



SECKFORD FOUNDATION  
FREE SCHOOLS TRUST

**TRUST  
TEACHERS'  
PAY SCALE**

<b>Document Owner:</b>	Trust Board (via Director/Bursar)
<b>Version Date:</b>	1 September 2018
<b>Update Details:</b>	Cost of living rises applied; 3.5% applied to T1 to T6+

Scale	Scale Point	£
<b>Unqualified Teacher Scale* (UTS)</b>	UT1	£16,617
	UT2	£18,224
	UT3	£19,834
	UT4	£21,440
	UT5	£23,049
	UT6	£24,656
<b>Teachers' Base Scale* (TBS)</b>	T1	£23,729
	T2	£25,597
	T3	£27,685
	T4	£29,771
	T5	£32,079
	T6	£34,673
	T6+	£35,899
<b>Teachers' Performance Scale* (TPS)</b>	T7	£36,720
	T8	£37,995
	T9	£39,451
<b>Teachers' Middle Leadership Scale* (MLS)</b>	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
<b>Teachers' Extended Leadership Scale* (ELS)</b>	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	£
<b>Senior Leadership Scale* (SLS)</b>	SL1	£37,950
	SL2	£39,236
	SL3	£40,523
	SL4	£41,810
	SL5	£43,095
	SL6	£44,382
	SL7	£45,668
	SL8	£46,955
<i>AHT</i>	SL9	£48,456
<i>AHT</i>	SL10	£50,921
<i>AHT</i>	SL11	£53,387
<i>AHT</i>	SL12	£55,852
<i>AHT</i>	SL13	£58,264
<i>DHT</i>	SL14	£59,606
<i>DHT</i>	SL15	£61,105
<i>DHT</i>	SL16	£62,608
<i>DHT</i>	SL17	£64,107
<i>DHT</i>	SL18	£65,716
	SL19	£68,181
<i>HT</i>	SL20	£70,754
<i>HT</i>	SL21	£72,685
<i>HT</i>	SL22	£74,613
<i>HT</i>	SL23	£76,543
<i>HT</i>	SL24	£78,473
<i>HT</i>	SL25	£80,403
	SL26	£82,868
	SL27	£85,333
	SL28	£87,799
	SL29	£87,906
	SL30	£90,265
	SL31	£92,623
	SL32	£94,982
	SL33	£97,341
	SL34	£99,699
	SL35	£102,272
	SL36	£104,846
	SL37	£107,417
	SL38	£109,991
	SL39	£112,564
	SL40	£116,316

## 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)