

Teachers pay scales 2023

Pay Levels for classroom teachers

Main Scale	Salary
Minimum	£30,000
Reference 2	£31,737
Reference 3	£33,814
Reference 4	£36,050
Reference 5	£38,330
Maximum	£41,333

Pay levels for upper pay scale

	Salary
Minimum	£43,266
Reference 2	£44,870
Maximum	£46,525

Additional payments for classroom teachers

(from September 2023)

Teaching and Learning

Responsibility (TLR) payment 3 £pa

Minimum	£ 639
Maximum	£ 3,169

(NB: TLR 3 payments are for a fixed period only and not attached to a post. Payments to be paid monthly. Not subject to safeguarding.)

Teaching and Learning

Responsibility (TLR) payment 2 £pa

Minimum	£ 3,214
Maximum	£ 7,847

Teaching and Learning

Responsibility (TLR) payment 1 £pa

Minimum	£ 9,272
Maximum	£15,690

Pay levels for Lead Practitioners – 1 September 2023

	Annual salary from 1 st September 2023
	£
Minimum	£47,417.00
Reference 2	£48,606.00
Reference 3	£49,819.00
Reference 4	£51,057.00
Reference 5	£52,330.00
Reference 6	£53,642.00
Reference 7	£55,087.00
Reference 8	£56,357.00
Reference 9	£57,765.00
Reference 10	£59,249.00
Reference 11	£60,785.00
Reference 12	£62,186.00
Reference 13	£63,740.00
Reference 14	£65,330.00
Reference 15	£66,955.00
Reference 16	£68,736.00
Reference 17	£70,313.00
Maximum	£72,085.00

The primary purpose of a Lead Practitioner is to model and lead the improvement of teaching skills. Lead Practitioners should demonstrate excellence in teaching and will be able to contribute to leading the improvement of teaching skills. Schools will need to allocate a 5 point pay range to a leading practitioner post within the minimum and maximum range detailed above.

Recruitment and retention allowance

A school may pay incentives and benefits for recruitment and retention under the STPCD. A governing body should make clear at the outset the expected duration of any such incentive and benefit and the review date after which they may be withdrawn.

It is strongly recommended that retention allowances be paid monthly rather than as a lump sum.

Teachers' annual salary statements should record relevant details about how recruitment and retention payments will be paid and reviewed.

From 1st September 2014 no new recruitment and incentive allowances can be applied to headteachers, deputy headteachers, and assistant headteachers.

In addition, or instead of monetary payment, governing bodies may also award other assistance, support or benefit as an incentive for the recruitment of new teachers or the retention in their service of existing teachers.

Special educational needs allowance

Governing Bodies have the discretion to award a Special educational needs allowance to a teacher who fulfils the criteria as outlined in the current School Teacher’s Pay and Conditions Document. As of 1st September 2023 the minimum allowance that can be paid is £2,539 and the maximum is £5,009.

Unqualified Teacher Levels – 1 September 2023

Salary from 1.9.23

Minimum	£20,598.00
Reference 2	£22,961.00
Reference 3	£25,323.00
Reference 4	£27,406.00
Reference 5	£29,772.00
Maximum	£32,134.00