



October 2024

Joint Advice on School Teachers' Pay in England 2024-25

The Government has accepted in full all of the recommendations of the STRB report, which includes a 5.5% pay increase from 1 September to all school teacher pay points and allowances in England. The increase is fully funded at a national level by the Government.¹ Schools, early years and post-16 settings will receive an additional £1.2 billion in the 2024-25 financial year. The Government has committed to meeting the costs of the pay increase falling in the 2024-25 financial year.

The unions welcome the Government's decision and recognise that the 5.5% increase is a significant step towards restoring the pay lost by teachers and school leaders in real terms due to pay cuts against inflation of some 25% between 2010 and 2023. The new Government has signalled its intention to invest in teachers and school leaders. The unions are clear, however, that this investment must continue. The September 2024 pay increase must be followed by a series of further steps to urgently restore the real value of teacher pay and to repair the competitive position of teaching in the graduate labour market.

The increase of 5.5% to all pay points and allowances is effective from 1 September 2024. These proposals are subject to formal consultation ending on 7 October, with all pay increases backdated to 1 September.

This is our joint advice on the pay scales to be adopted for the school year 2024-25.

Consultation on pay policies

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2024 are finalised. This should happen at the start of the new academic year, as soon as the pay proposals are formally confirmed, in order to comply with the requirement for meaningful consultation.

We believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

¹ Additional funding has been based on the government's calculation that schools will have already budgeted for an uplift of approximately 2% (for 2024-25) and is designed to cover the 3.5% difference between that and the 5.5% award. We also understand that approximately £300m of the additional £1.2 billion has been allocated to support schools with the forthcoming support staff pay award costs. The additional funding to each school is delivered using formula factors, not actual staffing costs.

Pay scales for 2024-25

The School Teachers' Pay and Conditions Document (STPCD) continues to permit the adoption of fixed pay scale points as the basis for teachers' pay and progression.

The STPCD includes advisory pay scale points for the main and upper pay ranges and unqualified teacher pay range. These were restored to the STPCD in 2020 (main and upper pay ranges) and 2021 (unqualified teacher pay range) and reflect the values of the long-standing advisory pay points published jointly by our unions.

The recommended pay scale points set out in this advice are the advisory pay points in the STPCD plus in addition recommended pay points for the leadership pay range.

The decision to restore advisory pay points to the STPCD and align their values with those recommended in joint union advice underlines the appropriateness and importance of using the pay scales set out in this and previous editions of this joint pay advice.

In previous years teachers and school leaders should, as they have been in many schools, have been paid at least at the pay levels set out in the union advice. Where schools are still paying below the pay points in this advice, pay for teachers and school leaders in those schools should therefore be moved to the value of the next highest point.

The pay levels set out below should be a minimum, so where schools are paying above the value of the relevant point the teacher should be paid on the next highest point above the teacher's current pay level. This should be updated in future years in line with the relevant pay increase.

The principles supporting the use of national pay points for the main and upper pay ranges apply equally to the pay points for leaders set out in this advice. We will continue to call for the restoration of the national pay structure with the mandatory pay points as a minimum entitlement.

Pay progression for 2024-25 and beyond

Political choices made by successive administrations between 2010 and 2023 have included the imposition of performance-related progression (PRP).

PRP is fundamentally unfair, contributes to the existing recruitment and retention problems and damages morale. There is no evidence that PRP impacts positively on pupil outcomes, and growing evidence that it has a negative impact on retention and workload. Recent research suggests that PRP does not work in schools in the same way that it does in business. Linking pay to performance, which is difficult to effectively and accurately measure in an increasingly subjective accountability system, can actually demotivate teachers. In addition, the bureaucracy involved in linking performance to pay impacts negatively on workload for both the school leaders operating the system, and the staff being appraised.

The unions are pleased that the new Government has confirmed the removal of the obligation to use PRP and urges all schools and academies to drop PRP immediately.

The decision to remove the requirement to operate PRP makes it even more important that pay progression is the norm and default position. All eligible teachers and leaders must benefit from this decision and they should all receive pay progression.

The 2024 STPCD Guidance will continue to provide at Section 3 that "schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions." Even where schools decide to continue with PRP, this would not preclude pay increases which are made as a result of the implementation of annual uplifts of pay scales set out in the school's pay policy.

All of our organisations believe that PRP is damaging and should be removed, with pay progression for eligible teachers and school leaders as the norm and default position, and applied separately and in addition to pay increases arising from the revalorisation of pay scales for cost of living purposes. This is the only way to ensure that the profession returns to a competitive position in the graduate market place.

Yours sincerely



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General Secretary
NEU



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JOINT UNION TEACHER PAY SCALES IN ENGLAND FROM 1 SEPTEMBER 2024

CLASSROOM TEACHERS

MAIN PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£31,650	£38,766	£36,413	£33,075
2	£33,483	£40,609	£38,318	£34,974
3	£35,674	£42,536	£40,322	£37,141
4	£38,034	£44,556	£42,430	£39,495
5	£40,439	£47,069	£45,000	£41,870
6 (maximum)	£43,607	£50,288	£48,532	£45,037

UPPER PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£45,646	£55,415	£50,210	£47,031
2	£47,338	£58,138	£52,068	£48,719
3 (maximum)	£49,084	£60,092	£53,994	£50,471

LEADING PRACTITIONER RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£50,025	£59,478	£53,994	£51,403
maximum	£76,050	£85,509	£80,022	£77,430

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS/SEN ALLOWANCES

	TLR payment 1	TLR payment 2	TLR payment 3	SEN allowance
minimum	£9,782	£3,391	£675	£2,679
maximum	£16,553	£8,279	£3,344	£5,285

LEADERSHIP GROUP PAY RANGE

	England (excl the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£49,781	£59,186	£53,731	£51,151
2	£51,027	£60,439	£54,980	£52,400
3	£52,301	£61,718	£56,247	£53,675
4	£53,602	£63,017	£57,556	£54,983
5	£54,939	£64,360	£58,893	£56,320
6	£56,316	£65,731	£60,266	£57,693
7	£57,831	£67,251	£61,787	£59,213
8	£59,167	£68,583	£63,117	£60,540
9	£60,644	£70,055	£64,593	£62,019
10	£62,202	£71,614	£66,152	£63,576
11	£63,815	£73,225	£67,762	£65,188
12	£65,286	£74,702	£69,239	£66,665
13	£66,919	£76,331	£70,873	£68,298
14	£68,586	£78,000	£72,531	£69,964
15	£70,293	£79,700	£74,239	£71,665
16	£72,162	£81,577	£76,112	£73,539
17	£73,819	£83,236	£77,773	£75,206
18	£75,675	£85,092	£79,630	£77,051
19	£77,552	£86,967	£81,508	£78,926
20	£79,475	£88,891	£83,426	£80,857
21	£81,441	£90,856	£85,396	£82,825
22	£83,464	£92,878	£87,409	£84,843
23	£85,529	£94,939	£89,477	£86,904
24	£87,651	£97,068	£91,602	£89,033
25	£89,830	£99,241	£93,779	£91,205
26	£92,052	£101,462	£96,000	£93,432
27	£94,332	£103,741	£98,281	£95,708
28	£96,673	£106,083	£100,623	£98,045
29	£99,067	£108,483	£103,013	£100,444
30	£101,533	£110,944	£105,479	£102,901
31	£104,040	£113,456	£107,995	£105,420
32	£106,626	£116,036	£110,573	£108,007
33	£109,275	£118,690	£113,228	£110,656
34	£111,976	£121,391	£115,928	£113,356
35	£114,759	£124,174	£118,708	£116,140
36	£117,601	£127,011	£121,547	£118,977
37	£120,524	£129,943	£124,477	£121,903
38	£123,506	£132,918	£127,458	£124,884
39	£126,517	£135,927	£130,464	£127,890
40	£129,673	£139,092	£133,628	£131,056
41	£132,913	£142,334	£136,865	£134,290
42	£136,243	£145,656	£140,190	£137,623
43	£138,265	£147,586	£142,178	£139,632

UNQUALIFIED TEACHERS

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£21,731	£27,252	£25,758	£23,140
2	£24,224	£29,745	£28,252	£25,630
3	£26,716	£32,238	£30,744	£28,123
4	£28,914	£34,436	£32,947	£30,319
5	£31,410	£36,925	£35,438	£32,813
6	£33,902	£39,417	£37,932	£35,305

HEADTEACHER GROUP PAY RANGES - STPCD LIMITS

**The STPCD statutory maxima for the eight Headteacher Group Ranges no longer correspond with recommended scale points on the Leadership Group Range, or the corresponding point where it falls mid-range, due to the Government's decision to freeze those maxima in 2015. We jointly advise that the statutory maxima should only be used where they are the maximum point of a headteacher's individual range and the discretion to exceed the maximum of the range has not been exercised.*

HEADTEACHER PAY RANGES

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
Group 1	£74,926	£84,249	£78,841	£76,289
Group 2	£80,634	£89,957	£84,550	£82,006
Group 3	£86,783	£96,106	£90,694	£88,150
Group 4	£93,400	£102,714	£97,307	£94,758
Group 5	£103,010	£112,333	£106,925	£104,377
Group 6	£113,624	£122,945	£117,534	£114,990
Group 7	£125,263	£134,581	£129,172	£126,623
Group 8	£138,265	£147,586	£142,178	£139,632

HEADTEACHER GROUP ONE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
6	£56,316	£65,731	£60,266	£57,693
7	£57,831	£67,251	£61,787	£59,213
8	£59,167	£68,583	£63,117	£60,540
9	£60,644	£70,055	£64,593	£62,019
10	£62,202	£71,614	£66,152	£63,576
11	£63,815	£73,225	£67,762	£65,188
12	£65,286	£74,702	£69,239	£66,665
13	£66,919	£76,331	£70,873	£68,298
14	£68,586	£78,000	£72,531	£69,964
15	£70,293	£79,700	£74,239	£71,665
16	£72,162	£81,577	£76,112	£73,539
17	£73,819	£83,236	£77,773	£75,206
18*	£74,926	£84,249	£78,841	£76,289

HEADTEACHER GROUP TWO

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
8	59,167	68,583	63,117	60,540
9	60,644	70,055	64,593	62,019
10	62,202	71,614	66,152	63,576
11	63,815	73,225	67,762	65,188
12	65,286	74,702	69,239	66,665
13	66,919	76,331	70,873	68,298
14	68,586	78,000	72,531	69,964
15	70,293	79,700	74,239	71,665
16	72,162	81,577	76,112	73,539
17	73,819	83,236	77,773	75,206
18	75,675	85,092	79,630	77,051
19	77,552	86,967	81,508	78,926
20	79,475	88,891	83,426	80,857
21*	80,634	89,957	84,550	82,006

HEADTEACHER GROUP THREE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
11	63,815	73,225	67,762	65,188
12	65,286	74,702	69,239	66,665
13	66,919	76,331	70,873	68,298
14	68,586	78,000	72,531	69,964
15	70,293	79,700	74,239	71,665
16	72,162	81,577	76,112	73,539
17	73,819	83,236	77,773	75,206
18	75,675	85,092	79,630	77,051
19	77,552	86,967	81,508	78,926
20	79,475	88,891	83,426	80,857
21	81,441	90,856	85,396	82,825
22	83,464	92,878	87,409	84,843
23	85,529	94,939	89,477	86,904
24*	86,783	96,106	90,694	88,150

HEADTEACHER GROUP FOUR

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
14	68,586	78,000	72,531	69,964
15	70,293	79,700	74,239	71,665
16	72,162	81,577	76,112	73,539
17	73,819	83,236	77,773	75,206
18	75,675	85,092	79,630	77,051
19	77,552	86,967	81,508	78,926
20	79,475	88,891	83,426	80,857
21	81,441	90,856	85,396	82,825
22	83,464	92,878	87,409	84,843
23	85,529	94,939	89,477	86,904
24	87,651	97,068	91,602	89,033
25	89,830	99,241	93,779	91,205
26	92,052	101,462	96,000	93,432
27*	93,400	102,714	97,307	94,758

HEADTEACHER GROUP FIVE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
18	75,675	85,092	79,630	77,051
19	77,552	86,967	81,508	78,926
20	79,475	88,891	83,426	80,857
21	81,441	90,856	85,396	82,825
22	83,464	92,878	87,409	84,843
23	85,529	94,939	89,477	86,904
24	87,651	97,068	91,602	89,033
25	89,830	99,241	93,779	91,205
26	92,052	101,462	96,000	93,432
27	94,332	103,741	98,281	95,708
28	96,673	106,083	100,623	98,045
29	99,067	108,483	103,013	100,444
30	101,533	110,944	105,479	102,901
31*	103,010	112,333	106,925	104,377

HEADTEACHER GROUP SIX

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
21	81,441	90,856	85,396	82,825
22	83,464	92,878	87,409	84,843
23	85,529	94,939	89,477	86,904
24	87,651	97,068	91,602	89,033
25	89,830	99,241	93,779	91,205
26	92,052	101,462	96,000	93,432
27	94,332	103,741	98,281	95,708
28	96,673	106,083	100,623	98,045
29	99,067	108,483	103,013	100,444
30	101,533	110,944	105,479	102,901
31	104,040	113,456	107,995	105,420
32	106,626	116,036	110,573	108,007
33	109,275	118,690	113,228	110,656
34	111,976	121,391	115,928	113,356
35*	113,624	122,945	117,534	114,990

HEADTEACHER GROUP SEVEN

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
24	87,651	97,068	91,602	89,033
25	89,830	99,241	93,779	91,205
26	92,052	101,462	96,000	93,432
27	94,332	103,741	98,281	95,708
28	96,673	106,083	100,623	98,045
29	99,067	108,483	103,013	100,444
30	101,533	110,944	105,479	102,901
31	104,040	113,456	107,995	105,420
32	106,626	116,036	110,573	108,007
33	109,275	118,690	113,228	110,656
34	111,976	121,391	115,928	113,356
35	114,759	124,174	118,708	116,140
36	117,601	127,011	121,547	118,977
37	120,524	129,943	124,477	121,903
38	123,506	132,918	127,458	124,884
39*	125,263	134,581	129,172	126,623

HEADTEACHER GROUP EIGHT

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
28	96,673	106,083	100,623	98,045
29	99,067	108,483	103,013	100,444
30	101,533	110,944	105,479	102,901
31	104,040	113,456	107,995	105,420
32	106,626	116,036	110,573	108,007
33	109,275	118,690	113,228	110,656
34	111,976	121,391	115,928	113,356
35	114,759	124,174	118,708	116,140
36	117,601	127,011	121,547	118,977
37	120,524	129,943	124,477	121,903
38	123,506	132,918	127,458	124,884
39	126,517	135,927	130,464	127,890
40	129,673	139,092	133,628	131,056
41	132,913	142,334	136,865	134,290
42	136,243	145,656	140,190	137,623
43*	138,265	147,586	142,178	139,632