

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

Leadership Group Pay Range

		1.9.25
		1 51,773
		2 53,069
		3 54,394
		4 55,747
		5 57,137
		6 58,569
		7 60,145
		8 61,534
		9 63,070
		10 64,691
		11 66,368
		12 67,898
		13 69,596
		14 71,330
		15 73,105
		16 75,049
		17 76,772
		18 ^a 77,924
		18 ^b 78,702
		19 80,655
		20 82,654
		21 ^a 83,860
		21 ^b 84,699
		22 86,803
		23 88,951
		24 ^a 90,255
		24 ^b 91,158
		25 93,424
		26 95,735
		27 ^a 97,136
		27 ^b 98,106
		28 100,540
		29 103,030
		30 105,595
		31 ^a 107,131
		31 ^b 108,202
		32 110,892
		33 113,646
		34 116,456
		35 ^a 118,169
		35 ^b 119,350
		36 122,306
		37 125,345
		38 128,447
		39 ^a 130,274
		39 ^b 131,578
		40 134,860
		41 138,230
		42 141,693
		43 143,796

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.