

## TEACHERS' PAY AWARD 2025/26 – PROPOSED PAY SCALES

### Main and Upper Pay Scales

Spine Point	Salary Scale	
	Sep-24	Sep-25
M2	£31,650	£32,916
M3	£33,831	£35,185
M4	£36,354	£37,809
M5	£39,134	£40,700
M6	£42,144	£43,830
UPS1	£45,567	£47,390
UPS2	£47,215	£49,104
UPS3	£48,919	£50,876

## Leadership Pay Scale

Spine Point	Salary Scale	
	Sep-24	Sep-25
L1	£49,840	£51,834
L2	£51,061	£53,104
L3	£52,310	£54,403
L4	£53,584	£55,728
L5	£54,893	£57,089
L6	£56,241	£58,491
L7	£57,728	£60,038
L8	£59,036	£61,398
L9	£60,483	£62,903
L10	£62,009	£64,490
L11	£63,591	£66,135
L12	£65,033	£67,635
L13	£66,634	£69,300
L14	£68,267	£70,998
L15	£69,940	£72,738
L16	£71,771	£74,642
L17	£73,395	£76,331
L18	£75,214	£78,223
L19	£77,053	£80,136
L20	£78,938	£82,096
L21	£80,864	£84,099
L22	£82,846	£86,160
L23	£84,874	£88,269
L24	£86,949	£90,427
L25	£89,084	£92,648
L26	£91,262	£94,913
L27	£93,498	£97,238
L28	£95,790	£99,622
L29	£98,138	£102,064
L30	£100,551	£104,574
L31	£103,012	£107,133
L32	£105,546	£109,768
L33	£108,141	£112,467
L34	£110,789	£115,221
L35	£113,517	£118,058
L36	£116,301	£120,954
L37	£119,167	£123,934
L38	£122,087	£126,971
L39	£125,038	£130,040
L40	£128,133	£133,259
L41	£131,306	£136,559
L42	£134,568	£139,951
L43	£137,905	£143,422

## Allowances

<b>Allowance</b>	<b>Sep-24</b>	<b>Sep-25</b>
<b>Teaching Allowance 1</b>	£2,408	£2,505
<b>Teaching Allowance 2</b>	£4,863	£5,058
<b>Teaching Allowance 3</b>	£8,348	£8,682
<b>Teaching Allowance 4</b>	£11,497	£11,957
<b>Teaching Allowance 5</b>	£15,514	£16,135
<b>Recruitment &amp; Retention 1</b>	£1,564	£1,627
<b>Recruitment &amp; Retention 2</b>	£3,067	£3,190
<b>Special Needs 1</b>	£2,612	£2,717
<b>Special Needs 2</b>	£5,155	£5,362