

People and Governance HR

SCHOOL TEACHERS' PAY RATES FROM 1ST SEPTEMBER 2025 (2025/26) Pay Scales for Qualified Teachers

Calculation: Salary / 195 = Daily Rate
Daily / 13 x 2 = Hourly Rate

Teacher Main Pay Scale:

	2023/24 5.00%	2024/25 5.50%	2025/26 4.00%
	£	£	£
M2 (min)	30,742	32433	33731
M3	33,212	35039	36441
M4	35,771	37739	39249
M5	38,587	40710	42339
M6 (max)	42,466	44802	46595

Teacher Upper Pay Scale:

	2023/24 5.00%	2024/25 5.50%	2025/26 4.00%
	£		
Minimum	44024	46446	48304
U2	45656	48168	50095
Maximum	47340	49944	51942

Leading Practitioner Pay Range:

	2023/24 5.00%	2024/25 5.50%	2025/26 4.00%
	£		
Minimum	48,248	50902	52939
Maximum	73,347	77382	80478

Unqualified Teacher Pay Scale:

	2023/24 5.00%	2024/25 5.50%	2025/26 4.00%
	£	£	£
1	20,674	21812	22685
2	23,078	24348	25322
3	25,482	26884	27960
4	27,885	29419	30596
5	30,292	31959	33238
6	32,696	34495	35875

Teacher Additional Allowances:

	2023/24 5.00%	2024/25 5.50%	2025/26 4.00%
	£	£	£
TLR 1			
Min	9436	9955	10354
Max	15965	16844	17518
TLR 2			
Min	3271	3451	3590
Max	7986	8426	8764
TLR 3			
Min	650	686	714
Max	3225	3403	3540
ALN			
Min	2585	2728	2838
Max	5098	5379	5595

Pay Scales for Qualified LA Supply Teachers 2025

Calculation: Salary / 195 = Daily Rate
Daily / 13 x 2 = Hourly Rate

Main Pay Scale (MPS)	24/25 5.5%	Daily Rate 24/25 5.5%	Hourly Rate 24/25 5.5%	25/26 4.0%	Daily Rate 25/26 4%	Hourly Rate 25/26 4.0%
	£	£	£	£	£	£
2	32,433	166.32	25.59	33,731	172.98	26.61
3	35,039	179.69	27.64	36,441	186.88	28.75
4	37,739	193.53	29.77	39,249	201.28	30.97
5	40,710	208.77	32.12	42,339	217.12	33.40
6	44,802	229.75	35.35	46,595	238.95	36.76

Upper Pay Scale (UPS)	24/25 5.5%	Daily Rate 24/25 5.5%	Hourly Rate 24/25 5.5%	25/26 4.0%	Daily Rate 25/26 4%	Hourly Rate 25/26 4.0%
Minimum	46446	238.18	36.64	48304	247.71	38.11
UPS 2	48168	247.02	38.00	50095	256.90	39.52
Maximum	49944	256.12	39.40	51942	266.37	40.98

Leadership Pay Scales:

	2023/24 5.00%	2024/25 5.50%	2025/26 4.00%
	£	£	£
1	48,012	50653	52680
2	49,213	51920	53997
3	50,441	53216	55345
4	51,697	54541	56723
5	52,985	55900	58136

6		54,316	57304	59597
7		55,776	58844	61198
8		57,064	60203	62612
9		58,488	61705	64174
10		59,990	63290	65822
11		61,547	64933	67531
12		62,966	66430	69088
13		64,540	68090	70814
14		66,148	69787	72579
15		67,794	71523	74384
16		69,598	73426	76364
17		71,195	75111	78116
18*		72,263	76238	79288
18		72,985	77000	80080
19		74,796	78910	82067
20		76,649	80865	84100
21*		77,769	82047	85329
21		78,547	82868	86183
22		80,497	84925	88322
23		82,490	87027	90509
24*	44	83,699	88303	91836
24		84,536	89186	92754
25		86,636	91401	95058
26		88,780	93663	97410
27*		90,079	95034	98836
27		90,980	95984	99824
28		93,236	98364	102299
29		95,545	100800	104832
30		97,923	103309	107442
31*		99,347	104812	109005
31		100,343	105862	110097
32		102,836	108492	112832
33		105,390	111187	115635
34		107,996	113936	118494
35*		109,585	115613	120238
35		110,681	116769	121440
36		113,420	119659	124446
37		116,240	122634	127540
38		119,117	125669	130696
39*	45	120,811	127456	132555
39		122,020	128732	133882
40		125,064	131943	137221
41		128,189	135240	140650
42		131,400	138627	144173
43		133,350	140685	146313

