

### Annual Pay Range for Headteachers

The chart shows the Headteacher Groups as set out in the STPCD 2019; it also includes the locally agreed additional points, which have been developed to take account of the potential to pay Headteachers up to 25% above the top of their respective group, in appropriate circumstances. Added

The full Leadership pay range, including all locally agreed points, is shown overleaf.

<b>Group</b>	<b>From point and £ annual salary</b>	<b>To point and £ annual salary</b>	<b>(Value of top point plus 25%) £</b>
1	L6 49,714	L18A 65,038	81,298
2	L8 52,067	L21A 69,747	87,184
3	L11 55,898	L24A 74,816	93,520
4	L14 59,833	L27A 80,272	100,340
5	L18B 65,689	L31A 88,206	110,258
6	L21B 70,445	L35A 96,957	121,196
7	L24B 75,564	L39A 106,558	133,198
8	L28 83,007	L43A 117,287	146,609

## Leadership Pay Range

Leadership Pay Range 2019 (effective from the 01.09.2019)							
Point	£ per annum		Point	£ per annum		Point	£ per annum
L1	44,323		L21a	69,747		L37	102,685
L2	45,353		L21b	70,445		L38	105,145
L3	46,400		L22	72,107		L39A	106,558
L4	47,479		L23	73,812		L39B	107,624
L5	48,582		L24a	74,816		L40	110,234
L6	49,714		L24b	75,564		L41	112,905
L7	50,969		L25	77,361		L42	115,647
L8	52,067		L26	79,194		L43A	117,287
L9	53,284		L27a	80,272		*L43B	118,460
L10	54,571		L27b	81,075		*L44	119,645
L11	55,898		L28	83,007		*L45	120,841
L12	57,117		L29	84,979		*L46	122,049
L13	58,465		L30	87,013		*L47	123,270
L14	59,833		L31A	88,206		*L48	124,503
L15	61,241		L31B	89,089		*L49	125,748
L16	62,787		L32	91,215		*L50	127,006
L17	64,156		L33	93,406		*L51	128,276
L18a	65,038		L34	95,633			
L18b	65,689		L35a	96,957			
L19	67,237		L35b	97,927			
L20	68,820		L36	100,268			

Points L18, L21, L24, L27, L31, L35, L39, L43 have two values, marked by the addition of 'A' and 'B' to each point, to indicate the lower and higher values respectively.

The values indicated by 'A' are the maximum salaries for each of the eight Headteacher Group ranges, which are determined by the STPCD 2019.

The 'A' values apply to those Headteachers/Heads of School who are already on, or who are moving onto, the top point of their Individual Salary Range (ISR) with effect from 1 September 2018/9, where this point coincides with the top of the Group range for their school.

The 'B' values apply to those on the Leadership Range who are remaining on or moving onto one of the relevant points (L18, L21, L24, L27, L31, L35, L39, L43) with effect from 1 September 2019, where the point concerned is within or at the top of their ISR, but **does not** coincide with the top of the Group range for their school.

The minimum values for the eight Headteacher Groups are determined by the STPCD 2019 and are therefore the minimum salaries applicable to Headteachers/Heads of School who are appointed to the bottom of the Group range for their school. It is worth noting that the minimum values for Groups 5, 6 and 7 are L18B, L21B and L24B respectively

\* Points L43B – L51 are a locally agreed extension of the 2019 Leadership Group pay range and are included to accommodate the arrangements, effective from 1.9.14, which give discretion to Governors to set base pay for Headteachers beyond the top of their respective pay groups, if circumstances justify such payment. These additional nine points are based on 1.5% incremental steps, in line with the differentials between pay points on the rest of the Leadership pay range.