



July 2025

## Joint Advice on School Teachers' Pay in England 2025-26

The Government has accepted in full all of the recommendations of the STRB report, which includes a 4% pay increase from 1 September to all school teacher pay points and allowances in England.

The unions are clear that the Government must invest to support the urgent restoration of the real value of teacher pay against inflation and to repair the competitive position of teaching in the graduate labour market.

The increase of 4% to all pay points and allowances is effective from 1 September 2025. These proposals are subject to formal consultation ending on 9 July, with all pay increases backdated to 1 September.

This is our joint advice on the pay scales to be adopted for the school year 2025-26.

### Consultation on pay policies

**Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2025 are finalised.** The earlier publication of the draft School Teachers' Pay and Conditions Document (STPCD) this year provided an important opportunity for meaningful consultation on pay implementation to take place for many employers in the summer term and for the pay increases to be paid as soon as possible from September pay and not delayed.

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.

## **Pay scales for 2025-26**

**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 be increased to the values in this document.

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 uprated 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 2025-26 and beyond**

Political choices made by successive administrations between 2010 and 2023 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 urge all schools and academies to drop PRP immediately.**

The decision taken in 2024 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.

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.

The 2025 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.

### **TLR Payments for part-time teachers**

The Government has accepted the STRB's recommendation that TLRs be paid to teachers based on the proportion of the responsibility they carry out, rather than their contracted hours. As the Secretary of State has noted, this change will improve equality of opportunity for part-time workers. Under the new STPCD schools must make this change by September 2026, but early adoption is encouraged. All of our organisations recommend that this change should be implemented with effect from September 2025.

Yours sincerely



Daniel Kebede  
General Secretary  
NEU



Pepe Di'lasio  
General Secretary  
ASCL



Paul Whiteman  
General Secretary  
NAHT



Director of Operations  
Community



## JOINT UNION TEACHER PAY SCALES IN ENGLAND FROM 1 SEPTEMBER 2025

### CLASSROOM TEACHERS MAIN PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£32,916	£40,317	£37,870	£34,398
2	£34,823	£42,234	£39,851	£36,373
3	£37,101	£44,238	£41,935	£38,627
4	£39,556	£46,339	£44,128	£41,075
5	£42,057	£48,952	£46,800	£43,545
6 (maximum)	£45,352	£52,300	£50,474	£46,839

### UPPER PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£47,472	£57,632	£52,219	£48,913
2	£49,232	£60,464	£54,151	£50,668
3 (maximum)	£51,048	£62,496	£56,154	£52,490

### LEADING PRACTITIONER RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£52,026	£61,858	£56,154	£53,460
maximum	£79,092	£88,930	£83,223	£80,528

### TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS/SEN ALLOWANCES

	TLR payment 1	TLR payment 2	TLR payment 3	SEN allowance
minimum	£10,174	£3,527	£702	£2,787
maximum	£17,216	£8,611	£3,478	£5,497

**LEADERSHIP GROUP PAY RANGE**

	England (excl the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£51,773	£61,554	£55,881	£53,198
2	£53,069	£62,857	£57,180	£54,496
3	£54,394	£64,187	£58,497	£55,822
4	£55,747	£65,538	£59,859	£57,183
5	£57,137	£66,935	£61,249	£58,573
6	£58,569	£68,361	£62,677	£60,001
7	£60,145	£69,942	£64,259	£61,582
8	£61,534	£71,327	£65,642	£62,962
9	£63,070	£72,858	£67,177	£64,500
10	£64,691	£74,479	£68,799	£66,120
11	£66,368	£76,154	£70,473	£67,796
12	£67,898	£77,691	£72,009	£69,332
13	£69,596	£79,385	£73,708	£71,030
14	£71,330	£81,120	£75,433	£72,763
15	£73,105	£82,888	£77,209	£74,532
16	£75,049	£84,841	£79,157	£76,481
17	£76,772	£86,566	£80,884	£78,215
18	£78,702	£88,496	£82,816	£80,134
19	£80,655	£90,446	£84,769	£82,084
20	£82,654	£92,447	£86,764	£84,092
21	£84,699	£94,491	£88,812	£86,138
22	£86,803	£96,594	£90,906	£88,237
23	£88,951	£98,737	£93,057	£90,381
24	£91,158	£100,951	£95,267	£92,595
25	£93,424	£103,211	£97,531	£94,854
26	£95,735	£105,521	£99,840	£97,170
27	£98,106	£107,891	£102,213	£99,537
28	£100,540	£110,327	£104,648	£101,967
29	£103,030	£112,823	£107,134	£104,462
30	£105,595	£115,382	£109,699	£107,018
31	£108,202	£117,995	£112,315	£109,637
32	£110,892	£120,678	£114,996	£112,328
33	£113,646	£123,438	£117,758	£115,083
34	£116,456	£126,247	£120,566	£117,891
35	£119,350	£129,141	£123,457	£120,786
36	£122,306	£132,092	£126,409	£123,737
37	£125,345	£135,141	£129,457	£126,780
38	£128,447	£138,235	£132,557	£129,880
39	£131,578	£141,365	£135,683	£133,006
40	£134,860	£144,656	£138,974	£136,299
41	£138,230	£148,028	£142,340	£139,662
42	£141,693	£151,483	£145,798	£143,128
43	£143,796	£153,490	£147,866	£145,218

**UNQUALIFIED TEACHERS**

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£22,601	£28,343	£26,789	£24,066
2	£25,193	£30,935	£29,383	£26,656
3	£27,785	£33,528	£31,974	£29,248
4	£30,071	£35,814	£34,265	£31,532
5	£32,667	£38,402	£36,856	£34,126
6	£35,259	£40,994	£39,450	£36,718

**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
<b>Group 1</b>	£77,924	£87,619	£81,995	£79,341
<b>Group 2</b>	£83,860	£93,556	£87,932	£85,287
<b>Group 3</b>	£90,255	£99,951	£94,322	£91,676
<b>Group 4</b>	£97,136	£106,823	£101,200	£98,549
<b>Group 5</b>	£107,131	£116,827	£111,202	£108,553
<b>Group 6</b>	£118,169	£127,863	£122,236	£119,590
<b>Group 7</b>	£130,274	£139,965	£134,339	£131,688
<b>Group 8</b>	£143,796	£153,490	£147,866	£145,218

**HEADTEACHER GROUP ONE**

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
<b>6</b>	£58,569	£68,361	£62,677	£60,001
<b>7</b>	£60,145	£69,942	£64,259	£61,582
<b>8</b>	£61,534	£71,327	£65,642	£62,962
<b>9</b>	£63,070	£72,858	£67,177	£64,500
<b>10</b>	£64,691	£74,479	£68,799	£66,120
<b>11</b>	£66,368	£76,154	£70,473	£67,796
<b>12</b>	£67,898	£77,691	£72,009	£69,332
<b>13</b>	£69,596	£79,385	£73,708	£71,030
<b>14</b>	£71,330	£81,120	£75,433	£72,763
<b>15</b>	£73,105	£82,888	£77,209	£74,532
<b>16</b>	£75,049	£84,841	£79,157	£76,481
<b>17</b>	£76,772	£86,566	£80,884	£78,215
<b>18*</b>	£77,924	£87,619	£81,995	£79,341

**HEADTEACHER GROUP TWO**

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
8	£61,534	£71,327	£65,642	£62,962
9	£63,070	£72,858	£67,177	£64,500
10	£64,691	£74,479	£68,799	£66,120
11	£66,368	£76,154	£70,473	£67,796
12	£67,898	£77,691	£72,009	£69,332
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17	£76,772	£86,566	£80,884	£78,215
18	£78,702	£88,496	£82,816	£80,134
19	£80,655	£90,446	£84,769	£82,084
20	£82,654	£92,447	£86,764	£84,092
21*	£83,860	£93,556	£87,932	£85,287

**HEADTEACHER GROUP THREE**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
11	£66,368	£76,154	£70,473	£67,796
12	£67,898	£77,691	£72,009	£69,332
13	£69,596	£79,385	£73,708	£71,030
14	£71,330	£81,120	£75,433	£72,763
15	£73,105	£82,888	£77,209	£74,532
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19	£80,655	£90,446	£84,769	£82,084
20	£82,654	£92,447	£86,764	£84,092
21	£84,699	£94,491	£88,812	£86,138
22	£86,803	£96,594	£90,906	£88,237
23	£88,951	£98,737	£93,057	£90,381
24*	£90,255	£99,951	£94,322	£91,676

**HEADTEACHER GROUP FOUR**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>14</b>	£71,330	£81,120	£75,433	£72,763
<b>15</b>	£73,105	£82,888	£77,209	£74,532
<b>16</b>	£75,049	£84,841	£79,157	£76,481
<b>17</b>	£76,772	£86,566	£80,884	£78,215
<b>18</b>	£78,702	£88,496	£82,816	£80,134
<b>19</b>	£80,655	£90,446	£84,769	£82,084
<b>20</b>	£82,654	£92,447	£86,764	£84,092
<b>21</b>	£84,699	£94,491	£88,812	£86,138
<b>22</b>	£86,803	£96,594	£90,906	£88,237
<b>23</b>	£88,951	£98,737	£93,057	£90,381
<b>24</b>	£91,158	£100,951	£95,267	£92,595
<b>25</b>	£93,424	£103,211	£97,531	£94,854
<b>26</b>	£95,735	£105,521	£99,840	£97,170
<b>27*</b>	£97,136	£106,823	£101,200	£98,549

**HEADTEACHER GROUP FIVE**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>18</b>	£78,702	£88,496	£82,816	£80,134
<b>19</b>	£80,655	£90,446	£84,769	£82,084
<b>20</b>	£82,654	£92,447	£86,764	£84,092
<b>21</b>	£84,699	£94,491	£88,812	£86,138
<b>22</b>	£86,803	£96,594	£90,906	£88,237
<b>23</b>	£88,951	£98,737	£93,057	£90,381
<b>24</b>	£91,158	£100,951	£95,267	£92,595
<b>25</b>	£93,424	£103,211	£97,531	£94,854
<b>26</b>	£95,735	£105,521	£99,840	£97,170
<b>27</b>	£98,106	£107,891	£102,213	£99,537
<b>28</b>	£100,540	£110,327	£104,648	£101,967
<b>29</b>	£103,030	£112,823	£107,134	£104,462
<b>30</b>	£105,595	£115,382	£109,699	£107,018
<b>31*</b>	£107,131	£116,827	£111,202	£108,553



**HEADTEACHER GROUP SIX**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
21	£84,699	£94,491	£88,812	£86,138
22	£86,803	£96,594	£90,906	£88,237
23	£88,951	£98,737	£93,057	£90,381
24	£91,158	£100,951	£95,267	£92,595
25	£93,424	£103,211	£97,531	£94,854
26	£95,735	£105,521	£99,840	£97,170
27	£98,106	£107,891	£102,213	£99,537
28	£100,540	£110,327	£104,648	£101,967
29	£103,030	£112,823	£107,134	£104,462
30	£105,595	£115,382	£109,699	£107,018
31	£108,202	£117,995	£112,315	£109,637
32	£110,892	£120,678	£114,996	£112,328
33	£113,646	£123,438	£117,758	£115,083
34	£116,456	£126,247	£120,566	£117,891
35*	£118,169	£127,863	£122,236	£119,590

**HEADTEACHER GROUP SEVEN**

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
24	£91,158	£100,951	£95,267	£92,595
25	£93,424	£103,211	£97,531	£94,854
26	£95,735	£105,521	£99,840	£97,170
27	£98,106	£107,891	£102,213	£99,537
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36	£122,306	£132,092	£126,409	£123,737
37	£125,345	£135,141	£129,457	£126,780
38	£128,447	£138,235	£132,557	£129,880
39*	£130,274	£139,965	£134,339	£131,688

## HEADTEACHER GROUP EIGHT

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>28</b>	£100,540	£110,327	£104,648	£101,967
<b>29</b>	£103,030	£112,823	£107,134	£104,462
<b>30</b>	£105,595	£115,382	£109,699	£107,018
<b>31</b>	£108,202	£117,995	£112,315	£109,637
<b>32</b>	£110,892	£120,678	£114,996	£112,328
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<b>34</b>	£116,456	£126,247	£120,566	£117,891
<b>35</b>	£119,350	£129,141	£123,457	£120,786
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<b>37</b>	£125,345	£135,141	£129,457	£126,780
<b>38</b>	£128,447	£138,235	£132,557	£129,880
<b>39</b>	£131,578	£141,365	£135,683	£133,006
<b>40</b>	£134,860	£144,656	£138,974	£136,299
<b>41</b>	£138,230	£148,028	£142,340	£139,662
<b>42</b>	£141,693	£151,483	£145,798	£143,128
<b>43*</b>	£143,796	£153,490	£147,866	£145,218