

Suggested Leadership Reference Points			Headteacher Group							
	2015/16	2016/17	1	2	3	4	5	6	7	8
1	38,598	38,984								
2	39,564	39,960								
3	40,552	40,958								
4	41,562	41,978								
5	42,597	43,023								
6	43,665	44,102	1							
7	44,841	45,290								
8	45,876	46,335		2						
9	47,021	47,492								
10	48,228	48,711								
11	49,481	49,976			3					
12	50,620	51,127								
13	51,886	52,405								
14	53,180	53,712				4				
15	54,503	55,049								
16	55,951	56,511								
17	57,237	57,810								
18*	58,096	58,677								
18	58,677	59,264					5			
19	60,131	60,733								
20	61,623	62,240								
21*	62,521	63,147								
21	63,147	63,779						6		
22	64,715	65,363								
23	66,318	66,982								
24*	67,290	67,963								
24	67,963	68,643							7	
25	69,652	70,349								
26	71,375	72,089								
27*	72,419	73,144								
27	73,144	73,876								
28	74,958	75,708								8
29	76,814	77,583								
30	78,726	79,514								
31*	79,872	80,671								
31	80,671	81,478								
32	82,676	83,503								
33	84,731	85,579								
34	86,825	87,694								
35*	88,102	88,984								
35	88,984	89,874								
36	91,187	92,099								
37	93,454	94,389								
38	95,766	96,724								
39*	97,128	98,100								
39	98,100	99,081								
40	100,548	101,554								
41	103,060	104,091								
42	105,642	106,699								
43	107,210	108,283								

*These points represent the maxima of each headteacher group, and should only be used for headteachers in that group.

Unqualified Teacher Reference Points		
	2015/16	2016/17
1(Minimum)	16,298	16,461
2	18,194	18,376
3	20,088	20,289
4	21,984	22,204
5	23,881	24,120
6(Maximum)	25,776	26,034

Qualified Teacher (Main Scale) - Reference Points		
	2015/16	2016/17
M1(Minimum)	22,244	22,467
M2	24,002	24,243
M3	25,932	26,192
M4	27,927	28,207
M5	30,128	30,430
M6a	32,509	32,835
M6b (Maximum)	32,831	33,160

Upper Pay Range Reference Points			
		2015/16	2016/17
Minimum	U1	35,218	35,571
Mid-reference point	U2	36,523	36,889
Maximum	U3	37,871	38,250

Leading Practitioner Reference Points		
	2015/2016	2016/17
1	38,598	38,984
2	39,564	39,960
3	40,552	40,958
4	41,562	41,978
5	42,597	43,023
6	43,665	44,102
7	44,841	45,290
8	45,876	46,335
9	47,021	47,492
10	48,228	48,711
11	49,481	49,976
12	50,620	51,127
13	51,886	52,405
14	53,180	53,712
15	54,503	55,049
16	55,951	56,511
17	57,237	57,810
18	58,677	59,264

Allowances		
	2015/16	2016/17
SEN Allowance	2,064- 4,075	2085- 4,116
TLR1	7,546 – 12,770	7,662 – 12,898
TLR2	2,613 – 6,386	2,640 – 6,450
TLR3	517 – 2,577	523 – 2,603