APPENDIX 2: DISCRETIONARY REFERENCE POINTS 2025/26

Effective from 1.9.25

MAIN PAY RANGE

M1	32,916
M2	34,823
M3	37,101
M4	39,556
M5	42,057
M6	45,352

UPPER PAY RANGE

U1	47,472
U2	49,232
U3	51,048

UNQUALIFIED TEACHER PAY RANGE

1	22,601
2	25,193
3	27,785
4	30,071
5	32,667
6	35,259

LEADING PRACTITIONERS PAY RANGE

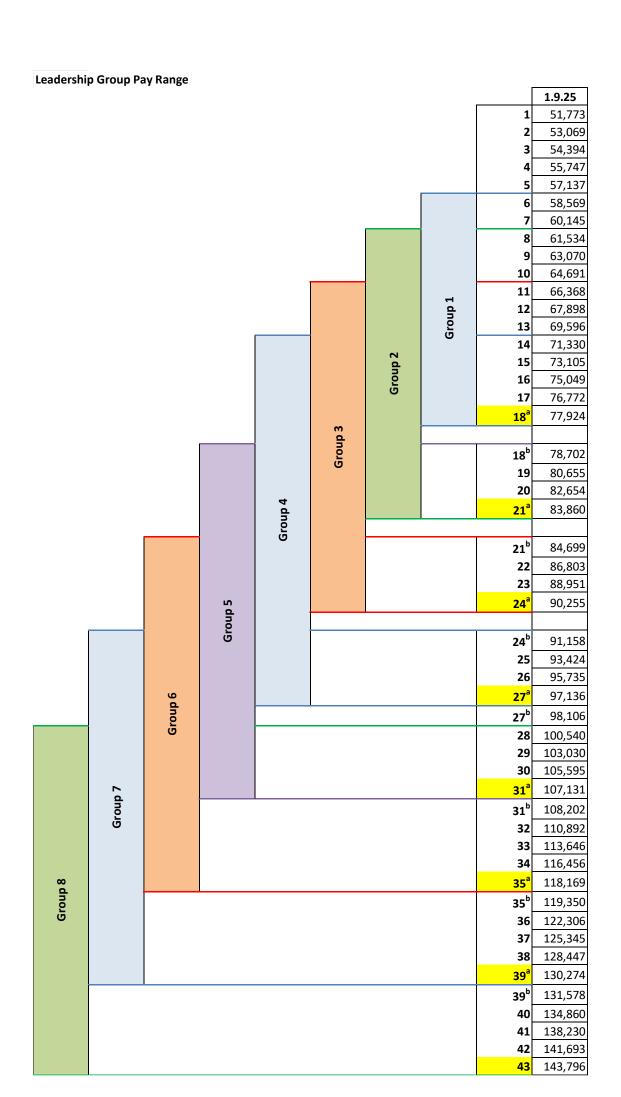
Minimum	52,026
Maximum	79,092

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

	TLR1	TLR2	TLR3
Minimum	10,174	3,527	702
Maximum	17,216	8,611	3,478

SPECIAL EDUCATIONAL NEEDS (SEN) ALLOWANCES

Minimum	2,787
Maximum	5.497



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.