SECKFORD FOUNDATION
FREE SCHOOLS TRUST

TRUST TEACHERS' PAY SCALE

Document Owner:	Trust Board (via Director/Bursar)
Version Date:	1 September 2016
Update Details:	• 1% Cost of Living Rise

Scale	Scale Point	£
Unqualified Teacher Scale* (UTS)	UT1	16,130
	UT2	17,690
	UT3	19,252
	UT4	20,812
	UT5	22,373
	UT6	23,934
Teachers' Base Scale* (TBS)	T1	22,477
	T2	24,246
	T3	26,224
	T4	28,200
	T5	30,386
	T6	32,362
Teachers' Performance Scale* (TPS)	T7	34,340
	T8	35,900
	T9	38,294
Teachers' Middle Leadership Scale* (MLS)	ML1	900
	ML2	1,800
	ML3	2,750
	ML4	3,600
	ML5	4,500
	ML6	5,400
	ML7	6,300
	ML8	7,200
	ML9	8,100
	ML10	9,000
Teachers' Extended Leadership Scale* (ELS)	EL1	600
	EL2	1,200
	EL3	1,800
	EL4	2,400
	EL5	3,000
	EL6	3,600
	EL7	4,200
	EL8	4,800
	EL9	5,400
	EL10	6,000

Scale	Scale Point	£ (current)
Senior Leadership Scale* (SLS)	SL1	*36,838*
	SL2	*38,086*
	SL3	*39,335*
	SL4	*40,584*
	SL5	*41,832*
	SL6	*43,081*
	SL7	*44,330*
	SL8	*45,578*
	SL9 ↑	**47,036**
	SL10	**49,429**
	SL11 **AHT**	**51,822**
	SL12	**54,215**
	SL13 ↓	**56,556**
	SL14 ↑	**57,858**
	SL15	**59,314**
	SL16 **DHT**	**60,772**
	SL17	**62,228**
	SL18 ↓	**63,789**
	SL19	*66,182*
	SL20 ↑	**68,680**
	SL21	**70,554**
	SL22 **HT**	**72,426**
	SL23	**74,299**
	SL24	**76,172**
	SL25 ↓	**78,046**
	SL26	*80,439*
	SL27	*82,832*
	SL28	*85,225*
	SL29	*85,329*
	SL30	*87,619*
	SL31	*89,908*
	SL32	*92,198*
	SL33	*94,487*
	SL34	*96,776*
	SL35	*99,274*
	SL36	*101,772*
	SL37	*104,268*
	SL38	*106,766*
	SL39	*109,264*
	SL40	*112,906*

Key:
*opportunity for progression up the scale is dependent on satisfactory completion of the performance management process. See Remuneration and Performance Management Policies.

AHT Assistant Headteacher 5 point range (red)
DHT Deputy Headteacher 5 point range (green)
HT Headteacher 6 point range (blue)