

England (excluding London & Fringe)

Spine Point	1 Sept 2018	1 Sept 2019
	to 31 Aug 2019	to 31 Aug 2020
	£pa	£pa
Main pay range		
M1 (Minimum)	£23,720	£24,373
M2	£25,594	£26,298
M3	£27,652	£28,413
M4	£29,780	£30,599
M5	£32,126	£33,010
M6 (Maximum)	£35,008	£35,971
Upper pay range	£pa	£pa
U1 (Minimum)	£36,646	£37,654
U2	£38,004	£39,050
U3 (Maximum)	£39,406	£40,490

Teaching and Learning Responsibilities (TLR)

	1 Sept 2018	1 Sept 2019
	to 31 Aug 2019	to 31 Aug 2020
	£pa	£pa
Payment 1 (TLR1)		
Minimum	£7,853	£8,069
Maximum	£13,288	£13,654
Payment 2 (TLR2)	£pa	£pa
Minimum	£2,721	£2,796
Maximum	£6,646	£6,829
Payment 3 (TLR) (Fixed Term)	£pa	£pa
Minimum	£540	£555
Maximum	£2,683	£2,757

The 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 TLR 2 is £1,500.

Special Educational Needs (SEN) Allowances

	1 Sept 2018	1 Sept 2019
	to 31 Aug 2019	to 31 Aug 2020
	£pa	£pa
SEN Minimum	£2,149	£2,209
SEN Maximum	£4,242	£4,359

The Fringe

	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Spine Point		
Main pay range	£pa	£pa
M1 (Minimum)	£24,859	£25,543
M2	£26,732	£27,468
M3	£28,789	£29,581
M4	£30,924	£31,775
M5	£33,264	£34,179
M6 (Maximum)	£36,157	£37,152
Upper pay range	£pa	£pa
U1 (Minimum)	£37,758	£38,797
U2	£39,113	£40,189
U3 (Maximum)	£40,520	£41,635

Outer London

	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Spine Point		
Main pay range	£pa	£pa
M1 (Minimum)	£27,596	£28,355
M2	£29,307	£30,113
M3	£31,120	£31,976
M4	£33,047	£33,956
M5	£35,850	£36,836
M6 (Maximum)	£38,963	£40,035
Upper pay range	£pa	£pa
U1 (Minimum)	£40,310	£41,419
U2	£41,801	£42,951
U3 (Maximum)	£43,348	£44,541

Inner London

	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Spine Point		
Main pay range	£pa	£pa
M1 (Minimum)	£29,664	£30,480
M2	£31,211	£32,070
M3	£32,837	£33,741
M4	£34,548	£35,499
M5	£37,206	£38,230
M6 (Maximum)	£40,372	£41,483
Upper pay range	£pa	£pa
U1 (Minimum)	£44,489	£45,713
U2	£46,676	£47,960
U3 (Maximum)	£48,244	£49,571

**Unqualified teachers pay range England
(excluding London & Fringe)**

Scale Point	1 Sept 2018	1 Sept 2019
	to 31 Aug 2019	to 31 Aug 2020
	£pa	£pa
1 (Minimum)	£17,208	£17,682
2	£19,210	£19,739
3	£21,210	£21,794
4	£23,212	£23,851
5	£25,215	£25,909
6 (Maximum)	£27,216	£27,965

Unqualified teachers pay range in the Fringe

Scale Point	1 Sept 2018	1 Sept 2019
	to 31 Aug 2019	to 31 Aug 2020
	£pa	£pa
1 (Minimum)	£18,339	£18,844
2	£20,338	£20,898
3	£22,340	£22,955
4	£24,341	£25,011
5	£26,342	£27,067
6 (Maximum)	£28,343	£29,123

Unqualified teachers pay range in Outer London

Scale Point	1 Sept 2018	1 Sept 2019
	to 31 Aug 2019	to 31 Aug 2020
	£pa	£pa
1 (Minimum)	£20,441	£21,004
2	£22,443	£23,061
3	£24,445	£25,118
4	£26,450	£27,178
5	£28,450	£29,233
6 (Maximum)	£30,452	£31,290

Unqualified teachers pay range in Inner London

Scale Point	1 Sept 2018	1 Sept 2019
	to 31 Aug 2019	to 31 Aug 2020
	£pa	£pa
1 (Minimum)	£21,641	£22,237
2	£23,642	£24,293
3	£25,644	£26,350
4	£27,644	£28,405
5	£29,644	£30,460
6 (Maximum)	£31,644	£32,515

Lead Practitioners Pay Range

Lead Practitioners Pay Range in England (Excluding London & Fringe)

Spine Point	1 Sept 2018 to 31 Aug 2019 £pa	1 Sept 2019 to 31 Aug 2020 £pa
1	£40,162	£41,267
2	£41,168	£42,301
3	£42,196	£43,357
4	£43,246	£44,436
5	£44,324	£45,543
6	£45,435	£46,685
7	£46,658	£47,942
8	£47,735	£49,048
9	£48,927	£50,273
10	£50,183	£51,564
11	£51,486	£52,902
12	£52,672	£54,121
13	£53,989	£55,474
14	£55,335	£56,857
15	£56,712	£58,272
16	£58,219	£59,821
17	£59,557	£61,195
18	£61,055	£62,735

Lead Practitioners Pay Range in the Fringe

Spine Point	1 Sept 2018 to 31 Aug 2019 £pa	1 Sept 2019 to 31 Aug 2020 £pa
1	£41,268	£42,403
2	£42,276	£43,439
3	£43,304	£44,495
4	£44,359	£45,579
5	£45,437	£46,687
6	£46,546	£47,827
7	£47,772	£49,086
8	£48,842	£50,186
9	£50,037	£51,414
10	£51,292	£52,703
11	£52,593	£54,040
12	£53,785	£55,265
13	£55,102	£56,618
14	£56,445	£57,998
15	£57,818	£59,408
16	£59,331	£60,963
17	£60,675	£62,344
18	£62,164	£63,874

Lead Practitioners Pay Range in Outer London

Spine Point	1 Sept	1 Sept
	2018 to 31	2019 to 31
	Aug 2019	Aug 2020
	£pa	£pa
1	£43,348	£44,541
2	£44,356	£45,576
3	£45,380	£46,628
4	£46,436	£47,713
5	£47,514	£48,821
6	£48,621	£49,959
7	£49,848	£51,219
8	£50,923	£52,324
9	£52,112	£53,546
10	£53,372	£54,840
11	£54,669	£56,173
12	£55,862	£57,399
13	£57,181	£58,754
14	£58,518	£60,128
15	£59,895	£61,543
16	£61,407	£63,096
17	£62,746	£64,472
18	£64,245	£66,012

Lead Practitioners Pay Range in Inner London

Spine Point	1 Sept	1 Sept
	2018 to 31	2019 to 31
	Aug 2019	Aug 2020
	£pa	£pa
1	£47,751	£49,065
2	£48,761	£50,102
3	£49,793	£51,163
4	£50,841	£52,240
5	£51,925	£53,353
6	£53,031	£54,490
7	£54,258	£55,751
8	£55,332	£56,854
9	£56,520	£58,075
10	£57,777	£59,366
11	£59,077	£60,702
12	£60,269	£61,927
13	£61,584	£63,278
14	£62,929	£64,660
15	£64,302	£66,071
16	£65,816	£67,626
17	£67,154	£69,001
18	£68,652	£70,540

**Leadership Group Pay Range
(excluding London & Fringe)**

Spine Point	1 Sept 2018 to 31 Aug 2019 £pa	1 Sept 2019 to 31 Aug 2020 £pa
L1	£39,965	£41,065
L2	£40,966	£42,093
L3	£41,989	£43,144
L4	£43,034	£44,218
L5	£44,106	£45,319
L6	£45,213	£46,457
L7	£46,430	£47,707
L8	£47,501	£48,808
L9	£48,687	£50,026
L10	£49,937	£51,311
L11	£51,234	£52,643
L12	£52,414	£53,856
L13	£53,724	£55,202
L14	£55,064	£56,579
L15	£56,434	£57,986
L16	£57,934	£59,528
L17	£59,265	£60,895
L18	£60,755	£62,426
L19	£62,262	£63,975
L20	£63,806	£65,561
L21	£65,384	£67,183
L22	£67,008	£68,851
L23	£68,667	£70,556
L24	£70,370	£72,306
L25	£72,119	£74,103
L26	£73,903	£75,936
L27	£75,735	£77,818
L28	£77,613	£79,748
L29	£79,535	£81,723
L30	£81,515	£83,757
L31	£83,528	£85,826
L32	£85,605	£87,960
L33	£87,732	£90,145
L34	£89,900	£92,373
L35	£92,135	£94,669
L36	£94,416	£97,013
L37	£96,763	£99,424
L38	£99,158	£101,885
L39	£101,574	£104,368
L40	£104,109	£106,972
L41	£106,709	£109,644
L42	£109,383	£112,392
L43	£111,007	£114,060

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

Leadership Group Pay Range (The Fringe)

Spine Point	1 Sept 2018 to	1 Sept 2019 to
	31 Aug 2019	31 Aug 2020
	£pa	£pa
L1	£41,065	£42,195
L2	£42,069	£43,226
L3	£43,091	£44,277
L4	£44,142	£45,356
L5	£45,215	£46,459
L6	£46,318	£47,592
L7	£47,538	£48,846
L8	£48,603	£49,940
L9	£49,791	£51,161
L10	£51,041	£52,445
L11	£52,335	£53,775
L12	£53,521	£54,993
L13	£54,832	£56,340
L14	£56,169	£57,714
L15	£57,535	£59,118
L16	£59,040	£60,664
L17	£60,378	£62,039
L18	£61,860	£63,562
L19	£63,366	£65,109
L20	£64,915	£66,701
L21	£66,496	£68,325
L22	£68,115	£69,989
L23	£69,770	£71,689
L24	£71,480	£73,446
L25	£73,223	£75,237
L26	£75,012	£77,075
L27	£76,838	£78,952
L28	£78,715	£80,880
L29	£80,642	£82,860
L30	£82,614	£84,886
L31	£84,637	£86,965
L32	£86,713	£89,098
L33	£88,840	£91,284
L34	£91,008	£93,511
L35	£93,243	£95,808
L36	£95,521	£98,148
L37	£97,869	£100,561
L38	£100,263	£103,021
L39	£102,676	£105,500
L40	£105,218	£108,112
L41	£107,816	£110,781
L42	£110,491	£113,530
L43	£112,105	£115,188

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

Leadership Group Pay Range (Outer London)

Spine Point	1 Sept 2018 to	1 Sept 2019 to
	31 Aug 2019	31 Aug 2020
	£pa	£pa
L1	£43,136	£44,323
L2	£44,139	£45,353
L3	£45,158	£46,400
L4	£46,208	£47,479
L5	£47,281	£48,582
L6	£48,383	£49,714
L7	£49,604	£50,969
L8	£50,673	£52,067
L9	£51,857	£53,284
L10	£53,110	£54,571
L11	£54,401	£55,898
L12	£55,588	£57,117
L13	£56,900	£58,465
L14	£58,231	£59,833
L15	£59,601	£61,241
L16	£61,106	£62,787
L17	£62,438	£64,156
L18	£63,930	£65,689
L19	£65,437	£67,237
L20	£66,978	£68,820
L21	£68,559	£70,445
L22	£70,177	£72,107
L23	£71,836	£73,812
L24	£73,541	£75,564
L25	£75,290	£77,361
L26	£77,074	£79,194
L27	£78,905	£81,075
L28	£80,785	£83,007
L29	£82,704	£84,979
L30	£84,684	£87,013
L31	£86,704	£89,089
L32	£88,773	£91,215
L33	£90,906	£93,406
L34	£93,073	£95,633
L35	£95,306	£97,927
L36	£97,584	£100,268
L37	£99,936	£102,685
L38	£102,330	£105,145
L39	£104,743	£107,624
L40	£107,283	£110,234
L41	£109,883	£112,905
L42	£112,551	£115,647
L43	£114,147	£117,287

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

Leadership Group Pay Spine (Inner London)

Spine Point	1 Sept 2018 to	1 Sept 2019 to
	31 Aug 2019	31 Aug 2020
	£pa	£pa
L1	£47,517	£48,824
L2	£48,522	£49,857
L3	£49,549	£50,912
L4	£50,592	£51,984
L5	£51,670	£53,091
L6	£52,771	£54,223
L7	£53,992	£55,477
L8	£55,061	£56,576
L9	£56,243	£57,790
L10	£57,494	£59,076
L11	£58,787	£60,404
L12	£59,974	£61,624
L13	£61,282	£62,968
L14	£62,621	£64,344
L15	£63,987	£65,747
L16	£65,493	£67,295
L17	£66,825	£68,663
L18	£68,315	£70,194
L19	£69,821	£71,742
L20	£71,365	£73,328
L21	£72,943	£74,949
L22	£74,567	£76,618
L23	£76,221	£78,318
L24	£77,930	£80,074
L25	£79,675	£81,867
L26	£81,458	£83,699
L27	£83,288	£85,579
L28	£85,169	£87,512
L29	£87,095	£89,491
L30	£89,072	£91,522
L31	£91,089	£93,594
L32	£93,160	£95,722
L33	£95,290	£97,911
L34	£97,459	£100,140
L35	£99,694	£102,436
L36	£101,971	£104,776
L37	£104,325	£107,194
L38	£106,713	£109,648
L39	£109,129	£112,131
L40	£111,671	£114,742
L41	£114,273	£117,416
L42	£116,940	£120,156
L43	£118,490	£121,749

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

Ranges for headteachers in England (excluding London and the Fringe)

Group	Range of spine points	Salary range	Salary range
		(1 Sept 2018 to 31 Aug 2019) £pa	(1 Sept 2019 to 31 Aug 2020) £pa
1	L6 – L18	45,213 - 60,153	46,457 - 61,808
2	L8 – L21	47,501 - 64,736	48,808 - 66,517
3	L11 – L24	51,234 - 69,673	52,643 - 71,590
4	L14 – L27	55,064 - 74,985	56,579 - 77,048
5	L18 – L31	60,755 - 82,701	62,426 - 84,976
6	L21 – L35	65,384 - 91,223	67,183 - 93,732
7	L24 – L39	70,370 - 100,568	72,306 - 103,334
8	L28 – L43	77,613 - 111,007	79,748 - 114,060

The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight head teacher group pay ranges in 2015.

This restriction was applied to the maximum of each the eight head teacher group pay ranges only. It does not apply where a head/deputy/assistant head teacher is not earning the maximum on a head teacher group pay range, but is placed on one of the corresponding points on the LGPR - L18, L21, L24, L27, L31, L35 or L39, which have all increased by 1% in each year between 2014 and 2017, by 1.5% in 2018, and by 2.75% in 2019.

Ranges for headteachers in the Fringe

Group	Range of spine points	Salary range	Salary range
		(1 Sept 2018 to 31 Aug 2019) £pa	(1 Sept 2019 to 31 Aug 2020) £pa
1	L6 – L18	46,318 - 61,247	47,592 - 62,932
2	L8 – L21	48,603 - 65,837	49,940 - 67,648
3	L11 – L24	52,335 - 70,771	53,775 - 72,718
4	L14 – L27	56,169 - 76,077	57,714 - 78,170
5	L18 – L31	61,860 - 83,799	63,562 - 86,104
6	L21 – L35	66,496 - 92,320	68,325 - 94,859
7	L24 – L39	71,480 - 101,659	73,446 - 104,455
8	L28 – L43	78,715 - 112,105	80,880 - 115,188

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Ranges for headteachers in Outer London

Group	Range of spine points	Salary range	Salary range
		(1 Sept 2018 to 31 Aug 2019)	(1 Sept 2019 to 31 Aug 2020)
		£pa	£pa
1	L6 – L18	48,383 - 63,297	49,714 - 65,038
2	L8 – L21	50,673 - 67,880	52,067 - 69,747
3	L11 – L24	54,401 - 72,813	55,898 - 74,816
4	L14 – L27	58,231 - 78,123	59,833 - 80,272
5	L18 – L31	63,930 - 85,845	65,689 - 88,206
6	L21 – L35	68,559 - 94,362	70,445 - 96,957
7	L24 – L39	73,541 - 103,706	75,564 - 106,558
8	L28 – L43	80,785 - 114,147	83,007 - 117,287

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Ranges for headteachers in Inner London

Group	Range of spine points	Salary range	Salary range
		(1 Sept 2018 to 31 Aug 2019)	(1 Sept 2019 to 31 Aug 2020)
		£pa	£pa
1	L6 – L18	52,771 - 67,638	54,223 - 69,499
2	L8 – L21	55,061 - 72,221	56,576 - 74,208
3	L11 – L24	58,787 - 77,158	60,404 - 79,280
4	L14 – L27	62,621 - 82,463	64,344 - 84,731
5	L18 – L31	68,315 - 90,186	70,194 - 92,667
6	L21 – L35	72,943 - 98,706	74,949 - 101,421
7	L24 – L39	77,930 - 108,048	80,074 - 111,020
8	L28 – L43	85,169 - 118,490	87,512 - 121,749

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