

Teachers' pay scales for England, excluding London and the Fringe 2024-25

Qualified Teachers

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
Main pay range		
M1 (Minimum) [1]	£30,000	£31,650
M2	£31,737	£33,483
M3	£33,814	£35,674
M4	£36,051	£38,034
M5	£38,330	£40,439
M6 (Maximum)	£41,333	£43,607
Upper pay range		

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
U1 (Minimum) [1]	£43,266	£45,646
U2	£44,870	£47,338
U3 (Maximum)	£46,525	£49,084

Teaching and Learning Responsibilities (TLRs)

	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
Payment 1 (TLR1)		
Minimum Maximum	£9,272 £15,690	£9,782 £16,553
Payment 2 (TLR2)		

	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
Minimum	£3,214	£3,391
Maximum	£7,847	£8,279
Payment 3 (TLR) (Fixed term)		
Minimum	£639	£675
Maximum	£3,169	£3,344

NASUWT recommends that if the relevant body awards TLRs of different annual values to two or more teachers, the minimum difference in the annual value between each award of a TLR1 is £1,500 and between each award of a TLR2 is £1,500.

See our [Teaching and Learning Responsibility Payments \(England\)](#) advice page for further guidance.

Special Educational Needs (SEN) Allowances

	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
SEN Minimum	£2,539	£2,679
SEN Maximum	£5,009	£5,285

Unqualified Teachers

SCALE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
1 (Minimum)	£20,598	£21,731
2	£22,961	£24,224
3	£25,323	£26,716
4	£27,406	£28,914
5	£29,772	£31,410
6 (Maximum)	£32,134	£33,902

Lead Practitioners

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
1	£47,417	£50,025
2	£48,606	£51,280
3	£49,819	£52,560
4	£51,058	£53,867
5	£52,330	£55,209
6	£53,642	£56,593
7	£55,088	£58,118
8	£56,357	£59,457
9	£57,765	£60,943

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
10	£59,250	£62,509
11	£60,785	£64,129
12	£62,187	£65,608
13	£63,741	£67,247
14	£65,331	£68,925
15	£66,956	£70,639
16	£68,737	£72,518
17	£70,314	£74,182
18	£72,085	£76,050

Leadership Group

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L1 [1]	£47,185	£49,781
L2	£48,366	£51,027
L3	£49,574	£52,301
L4	£50,807	£53,602
L5	£52,074	£54,939
L6	£53,380	£56,316
L7	£54,816	£57,831
L8	£56,082	£59,167
L9	£57,482	£60,644

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L10	£58,959	£62,202
L11	£60,488	£63,815
L12	£61,882	£65,286
L13	£63,430	£66,919
L14	£65,010	£68,586
L15	£66,628	£70,293
L16	£68,400	£72,162
L17	£69,970	£73,819
L18	£71,729	£75,675

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L19	£73,509	£77,552
L20	£75,331	£79,475
L21	£77,195	£81,441
L22	£79,112	£83,464
L23	£81,070	£85,529
L24	£83,081	£87,651
L25	£85,146	£89,830
L26	£87,253	£92,052
L27	£89,414	£94,332

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L28	£91,633	£96,673
L29	£93,902	£99,067
L30	£96,239	£101,533
L31	£98,616	£104,040
L32	£101,067	£106,626
L33	£103,578	£109,275
L34	£106,138	£111,976
L35	£108,776	£114,759
L36	£111,470	£117,601

SPINE POINT	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
L37	£114,240	£120,524
L38	£117,067	£123,506
L39	£119,921	£126,517
L40	£122,912	£129,673
L41	£125,983	£132,913
L42	£129,140	£136,243
L43	£131,056	£138,265

Please also see the pay ranges for headteachers below if you are at the top of a headteacher pay range.

Ranges for Headteachers

GROUP	RANGE OF SPINE POINTS	1 SEPT 2023 TO 31 AUG 2024	1 SEPT 2024 TO 31 AUG 2025
1	L6-L18	£53,380 - £71,019	£56,316 - £74,926
2	L8-L21	£56,082 - £76,430	£59,167 - £80,634
3	L11-L24	£60,488 - £82,258	£63,815 - £86,783
4	L14-L27	£65,010 - £88,530	£68,586 - £93,400
5	L18-L31	£71,729 - £97,639	£75,675 - £103,010
6	L21-L35	£77,195 - £107,700	£81,441 - £113,624
7	L24-L39	£83,081 - £118,732	£87,651 - £125,263
8	L28-L43	£91,633 - £131,056	£96,673 - £138,265