

20 June 2025

Dear colleague

LGA Pay Reference Circular - [School Teachers' Pay 2025/26](#)

Introduction

The Department for Education (DfE) is expected to publish the final, updated School Teachers' Pay and Conditions Document (STPCD) 2024 around 7 August 2025 (1 September 2025 implementation date). Local authorities and other school employers have continued to request that we publish this circular early so that they can plan in anticipation of the proposed pay uplifts being agreed as detailed in the [current draft STPCD 2025](#), but please note this is being published while the official consultation period is still running.

Teachers' proposed pay award 2025

The Government has accepted the School Teachers' Review Body's (STRB's) recommendations in full for 2025 which includes the four per cent uplift to all pay points and allowances for both teachers and leaders.

Process and timeline for completion of the 2025 pay cycle

The Government's deadline for statutory consultee's (including [NEOST](#)) to respond to the proposed pay award (draft STPCD 2025) is 12 pm on 9 July 2025. Once the Government has had time to consider the consultation responses, the final STPCD 2025 will be laid in parliament for a 21-calendar day 'praying period' to enable Members of Parliament (MPs) to raise any objections. The DfE have estimated this will take place around the 18 July 2025. This is the statutory process and while in theory this means an MP could submit changes to the STPCD, this has never happened in practice (hence the requests for us to publish this circular as early as possible, which we are doing but also reminding colleagues of that important detail).

Pay reference points

Greater flexibility was introduced into the pay arrangements for schoolteachers in 2014. In recent years the STPCD has included advisory pay points for the Unqualified Teacher, Main and the Upper Pay Ranges. However, this does not include advisory pay points for the leadership pay ranges. The last time we were able to issue joint guidance with the teaching unions on reference points was in 2014. From 2015 onwards our aim has been to set out within this circular, issues that will influence local decision-making and then to calculate what we think are likely to be the most common models.

It is recognised that some authorities and schools will have local pay structures, which have not followed the STPCD advisory pay points. The STPCD does not contain guidance on how assimilation onto the proposed advisory pay points could be managed in these cases, and local authorities and schools will need to determine (in consultation with their unions and staff representative bodies) an appropriate methodology and timescale where they choose to move to the published advisory pay points.

The [NEOST](#) view based on feedback from our stakeholders is that the majority of schools still welcome the clarity of a consistent pay spine, produced and shared by the LGA, across all the pay ranges. School pay policies for 2023/24 will have set out the basis for determining the level of any pay progression for the school's teachers and leaders from 1 September 2025.

For the avoidance of doubt, we are not recommending any particular approach be taken.

The **appendix** contains, the **proposed** STPCD 2025 advisory pay spine for the Unqualified Teachers, Main and Upper Pay Ranges.

Please note, points 18*, 21*, 24*, 27*, 31*, 35*, 39* and 43 on the Leadership Pay Range are the proposed salary figures for head teachers at, or moving to, the top of the school group ranges only. These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

Further information can be found at [Teachers Pay 2025](#).

Yours faithfully,



Selena Lansley
Senior Adviser (Workforce and Negotiations)

APPENDIX

PROPOSED UNQUALIFIED TEACHER PAY RANGE

Proposed STPCD Unqualified teachers' pay range - advisory reference points 2025/26

		England	Fringe area	Outer London	Inner London
Minimum	U1	22,601	24,066	26,789	28,343
	U2	25,193	26,656	29,383	30,935
	U3	27,785	29,248	31,974	33,528
	U4	30,071	31,532	34,265	35,814
	U5	32,667	34,126	36,856	38,402
Maximum	U6	35,259	36,718	39,450	40,994

PROPOSED MAIN PAY RANGE

Proposed STPCD Main Pay Range - advisory reference points 2025/26

		England	Fringe Area	Outer London	Inner London
Minimum	M1	32,916	34,398	37,870	40,317
	M2	34,823	36,373	39,851	42,234
	M3	37,101	38,627	41,935	44,238
	M4	39,556	41,075	44,128	46,339
	M5	42,057	43,545	46,800	48,952
Maximum	M6	45,352	46,839	50,474	52,300

PROPOSED UPPER PAY RANGE

Proposed STPCD Upper Pay Range - advisory reference points 2025/26

		England	Fringe Area	Outer London	Inner London
Minimum	U1	47,472	48,913	52,219	57,632
	U2	49,232	50,668	54,151	60,464
Maximum	U3	51,048	52,490	56,154	62,496

PROPOSED LEADING PRACTITIONERS' PAY RANGE

Proposed STPCD Leading Practitioners pay range – min. and max. pay range 2025/26

		England	Fringe Area	Outer London	Inner London
Minimum		52,026	53,460	56,154	61,858
Maximum		79,092	80,528	83,223	88,930

PROPOSED DISCRETIONARY LEADERSHIP REFERENCE POINTS 2025/26				
	England	Fringe Area	Outer London	Inner London
1	51,773	53,198	55,881	61,554
2	53,069	54,496	57,180	62,857
3	54,394	55,822	58,497	64,187
4	55,747	57,183	59,859	65,538
5	57,137	58,573	61,249	66,935
6	58,569	60,001	62,677	68,361
7	60,145	61,582	64,259	69,942
8	61,534	62,962	65,642	71,327
9	63,070	64,500	67,177	72,858
10	64,691	66,120	68,799	74,479
11	66,368	67,796	70,473	76,154
12	67,898	69,332	72,009	77,691
13	69,596	71,030	73,708	79,385
14	71,330	72,763	75,433	81,120
15	73,105	74,532	77,209	82,888
16	75,049	76,481	79,157	84,841
17	76,772	78,215	80,884	86,566
18*	77,924	79,341	81,995	87,619
18	78,702	80,134	82,816	88,496
19	80,655	82,084	84,769	90,446
20	82,654	84,092	86,764	92,447
21*	83,860	85,287	87,932	93,556
21	84,699	86,138	88,812	94,491
22	86,803	88,237	90,906	96,594
23	88,951	90,381	93,057	98,737
24*	90,255	91,676	94,322	99,951
24	91,158	92,595	95,267	100,951
25	93,424	94,854	97,531	103,211
26	95,735	97,170	99,840	105,521
27*	97,136	98,549	101,200	106,823
27	98,106	99,537	102,213	107,891
28	100,540	101,967	104,648	110,327
29	103,030	104,462	107,134	112,823
30	105,595	107,018	109,699	115,382
31*	107,131	108,553	111,202	116,827
31	108,202	109,637	112,315	117,995
32	110,892	112,328	114,996	120,678
33	113,646	115,083	117,758	123,438
34	116,456	117,891	120,566	126,247
35*	118,169	119,590	122,236	127,863
35	119,350	120,786	123,457	129,141
36	122,306	123,737	126,409	132,092
37	125,345	126,780	129,457	135,141
38	128,447	129,880	132,557	138,235
39*	130,274	131,688	134,339	139,965
39	131,578	133,006	135,683	141,365
40	134,860	136,299	138,974	144,656
41	138,230	139,662	142,340	148,028
42	141,693	143,128	145,798	151,483
43*	143,796	145,218	147,866	153,490

*These points are the maximum salaries for the eight head teacher group ranges