

Pay spine for the leadership group

September 2023

Scale point	Amount	Scale point	Amount
L1	£47,185	L24*	£82,258
L2	£48,366	L24	£83,081
L3	£49,574	L25	£85,146
L4	£50,807	L26	£87,253
L5	£52,074	L27*	£88,530
L6	£53,380	L27	£89,414
L7	£54,816	L28	£91,633
L8	£56,082	L29	£93,902
L9	£57,482	L30	£96,239
L10	£58,959	L31*	£97,639
L11	£60,488	L31	£98,616
L12	£61,882	L32	£101,067
L13	£63,430	L33	£103,578
L14	£65,010	L34	£106,138
L15	£66,628	L35*	£107,700
L16	£68,400	L35	£108,776
L17	£69,970	L36	£111,470
L18*	£71,019	L37	£114,240
L18	£71,729	L38	£117,067
L19	£73,509	L39*	£118,732
L20	£75,331	L39	£119,921
L21*	£76,430	L40	£122,912
L21	£77,195	L41	£125,983
L22	£79,112	L42	£129,140
L23	£81,070	L43	£131,056

* the 2015 School Teachers Pay and Conditions Document provided for a 1% uplift to the minima of the eight headteacher pay group ranges but no uplift to the maxima value of the ranges. The 2016 and 2017 document provided for a 1% uplift across the leadership group pay range. This has resulted in differing values for range points L18, 21, 24, 27, 31, 35, and 39 within an individual headteacher's pay range, dependent on whether the points fall within or at the top of the allocated headteacher pay group range.

Salary ranges for Headteachers from 1 September 2023

Group	Range of spine points	If at the top of the School Group pay range*	If not at the top of the School Group pay range
1	L6 – L18	£53,380 – £71,019*	£50,838 – £68,312
2	L8 – L21	£56,082 – £76,430*	£53,411 – £73,519
3	L11 – L24	£60,488 – £82,258*	£57,607 – £79,124
4	L14 – L27	£65,010 – £88,530*	£61,914 – £85,155
5	L18 – L31	£71,729 – £97,639*	£68,312 – £93,919
6	L21 – L35	£77,195 – £107,700*	£73,518 – £103,596
7	L24 – L39	£83,081 – £118,732*	£79,124 – £114,210
8	L28 – L43	£91,633 – £131,056	£87,268 – £124,815

Paragraphs 4.1 – 11.2 of the School Teachers Pay and Conditions Document details how a school's leadership groups pay is determined.

Temporary payments to Headteachers

A governing body may determine that a payment is made to a headteacher for clearly defined temporary responsibilities or duties that are in addition to the post for which their salary is determined. The total sum of these temporary payments in any school year must not exceed 25% of the annual salary which is normally paid to the headteacher, and the total sum of salary and other payments made to a headteacher must not exceed 25% above the maximum of the headteacher group as detailed above.