

Teachers' Pay Framework1st September 2023**Teachers' pay scales and allowances****England and Wales**

	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6
UQ scale	20,598	22,961	25,323	27,406	29,772	32,134
TMS	30,000	31,737	33,814	36,051	38,330	41,333
UPS	43,266	44,870	46,525			

	Minimum	Maximum
Lead Practitioner	47,417	72,085
TLR3	639	3,169
TLR2	3,214	7,847
TLR1	9,272	15,690
SEN Allowance	2,539	5,009

Recommended ranges for Head teachers*

Group 1	53,380	71,019
Group 2	56,082	76,430
Group 3	60,488	82,258
Group 4	65,010	88,530
Group 5	71,729	97,639
Group 6	£77,195	£107,700
Group 7	£83,081	£118,732
Group 8	£91,633	£131,056

* Scale points to be applied only to head teachers at the top of the school group range in the academic year

Warwickshire County Council

Leadership Pay Scale			
1	47,185	24*	82,258
2	48,366	24	83,081
3	49,574	25	85,146
4	50,807	26	87,253
5	52,074	27*	88,530
6	53,380	27	89,414
7	54,816	28	91,633
8	56,082	29	93,902
9	57,482	30	96,239
10	58,959	31*	97,639
11	60,488	31	98,616
12	61,882	32	101,067
13	63,430	33	103,578
14	65,010	34	106,138
15	66,628	35*	107,700
16	68,400	35	108,776
17	69,970	36	111,470
18*	71,019	37	114,240
18	71,729	38	117,067
19	73,509	39*	118,732
20	75,331	39	119,921
21*	76,430	40	122,912
21	77,195	41	125,983
22	79,112	42	129,140
23	81,070	43*	131,056

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