

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

	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.