

Qualified Teachers in the Fringe		
Spine point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Main Pay Range		
Min M1	£23,082	£23,313
M2	£24,821	£25,070
M3	£26,731	£26,999
M4	£28,713	£29,001
M5	£30,887	£31,196
Max M6	£33,244	£33,909
Upper Pay Range		
Min U1	£35,927	£36,287
U2	£37,217	£37,590
Max U3	£38,555	£38,941
Qualified Teachers in Outer London		
Main Pay Range		
Min M1	£25,623	£25,880
M2	£27,211	£27,484
M3	£28,896	£29,185
M4	£30,685	£30,992
M5	£33,287	£33,620
Max M6	£35,823	£36,540
Upper Pay Range		
Min U1	£38,355	£38,739
U2	£39,775	£40,173
Max U3	£41,247	£41,660
Qualified Teachers in Inner London		
Main Pay Range		
Min M1	£27,543	£27,819
M2	£28,980	£29,270
M3	£30,490	£30,795
M4	£32,079	£32,400
M5	£34,547	£34,893
Max M6	£37,119	£37,862
Upper Pay Range		
Min U1	£42,332	£42,756
U2	£44,411	£44,857
Max U3	£45,905	£46,365

Members should contact their Regional Centre if the pay scales operated in their school do not match those on the NASUWT Salary Card.

Teaching and Learning Responsibilities (TLRs)		
Payment 1 (TLR1)	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Minimum	£7,471	£7,546
Maximum	£12,643	£12,770
Payment 2 (TLR2)	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Minimum	£2,587	£2,613
Maximum	£6,322	£6,386
Payment 3 (TLR) (Fixed Term)	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Minimum	£511	£517
Maximum	£2,551	£2,577

The NASUWT recommends that if the relevant body awards TLRs of different annual values to two or more teachers, the minimum difference in the annual value between each award of a TLR1 is £1,500 and between each award of a TLR2 is £1,500.

Special Educational Needs Allowances		
	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
SEN (Min)	£2,043	£2,064
SEN (Max)	£4,034	£4,075

Unqualified Teachers Pay Range in the Fringe		
Scale point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Min 1	£17,196	£17,368
2	£19,071	£19,262
3	£20,948	£21,158
4	£22,824	£23,053
5	£24,701	£24,949
Max 6	£26,577	£26,843

Unqualified Teachers Pay Range in Outer London		
Scale point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Min 1	£19,167	£19,359
2	£21,045	£21,256
3	£22,922	£23,152
4	£24,801	£25,050
5	£26,677	£26,944
Max 6	£28,555	£28,841

Unqualified Teachers Pay Range in Inner London		
Scale point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Min 1	£20,293	£20,496
2	£22,169	£22,391
3	£24,046	£24,287
4	£25,922	£26,182
5	£27,798	£28,076
Max 6	£29,673	£29,970

Lead Practitioners Pay Range in the Fringe		
Spine point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Min L1	£39,267	£39,660
L2	£40,227	£40,629
L3	£41,203	£41,616
L4	£42,208	£42,631
L5	£43,235	£43,667
L6	£44,290	£44,733
L7	£45,457	£45,919
L8	£46,474	£46,939
L9	£47,612	£48,088
L10	£48,807	£49,295
L11	£50,043	£50,544
L12	£51,178	£51,690
L13	£52,432	£52,956
L14	£53,709	£54,247
L15	£55,015	£55,566
L16	£56,455	£57,020
L17	£57,734	£58,312
Max L18	£59,151	£59,743

Lead Practitioners Pay Range in Outer London		
Spine point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Min L1	£41,247	£41,660
L2	£42,205	£42,628
L3	£43,180	£43,612
L4	£44,186	£44,627
L5	£45,210	£45,663
L6	£46,264	£46,727
L7	£47,431	£47,906
L8	£48,454	£48,939
L9	£49,587	£50,083
L10	£50,785	£51,293
L11	£52,019	£52,540
L12	£53,155	£53,686
L13	£54,408	£54,953
L14	£55,681	£56,238
L15	£56,993	£57,562
L16	£58,429	£59,014
L17	£59,704	£60,301
Max L18	£61,131	£61,743

Lead Practitioners Pay Range in Inner London		
Spine point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
Min L1	£45,436	£45,891
L2	£46,398	£46,861
L3	£47,380	£47,853
L4	£48,377	£48,861
L5	£49,407	£49,901
L6	£50,461	£50,966
L7	£51,629	£52,145
L8	£52,650	£53,177
L9	£53,781	£54,318
L10	£54,978	£55,527
L11	£56,213	£56,776
L12	£57,347	£57,921
L13	£58,601	£59,186
L14	£59,880	£60,479
L15	£61,186	£61,798
L16	£62,627	£63,253
L17	£63,900	£64,539
Max L18	£65,324	£65,978

Leadership Group Pay Range for the Fringe		
Spine point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
L1	£39,267	£39,660
L2	£40,226	£40,629
L3	£41,203	£41,616
L4	£42,208	£42,631
L5	£43,234	£43,667
L6	£44,290	£44,733
L7	£45,456	£45,911
L8	£46,474	£46,939
L9	£47,611	£48,088
L10	£48,806	£49,295
L11	£50,043	£50,544
L12	£51,178	£51,690
L13	£52,431	£52,956
L14	£53,709	£54,247
L15	£55,015	£55,566
L16	£56,455	£57,020
L17	£57,734	£58,312
L18	£59,151	£59,743
L19	£60,592	£61,198
L20	£62,073	£62,694
L21	£63,585	£64,221
L22	£65,133	£65,785
L23	£66,715	£67,383
L24	£68,350	£69,034
L25	£70,016	£70,717
L26	£71,728	£72,446
L27	£73,474	£74,209
L28	£75,269	£76,022
L29	£77,112	£77,884
L30	£78,999	£79,789
L31	£80,932	£81,742
L32	£82,917	£83,747
L33	£84,951	£85,801
L34	£87,025	£87,896
L35	£89,162	£90,054
L36	£91,340	£92,254
L37	£93,585	£94,521
L38	£95,874	£96,833
L39	£98,182	£99,164
L40	£100,612	£101,619
L41	£103,097	£104,128
L42	£105,655	£106,712
L43	£108,271	£108,271

Leadership Group Pay Range for Outer London		
Spine point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
L1	£41,247	£41,660
L2	£42,205	£42,628
L3	£43,180	£43,612
L4	£44,185	£44,627
L5	£45,210	£45,663
L6	£46,264	£46,727
L7	£47,431	£47,906
L8	£48,454	£48,939
L9	£49,587	£50,083
L10	£50,785	£51,293
L11	£52,019	£52,540
L12	£53,154	£53,686
L13	£54,408	£54,953
L14	£55,681	£56,238
L15	£56,992	£57,562
L16	£58,429	£59,014
L17	£59,703	£60,301
L18	£61,131	£61,743
L19	£62,572	£63,198
L20	£64,046	£64,687
L21	£65,557	£66,213
L22	£67,104	£67,776
L23	£68,692	£69,379
L24	£70,321	£71,025
L25	£71,994	£72,714
L26	£73,700	£74,437
L27	£75,450	£76,205
L28	£77,248	£78,021
L29	£79,084	£79,875
L30	£80,977	£81,787
L31	£82,908	£83,738
L32	£84,888	£85,737
L33	£86,927	£87,797
L34	£89,000	£89,890
L35	£91,134	£92,046
L36	£93,312	£94,246
L37	£95,562	£96,518
L38	£97,850	£98,829
L39	£100,159	£101,161
L40	£102,587	£103,613
L41	£105,074	£106,125
L42	£107,624	£108,701
L43	£110,243	£110,243

Leadership Group Pay Range for Inner London		
Spine point	1 Sept 2014 to 31 Aug 2015	1 Sept 2015 to 31 Aug 2016
L1	£45,436	£45,891
L2	£46,397	£46,862
L3	£47,379	£47,853
L4	£48,377	£48,861
L5	£49,406	£49,901
L6	£50,461	£50,966
L7	£51,628	£52,145
L8	£52,650	£53,177
L9	£53,780	£54,318
L10	£54,977	£55,527
L11	£56,213	£56,776
L12	£57,347	£57,921
L13	£58,600	£59,186
L14	£59,880	£60,479
L15	£61,186	£61,798
L16	£62,626	£63,253
L17	£63,900	£64,539
L18	£65,324	£65,978
L19	£66,764	£67,432
L20	£68,240	£68,923
L21	£69,750	£70,448
L22	£71,302	£72,016
L23	£72,884	£73,613
L24	£74,518	£75,264
L25	£76,187	£76,949
L26	£77,893	£78,672
L27	£79,642	£80,439
L28	£81,441	£82,256
L29	£83,282	£84,115
L30	£85,173	£86,025
L31	£87,101	£87,973
L32	£89,083	£89,974
L33	£91,118	£92,030
L34	£93,193	£94,125
L35	£95,330	£96,284
L36	£97,508	£98,484
L37	£99,759	£100,757
L38	£102,042	£103,063
L39	£104,353	£105,397
L40	£106,783	£107,851
L41	£109,272	£110,365
L42	£111,821	£112,940
L43	£114,437	£114,437

Ranges for Headteachers in the Fringe			
Group	Range of spine points	Salary range 1 Sept 2014 to 31 Aug 2015	Salary range 1 Sept 2015 to 31 Aug 2016
1	L6 – L18	44,290 - 59,151	44,733 - 59,151
2	L8 – L21	46,474 - 63,585	46,939 - 63,585
3	L11 – L24	50,043 - 68,350	50,544 - 68,350
4	L14 – L27	53,709 - 73,474	54,247 - 73,474
5	L18 – L31	59,151 - 80,932	59,743 - 80,932
6	L21 – L35	63,585 - 89,162	64,221 - 89,162
7	L24 – L39	68,350 - 98,182	69,034 - 98,182
8	L28 – L43	75,269 - 108,271	76,022 - 108,271

Ranges for Headteachers in Outer London			
Group	Range of spine points	Salary range 1 Sept 2014 to 31 Aug 2015	Salary range 1 Sept 2015 to 31 Aug 2016
1	L6 – L18	46,264 - 61,131	46,727 - 61,131
2	L8 – L21	48,454 - 65,557	48,939 - 65,557
3	L11 – L24	52,019 - 70,321	52,540 - 70,321
4	L14 – L27	55,681 - 75,450	56,238 - 75,450
5	L18 – L31	61,131 - 82,908	61,743 - 82,908
6	L21 – L35	65,557 - 91,134	66,213 - 91,134
7	L24 – L39	70,321 - 100,159	71,025 - 100,159
8	L28 – L43	77,248 - 110,243	78,021 - 110,243

Ranges for Headteachers in Inner London			
Group	Range of spine points	Salary range 1 Sept 2014 to 31 Aug 2015	Salary range 1 Sept 2015 to 31 Aug 2016
1	L6 – L18	50,461 - 65,324	50,966 - 65,324
2	L8 – L21	52,650 - 69,750	53,177 - 69,750
3	L11 – L24	56,213 - 74,518	56,776 - 74,518
4	L14 – L27	59,880 - 79,642	60,479 - 79,642
5	L18 – L31	65,324 - 87,101	65,978 - 87,101
6	L21 – L35	69,750 - 95,330	70,448 - 95,330
7	L24 – L39	74,518 - 104,353	75,264 - 104,353
8	L28 – L43	81,441 - 114,437	82,256 - 114,437

The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGRP) or to maximum values on any of the eight headteacher pay ranges in 2015.

This restriction applies 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 LGRP – L18, L21, L24, L27, L31, L35 or L39, which have all increased by 1% since 2014.

Please also see the ranges for headteachers if you are at the top of a headteacher pay range.

The figures in respect of statutory pay points reflect the provisions set out in the School Teachers' Pay and Conditions Document (STPCD) issued by the Department for Education (DfE) in August 2015.