

Pay spine for the leadership group

1st September 2022

Scale point	Amount	Scale point	Amount
L1	£44,305	L24*	£77,237
L2	£45,414	L24	£78,010
L3	£46,548	L25	£79,949
L4	£47,706	L26	£81,927
L5	£48,895	L27*	£83,126
L6	£50,122	L27	£83,956
L7	£51,470	L28	£86,040
L8	£52,659	L29	£88,170
L9	£53,973	L30	£90,365
L10	£55,360	L31*	£91,679
L11	£56,796	L31	£92,597
L12	£58,105	L32	£94,898
L13	£59,558	L33	£97,256
L14	£61,042	L34	£99,660
L15	£62,561	L35*	£101,126
L16	£64,225	L35	£102,137
L17	£65,699	L36	£104,666
L18*	£66,684	L37	£107,267
L18	£67,351	L38	£109,922
L19	£69,022	L39*	£111,485
L20	£70,733	L39	£112,601
L21*	£71,765	L40	£115,410
L21	£72,483	L41	£118,293
L22	£74,283	L42	£121,258
L23	£76,122	L43	£123,057

* the 2015 School Teachers Pay and Conditions Document provided for a 1% uplift to the minima of the eight headteacher pay group ranges but no uplift to the maxima value of the ranges. The 2016 and 2017 document provided for a 1% uplift across the leadership group pay range. This has resulted in differing values for range points L18, 21, 24, 27, 31, 35, and 39 within an individual headteacher's pay range, dependent on whether the points fall within or at the top of the allocated headteacher pay group range.

Salary ranges for Headteachers from 1st September 2022

Group	Range of spine points	If at the top of the School Group pay range*	If not at the top of the School Group pay range
1	L6 – L18	£50,122 – £66,684*	£50,122 – £67,351
2	L8 – L21	£52,659 – £71,765*	£52,659 – £72,483
3	L11 – L24	£56,796 – £77,237*	£56,796 – £78,010
4	L14 – L27	£61,042 – £83,126*	£61,042 – £83,956
5	L18 – L31	£67,351 – £91,679*	£67,351 – £92,597
6	L21 – L35	£72,483 – £101,126*	£72,483 – £102,137
7	L24 – L39	£78,010 – £111,485*	£78,010 – £112,601
8	L28 – L43	£86,040 – £123,057	£86,040 – £123,057

Paragraphs 4.1 – 11.2 of the School Teachers Pay and Conditions Document details how a school's leadership groups pay is determined.

Temporary payments to Headteachers

A governing body may determine that a payment is made to a headteacher for clearly defined temporary responsibilities or duties that are in addition to the post for which their salary is determined. The total sum of these temporary payments in any school year must not exceed 25% of the annual salary which is normally paid to the headteacher, and the total sum of salary and other payments made to a headteacher must not exceed 25% above the maximum of the headteacher group as detailed above.