

School Leaders							
Standard Hours of Work (per week)	Standard number of weeks worked per year	Shift Included in Base Pay	Standby Included in Base Pay	Other Conditions Included in Base Pay	Shift Payments made in addition to Base Pay	Shift Payments made in addition to Base Pay	Shift Payments made in addition to Base Pay
40**	52.18*	N	N	N	N	N	N

\* Due to the nature of a School Leader's role, their hours of work are defined as those necessary to enable the effective discharge and full performance of their professional responsibilities over 52.18 weeks of the year. School Leaders' working hours therefore do not conform strictly to core school hours (the length of the pupil day), term time, nor the concept of directed time.

\*\* While it is difficult to put a precise number on hours worked per week in term time, and during other periods of self-directed work, as a guide on average across the year, a School Leader's working hours should not be in excess of 40 hours across a 52.18 week year, taking into account 31 days of annual leave and agreed public holidays.

School Leaders and School Groups		New People Link Grade / Increment	New Structure Annual Rate	2026 Annual Rate 3.8% (wef 01/01/2026)
<b>Assistant Head Teacher</b>		<b>AHT1</b>	£90,350.67	<b>£93,784.00</b>
<b>Deputy Headteachers</b>	<b>A</b>	<b>DHA1</b>	£91,339.81	<b>£94,810.72</b>
		<b>DHA2</b>	£92,335.41	<b>£95,844.16</b>
		<b>DHA3</b>	£93,341.87	<b>£96,888.86</b>
	<b>B</b>	<b>DHB1</b>	£94,275.29	<b>£97,857.75</b>
		<b>DHB2</b>	£95,302.89	<b>£98,924.40</b>
		<b>DHB3</b>	£96,341.69	<b>£100,002.67</b>
	<b>C</b>	<b>DHC1</b>	£97,305.10	<b>£101,002.70</b>
		<b>DHC2</b>	£98,365.73	<b>£102,103.63</b>
		<b>DHC3</b>	£99,437.92	<b>£103,216.56</b>
	<b>D</b>	<b>DHD1</b>	£101,672.78	<b>£105,536.35</b>
		<b>DHD2</b>	£102,781.02	<b>£106,686.70</b>
		<b>DHD3</b>	£103,901.33	<b>£107,849.58</b>
	<b>E</b>	<b>DHE1</b>	£106,236.51	<b>£110,273.50</b>
		<b>DHE2</b>	£107,394.49	<b>£111,475.48</b>
		<b>DHE3</b>	£108,565.09	<b>£112,690.56</b>
<b>Headteachers</b>	<b>A</b>	<b>HTA1</b>	£108,565.09	<b>£112,690.56</b>
		<b>HTA2</b>	£109,748.45	<b>£113,918.89</b>
		<b>HTA3</b>	£110,944.71	<b>£115,160.61</b>
	<b>B</b>	<b>HTB1</b>	£113,211.86	<b>£117,513.91</b>
		<b>HTB2</b>	£114,445.87	<b>£118,794.82</b>
		<b>HTB3</b>	£115,693.33	<b>£120,089.68</b>
	<b>C</b>	<b>HTC1</b>	£118,057.53	<b>£122,543.71</b>
		<b>HTC2</b>	£119,344.35	<b>£123,879.44</b>
		<b>HTC3</b>	£120,645.21	<b>£125,229.72</b>
	<b>D</b>	<b>HTD1</b>	£128,302.16	<b>£133,177.64</b>
		<b>HTD2</b>	£129,700.65	<b>£134,629.28</b>
		<b>HTD3</b>	£131,114.39	<b>£136,096.74</b>
	<b>E</b>	<b>HTE1</b>	£136,996.84	<b>£142,202.72</b>
		<b>HTE2</b>	£138,490.10	<b>£143,752.73</b>
		<b>HTE3</b>	£139,999.64	<b>£145,319.63</b>

