upper Pay Range		
Min U1	£36,650	£37,017
U2	£37,966	£38,346
Max U3	£39,331	£39,725
Qualified Teachers in Outer London		
Main Pay Range		
Min M1	£26,139	£26,662
M2	£27,759	£28,315
M3	£29,477	£30,067
M4	£31,302	£31,929
M5	£33,957	£34,637
Max M6	£36,906	£37,645
Upper Pay Range		
Min U1	£39,127	£39,519
U2	£40,575	£40,981
Max U3	£42,077	£42,498
Qualified Teachers in Inner London		
Main Pay Range		
Min M1	£28,098	£28,660
M2	£29,563	£30,155
M3	£31,103	£31,726
M4	£32,724	£33,379
M5	£35,242	£35,947
Max M6	£38,241	£39,006
Upper Pay Range		
Min U1	£43,184	£43,616
U2	£45,306	£45,760
Max U3	£46,829	£47,298

Teaching and Learning Responsibilities (TLRs)		
Payment 1 (TLR1)	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Minimum	£7,622	£7,699
Maximum	£12,898	£13,027
Payment 2 (TLR2)	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Minimum	£2,640	£2,667
Maximum	£6,450	£6,515
Payment 3 (TLR) (Fixed Term)	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Minimum	£523	£529
Maximum	£2,603	£2,630

The 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.

Special Educational Needs Allowances		
	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
SEN (Min)	£2,085	£2,106
SEN (Max)	£4,116	£4,158

Lead Practitioners Pay Range in the Fringe		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min L1	£40,057	£40,458
L2	£41,036	£41,447
L3	£42,033	£42,454
L4	£43,058	£43,489
L5	£44,104	£44,546
L6	£45,181	£45,633
L7	£46,371	£46,835
L8	£47,409	£47,884
L9	£48,569	£49,055
L10	£49,788	£50,286
L11	£51,050	£51,561
L12	£52,207	£52,730
L13	£53,486	£54,021
L14	£54,790	£55,338
L15	£56,122	£56,684
L16	£57,591	£58,167
L17	£58,896	£59,485
Max L18	£60,341	£60,945

Lead Practitioners Pay Range in Outer London		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min L1	£42,077	£42,498
L2	£43,055	£43,486
L3	£44,049	£44,490
L4	£45,074	£45,525
L5	£46,120	£46,582
L6	£47,195	£47,667
L7	£48,386	£48,870
L8	£49,429	£49,924
L9	£50,584	£51,090
L10	£51,806	£52,325
L11	£53,066	£53,597
L12	£54,223	£54,766
L13	£55,503	£56,059
L14	£56,801	£57,370
L15	£58,138	£58,720
L16	£59,605	£60,202
L17	£60,905	£61,515
Max L18	£62,361	£62,985

Lead Practitioners Pay Range in Inner London		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min L1	£46,350	£46,814
L2	£47,330	£47,804
L3	£48,332	£48,816
L4	£49,350	£49,844
L5	£50,401	£50,906
L6	£51,476	£51,991
L7	£52,667	£53,194
L8	£53,709	£54,247
L9	£54,862	£55,411
L10	£56,083	£56,644
L11	£57,344	£57,918
L12	£58,501	£59,087
L13	£59,778	£60,376
L14	£61,084	£61,695
L15	£62,416	£63,041
L16	£63,886	£64,525
L17	£65,185	£65,837
Max L18	£66,638	£67,305

Members should contact their Regional Centre if the pay scales operated in their school do not match those on the NASUWT Salary Card.

Unqualified Teachers Pay Range in the Fringe		
Scale point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min 1	£17,542	£17,718
2	£19,455	£19,650
3	£21,370	£21,584
4	£23,284	£23,517
5	£25,199	£25,451
Max 6	£27,112	£27,384
Unqualified Teachers Pay Range in Outer London		
Scale point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min 1	£19,553	£19,749
2	£21,469	£21,684
3	£23,384	£23,618
4	£25,301	£25,555
5	£27,214	£27,487
Max 6	£29,130	£29,422
Unqualified Teachers Pay Range in Inner London		
Scale point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
Min 1	£20,701	£20,909
2	£22,615	£22,842
3	£24,530	£24,776
4	£26,444	£26,709
5	£28,357	£28,641
Max 6	£30,270	£30,573

Leadership Group Pay Range for the Fringe		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
L1	£40,057	£40,458
L2	£41,036	£41,447
L3	£42,033	£42,454
L4	£43,058	£43,489
L5	£44,104	£44,546
L6	£45,181	£45,633
L7	£46,371	£46,835
L8	£47,409	£47,884
L9	£48,569	£49,055
L10	£49,788	£50,286
L11	£51,050	£51,561
L12	£52,207	£52,730
L13	£53,486	£54,021
L14	£54,790	£55,338
L15	£56,122	£56,684
L16	£57,591	£58,167
L17	£58,896	£59,485
L18	£60,341	£60,945
L19	£61,810	£62,429
L20	£63,321	£63,955
L21	£64,864	£65,513
L22	£66,443	£67,108
L23	£68,057	£68,738
L24	£69,725	£70,423
L25	£71,425	£72,140
L26	£73,171	£73,903
L27	£74,952	£75,702
L28	£76,783	£77,551
L29	£78,663	£79,450
L30	£80,587	£81,393
L31	£82,560	£83,386
L32	£84,585	£85,431
L33	£86,660	£87,527
L34	£88,775	£89,663
L35	£90,955	£91,865
L36	£93,177	£94,109
L37	£95,467	£96,422
L38	£97,802	£98,781
L39	£100,156	£101,158
L40	£102,636	£103,663
L41	£105,170	£106,222
L42	£107,780	£108,858
L43	£109,354	£110,448

Leadership Group Pay Range for Outer London		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
L1	£42,077	£42,498
L2	£43,055	£43,486
L3	£44,049	£44,490
L4	£45,074	£45,525
L5	£46,120	£46,582
L6	£47,195	£47,667
L7	£48,386	£48,870
L8	£49,429	£49,924
L9	£50,584	£51,090
L10	£51,806	£52,325
L11	£53,066	£53,597
L12	£54,223	£54,766
L13	£55,503	£56,059
L14	£56,801	£57,370
L15	£58,138	£58,720
L16	£59,605	£60,202
L17	£60,905	£61,515
L18	£62,361	£62,985
L19	£63,830	£64,469
L20	£65,334	£65,988
L21	£66,876	£67,545
L22	£68,454	£69,139
L23	£70,073	£70,774
L24	£71,736	£72,454
L25	£73,442	£74,177
L26	£75,182	£75,934
L27	£76,968	£77,738
L28	£78,802	£79,591
L29	£80,674	£81,481
L30	£82,605	£83,432
L31	£84,576	£85,422
L32	£86,595	£87,461
L33	£88,675	£89,562
L34	£90,789	£91,697
L35	£92,967	£93,897
L36	£95,189	£96,141
L37	£97,484	£98,459
L38	£99,818	£100,817
L39	£102,173	£103,195
L40	£104,650	£105,697
L41	£107,187	£108,259
L42	£109,789	£110,887
L43	£111,346	£112,460

Leadership Group Pay Range for Inner London		
Spine point	1 Sept 2016 to 31 Aug 2017	1 Sept 2017 to 31 Aug 2018
L1	£46,350	£46,814
L2	£47,330	£47,804
L3	£48,332	£48,816
L4	£49,350	£49,844
L5	£50,401	£50,906
L6	£51,476	£51,991
L7	£52,667	£53,194
L8	£53,709	£54,247
L9	£54,862	£55,411
L10	£56,083	£56,644
L11	£57,344	£57,918
L12	£58,501	£59,087
L13	£59,778	£60,376
L14	£61,084	£61,695
L15	£62,416	£63,041
L16	£63,886	£64,525
L17	£65,185	£65,837
L18	£66,638	£67,305
L19	£68,107	£68,789
L20	£69,613	£70,310
L21	£71,153	£71,865
L22	£72,737	£73,465
L23	£74,350	£75,094
L24	£76,017	£76,778
L25	£77,719	£78,497
L26	£79,459	£80,254
L27	£81,244	£82,057
L28	£83,079	£83,910
L29	£84,957	£85,807
L30	£86,886	£87,755
L31	£88,853	£89,742
L32	£90,874	£91,783
L33	£92,951	£93,881
L34	£95,067	£96,018
L35	£97,247	£98,220
L36	£99,469	£100,464
L37	£101,765	£102,783
L38	£104,094	£105,135
L39	£106,451	£107,516
L40	£108,930	£110,020
L41	£111,469	£112,584
L42	£114,070	£115,211
L43	£115,582	£116,738

Ranges for Headteachers in the Fringe			
Group	Range of spine points	Salary range 1 Sept 2016 to 31 Aug 2017	Salary range 1 Sept 2017 to 31 Aug 2018
1	L6-L18	£45,181 – £59,743	£45,633 – £60,341
2	L8-L21	£47,409 – £64,221	£47,884 – £64,864
3	L11-L24	£51,050 – £69,034	£51,561 – £69,725
4	L14-L27	£54,790 – £74,209	£55,338 – £74,952
5	L18-L31	£60,341 – £81,742	£60,945 – £82,560
6	L21-L35	£64,864 – £90,054	£65,513 – £90,955
7	L24-L39	£69,725 – £99,164	£70,423 – £100,156
8	L28-L43	£76,783 – £109,354	£77,551 – £110,448

Ranges for Headteachers in Outer London			
Group	Range of spine points	Salary range 1 Sept 2016 to 31 Aug 2017	Salary range 1 Sept 2017 to 31 Aug 2018
1	L6-L18	£47,195 – £61,743	£47,667 – £62,361
2	L8-L21	£49,429 – £66,213	£49,924 – £66,876
3	L11-L24	£53,066 – £71,025	£53,597 – £71,736
4	L14-L27	£56,801 – £76,205	£57,370 – £76,968
5	L18-L31	£62,361 – £83,738	£62,985 – £84,576
6	L21-L35	£66,876 – £92,046	£67,545 – £92,967
7	L24-L39	£71,736 – £101,161	£72,454 – £102,173
8	L28-L43	£78,802 – £111,346	£79,591 – £112,460

Ranges for Headteachers in Inner London			
Group	Range of spine points	Salary range 1 Sept 2016 to 31 Aug 2017	Salary range 1 Sept 2017 to 31 Aug 2018
1	L6-L18	£51,476 – £65,978	£51,991 – £66,638
2	L8-L21	£53,709 – £70,448	£54,247 – £71,153
3	L11-L24	£57,344 – £75,264	£57,918 – £76,017
4	L14-L27	£61,084 – £80,439	£61,695 – £81,244
5	L18-L31	£66,638 – £87,973	£67,305 – £88,853
6	L21-L35	£71,153 – £96,284	£71,865 – £97,247
7	L24-L39	£76,017 – £105,397	£76,778 – £106,451
8	L28-L43	£83,079 – £115,582	£83,910 – £116,738

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 head teacher group pay ranges only. It does not apply where a head/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 since 2014.

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