

PAY RANGES IN THIS SCHOOL

UNQUALIFIED TEACHER, MAIN PAY RANGE & UPPER PAY RANGE

The school governors have agreed to adopt the advisory pay reference points published in Annex 3/4 of the 2022 STPCD for use with the Main, Upper and Unqualified Pay Ranges.

These reference Points include relevant uplifts as detailed in the School Teachers' Pay and Conditions Document (STPCD) 2022.

Unqualified Pay Range

UQ1	19,340
UQ2	21,559
UQ3	23,777
UQ4	25,733
UQ5	27,954
UQ6	30,172

Main Pay Range

M1	28,000
M2	29,800
M3	31,750
M4	33,850
M5	35,990
M6	38,810

Upper Pay Range

U1	40,625
U2	42,131
U3	43,685

LEADING PRACTITIONER PAY RANGE

For each Leading Practitioner post, the school will determine an individual post pay range within the reference points below, having regard to the challenges and demands of the post, ensuring appropriate scope within each individual post pay range to allow for performance related pay progression.

The school governors agreed to adopt the advisory pay reference points published by the LGA for use with the Leading Practitioner Pay Range. These reference points include relevant uplifts as detailed in the School Teachers' Pay and Conditions Document (STPCD) 2022.

Leading Practitioner Pay Range

LP - MIN	44,523
LP2	45,414
LP3	46,548
LP4	47,706
LP5	48,894
LP6	50,122
LP7	51,470
LP8	52,659
LP9	53,972

LP10	55,359
LP11	56,796
LP12	58,105
LP13	59,557
LP14	61,042
LP15	62,560
LP16	64,224
LP17	65,699
LP - MAX	67,685

LEADERSHIP PAY (Headteacher, Deputy Headteacher and Assistant Headteacher)

For each Leadership post, the school will determine an individual post range within the relevant reference points below, having regard to the challenges and demands of the post.

The school governors agreed to adopt the advisory pay reference points published by the LGA for use with the Leadership Pay Range. These reference points include relevant uplifts as detailed in the School Teachers' Pay and Conditions Document (STPCD) 2022.

Leadership Pay Ranges

DISCRETIONARY LEADERSHIP REFERENCE POINTS 2022/23

STPCD Leadership Group pay range - advisory reference points 2022/23

	England
1	44,305
2	45,414
3	46,548
4	47,706
5	48,895
6	50,122
7	51,470
8	52,659
9	53,973
10	55,360
11	56,796
12	58,105
13	59,558
14	61,042
15	62,561
16	64,225
17	65,699
18*	66,684
18	67,351
19	69,022
20	70,733
21*	71,765
21	72,483
22	74,283

23	76,122
24*	77,237
24	78,010
25	79,949
26	81,927
27*	83,126
27	83,956
28	86,040
29	88,170
30	90,365
31*	91,679
31	92,597
32	94,898
33	97,256
34	99,660
35*	101,126
35	102,137
36	104,666
37	107,267
38	109,922
39*	111,485
39	112,601
40	115,410
41	118,293
42	121,258
43*	123,057

Note: points 18*, 21*, 24*, 27*, 31*, 35*, 39* and 43 on the Leadership Pay Range are the salary figures for head teachers at, or moving to, the top of the school group ranges only. These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

The guidance in STPCD 2022-23:

Pay ranges for headteachers should not normally exceed the maximum of the headteacher group. However, the headteacher's pay range may exceed the maximum where the relevant body determines that circumstances specific to the role or candidate warrant a higher than normal payment. The relevant body must ensure that the maximum of the headteacher's pay range and any additional payments made under paragraph 10 does not exceed the maximum of the headteacher group by more than 25% other than in exceptional circumstances; in such circumstances, the governing body must seek external independent advice before providing such agreement and support its decision with a business case.