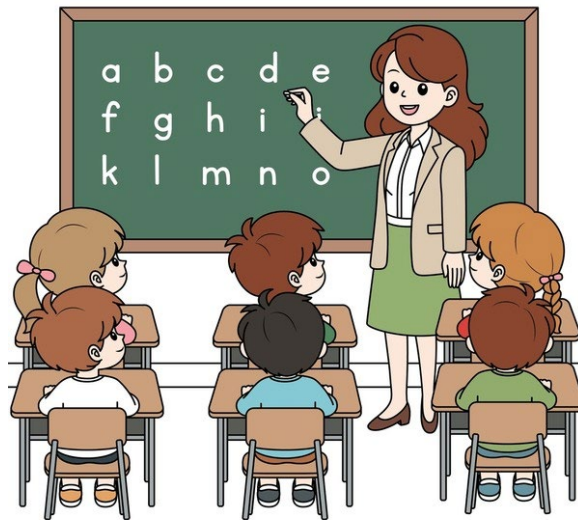


TEACHERS' PAY AWARD

1st SEPTEMBER 2025



DCC summary of the revised Teachers' Salary Rates / Ranges etc applied to teachers' pay effective from 01/09/2025.

An increase of 4% applied to all pay and allowance ranges and advisory points.

- Main Pay Range
- Upper Pay Range
- Allowance (TLR 1,2 & 3 & SEN Ranges)
- Leading Practitioner Pay Range
- Unqualified Teacher Pay Range
- Leadership Group Pay Spine
- Headteacher School Group Pay Ranges

Teachers' Salary Rates

1st September 2025

Basic Pay - Main Pay Range

Main Pay Salary Range 1 st September 2025 £
32,916 to 45,352

From 1st September 2013 the Main Pay Scale became a salary range within which Governing Bodies were required to set reference points for pay progression. The DCC model Teachers' Pay Policy recommended that schools continued to adopt the previous 6 main scale points as their school MPS reference points.

From 1st September 2014 automatic service-based annual incremental progression ceased, and increments are now awarded by individual performance review.

Set out below are the recommended reference points as will be set out in the DCC model Teachers' Pay Policy.

Scale/Reference Point	1 st September 2024 £	1 st September 2025 £
1	31,650	32,916
2	33,483	34,823
3	35,674	37,101
4	38,034	39,556
5	40,439	42,057
6	43,607	45,352

Teachers' Salary Rates

1st September 2025

Basic Pay Upper Pay Range

Upper Pay Salary Range 1 st September 2025 £
47,472 to 51,048

From 1st September 2013 the Upper Pay Scale became a salary range within which Governing Bodies were required to set reference points for pay progression.

The DCC model Teachers' Pay Policy recommended that schools continued to adopt the previous 3 Upper Pay Scale points as their school UPS reference points.

Progression within the range is by individual performance review.

Set out below are the recommended reference points as will be set out in the DCC model Teachers' Pay Policy.

Scale/Reference Point	1 st September 2024 £	1 st September 2025 £
1	45,646	47,472
2	47,338	49,232
3	49,084	51,048

Teachers' Salary Rates

1st September 2025

TLR's

TLR Ranges		
	1 st September 2024 £	1 st September 2025 £
TLR 1	9,782 to 16,553	10,174 to 17,216
TLR 2	3,391 to 8,279	3,527 to 8,611
TLR 3	675 to 3,344	702 to 3,478

*Note: TLR 3 was introduced wef 1st September 2013. It is a **Fixed-Term** Allowance and can be awarded for the following reasons:*

- For clearly time-limited school improvement projects*
- Or one-off externally driven responsibilities.*

*The SAP wage type for TLR 3 is **3143**. Please ensure that for each TLR 3 payment, an end date to the allowance is recorded.*

Important: TLR3 awards are not pro-rated for Part-Time teachers.

For info: Teachers cannot hold a TLR 1 & 2 concurrently but can hold a TLR 3 at the same time as a TLR 1 or 2.

From 01/09/2025 – The value of TLR1 & TLR 2 can be based on the proportion of the TLR the teacher is undertaking – i.e. the proportion of the full-time equivalent responsibility.

Where a part-time teacher is taking on the responsibilities associated with a TLR1 or TLR 2, relevant bodies are no longer mandated to utilise the pro-rata principle when determining the value of the TLR1 or TLR 2 payment. Equally, a part-time TLR may be awarded to a full-time teacher where the responsibilities are being shared with another teacher.

DCC Recommended Pay Policy

The DCC recommended spot levels within each range are as follows;

TLR 1		
1st September 2024	Level	1st September 2025
9,789	a	10,181
12,048	b	12,530
14,304	c	14,877
16,552	d	17,215

TLR 2		
1st September 2024	Level	1st September 2025
3,394	a	3,530
5,655	b	5,882
7,908	c	8,225

TLR 3		
1st September 2024	Level	1st September 2025
675	a	702
2,010	b	2,091
3,344	c	3,478

Teachers' Salary Rates

1st September 2025

Special Needs Allowances

1 st September 2024 £	1 st September 2025 £
2,679 to 5,285	2,787 to 5497

Note: The SEN Allowance Range was introduced wef 1st September 2010.

Until that date, there were set amounts for the SEN 1 and SEN 2 Allowances.

DCC Recommended Pay Policy

The DCC recommended spot levels with the SEN allowance range are the minimum and the maximum of the range.

SEN 1	
1 st September 2024	1 st September 2025
2,679	2,787

SEN 2	
1 st September 2024	1 st September 2025
5,285	5,497

Teachers' Salary Rates

1st September 2025

Leading Practitioner Pay Range

Leading Practitioner Pay Range	
1 st Sept 2024 £	1 st Sept 2025 £
50,025 to 76,050	52,026 to 79,092

The Leading Practitioner Pay Range was introduced wef 1st September 2013.

These posts primarily have the purpose of modelling and leading the improvement of teaching skills.

The School Governing Body establish an individual pay range within the overall Leading Practitioner Pay Range. (Different Leading Practitioner posts within a school may be on different individual ranges).

Pay progression within an individual pay range is determined via performance review.

The DCC model Teachers' Pay Policy recommends that schools adopt an individual pay range from the following reference points.

If a school adopts any different reference points or salary rates within the Main Pay Range, please notify the HR Systems Team.

Reference Points for the Leading Practitioner Pay Range		
	1 st September 2024 £	1 st September 2025 £
1	50,025	52,026
2	51,280	53,332
3	52,560	54,663
4	53,867	56,022
5	55,209	57,418
6	56,593	58,857
7	58,118	60,443
8	59,457	61,836
9	60,943	63,381
10	62,509	65,010
11	64,129	66,695
12	65,608	68,233
13	67,247	69,937
14	68,925	71,682
15	70,639	73,465
16	72,518	75,419
17	74,182	77,150
18	76,050	79,092

Note regarding former AST and ET posts

Advanced Skills Teacher (AST) and Excellent Teacher (ET) posts were removed from the School Teachers' Pay & Conditions Document from 1st September 2013.

The DCC model Teachers' Pay Policy in 2013 included provision for the establishment of Leading Practitioner posts for teachers previously employed as ASTs or ETs.

Schools where AST or ET posts continue and are not considered compatible with the purpose of a Leading Practitioner post or where the post has ended should contact HR if they purchase the advice & guidance service.

Teachers' Salary Rates

1st September 2025

Unqualified Teachers' Pay Range

Unqualified Teachers' Salary Range 1 st September 2025 £
22,601 to 35,259

From 1st September 2013 the Unqualified Teachers' Pay Scale became a salary range within which Governing Bodies were required to set reference points for pay progression.

The DCC model Teachers' Pay Policy recommends that schools continue to adopt the previous 6 scale points as their school Unqualified Teachers' pay reference points.

From 1st September 2014 annual incremental progressions have been awarded by individual performance review rather than automatic award.

Set out below are the recommended reference points as will be set out in the DCC model Teachers' Pay Policy.

If a school adopts any different reference points or salary rates within the Unqualified Teachers' Pay Range, please notify the HR Systems Team.

Scale/Reference Point	1 st September 2024 £	1 st September 2025 £
1	21,731	22,601
2	24,224	25,193
3	26,716	27,785
4	28,914	30,071
5	31,410	32,667
6	33,902	35,259

PAY SPINE FOR THE LEADERSHIP GROUP

1st SEPTEMBER 2025

Spine Pt.	Annual Salary Rate £
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	01/09/2024	01/09/2025
1	49,781	51,773
2	51,027	53,069
3	52,301	54,394
4	53,602	55,747
5	54,939	57,137
6	56,316	58,569
7	57,831	60,145
8	59,167	61,534
9	60,644	63,070
10	62,202	64,691
11	63,815	66,368
12	65,286	67,898
13	66,919	69,596
14	68,586	71,330
15	70,293	73,105
16	72,162	75,049
17	73,819	76,772
18b	75,675	78,702
18a	74,926	77,924
19	77,552	80,655
20	79,475	82,654
21b	81,441	84,699
21a	80,634	83,860
22	83,464	86,803
23	85,529	88,951

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Heads	Deputy Heads	Assistant Heads
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<p>Headteachers: Points 1 to 43</p> <p>Deputy Heads: Points 1 to 34</p> <p>Assistant Heads: Points 1 to 34</p> <p>The highlighted scale points 18a, 21a, 24a, 27a, 31a, 35a & 39a should only be applied where a school has confirmed that their Head is on the maximum of the Headteacher Group pay range for the school.</p>
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Spine Pt.	Annual Salary Rate £
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	01/09/2024	01/09/2025
24b	87,651	91,158
24a	86,783	90,255
25	89,830	93,424
26	92,052	95,735
27b	94,332	98,106
27a	93,400	97,136
28	96,673	100,540
29	99,067	103,030
30	101,533	105,595
31b	104,040	108,202
31a	103,010	107,131
32	106,626	110,892
33	109,275	113,646
34	111,976	116,456
35b	114,759	119,350
35a	113,624	118,169
36	117,601	122,306
37	120,524	125,345
38	123,506	128,447
39b	126,517	131,578
39a	125,263	130,274
40	129,673	134,860
41	132,913	138,230
42	136,243	141,693
43	138,265	143,796

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Heads	Deputy Heads	Assistant Heads
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<p>Headteachers: Points 1 to 43</p> <p>Deputy Heads: Points 1 to 34</p> <p>Assistant Heads: Points 1 to 34</p>

Headteachers' Leadership Group Pay

Ranges

1st September 2025

Group	Range of Spine Points	Salary Range 1 st September 2024 £	Salary Range 1 st September 2025 £
1	L6 → L18a	56,316 – 74,926	58,569 – 77,924
2	L8 → L21a	59,167 – 80,634	61,534 – 83,860
3	L11 → L24a	63,815 – 86,783	66,368 – 90,255
4	L14 → L27a	68,586 – 93,400	71,330 – 97,136
5	L18 → L31a	75,675 – 103,010	78,702 – 107,131
6	L21 → L35a	81,441 – 113,624	84,699 – 118,169
7	L24 → L39a	87,651 – 125,263	91,158 – 130,274
8	L28 → L43	96,673 – 138,265	100,540 – 143,796