

Pay scale	Pay scale(T )	Effective Date	From step	To step	From Annual Salary	To Annual Salary	From Annual Salary 35 Hours	To Annual Salary 35 Hours	From Annual Salary 37 Hours	To Annual Salary 37 Hours
C-EXEC	Chief Executive	01/04/2023	CEX001	CEX002	143,873.00	146,937.00				
CO-BAND1	Chief Officers Band 1	01/04/2023	COF046	COF047	124,787.00	126,942.00				
CO-BAND2	Chief Officers Band 2	01/04/2023	COF040	COF041	111,929.00	114,065.00				
CO-BAND3	Chief Officers Band 3	01/04/2023	COF034	COF035	99,064.00	101,229.00				
CO-BAND4	Chief Officers Band 4	01/04/2023	COF029	COF030	89,456.00	91,688.00				
CO-BAND5	Chief Officers Band 5	01/04/2023	COF022	COF023	75,451.00	77,251.00				
CO-BAND6	Chief Officers Band 6	01/04/2023	COF016	COF017	65,122.00	66,740.00				
GRADE1A	Grade 1 - WEPE Band A	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE1B	Grade 1 - WEPE Band B	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE1C	Grade 1 - WEPE Band C	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE1D	Grade 1 - WEPE Band D	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE1E	Grade 1 - WEPE Band E	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE1F	Grade 1 - WEPE Band F	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE1G	Grade 1 - WEPE Band G	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE1H	Grade 1 - WEPE Band H	01/04/2023	SJC003	SJC006			21,899.98	21,899.98	23,151.40	23,151.40
GRADE2A	Grade 2 - WEPE Band A	01/04/2023	SJC007	SJC010			21,899.98	21,899.98	23,151.40	23,151.40
GRADE2B	Grade 2 - WEPE Band B	01/04/2023	SJC007	SJC010			21,899.98	21,899.98	23,151.40	23,151.40
GRADE2C	Grade 2 - WEPE Band C	01/04/2023	SJC007	SJC010			21,899.98	21,899.98	23,151.40	23,151.40
GRADE2D	Grade 2 - WEPE Band D	01/04/2023	SJC007	SJC010			21,899.98	21,899.98	23,151.40	23,151.40
GRADE2E	Grade 2 - WEPE Band E	01/04/2023	SJC007	SJC010			21,899.98	21,899.98	23,151.40	23,151.40
GRADE2F	Grade 2 - WEPE Band F	01/04/2023	SJC007	SJC010			21,899.98	21,915.85	23,151.40	23,168.19
GRADE2G	Grade 2 - WEPE Band G	01/04/2023	SJC007	SJC010			21,899.98	22,268.08	23,151.40	23,540.54
GRADE2H	Grade 2 - WEPE Band H	01/04/2023	SJC007	SJC010			21,963.30	22,620.30	23,218.35	23,912.89
GRADE3A	Grade 3 - WEPE Band A	01/04/2023	SJC011	SJC018			21,899.98	21,899.98	23,151.40	23,151.40
GRADE3B	Grade 3 - WEPE Band B	01/04/2023	SJC011	SJC018			21,899.98	21,996.88	23,151.40	23,253.85
GRADE3C	Grade 3 - WEPE Band C	01/04/2023	SJC011	SJC018			21,899.98	22,349.47	23,151.40	23,626.59
GRADE3D	Grade 3 - WEPE Band D	01/04/2023	SJC011	SJC018			21,899.98	22,819.23	23,151.40	24,123.18
GRADE3E	Grade 3 - WEPE Band E	01/04/2023	SJC011	SJC018			21,899.98	23,288.98	23,151.40	24,619.78
GRADE3F	Grade 3 - WEPE Band F	01/04/2023	SJC011	SJC018			22,134.85	23,759.10	23,399.70	25,116.76
GRADE3G	Grade 3 - WEPE Band G	01/04/2023	SJC011	SJC018			22,487.08	24,111.33	23,772.05	25,489.12
GRADE3H	Grade 3 - WEPE Band H	01/04/2023	SJC011	SJC018			22,839.30	24,463.55	24,144.41	25,861.47

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GRADE4A	Grade 4 - WEPE Band A	01/04/2023	SJC019	SJC024			22,053.46	23,294.46	23,313.66	24,625.57
GRADE4B	Grade 4 - WEPE Band B	01/04/2023	SJC019	SJC024			22,288.88	23,529.88	23,562.53	24,874.45
GRADE4C	Grade 4 - WEPE Band C	01/04/2023	SJC019	SJC024			22,641.47	23,882.47	23,935.27	25,247.18
GRADE4D	Grade 4 - WEPE Band D	01/04/2023	SJC019	SJC024			23,111.23	24,352.23	24,431.87	25,743.78
GRADE4E	Grade 4 - WEPE Band E	01/04/2023	SJC019	SJC024			23,580.98	24,821.98	24,928.47	26,240.38
GRADE4F	Grade 4 - WEPE Band F	01/04/2023	SJC019	SJC024			24,051.10	25,292.10	25,425.45	26,737.36
GRADE4G	Grade 4 - WEPE Band G	01/04/2023	SJC019	SJC024			24,403.33	25,644.32	25,797.80	27,109.71
GRADE4H	Grade 4 - WEPE Band H	01/04/2023	SJC019	SJC024			24,755.55	25,996.55	26,170.15	27,482.07
GRADE5A	Grade 5 - WEPE Band A	01/04/2023	SJC026	SJC033			23,768.96	25,831.20	25,127.18	27,307.27
GRADE5B	Grade 5 - WEPE Band B	01/04/2023	SJC026	SJC033			24,004.38	26,066.63	25,376.06	27,556.15
GRADE5C	Grade 5 - WEPE Band C	01/04/2023	SJC026	SJC033			24,356.97	26,419.22	25,748.80	27,928.89
GRADE5D	Grade 5 - WEPE Band D	01/04/2023	SJC026	SJC033			24,826.73	26,888.97	26,245.40	28,425.49
GRADE5E	Grade 5 - WEPE Band E	01/04/2023	SJC026	SJC033			25,296.48	27,358.73	26,741.99	28,922.08
GRADE5F	Grade 5 - WEPE Band F	01/04/2023	SJC026	SJC033			25,766.60	27,828.85	27,238.98	29,419.07
GRADE5G	Grade 5 - WEPE Band G	01/04/2023	SJC026	SJC033			26,118.82	28,181.07	27,611.33	29,791.42
GRADE5H	Grade 5 - WEPE Band H	01/04/2023	SJC026	SJC033			26,471.05	28,533.30	27,983.68	30,163.77
GRADE6A	Grade 6 - WEPE Band A	01/04/2023	SJC036	SJC043			26,853.20	29,152.70	28,387.67	30,818.57
GRADE6B	Grade 6 - WEPE Band B	01/04/2023	SJC036	SJC043			27,088.63	29,388.13	28,636.55	31,067.45
GRADE6C	Grade 6 - WEPE Band C	01/04/2023	SJC036	SJC043			27,441.22	29,740.71	29,009.29	31,440.18
GRADE6D	Grade 6 - WEPE Band D	01/04/2023	SJC036	SJC043			27,910.97	30,210.47	29,505.88	31,936.78
GRADE6E	Grade 6 - WEPE Band E	01/04/2023	SJC036	SJC043			28,380.73	30,680.22	30,002.48	32,433.38
GRADE6F	Grade 6 - WEPE Band F	01/04/2023	SJC036	SJC043			28,850.85	31,150.34	30,499.47	32,930.36
GRADE6G	Grade 6 - WEPE Band G	01/04/2023	SJC036	SJC043			29,203.07	31,502.57	30,871.82	33,302.71
GRADE6H	Grade 6 - WEPE Band H	01/04/2023	SJC036	SJC043			29,555.30	31,854.79	31,244.17	33,675.07
GRADE7A	Grade 7 - WEPE Band A	01/04/2023	SJC046	SJC053			29,992.20	33,021.70	31,706.04	34,908.65
GRADE7B	Grade 7 - WEPE Band B	01/04/2023	SJC046	SJC053			30,227.62	33,257.12	31,954.92	35,157.53
GRADE7C	Grade 7 - WEPE Band C	01/04/2023	SJC046	SJC053			30,580.21	33,609.71	32,327.65	35,530.27
GRADE7D	Grade 7 - WEPE Band D	01/04/2023	SJC046	SJC053			31,049.97	34,079.47	32,824.25	36,026.86
GRADE7E	Grade 7 - WEPE Band E	01/04/2023	SJC046	SJC053			31,519.72	34,549.22	33,320.85	36,523.46
GRADE7F	Grade 7 - WEPE Band F	01/04/2023	SJC046	SJC053			31,989.84	35,019.34	33,817.83	37,020.44
GRADE7G	Grade 7 - WEPE Band G	01/04/2023	SJC046	SJC053			32,342.07	35,371.56	34,190.19	37,392.80
GRADE7H	Grade 7 - WEPE Band H	01/04/2023	SJC046	SJC053			32,694.29	35,723.79	34,562.54	37,765.15

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GRADE8A	Grade 8 - WEPE Band A	01/04/2023	SJC056	SJC062			34,426.94	37,365.19	36,394.20	39,500.35
GRADE8B	Grade 8 - WEPE Band B	01/04/2023	SJC056	SJC062			34,662.37	37,600.62	36,643.08	39,749.22
GRADE8C	Grade 8 - WEPE Band C	01/04/2023	SJC056	SJC062			35,014.96	37,953.21	37,015.81	40,121.96
GRADE8D	Grade 8 - WEPE Band D	01/04/2023	SJC056	SJC062			35,484.71	38,422.96	37,512.41	40,618.56
GRADE8E	Grade 8 - WEPE Band E	01/04/2023	SJC056	SJC062			35,954.47	38,892.71	38,009.01	41,115.16
GRADE8F	Grade 8 - WEPE Band F	01/04/2023	SJC056	SJC062			36,424.59	39,362.83	38,505.99	41,612.14
GRADE8G	Grade 8 - WEPE Band G	01/04/2023	SJC056	SJC062			36,776.81	39,715.06	38,878.34	41,984.49
GRADE8H	Grade 8 - WEPE Band H	01/04/2023	SJC056	SJC062			37,129.04	40,067.28	39,250.70	42,356.84
GRADE9A	Grade 9 - WEPE Band A	01/04/2023	SJC068	SJC074			40,485.94	43,734.43	42,799.42	46,233.55
GRADE9B	Grade 9 - WEPE Band B	01/04/2023	SJC068	SJC074			40,721.36	43,969.86	43,048.30	46,482.42
GRADE9C	Grade 9 - WEPE Band C	01/04/2023	SJC068	SJC074			41,073.95	44,322.45	43,421.04	46,855.16
GRADE9D	Grade 9 - WEPE Band D	01/04/2023	SJC068	SJC074			41,543.71	44,792.20	43,917.63	47,351.76
GRADE9E	Grade 9 - WEPE Band E	01/04/2023	SJC068	SJC074			42,013.46	45,261.96	44,414.23	47,848.36
GRADE9F	Grade 9 - WEPE Band F	01/04/2023	SJC068	SJC074			42,483.58	45,732.08	44,911.21	48,345.34
GRADE9G	Grade 9 - WEPE Band G	01/04/2023	SJC068	SJC074			42,835.81	46,084.30	45,283.57	48,717.69
GRADE9H	Grade 9 - WEPE Band H	01/04/2023	SJC068	SJC074			43,188.03	46,436.53	45,655.92	49,090.04
GRADE10A	Grade 10 - WEPE Band A	01/04/2023	SJC080	SJC083			47,804.18	49,994.18	50,535.85	52,850.99
GRADE10B	Grade 10 - WEPE Band B	01/04/2023	SJC080	SJC083			48,039.60	50,229.60	50,784.73	53,099.87
GRADE10C	Grade 10 - WEPE Band C	01/04/2023	SJC080	SJC083			48,392.19	50,582.19	51,157.46	53,472.60
GRADE10D	Grade 10 - WEPE Band D	01/04/2023	SJC080	SJC083			48,861.95	51,051.95	51,654.06	53,969.20
GRADE10E	Grade 10 - WEPE Band E	01/04/2023	SJC080	SJC083			49,331.70	51,521.70	52,150.66	54,465.80
GRADE10F	Grade 10 - WEPE Band F	01/04/2023	SJC080	SJC083			49,801.82	51,991.82	52,647.64	54,962.78
GRADE10G	Grade 10 - WEPE Band G	01/04/2023	SJC080	SJC083			50,154.05	52,344.05	53,019.99	55,335.13
GRADE10H	Grade 10 - WEPE Band H	01/04/2023	SJC080	SJC083			50,506.27	52,696.27	53,392.34	55,707.49
GRADE11A	Grade 11 - WEPE Band A	01/04/2023	SJC089	SJC092			54,666.17	57,129.92	57,789.95	60,394.49
GRADE11B	Grade 11 - WEPE Band B	01/04/2023	SJC089	SJC092			54,901.60	57,365.34	58,038.83	60,643.36
GRADE11C	Grade 11 - WEPE Band C	01/04/2023	SJC089	SJC092			55,254.19	57,717.93	58,411.57	61,016.10
GRADE11D	Grade 11 - WEPE Band D	01/04/2023	SJC089	SJC092			55,723.94	58,187.69	58,908.17	61,512.70
GRADE11E	Grade 11 - WEPE Band E	01/04/2023	SJC089	SJC092			56,193.70	58,657.44	59,404.76	62,009.30
GRADE11F	Grade 11 - WEPE Band F	01/04/2023	SJC089	SJC092			56,663.82	59,127.56	59,901.75	62,506.28
GRADE11G	Grade 11 - WEPE Band G	01/04/2023	SJC089	SJC092			57,016.04	59,479.79	60,274.10	62,878.63
GRADE11H	Grade 11 - WEPE Band H	01/04/2023	SJC089	SJC092			57,368.26	59,832.01	60,646.45	63,250.98

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GRADE12A	Grade 12 - WEPE Band A	01/04/2023	SJC098	SJC101			62,385.91	65,251.16	65,950.82	68,979.80
GRADE12B	Grade 12 - WEPE Band B	01/04/2023	SJC098	SJC101			62,621.34	65,486.59	66,199.70	69,228.68
GRADE12C	Grade 12 - WEPE Band C	01/04/2023	SJC098	SJC101			62,973.93	65,839.18	66,572.44	69,601.41
GRADE12D	Grade 12 - WEPE Band D	01/04/2023	SJC098	SJC101			63,443.68	66,308.93	67,069.04	70,098.01
GRADE12E	Grade 12 - WEPE Band E	01/04/2023	SJC098	SJC101			63,913.44	66,778.68	67,565.63	70,594.61
GRADE12F	Grade 12 - WEPE Band F	01/04/2023	SJC098	SJC101			64,383.56	67,248.80	68,062.62	71,091.59
GRADE12G	Grade 12 - WEPE Band G	01/04/2023	SJC098	SJC101			64,735.78	67,601.03	68,434.97	71,463.94
GRADE12H	Grade 12 - WEPE Band H	01/04/2023	SJC098	SJC101			65,088.01	67,953.25	68,807.32	71,836.30
DHT-HT-P1	Depute & Headteachers Scale Point 1	01/01/2024	TCH101	TCH101	59,994.00	59,994.00				
DHT-HT-P2	Depute & Headteachers Scale Point 2	01/01/2024	TCH102	TCH102	61,839.00	61,839.00				
DHT-HT-P3	Depute & Headteachers Scale Point 3	01/01/2024	TCH103	TCH103	63,879.00	63,879.00				
DHT-HT-P4	Depute & Headteachers Scale Point 4	01/01/2024	TCH104	TCH104	66,072.00	66,072.00				
DHT-HT-P5	Depute & Headteachers Scale Point 5	01/01/2024	TCH105	TCH105	68,265.00	68,265.00				
DHT-HT-P6	Depute & Headteachers Scale Point 6	01/01/2024	TCH106	TCH106	70,116.00	70,116.00				
DHT-HT-P7	Depute & Headteachers Scale Point 7	01/01/2024	TCH107	TCH107	72,156.00	72,156.00				
DHT-HT-P8	Depute & Headteachers Scale Point 8	01/01/2024	TCH108	TCH108	74,190.00	74,190.00				
DHT-HT-P9	Depute & Headteachers Scale Point 9	01/01/2024	TCH109	TCH109	76,206.00	76,206.00				
DHT-HT-P10	Depute & Headteachers Scale Point 10	01/01/2024	TCH110	TCH110	78,237.00	78,237.00				
DHT-HT-P11	Depute & Headteachers Scale Point 11	01/01/2024	TCH111	TCH111	81,618.00	81,618.00				
DHT-HT-P12	Depute & Headteachers Scale Point 12	01/01/2024	TCH112	TCH112	84,936.00	84,936.00				
DHT-HT-P13	Depute & Headteachers Scale Point 13	01/01/2024	TCH113	TCH113	88,122.00	88,122.00				
DHT-HT-P14	Depute & Headteachers Scale Point 14	01/01/2024	TCH114	TCH114	91,269.00	91,269.00				
DHT-HT-P15	Depute & Headteachers Scale Point 15	01/01/2024	TCH115	TCH115	94,644.00	94,644.00				
DHT-HT-P16	Depute & Headteachers Scale Point 16	01/01/2024	TCH116	TCH116	98,970.00	98,970.00				
DHT-HT-P17	Depute & Headteachers Scale Point 17	01/01/2024	TCH117	TCH117	102,411.00	102,411.00				
DHT-HT-P18	Depute & Headteachers Scale Point 18	01/01/2024	TCH118	TCH118	106,608.00	106,608.00				
DHT-HT-P19	Depute & Headteachers Scale Point 19	01/01/2024	TCH119	TCH119	110,808.00	110,808.00				
LT-TCH-PT1	Lead Teacher Scale Point 1	01/01/2024	TCH201	TCH201	55,077.00	55,077.00				
LT-TCH-PT2	Lead Teacher Scale Point 2	01/01/2024	TCH202	TCH202	70,116.00	70,116.00				
LT-TCH-PT3	Lead Teacher Scale Point 3	01/01/2024	TCH203	TCH203	78,237.00	78,237.00				

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PR-TCH-PT1	Principal Teachers Scale Point 1	01/01/2024	TCH081	TCH081	52,896.00	52,896.00				
PR-TCH-PT2	Principal Teachers Scale Point 2	01/01/2024	TCH082	TCH082	55,077.00	55,077.00				
PR-TCH-PT3	Principal Teachers Scale Point 3	01/01/2024	TCH083	TCH083	57,282.00	57,282.00				
PR-TCH-PT4	Principal Teachers Scale Point 4	01/01/2024	TCH084	TCH084	59,481.00	59,481.00				
PR-TCH-PT5	Principal Teachers Scale Point 5	01/01/2024	TCH085	TCH085	61,686.00	61,686.00				
PR-TCH-PT6	Principal Teachers Scale Point 6	01/01/2024	TCH086	TCH086	63,879.00	63,879.00				
PR-TCH-PT7	Principal Teachers Scale Point 7	01/01/2024	TCH087	TCH087	66,072.00	66,072.00				
PR-TCH-PT8	Principal Teachers Scale Point 8	01/01/2024	TCH088	TCH088	68,265.00	68,265.00				
PROB-TEACH	Probationary Teacher (CS*PT*0)	01/01/2024	TCH000	TCH000	32,217.00	32,217.00				
CS1-5	Common Scale 1-5	01/01/2024	TCH001	TCH005	38,655.00	48,516.00				
INSTR1-6	Music Instructor Point 1 - 6	01/01/2024	MUS001	MUS006	33,750.00	44,859.00				
PSYMANAGE	Psychologist Manager	01/01/2024	PSY021	PSY029	73,560.00	85,170.00				
SNRPSY	Senior Education Psychologist	01/01/2024	PSY021	PSY021	73,560.00	73,560.00				
PSY0-6	Education Psychologist	01/01/2024	PSY000	PSY006	54,438.00	69,246.00				
QIM	Quality Improvement Manager	01/01/2024	QIM1	QIM1	81,618.00	81,618.00				
QIO	Quality Improvement Officer	01/01/2024	QIO1	QIO3	70,116.00	78,237.00				