

## Teachers' Pay Scales 1 September 2023

Below are the current pay scales for Teachers in maintained schools and local authorities for 2023 in England excluding the London Area.

**Please Note:** Pay progression linked to performance.

Advisory Pay Ranges	September 2022	September 2023	Hourly Rate 2023 (Salary / 1265 hours)
<b>Unqualified Teacher Pay Range</b>			
UQT1 Minimum	19,340	20,598	16.28
UQT2	21,559	22,961	18.15
UQT3	23,777	25,323	20.02
UQT4	25,733	27,406	21.66
UQT5	27,954	29,772	23.54
UQT6 Maximum	30,172	32,134	25.40
<b>Main Pay Range</b>			
M1 Minimum	28,000	30,000	23.72
M2	29,800	31,737	25.09
M3	31,750	33,814	26.73
M4	33,850	36,051	28.50
M5	35,990	38,330	30.30
M6 Maximum	38,810	41,333	32.67
<b>Upper Pay Range</b>			
UPR1 Minimum	40,625	43,266	34.20
UPR2	42,131	44,870	35.47
UPR3 Maximum	43,685	46,525	36.78

Teaching and Learning Payments	September 2022	September 2023
<b>TLR 1</b>		
Minimum	8,706	9,272
Maximum	14,732	15,690
<b>TLR 2</b>		
Minimum	3,017	3,214
Maximum	7,368	7,847
<b>TLR 3 (Fixed term)</b>		
Minimum	600	639
Maximum	2,975	3,169

Special Educational Needs Allowances	September 2022	September 2023
Minimum	2,384	2,539
Maximum	4,703	5,009

Lead / Advanced Practitioners Pay Range		September 2022	September 2023	Hourly Rate (Salary / 1265 hours)
1	Minimum	44,523	47,417	37.48
2		45,639	48,606	38.42
3		46,778	49,819	39.38
4		47,941	51,058	40.36
5		49,136	52,330	41.37
6		50,368	53,642	42.40
7		51,725	55,088	43.55
8		52,917	56,357	44.55
9		54,239	57,765	45.66
10		55,633	59,250	46.84
11		57,075	60,785	48.05
12		58,391	62,187	49.16
13		59,850	63,741	50.39
14		61,343	65,331	51.64
15		62,869	66,956	52.93
16		64,541	68,737	54.34
17		66,022	70,314	55.58
18	Maximum	67,685	72,085	56.98

Group Size for Headteacher Pay	
From September 2023	
1	£53,380 - £71,019
2	£56,082 - £76,430
3	£60,488 - £82,258
4	£65,010 - £88,530
5	£71,729 - £97,639
6	£77,195 - £107,700
7	£83,081 - £118,732
8	£91,633 - £131,056

Leadership Group Pay Range		September 2022	September 2023	Hourly Rate (Salary / 1265 hours)
1	Minimum	44,305	47,185	37.30
2		45,414	48,366	38.23
3		46,548	49,574	39.19
4		47,706	50,807	40.16
5		48,895	52,074	41.17
6		50,122	53,380	42.20
7		51,470	54,816	43.33
8		52,659	56,082	44.33
9		53,973	57,482	45.44
10		55,360	58,959	46.61
11		56,796	60,488	47.82
12		58,105	61,882	48.92
13		59,558	63,430	50.14
14		61,042	65,010	51.39
15		62,561	66,628	52.67
16		64,225	68,400	54.07
17		65,699	69,970	55.31
18		67,351	71,729	56.70
19		69,022	73,509	58.11
20		70,733	75,331	59.55
21		72,483	77,195	61.02
22		74,283	79,112	62.54
23		76,122	81,070	64.09
24		78,010	83,081	65.68
25		79,949	85,146	67.31
26		81,927	87,253	68.97
27		83,956	89,414	70.68
28		86,040	91,633	72.44
29		88,170	93,902	74.23
30		90,365	96,239	76.08
31		92,597	98,616	77.96
32		94,898	101,067	79.89
33		97,256	103,578	81.88
34		99,660	106,138	83.90
35		102,137	108,776	85.99
36		104,666	111,470	88.12
37		107,267	114,240	90.31
38		109,922	117,067	92.54
39		112,601	119,921	94.80
40		115,410	122,912	97.16
41		118,293	125,983	99.59
42		121,258	129,140	102.09
43	Maximum	123,057	131,056	103.60

**Please Note:** The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight headteacher group pay ranges in 2015. This restriction was applied to the maximum of each of the eight headteacher group pay ranges only. It does not apply where a head / deputy / assistant headteacher is not earning the maximum on a headteacher group pay range but is placed on one of the corresponding points on the LGPR – L18, L21, L24, L27, L31, L35 or L39 – which have all increased by 1% in each year between 2014 and 2017, 1.5% in 2018, 2.75% in 2019, no increase in 2020, 5% in 2022 and by 6.5% in 2023.

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