



To whom it may concern

September 2014

School Teachers' Pay 2014

Discretionary Reference Pay Points

In September 2013 pay scales for teachers in England and Wales were replaced with pay ranges; in September 2014 a leadership group pay range replaced the previous 43-point pay scale.

School pay policies are required to determine the basis for the level of pay progression for all teachers, including headteachers. Schools can choose to continue to use the previous pay scale points (uprated as appropriate) as the basis for teachers' pay progression.

The Department for Education has set out these points, for schools that may choose to apply them, in a guidance document available here: <https://www.gov.uk/government/publications/reviewing-and-revising-school-teachers-pay>. However, in line with the School Teachers' Review Body's 24th Report recommendation, the guidance contains reference points for teachers paid within the main pay range and the leadership group pay range only. It contains no figure for the previous middle point of the Upper Pay Scale (U2) or for unqualified teachers.

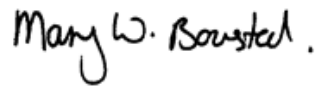
To assist schools and employers by placing all the information in one document, this circular sets out all the teacher and headteacher pay ranges and the reference points within the main, upper, leadership and unqualified ranges.

For those schools that wish to continue to use reference points based upon the previous 6-point main pay scale, 3-point upper pay scale, 43-point leadership pay scale and 6-point unqualified teacher scale we recommend the points in this circular.

Yours faithfully,



General Secretary
ASCL



General Secretary
ATL



General Secretary
NAHT



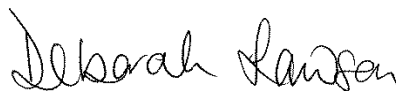
General Secretary
NASUWT – The Teachers' Union



Employers' Side Secretariat
NEOST



General Secretary
NUT



General Secretary
Voice

LEADERSHIP GROUP PAY RANGE*

Discretionary Reference Points

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	38,215	45,436	41,247	39,267
	39,172	46,397	42,205	40,226
	40,150	47,379	43,180	41,203
	41,150	48,377	44,185	42,208
	42,175	49,406	45,210	43,234
	43,232	50,461	46,264	44,290
	44,397	51,628	47,431	45,456
	45,421	52,650	48,454	46,474
	46,555	53,780	49,587	47,611
	47,750	54,977	50,785	48,806
	48,991	56,213	52,019	50,043
	50,118	57,347	53,154	51,178
	51,372	58,600	54,408	52,431
	52,653	59,880	55,681	53,709
	53,963	61,186	56,992	55,015
	55,397	62,626	58,429	56,455
	56,670	63,900	59,703	57,734
	58,096	65,324	61,131	59,151
	59,535	66,764	62,572	60,592
	61,012	68,240	64,046	62,073
	62,521	69,750	65,557	63,585
	64,074	71,302	67,104	65,133
	65,661	72,884	68,692	66,715
	67,290	74,518	70,321	68,350
	68,962	76,187	71,994	70,016
	70,668	77,893	73,700	71,728
	72,419	79,642	75,450	73,474
	74,215	81,441	77,248	75,269
	76,053	83,282	79,084	77,112
	77,946	85,173	80,977	78,999
	79,872	87,101	82,908	80,932
	81,857	89,083	84,888	82,917
	83,892	91,118	86,927	84,951
	85,965	93,193	89,000	87,025
	88,102	95,330	91,134	89,162
	90,284	97,508	93,312	91,340
	92,528	99,759	95,562	93,585
	94,817	102,042	97,850	95,874

	97,128	104,353	100,159	98,182
	99,552	106,783	102,587	100,612
	102,039	109,272	105,074	103,097
	104,596	111,821	107,624	105,655
Maximum	107,210	114,437	110,243	108,271

* As published by DfE

MAIN PAY RANGE

Discretionary Reference Points

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	22,023	27,543	25,623	23,082
	23,764	28,980	27,211	24,821
	25,675	30,490	28,896	26,731
	27,650	32,079	30,685	28,713
	29,829	34,547	33,287	30,887
Maximum	32,187	37,119	35,823	33,244

UPPER PAY RANGE

Discretionary Reference Points

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	34,869	42,332	38,355	35,927
	36,161	44,412	39,775	37,217
Maximum	37,496	45,905	41,247	38,555

UNQUALIFIED TEACHER PAY RANGE

Discretionary Reference Points

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	16,136	20,293	19,167	17,196
	18,013	22,169	21,045	19,071
	19,889	24,046	22,922	20,948
	21,766	25,922	24,801	22,824

	23,644	27,798	26,677	24,701
Maximum	25,520	29,673	28,555	26,577

LEADING PRACTITIONER PAY RANGE

	E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	38,215	45,436	41,247	39,267
Maximum	58,096	65,324	61,131	59,151

NB: the minimum of the relevant range is the equivalent of leadership spine point L1 and the maximum of each range is the equivalent of leadership spine point L18. Schools could choose to use 'reference points', as per the leadership group pay scale.