



## Pay Policy

Document Control	
Date Approved	November 2025
Date for Review	November 2026
Authorised By	Trust Board
Published Location	Shared Drive
Document Owner	HR
Statutory	Yes (HR)

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## **1. Introduction**

1.1 This policy sets out the framework for making decisions on employees' pay. It has been developed to comply with current legislation, mirroring a number of elements within the Academy Teachers' Pay and Conditions Document (STPCD) & ("Burgundy book") and mirroring elements of the National Joint Council Pay and Conditions of Service ("Green Book") and in accordance with the principles of public life – objectivity, openness and accountability.

1.2 In adopting this pay policy the aim is to:

- (a) achieve excellent outcomes for all students
- (b) support the recruitment and retention of a high-quality workforce
- (c) complement ONE Multi Academies Trust's performance management and appraisal policy which are supportive and developmental and ensures employees have the skills and support to do their job effectively
- (d) enable us to recognise and reward staff appropriately for their contribution to ONE Multi Academies Trust
- (e) help to ensure that decisions on pay are managed in a fair, just and transparent way
- (f) ensure that there is no pay discrimination in decision making and that decisions are based on evidence and can be justified

1.3 Pay decisions at our Trust are made by the Remuneration Committee of the Board for all senior employees and by Pay Committee of the Local Advisory Board of each academy.

## **2. Monitoring the impact of the policy**

The Board of Trustees will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of staff to assess its effect and the academy's continued compliance with equalities legislation.

## **SECTION B**

### **3. Determining Teachers' Pay**

#### **Basic pay determination on appointment**

The Principal, CEO and CFOO will determine the pay range for senior employee posts prior to advertising.

For all other employees, the Principal will determine the pay range. On appointment, the Principal will determine the starting salary within that range to be offered to the successful candidate.

In making such determinations, ONE Multi Academies Trust and its leaders may consider a range of factors, including:

- (a) the nature of the post
- (b) the level of qualifications, skills and experience required
- (c) market conditions
- (d) the wider Trust context and strategic priorities
- (e) location

Although there is no assumption that a teacher will be paid at the same rate as they were being paid in a previous academy, the academy will determine the appropriate rate of pay for a teacher joining the academy taking account of salary expectations, current salary and the factor is set out above.

#### **4. Pay reviews**

The Local Advisory Board will ensure that each teacher's salary is reviewed annually by no later than 31 October each year. Pay increases will be backdated to 1 September of the same academic year.

Salary will also be reviewed if a teacher takes up a new post with effect from the date the post commenced or in other circumstances as required, with effect from the relevant date.

All teachers will be notified in writing within one month of a decision on pay setting out their salary, any payments or other financial benefits awarded.

#### **5. Pay progression**

All staff (except Executive leaders as stated in section D) will automatically progress up to the next incremental point within their allocated range unless they are:

- top of their range;
- subject to capability and/or disciplinary matters;

#### **6. Main pay range for teachers**

The main pay range has six reference points which are found in appendix 1.

#### **7. Pay progression for main pay range teachers**

7.1 Eligible main pay range teachers will be automatically progress on to the next available increment within the spine range.

7.2 Teachers will progress by one point until they reach the top of their range.

7.3 In exceptional cases where high levels of performance and/or whole academy contributions have been consistently demonstrated that a double increment may be awarded subject to CEO/CFOO approval.

## **8. Upper pay range for teachers**

8.1 The upper pay range PayScale is found in appendix 1.

### **Application to be paid on the upper pay range**

8.2 **Any qualified teacher** may apply to be paid on the upper pay range and any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the upper pay range.

8.3 Applications may be made once a year by no later than 31<sup>st</sup> October.

8.4 Applications should provide a folder of evidence gathered and also from BLUESKY for the last 2 calendar years and should be made in writing and submitted to the Principal. They must ensure that teachers know this is an application not an entitlement. If they do not apply, they will not be assessed.

8.5 An application from a qualified teacher to progress on to the upper pay range will be successful where they can demonstrate that they meet not only the Teachers' Standards but are highly competent in all elements of the standards and that their achievements and contribution are substantial and sustained. In this Trust this means that to achieve progression, the Local Advisory Board must be satisfied that the teacher meets this criterion and there is evidence from the past two years of:

- (a) Consistent level of 'secure' teaching
- (b) Evidence of coaching and supporting colleagues to achieve improved student outcomes
- (c) Acting as a role model for Teaching & Learning
- (d) A commitment to personal development and CPD focused on improving outcomes for students
- (e) Highly competent in all areas of the Teachers' Standards
- (f) The contribution at this level must be substantial and sustained.
- (g) Consistently demonstrating universal 'sikhi' values and be adhering to the code of conduct.

8.6 The application will initially be assessed by the Principal who will moderate all applications. The Principal will then make recommendations to the pay committee who will make the final decision.

8.7 The assessment will usually be made within thirty working days.

- 8.8 If successful, applicants will move on to the upper pay range 1<sup>st</sup> September
- 8.9 Ordinarily a successful teacher will be placed on the bottom of the upper pay range. In exceptional circumstances the Principal may recommend a higher salary based on:
- (a) the nature of the post and the responsibilities it entails
  - (b) the level of qualifications, skills and experience of the teacher
  - (c) market forces
- 8.10 If unsuccessful, feedback will be provided in writing by the Principal along with confirmation of the process for appeals.

### **Pay progression for teachers within the upper pay range**

- 8.11 Once a teacher has moved on to the upper pay range, if eligible they will be automatically considered for further progression no more than once every two years and no application will be necessary.
- 8.12 Upper pay range teachers will progress by one point, until they reach the top of the range.
- 8.13 Additional progression may be considered for upper pay range teachers where performance is judged to be exceptional.
- 8.14 UPS Teachers coming from another academy outside of this Trust will need to be in post for at least one year within an ONE mat academy in order to be assessed for pay progression.

## **9. Pay range for unqualified teachers**

The table is found at appendix 1.

### **Pay progression for unqualified teachers**

- 9.1 Eligible unqualified teachers will be automatically considered for further progression and no application will be necessary.

## **10. Pay ranges for leading practitioner posts**

- 10.1 Leading practitioner posts have the primary purpose of modelling and leading improvement of teaching skills. Within ONE Multi Academies Trust, they will take a leadership role in developing, implementing, and evaluating policies and practice in their workplace that contributes to academy improvement. To be appointed to a leading practitioner role, the teacher must:
- (a) be an exemplar of teaching skills,

- (b) lead the improvement of teaching skills in ONE Multi Academies Trust
- (c) carry out the professional responsibilities of a teacher other than a principal, including those responsibilities delegated by the principal.

10.2 The pay range for these posts will be determined individually for each leading practitioner post, which may differ to reflect the different demands and challenges of that post. Each individual pay range will be determined within the overall minimum and maximum of the pay range recommended in the STPCD.

### **Pay progression for leading practitioners (5-point range)**

- 10.3 Eligible leading practitioners will be automatically considered for further progression and no application will be necessary.
- 10.4 Leading practitioners will progress by one point until they reach the top of their range, if they can demonstrate and the Local Advisory Board is satisfied that they continue to effectively carry out the purpose of the role as set out at 7.1 and there is evidence of:
- (a) Consistent level of 'secure' teaching
  - (b) Evidence of coaching and supporting colleagues to achieve improved student outcomes
  - (c) Acting as a role model for Teaching & Learning
  - (d) A commitment to personal development and CPD focused on improving outcomes for students
  - (e) Highly competent in all areas of the Teachers' Standards
- 10.5 Additional progression may be considered for leading practitioners where performance is judged to be exceptional.

## **11. Pay ranges for members of the leadership group**

- 11.1 All Principals (7-point range), Vice Principals (5-point range), Assistant Vice Principals (5-point range) and non-teaching senior leaders (5-point range) will be appointed to individual ranges as determined by the Trust. The pay range will consider all permanent responsibilities of the role, any challenges that are specific to the role and all other relevant considerations including the skills and competencies required. Pay ranges will allow appropriate scope for performance related progression over time.
- 11.2 The academy will be assigned to a Principal group calculated using its total unit score, in accordance with elements within the STPCD.
- 11.3 A 7 point pay range will be determined for the Principal which will not normally exceed the maximum of the group, unless the specific exceptional circumstances or candidate warrant it, up to an additional 25%.



- 11.4 Additional payments may be made to a principal for temporary responsibilities that are in addition to the duties considered for the determination at 8.1-8.3. The total sum of any temporary payments will not normally exceed 25% of the Principal's annual salary.
- 11.5 In addition, the total sum of annual salary combined with any temporary payments (where applicable) will not exceed the maximum of the Principal group, calculated at 8.2, by more than 25%. Where this, or exceeding the limits set out at 8.3 and 8.4 are being considered by the CEO, there must be wholly exceptional circumstances, and that CEO must make a business case to the Remuneration Committee who will seek external independent advice.
- 11.6 A 5 point pay range will be determined for any VP and Assistant VP considering how the role fits within the wider leadership structure of the academy. The pay range will not overlap with the pay range of the Principal.
- 11.7 All eligible members of the leadership group (including Principals) will be automatically considered for progression and no application will be necessary.
- 11.8 Leadership group members will progress by one point until they reach the top of their range
- 11.9 Additional progression may be considered for members of the leadership group where performance is judged to be exceptional.
- 11.10 No more than 2 points can be awarded in any academic year and no further adjustment will be made to the individual's 7 and/or 5 point pay range unless significant increase of responsibilities are added to the role.

## **12. Teaching and Learning Responsibility (TLR) payments**

- 12.1 In ONE Multi Academies Trust, we pay TLR1 or TLR2 to a classroom teacher for undertaking a sustained additional responsibility in the context of our staffing structure for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is made accountable. The award is made whilst the teacher remains in the same post or occupies another post in the absence of a post-holder. The value of TLR payment awarded for a part time teacher will be based on the proportion of responsibilities undertaken.
- 12.2 Current values are in appendix 1
- 12.3 In addition, we may award a fixed-term TLR3 to a classroom teacher for time- limited, clearly defined academy improvement projects, or one-off externally driven responsibilities. The annual value of a TLR3 will be no less than £702 and no greater than £3,478.

## **13. Special Educational Needs (SEN) allowances**

A SEN allowance will be paid to classroom teachers who either wholly or mainly work with exclusively with statemented pupils. Where a SEN allowance is to be paid, the spot value of between £2,787 and £5,497 will be determined based on the structure of the SEN

provision, whether mandatory qualifications are required for the post, the qualifications or expertise of the teacher and the relative demands of the post.

#### **14. Early Career Teachers (ECT's)**

In the case of ECT's pay decisions will be made by means of the statutory induction process.

#### **15. Part time teachers**

Teachers who work less than a standard working week are deemed to be part time. Their hours and working time obligations will be set out in their contracts of employment. The pay of part time teachers will be determined in the same way as full-time teachers and any increase in pay will be paid pro rata to full time equivalent salary rates.

#### **16. Short notice/supply teachers**

Teachers employed on a day-to-day or other short notice basis will be paid daily calculated on the assumption that a full working year consists of 195 days; periods of employment for less than a day being calculated pro-rata. They will be paid the agreed rate for the job and are not subject to the appraisal process.

#### **17. Pay protection**

Pay protection arising from changes to pay and structure will be locally determined.

#### **18. Absence and pay progression**

- 18.1 Employees who are absent long term (including but not limited to maternity leave and long-term sick leave due to a disability) are still eligible to be considered for pay progression.
- 18.2 ONE Multi Academies Trust will take into account the criteria set out in this policy but use the period of time prior to the employee commencing their period of absence. In most cases this will be the preceding year or (two years for progression on to the upper pay range). If there is sufficient time for assessment in the current cycle, that period may also be considered.

#### **19. Appeals**

- 19.1 The steps of the pay appeals process perform the function of the grievance procedure on pay matters and so employees will not be able to raise the complaint under the academy grievance procedure following conclusion of a pay appeal.
- 19.2 Employees may be represented by a trade union or colleague at the formal stage of this procedure. The employee is responsible for making these arrangements and for providing their representative with any paperwork they require for the hearing. The teacher should

inform the [chair of the appeals panel/clerk to the LAB] who their chosen companion is, in good time before the hearing.

### **Formal meeting with the Principal (stage 1)**

19.3 As part of the normal salary review process, the Principal will inform the teacher of the pay decision. Upon receipt of written notification of the pay decision, if the teacher is dissatisfied, they should first discuss the decision with the Principal within [5] working days of receipt of the notification.

19.4 This discussion gives an opportunity for a teacher to discuss the decision on their pay, to gain an understanding of why the pay recommendation and decision were made and to resolve issues quickly and informally. If this does not resolve an issue, a teacher may follow the remainder of the appeals procedure set out below. The employee can be represented by a work companion or a trade union representative.

### **Appeal Hearing (stage 2)**

19.5 If a teacher wishes to appeal against the decision, they may do within [5] working days of the written decision on the grounds that the Principal made the decision had:

- a) incorrectly applied any provision of this Policy
- b) failed to have proper regard for this guidance;
- c) failed to take proper account of relevant evidence;
- d) took account of irrelevant or inaccurate evidence;  
was biased; or
- e) unlawfully discriminated against the teacher.

19.6 Appeals against the decision should be made in writing and addressed to the LAB stating the grounds of their appeal.

19.7 Upon receipt, an appeal panel who have not been involved in the original decision will convene a meeting to consider the appeal as soon as is practicably possible. The employee will be invited in writing, giving a minimum of [five days' notice] and copies of any relevant documents to be considered at the hearing will be closed.

19.8 The teacher will have the opportunity to make representations to the appeals panel. The Principal will also attend who made the original determination. A note taker will also be present. The decision of the panel will be confirmed in writing to the teacher within five working days. The appeal panel's decision is final; there is no further right of appeal.

## **SECTION C – DETERMINING SUPPORT STAFF PAY**

### **1. Pay reviews**

The Remuneration Committee will ensure that each member of support staff's salary is reviewed annually during the Autumn Term.

### **2. Salary scales**

The salary scales used will be mirrored broadly on NALC scales.

### **3. Job descriptions**

- 3.1 The Principal in conjunction with the line manager of the role will ensure that an up-to-date job description is available for each post which identifies the appropriate duties.
- 3.2 The job description will be reviewed as appropriate or when duties or responsibilities have changed, and it will be amended to reflect the current role; although it should be recognised that job descriptions are not intended to list all tasks. An employee may request changes to their job description if they feel their duties or responsibilities have changed significantly. If appropriate, consideration may be given to whether the grade for the post should be re-determined and if it is, the post holder will be paid the new grade from a date determined by the Principal. If the assessment results in a lower grade, the employee may be entitled to salary protection in accordance with their terms and conditions of employment.

### **4. Basic pay determination on appointment**

ONE Multi Academies Trust will determine the grade for a vacancy prior to advertising it [which will be identified on the job description]. On appointment the Principal will determine the appropriate point within the grade to be offered to the successful candidate (which will usually be the bottom point of the grade). However, in making such determinations, this may take in to account a range of factors, including:

- (a) the nature of the post
- (b) the level of qualifications, skills and experience required
- (c) market conditions
- (d) the wider Trust context and strategic priorities
- (e) location

## **5. Incremental progression**

- 5.1 If a new employee joins on or after 1<sup>st</sup> September then the next increment will be payable on 1<sup>st</sup> September of the following year. If an employee starts after 1<sup>st</sup> April then they will receive an increment after 6 calendar months.
- 5.2 Annual increments will be payable at the beginning of the Autumn Term.
- 5.3 In cases where incremental progression is withheld, the employee will receive confirmation of this in writing including the reasons and informing them of their right of appeal. Pay progression may be refused without recourse to the capability procedure.
- 5.4 Any further progression beyond this will be dependent on re-evaluation of roles.
- 5.5 All support staff will be assigned to a 4-point range.

## **6. Honoraria**

- 6.1 An honorarium may be paid on a temporary basis where an employee is offered and agrees to:
  - (a) undertake higher level work in addition to their normal duties
  - (b) 'act up' for at least four weeks into a higher graded post which has become temporarily vacant, for example, due to sick leave
- 6.2 The Principal will determine the amount of this payment. Where the employee is undertaking higher level work not equivalent to a higher graded post, a fixed sum will be agreed. Where the employee is acting up and if carrying out the full responsibilities of the role, the payment will usually be the difference between the minimum point of the higher graded role and their current salary.
- 6.3 The employee will return to their substantive post and salary when they are no longer required to undertake the higher-level work or 'act up'.
- 6.4 This should usually only be a temporary solution and the Principal should consider whether it may be more appropriate to advertise the post or duties on a fixed term basis.

## **7. Appeals**

A member of support staff has the right to appeal against a decision that affects their pay. The same process will apply as stated above.

## SECTION D

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### 8. Executive leadership pay

- 8.1 The Trust Board defines executive leadership as pay relating to senior leadership roles in the Trust (i.e., Chief Executive Officer, Principals, Chief Financial and Operations Officer (CFOO), Director of School Improvement and Operations and Senior HR Manager, and any other commensurate role). Executive leaders will be eligible for progression on their individual pay ranges subject to successful performance management appraisals.
- 8.2 The Trust has created a bespoke Senior Management pay scale referenced in appendix 1 in relation to senior leaders employed in academies. It should be noted that both the CFOO and Senior HR Manager's salaries are based on national Leadership pay scales.
- 8.3 The Trust Board reserves the right to appoint individuals on the executive leadership range that most fairly remunerates them for the responsibilities they hold. Trustees will also seek HR advice in any pay decisions they make.
- 8.4 Executive officers will be assigned a 5-point range. This pay scale is based on National Leadership spine attached at appendix 1.
- 8.5 All Principals will be assigned a 7-point range subject to group sizes.
- 8.6 Please note that no more than two additional increments will be available for progression. Any further progression beyond this will be dependent on re-evaluation of roles.
- 8.7 Annually, the Trust Remuneration Committee (Remcom) will meet to determine the pay spine point of the Chief Executive Officer and Executives and seek advice from an externally appointed Adviser.
- 8.8 Remcom will present its findings and recommendations to the full Trust Board for discussion and approval.
- 8.9 The full Trust Board will make final decisions on pay in respect to Executive Leadership pay.
- 8.10 The Remuneration Committee should agree a pay ranges/scales for each category of staff members below along with any other considerations:
  - Chief Executive Officer
  - CFOO
  - Director of School Improvement and Operations
  - Principals
  - Senior HR Manager

## APPENDIX 1

### NALC Pay Scale September 2025 (Support staff)

SCP		
	per annum	per hour
1		
2	£24,413	£12.65
3	£24,796	£12.85
4	£25,185	£13.05
5	£25,583	£13.26
6	£25,989	£13.47
7	£26,403	<u>£13.69</u>
8	£26,824	£13.90
9	£27,254	£14.13
10	£27,694	<u>£14.35</u>
11	£28,142	<u>£14.59</u>
12	£28,598	£14.82
13	£29,064	<u>£15.06</u>
14	£29,540	£15.31
15	£30,024	£15.56
16	£30,518	£15.82
17	£31,022	£16.08
18	£31,537	£16.35
19	£32,061	£16.62

<b>20</b>	£32,597	<u>£16.90</u>
<b>21</b>	£33,143	£17.18
<b>22</b>	£33,699	£17.47
<b>23</b>	£34,434	<u>£17.85</u>
<b>24</b>	£35,412	<u>£18.35</u>
<b>25</b>	£36,363	<u>£18.85</u>
<b>26</b>	£37,280	£19.32
<b>27</b>	£38,220	£19.81
<b>28</b>	£39,152	£20.29
<b>29</b>	£39,862	£20.66
<b>30</b>	£40,777	£21.14
<b>31</b>	£41,771	£21.65
<b>32</b>	£42,839	<u>£22.20</u>
<b>33</b>	£44,075	£22.85
<b>34</b>	£45,091	£23.37
<b>35</b>	£46,142	<u>£23.92</u>
<b>36</b>	£47,181	£24.46
<b>37</b>	£48,226	£25.00
<b>38</b>	£49,282	£25.54
<b>39</b>	£50,269	£26.06
<b>40</b>	£51,356	£26.62
<b>41</b>	£52,413	<u>£27.17</u>
<b>42</b>	£53,460	£27.71



<b>43</b>	£54,495	£28.25
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### Senior management – support staff 1 September 2025

SM1	£50,665
SM2	£51,753
SM3	£52,951
SM4	£54,116
SM5	£55,270
SM6	£56,410
SM7	£57,651
SM8	£59,149
SM9	£60,648
SM10	£62,150
SM11	£63,253
SM12	£64,586
SM13	£65,849
SM14	£67,190
SM15	£68,726
SM16	£70,261
SM17	£71,968
SM18	£73,845
SM19	£75,940
SM20	£78,124

### National Pay Scale Teachers

	<b>25/26</b>
<b>M1</b>	£32,916
<b>M2</b>	£34,823
<b>M3</b>	£37,101
<b>M4</b>	£39,556
<b>M5</b>	£42,057
<b>M6</b>	£45,352
<b>U1</b>	£47,472
<b>U2</b>	£49,232
<b>U3</b>	£51,048

#### **Outer London Pay Scale Teachers**

	<b>25/26</b>
<b>M1</b>	£37,870
<b>M2</b>	£39,851
<b>M3</b>	£41,935
<b>M4</b>	£44,128
<b>M5</b>	£46,800
<b>M6</b>	£50,474
<b>U1</b>	£52,219
<b>U2</b>	£54,151
<b>U3</b>	£56,154

#### **TLR payments**

<b>TLR 1</b>	<b>2025/26</b>
Minimum	£10,174
Maximum	£17,216
<b>TLR 2</b>	<b>2025/26</b>
Minimum	£3,527
Maximum	£8,611
<b>TLR 3</b>	<b>2025/26</b>
Minimum	£702
Maximum	£3,478
<b>SEN</b>	
<b>SEN</b>	<b>2025/26</b>
Minimum	£2,787
Maximum	£5,497

### National Leadership Pay Scale

	<b>25/26</b>
<b>L1</b>	£51,773
<b>L2</b>	£53,069
<b>L3</b>	£54,394
<b>L4</b>	£55,747
<b>L5</b>	£57,137
<b>L6</b>	£58,569
<b>L7</b>	£60,145
<b>L8</b>	£61,534
<b>L9</b>	£63,070
<b>L10</b>	£64,691
<b>L11</b>	£66,368

	<b>25/26</b>
<b>L12</b>	£67,898
<b>L13</b>	£69,596
<b>L14</b>	£71,330
<b>L15</b>	£73,105
<b>L16</b>	£75,049
<b>L17</b>	£76,772
<b>L18</b>	£78,702
<b>L19</b>	£80,655
<b>L20</b>	£82,654
<b>L21</b>	£84,699
<b>L22</b>	£86,803
<b>L23</b>	£88,951
<b>L24</b>	£91,158
<b>L25</b>	£93,424
<b>L26</b>	£95,735
<b>L27</b>	£98,106
<b>L28</b>	£100,540
<b>L29</b>	£103,030
<b>L30</b>	£105,595
<b>L31</b>	£108,202
<b>L32</b>	£110,892
<b>L33</b>	£113,646
<b>L34</b>	£116,456
<b>L35</b>	£119,350
<b>L36</b>	£122,306
<b>L37</b>	£125,345
<b>L38</b>	£128,447
<b>L39</b>	£131,578

	<b>25/26</b>
<b>L40</b>	£134,860
<b>L41</b>	£138,230
<b>L42</b>	£141,693
<b>L43</b>	£143,796

### Outer London Leadership Pay Scale

	<b>25/26</b>
<b>L1</b>	£55,881
<b>L2</b>	£57,180
<b>L3</b>	£58,497
<b>L4</b>	£59,859
<b>L5</b>	£61,249
<b>L6</b>	£62,677
<b>L7</b>	£64,259
<b>L8</b>	£65,642
<b>L9</b>	£67,177
<b>L10</b>	£68,799
<b>L11</b>	£70,473
<b>L12</b>	£72,009
<b>L13</b>	£73,708
<b>L14</b>	£75,433
<b>L15</b>	£77,209
<b>L16</b>	£79,157
<b>L17</b>	£80,884
<b>L18</b>	£82,816
<b>L19</b>	£84,769
<b>L20</b>	£86,764
<b>L21</b>	£88,812

	<b>25/26</b>
<b>L22</b>	£90,906
<b>L23</b>	£93,057
<b>L24</b>	£95,267
<b>L25</b>	£97,531
<b>L26</b>	£99,840
<b>L27</b>	£102,213
<b>L28</b>	£104,648
<b>L29</b>	£107,134
<b>L30</b>	£109,699
<b>L31</b>	£112,315
<b>L32</b>	£114,996
<b>L33</b>	£117,758
<b>L34</b>	£120,566
<b>L35</b>	£123,457
<b>L36</b>	£126,409
<b>L37</b>	£129,457
<b>L38</b>	£132,557
<b>L39</b>	£135,683
<b>L40</b>	£138,974
<b>L41</b>	£142,340
<b>L42</b>	£145,798
<b>L43</b>	£147,866

### **National unqualified teachers**

	<b>25/26</b>
<b>1</b>	£22,601
<b>2</b>	£25,193
<b>3</b>	£27,785

	<b>25/26</b>
<b>4</b>	£30,071
<b>5</b>	£32,667
<b>6</b>	£35,259

#### **Outer London unqualified teachers**

	<b>25/26</b>
<b>1</b>	£26,789
<b>2</b>	£29,383
<b>3</b>	£31,974
<b>4</b>	£34,265
<b>5</b>	£36,856
<b>6</b>	£39,450