

APPENDIX 2: DISCRETIONARY REFERENCE POINTS 2024/25

Effective from 1.9.24

MAIN PAY RANGE

M1	31,650
M2	33,483
M3	35,674
M4	38,034
M5	40,439
M6	43,607

UPPER PAY RANGE

U1	45,646
U2	47,338
U3	49,084

UNQUALIFIED TEACHER PAY RANGE

1	21,731
2	24,224
3	26,716
4	28,914
5	31,410
6	33,902

LEADING PRACTITIONERS PAY RANGE

Minimum	50,025
Maximum	76,050

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

	TLR1	TLR2	TLR3
Minimum	9,782	3,391	675
Maximum	16,553	8,279	3,344

SPECIAL EDUCATIONAL NEEDS (SEN) ALLOWANCES

Minimum	2,679
Maximum	5,285

Leadership Group Pay Range

		1.9.24							
Group 8	Group 7	Group 6	Group 5	Group 4	Group 3	Group 2	Group 1	1	49,781
								2	51,027
								3	52,301
								4	53,602
								5	54,939
								6	56,316
								7	57,831
								8	59,167
								9	60,644
								10	62,202
								11	63,815
								12	65,286
								13	66,919
								14	68,586
								15	70,293
								16	72,162
								17	73,819
								18 ^a	74,926
							18 ^b	75,675	
							19	77,552	
							20	79,475	
							21 ^a	80,634	
							21 ^b	81,441	
							22	83,464	
							23	85,529	
							24 ^a	86,783	
							24 ^b	87,651	
							25	89,830	
26	92,052								
27 ^a	93,400								
27 ^b	94,332								
28	96,673								
29	99,067								
30	101,533								
31 ^a	103,010								
31 ^b	104,040								

			32	106,626
			33	109,275
			34	111,976
			35 ^a	113,624
			35 ^b	114,759
			36	117,601
			37	120,524
			38	123,506
			39 ^a	125,263
			39 ^b	126,517
			40	129,673
			41	132,913
			42	136,243
			43	138,265

N.B. In 2015, there was no increase to the maxima of eight Head Teacher pay groups on the leadership scale (Points 18,21,24,27,31,35,39 and 43). Therefore, Head Teachers for whom these points represented the top of their salary range, did not receive the 1% uplift. However, for Head Teachers where these points fell mid-point in their pay range, and for other leadership posts ie Assistant and Deputy Head Teachers, the 1% uplift applied. This has meant that for these eight points on the leadership scale there are now 2 values, e.g. 18a where this is the top point for a Head Teacher pay range and 18b where this is a midpoint in a salary range.