

2025-26 PAY RATES

For Centrally employed LA Unattached Teacher pay rates all effective 01/09/2025

Teachers working in a school or academy should refer to their school pay policy.

Unqualified Teacher Pay Range	
Minimum	22,601
Reference point 2	25,193
Reference point 3	27,785
Reference point 4	30,071
Reference point 5	32,667
Maximum	35,259

Main Pay Range	
Minimum	32,916
Reference point 2	34,823
Reference point 3	37,101
Reference point 4	39,556
Reference point 5	42,057
Reference point 6	45,352

Upper Pay Range	
Minimum	47,472
Reference point 2	49,232
Maximum	51,048

Teaching and Learning Responsibility (TLR) 3	
Minimum	702
Maximum	3,478

Teaching and Learning Responsibility (TLR) 2	
Minimum	3,527
Maximum	8,611

Teaching and Learning Responsibility (TLR) 1	
Minimum	10,174
Maximum	17,216

Special Educational Needs Allowance (SEN)	
Minimum	2,787
Maximum	5,497

Headteachers - Leadership 2025-2026

Group 1		Group 2		Group 3		Group 4		Group 5		Group 6		Group 7		Group 8	
Range L6 - L18		Range L8 - L21		Range L11 - L24		Range L14 - L27		Range L18 - L31		Range L21 - L35		Range L24 - L39		Range L28 - L43	
6	58,569	8	61,534	11	66,368	14	71,330	18	77,924	21	83,860	24	90,255	28	100,540
7	60,145	9	63,070	12	67,898	15	73,105	19	80,655	22	86,803	25	93,424	29	103,030
8	61,534	10	64,691	13	69,596	16	75,049	20	82,654	23	88,951	26	95,735	30	105,595
9	63,070	11	66,368	14	71,330	17	76,772	21	83,860	24	90,255	27	97,136	31	107,131
10	64,691	12	67,898	15	73,105	18	77,924	22	86,803	25	93,424	28	100,540	32	110,892
11	66,368	13	69,596	16	75,049	19	80,655	23	88,951	26	95,735	29	103,030	33	113,646
12	67,898	14	71,330	17	76,772	20	82,654	24	90,255	27	97,136	30	105,595	34	116,456
13	69,596	15	73,105	18	77,924	21	83,860	25	93,424	28	100,540	31	107,131	35	118,169
14	71,330	16	75,049	19	80,655	22	86,803	26	95,735	29	103,030	32	110,892	36	122,306
15	73,105	17	76,772	20	82,654	23	88,951	27	97,136	30	105,595	33	113,646	37	125,345
16	75,049	18	77,924	21	83,860	24	90,255	28	100,540	31	107,131	34	116,456	38	128,447
17	76,772	19	80,655	22	86,803	25	93,424	29	103,030	32	110,892	35	118,169	39	130,274
18	77,924	20	82,654	23	88,951	26	95,735	30	105,595	33	113,646	36	122,306	40	134,860
		21	83,860	24	90,255	27	97,136	31	107,131	34	116,456	37	125,345	41	138,230
										35	118,169	38	128,447	42	141,693
												39	130,274	43	143,796