



September 2023

Joint Advice on School Teachers' Pay in England 2023-24

The Government has offered to fully implement the recommendations of the STRB report, with a 6.5% pay increase from 1 September to all school teacher pay points and allowances in England. Schools, early years and post-16 settings will receive an additional £525m in the 2023-24 financial year and £900m in the 2024-25 financial year.

While members who responded to the unions' separate consultative surveys largely accepted the STRB pay award recommendation being implemented in full, they do not believe that it is sufficient redress for the impact of more than a decade of real terms pay cuts, when the value of teacher and school leader pay had declined by 23% between 2010 and 2022.

The increase of 6.5% to all pay points and allowances is effective from 1 September 2023. These proposals are subject to formal consultation ending on 21 September, with all pay increases backdated to 1 September.

This is our joint advice on the pay scales to be adopted for the school year 2023-24.

Consultation on pay policies

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2023 are finalised. This should happen at the start of the new academic year, as soon as the pay proposals are formally confirmed, in order to comply with the requirement for meaningful consultation.

We believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

Pay scales for 2023-24

The School Teachers' Pay and Conditions Document (STPCD) continues to permit the adoption of fixed pay scale points as the basis for teachers' pay and progression.

The STPCD includes advisory pay scale points for the main and upper pay ranges and unqualified teacher pay range. These were restored to the STPCD in 2020 (main and upper pay ranges) and 2021 (unqualified teacher pay range) and reflect the values of the long-standing advisory pay points published jointly by our unions.

The recommended pay scale points set out in this advice are the advisory pay points in the STPCD plus in addition recommended pay points for the leadership pay range.

The decision to restore advisory pay points to the STPCD and align their values with those recommended in joint union advice underlines the appropriateness and importance of using the pay scales set out in this and previous editions of this annual pay advice.

In previous years teachers and school leaders should, as they have been in many schools, have been paid at least at the pay levels set out in the union advice. Where schools are still paying below the pay points in this advice, pay for teachers and school leaders in those schools should therefore be moved to the value of the next highest point.

The pay levels set out below should be a minimum, so where schools are paying above the value of the relevant point the teacher should be paid on the next highest point above the teacher's current pay level. This should be uprated in future years in line with the relevant pay increase.

The principles supporting the use of national pay points for the main and upper pay ranges apply equally to the pay points for leaders set out in this advice. We will continue to call for the restoration of the national pay structure with the mandatory pay points as a minimum entitlement.

Pay progression for 2023-24

Political choices made by successive administrations since 2010 have resulted in a significant reduction in the real value of teacher pay against inflation and in the comparative value of teacher pay against other graduate professions, and have included the imposition of performance-related progression (PRP). **This contributes to the existing recruitment and retention problems and damages morale. The impact of the pandemic has made it impossible to measure objectives and provide support in the normal way.**

The consensus on the problems caused by PRP is reflected in the latest STRB report, which stated this: "The existing obligation on schools to operate performance-related pay progression should be withdrawn." We believe that this position must be reflected in the 2023 School Teachers' Pay and Conditions Document and have made our position clear in our response to the formal consultation.

These factors make it even more important that pay progression is the norm.

All eligible teachers and leaders should receive pay progression unless they are subject to formal capability procedures and, despite support being provided by the school, sufficient progress has not been made to resolve those concerns.

The 2023 STPCD Guidance will continue to provide at Section 3 that "schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions." These provisions require that teachers should meet relevant performance criteria for progression on their pay scale if eligible, but do not preclude pay increases which are made as a result of the implementation of annual uplifts of pay scales set out in the school's pay policy.

All of our organisations believe that performance-related pay progression is damaging and should be removed, with pay progression for eligible teachers and school leaders as the norm and applied separately and in addition to pay increases arising from the revalorisation of pay scales for cost of living purposes. This is the only way to ensure that the profession returns to a competitive position in the graduate market place.

Yours sincerely



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JOINT UNION TEACHER PAY SCALES IN ENGLAND FROM 1 SEPTEMBER 2023

CLASSROOM TEACHERS MAIN PAY RANGE

| | England (excl. the London Area) | Inner London Area | Outer London Area | Fringe Area |
|-------------|---------------------------------------|----------------------|----------------------|-------------|
| 1 (minimum) | £30,000 | £36,745 | £34,514 | £31,350 |
| 2 | £31,737 | £38,491 | £36,320 | £33,150 |
| 3 | £33,814 | £40,318 | £38,219 | £35,204 |
| 4 | £36,051 | £42,233 | £40,218 | £37,436 |
| 5 | £38,330 | £44,615 | £42,654 | £39,687 |
| 6 (maximum) | £41,333 | £47,666 | £46,001 | £42,689 |

UPPER PAY RANGE

| | England (excl. the London Area) | Inner London Area | Outer London Area | Fringe Area |
|-------------|---------------------------------------|----------------------|----------------------|-------------|
| 1 (minimum) | £43,266 | £52,526 | £47,592 | £44,579 |
| 2 | £44,870 | £55,107 | £49,353 | £46,179 |
| 3 (maximum) | £46,525 | £56,959 | £51,179 | £47,839 |

LEADING PRACTITIONER RANGE

| | England (excl. the London Area) | Inner London Area | Outer London Area | Fringe Area |
|---------|---------------------------------------|----------------------|----------------------|-------------|
| minimum | £47,417 | £56,377 | £51,179 | £48,723 |
| maximum | £72,085 | £81,051 | £75,850 | £73,393 |

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS/SEN ALLOWANCES

| | TLR payment 1 | TLR payment 2 | TLR payment 3 | SEN allowance |
|---------|---------------|---------------|---------------|---------------|
| minimum | £9,272 | £3,214 | £639 | £2,539 |
| maximum | £15,690 | £7,847 | £3,169 | £5,009 |

LEADERSHIP GROUP PAY RANGE

| | England (excl the London Area) | Inner London Area | Outer London Area | Fringe Area |
|----|--------------------------------|-------------------|-------------------|-------------|
| 1 | £47,185 | £56,100 | £50,929 | £48,484 |
| 2 | £48,366 | £57,288 | £52,113 | £49,668 |
| 3 | £49,574 | £58,500 | £53,314 | £50,876 |
| 4 | £50,807 | £59,731 | £54,555 | £52,116 |
| 5 | £52,074 | £61,004 | £55,822 | £53,383 |
| 6 | £53,380 | £62,304 | £57,124 | £54,685 |
| 7 | £54,816 | £63,745 | £58,565 | £56,126 |
| 8 | £56,082 | £65,007 | £59,826 | £57,383 |
| 9 | £57,482 | £66,402 | £61,225 | £58,785 |
| 10 | £58,959 | £67,880 | £62,703 | £60,261 |
| 11 | £60,488 | £69,407 | £64,229 | £61,789 |
| 12 | £61,882 | £70,807 | £65,629 | £63,189 |
| 13 | £63,430 | £72,351 | £67,178 | £64,737 |
| 14 | £65,010 | £73,933 | £68,749 | £66,316 |
| 15 | £66,628 | £75,545 | £70,368 | £67,928 |
| 16 | £68,400 | £77,324 | £72,144 | £69,705 |
| 17 | £69,970 | £78,896 | £73,718 | £71,285 |
| 18 | £71,729 | £80,655 | £75,478 | £73,034 |
| 19 | £73,509 | £82,433 | £77,258 | £74,811 |
| 20 | £75,331 | £84,256 | £79,076 | £76,641 |
| 21 | £77,195 | £86,119 | £80,944 | £78,507 |
| 22 | £79,112 | £88,036 | £82,852 | £80,419 |
| 23 | £81,070 | £89,989 | £84,812 | £82,373 |
| 24 | £83,081 | £92,007 | £86,826 | £84,391 |
| 25 | £85,146 | £94,067 | £88,890 | £86,450 |
| 26 | £87,253 | £96,172 | £90,995 | £88,561 |
| 27 | £89,414 | £98,332 | £93,157 | £90,718 |
| 28 | £91,633 | £100,552 | £95,377 | £92,933 |
| 29 | £93,902 | £102,827 | £97,642 | £95,207 |
| 30 | £96,239 | £105,160 | £99,980 | £97,536 |
| 31 | £98,616 | £107,541 | £102,364 | £99,924 |
| 32 | £101,067 | £109,986 | £104,808 | £102,376 |
| 33 | £103,578 | £112,502 | £107,325 | £104,887 |
| 34 | £106,138 | £115,062 | £109,884 | £107,446 |
| 35 | £108,776 | £117,700 | £112,519 | £110,085 |
| 36 | £111,470 | £120,389 | £115,210 | £112,774 |
| 37 | £114,240 | £123,168 | £117,987 | £115,547 |
| 38 | £117,067 | £125,988 | £120,813 | £118,373 |
| 39 | £119,921 | £128,840 | £123,662 | £121,222 |
| 40 | £122,912 | £131,840 | £126,661 | £124,223 |
| 41 | £125,983 | £134,913 | £129,729 | £127,289 |
| 42 | £129,140 | £138,062 | £132,881 | £130,448 |
| 43 | £131,056 | £139,891 | £134,765 | £132,352 |

UNQUALIFIED TEACHERS

| | England (excl. the London Area) | Inner London Area | Outer London Area | Fringe Area |
|---|---------------------------------------|----------------------|----------------------|-------------|
| 1 | £20,598 | £25,831 | £24,415 | £21,933 |
| 2 | £22,961 | £28,194 | £26,779 | £24,293 |
| 3 | £25,323 | £30,557 | £29,141 | £26,656 |
| 4 | £27,406 | £32,640 | £31,229 | £28,738 |
| 5 | £29,772 | £35,000 | £33,590 | £31,102 |
| 6 | £32,134 | £37,362 | £35,954 | £33,464 |

HEADTEACHER GROUP PAY RANGES - STPCD LIMITS

**The STPCD statutory maxima for the eight Headteacher Group Ranges no longer correspond with recommended scale points on the Leadership Group Range, or the corresponding point where it falls mid-range, due to the Government's decision to freeze those maxima in 2015. We jointly advise that the statutory maxima should only be used where they are the maximum point of a headteacher's individual range and the discretion to exceed the maximum of the range has not been exercised.*

HEADTEACHER PAY RANGES

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|----------------|-----------------------------------|---------------------|---------------------|---------------|
| Group 1 | 71,019 | 79,856 | 74,730 | 72,311 |
| Group 2 | 76,430 | 85,267 | 80,142 | 77,730 |
| Group 3 | 82,258 | 91,095 | 85,965 | 83,554 |
| Group 4 | 88,530 | 97,359 | 92,234 | 89,818 |
| Group 5 | 97,639 | 106,476 | 101,350 | 98,935 |
| Group 6 | 107,700 | 116,535 | 111,406 | 108,995 |
| Group 7 | 118,732 | 127,564 | 122,437 | 120,021 |
| Group 8 | 131,056 | 139,891 | 134,765 | 132,352 |

HEADTEACHER GROUP ONE

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|------------|-----------------------------------|---------------------|---------------------|---------------|
| 6 | 53,380 | 62,304 | 57,124 | 54,685 |
| 7 | 54,816 | 63,745 | 58,565 | 56,126 |
| 8 | 56,082 | 65,007 | 59,826 | 57,383 |
| 9 | 57,482 | 66,402 | 61,225 | 58,785 |
| 10 | 58,959 | 67,880 | 62,703 | 60,261 |
| 11 | 60,488 | 69,407 | 64,229 | 61,789 |
| 12 | 61,882 | 70,807 | 65,629 | 63,189 |
| 13 | 63,430 | 72,351 | 67,178 | 64,737 |
| 14 | 65,010 | 73,933 | 68,749 | 66,316 |
| 15 | 66,628 | 75,545 | 70,368 | 67,928 |
| 16 | 68,400 | 77,324 | 72,144 | 69,705 |
| 17 | 69,970 | 78,896 | 73,718 | 71,285 |
| 18* | 71,019 | 79,856 | 74,730 | 72,311 |

HEADTEACHER GROUP TWO

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|------------|-----------------------------------|---------------------|---------------------|---------------|
| 8 | 56,082 | 65,007 | 59,826 | 57,383 |
| 9 | 57,482 | 66,402 | 61,225 | 58,785 |
| 10 | 58,959 | 67,880 | 62,703 | 60,261 |
| 11 | 60,488 | 69,407 | 64,229 | 61,789 |
| 12 | 61,882 | 70,807 | 65,629 | 63,189 |
| 13 | 63,430 | 72,351 | 67,178 | 64,737 |
| 14 | 65,010 | 73,933 | 68,749 | 66,316 |
| 15 | 66,628 | 75,545 | 70,368 | 67,928 |
| 16 | 68,400 | 77,324 | 72,144 | 69,705 |
| 17 | 69,970 | 78,896 | 73,718 | 71,285 |
| 18 | 71,729 | 80,655 | 75,478 | 73,034 |
| 19 | 73,509 | 82,433 | 77,258 | 74,811 |
| 20 | 75,331 | 84,256 | 79,076 | 76,641 |
| 21* | 76,430 | 85,267 | 80,142 | 77,730 |

HEADTEACHER GROUP THREE

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|------------|-----------------------------------|---------------------|---------------------|---------------|
| 11 | 60,488 | 69,407 | 64,229 | 61,789 |
| 12 | 61,882 | 70,807 | 65,629 | 63,189 |
| 13 | 63,430 | 72,351 | 67,178 | 64,737 |
| 14 | 65,010 | 73,933 | 68,749 | 66,316 |
| 15 | 66,628 | 75,545 | 70,368 | 67,928 |
| 16 | 68,400 | 77,324 | 72,144 | 69,705 |
| 17 | 69,970 | 78,896 | 73,718 | 71,285 |
| 18 | 71,729 | 80,655 | 75,478 | 73,034 |
| 19 | 73,509 | 82,433 | 77,258 | 74,811 |
| 20 | 75,331 | 84,256 | 79,076 | 76,641 |
| 21 | 77,195 | 86,119 | 80,944 | 78,507 |
| 22 | 79,112 | 88,036 | 82,852 | 80,419 |
| 23 | 81,070 | 89,989 | 84,812 | 82,373 |
| 24* | 82,258 | 91,095 | 85,965 | 83,554 |

HEADTEACHER GROUP FOUR

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|-----|-----------------------------------|---------------------|---------------------|---------------|
| 14 | 65,010 | 73,933 | 68,749 | 66,316 |
| 15 | 66,628 | 75,545 | 70,368 | 67,928 |
| 16 | 68,400 | 77,324 | 72,144 | 69,705 |
| 17 | 69,970 | 78,896 | 73,718 | 71,285 |
| 18 | 71,729 | 80,655 | 75,478 | 73,034 |
| 19 | 73,509 | 82,433 | 77,258 | 74,811 |
| 20 | 75,331 | 84,256 | 79,076 | 76,641 |
| 21 | 77,195 | 86,119 | 80,944 | 78,507 |
| 22 | 79,112 | 88,036 | 82,852 | 80,419 |
| 23 | 81,070 | 89,989 | 84,812 | 82,373 |
| 24 | 83,081 | 92,007 | 86,826 | 84,391 |
| 25 | 85,146 | 94,067 | 88,890 | 86,450 |
| 26 | 87,253 | 96,172 | 90,995 | 88,561 |
| 27* | 88,530 | 97,359 | 92,234 | 89,818 |

HEADTEACHER GROUP FIVE

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|-----|-----------------------------------|---------------------|---------------------|---------------|
| 18 | 71,729 | 80,655 | 75,478 | 73,034 |
| 19 | 73,509 | 82,433 | 77,258 | 74,811 |
| 20 | 75,331 | 84,256 | 79,076 | 76,641 |
| 21 | 77,195 | 86,119 | 80,944 | 78,507 |
| 22 | 79,112 | 88,036 | 82,852 | 80,419 |
| 23 | 81,070 | 89,989 | 84,812 | 82,373 |
| 24 | 83,081 | 92,007 | 86,826 | 84,391 |
| 25 | 85,146 | 94,067 | 88,890 | 86,450 |
| 26 | 87,253 | 96,172 | 90,995 | 88,561 |
| 27 | 89,414 | 98,332 | 93,157 | 90,718 |
| 28 | 91,633 | 100,552 | 95,377 | 92,933 |
| 29 | 93,902 | 102,827 | 97,642 | 95,207 |
| 30 | 96,239 | 105,160 | 99,980 | 97,536 |
| 31* | 97,639 | 106,476 | 101,350 | 98,935 |

HEADTEACHER GROUP SIX

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|-----|-----------------------------------|---------------------|---------------------|---------------|
| 21 | 77,195 | 86,119 | 80,944 | 78,507 |
| 22 | 79,112 | 88,036 | 82,852 | 80,419 |
| 23 | 81,070 | 89,989 | 84,812 | 82,373 |
| 24 | 83,081 | 92,007 | 86,826 | 84,391 |
| 25 | 85,146 | 94,067 | 88,890 | 86,450 |
| 26 | 87,253 | 96,172 | 90,995 | 88,561 |
| 27 | 89,414 | 98,332 | 93,157 | 90,718 |
| 28 | 91,633 | 100,552 | 95,377 | 92,933 |
| 29 | 93,902 | 102,827 | 97,642 | 95,207 |
| 30 | 96,239 | 105,160 | 99,980 | 97,536 |
| 31 | 98,616 | 107,541 | 102,364 | 99,924 |
| 32 | 101,067 | 109,986 | 104,808 | 102,376 |
| 33 | 103,578 | 112,502 | 107,325 | 104,887 |
| 34 | 106,138 | 115,062 | 109,884 | 107,446 |
| 35* | 107,700 | 116,535 | 111,406 | 108,995 |

HEADTEACHER GROUP SEVEN

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|-----|-----------------------------------|---------------------|---------------------|---------------|
| 24 | 83,081 | 92,007 | 86,826 | 84,391 |
| 25 | 85,146 | 94,067 | 88,890 | 86,450 |
| 26 | 87,253 | 96,172 | 90,995 | 88,561 |
| 27 | 89,414 | 98,332 | 93,157 | 90,718 |
| 28 | 91,633 | 100,552 | 95,377 | 92,933 |
| 29 | 93,902 | 102,827 | 97,642 | 95,207 |
| 30 | 96,239 | 105,160 | 99,980 | 97,536 |
| 31 | 98,616 | 107,541 | 102,364 | 99,924 |
| 32 | 101,067 | 109,986 | 104,808 | 102,376 |
| 33 | 103,578 | 112,502 | 107,325 | 104,887 |
| 34 | 106,138 | 115,062 | 109,884 | 107,446 |
| 35 | 108,776 | 117,700 | 112,519 | 110,085 |
| 36 | 111,470 | 120,389 | 115,210 | 112,774 |
| 37 | 114,240 | 123,168 | 117,987 | 115,547 |
| 38 | 117,067 | 125,988 | 120,813 | 118,373 |
| 39* | 118,732 | 127,564 | 122,437 | 120,021 |

HEADTEACHER GROUP EIGHT

| | England (excl. the London Area) £ | Inner London Area £ | Outer London Area £ | Fringe Area £ |
|------------|-----------------------------------|---------------------|---------------------|---------------|
| 28 | 91,633 | 100,552 | 95,377 | 92,933 |
| 29 | 93,902 | 102,827 | 97,642 | 95,207 |
| 30 | 96,239 | 105,160 | 99,980 | 97,536 |
| 31 | 98,616 | 107,541 | 102,364 | 99,924 |
| 32 | 101,067 | 109,986 | 104,808 | 102,376 |
| 33 | 103,578 | 112,502 | 107,325 | 104,887 |
| 34 | 106,138 | 115,062 | 109,884 | 107,446 |
| 35 | 108,776 | 117,700 | 112,519 | 110,085 |
| 36 | 111,470 | 120,389 | 115,210 | 112,774 |
| 37 | 114,240 | 123,168 | 117,987 | 115,547 |
| 38 | 117,067 | 125,988 | 120,813 | 118,373 |
| 39 | 119,921 | 128,840 | 123,662 | 121,222 |
| 40 | 122,912 | 131,840 | 126,661 | 124,223 |
| 41 | 125,983 | 134,913 | 129,729 | 127,289 |
| 42 | 129,140 | 138,062 | 132,881 | 130,448 |
| 43* | 131,056 | 139,891 | 134,765 | 132,352 |