

Appendix 2 London Borough of Waltham Forest Education Pay scales as at *01.09.24

*awaiting pay award for September 2025

Soulbury, NEOST, Lecturers (excluding schools):

SCP	01.09.22	01.09.23	01.09.24
1	38981	40540	41,554
2	40308	41920	42,968
3	41562	43224	44,305
4	42832	44545	45,659
5	44093	45857	47,003
6	45356	47170	48,349
7	46683	48550	49,764
8	47960*	49878*	51,125
9	49447	51425	52,711
10	50774	52805	54,125
11	52083	54166	55,520
12	53350	55484	56,871
13	54785**	56976**	58,400
14	56065	58308	59,766
15	57478	59777	61,271
16	58756	61106	62,634
17	60038	62440	64,001
18	61296	63748	65,342
19	62593	65097	66,724
20	63263***	65794***	67,439
21	64551	67133	68,811
22	65674	68301	70,009
23	66910	69586	71,326
24	68018	70739	72,507
25	69203	71971	73,770
26	70359	73173	75,002
27	71541	74403	76,263
28	72740	75650	77,541
29	73941	76899	78,821
30	75140	78146	80,100
31	76329	79382	81,367
32	77536	80637	82,653
33	78744	81894	83,941
34	79981	83180	85,260
35	81216	84465	86,577
36	82485	85784	87,929
37	83734	87083	89,260
38	84996	88396	90,606
39	86241	89691	91,933
40	87486	90985	93,260
41	88736	92285	94,592

42	89986	93585	95,925
43	91234	94883	97,255
44	92489	96189	98,594
45	93740	97490	99,927
46	94994	98794	101,264
47	96252	100102	102,605
48	97499	101399	103,934
49	98750	102700	105,268
50	100004	104004	106,604
51		108164****	110,868
52		112491****	115,303

Soulbury Youth & Community Service Manager

SCP	01.09.22	01.09.23	01.09.24
1	40358	41972	43021
2	41616	43281	44363
3	42872	44587	45702
4	44156*	45922*	47070
5	45460	47278	48460
6	46732	48601	49816
7	48032**	49953**	51202
8	49510	51490	52777
9	50325	52338	53646
10	51585	53648	54989
11	52837	54950	56324
12	54091	56255	57661
13	55337	57550	58989
14	56594	58858	60329
15	57853	60167	61671
16	59116	61481	63018
17	60385	62800	64370
18	61647	64113	65716
19	62901	65417	67052
20	64182***	66749***	68418
21	65487***	68106***	69809
22	66823***	69496***	71233
23	68185***	70912***	72685
24	69575***	72358***	74167

Soulbury Trainee Educational Psychologist

SCP	01.09.22	01.09.23	01.09.24
1	26895		
2	28723	29872	30619
3	30548	31770	32564
4	32378	33673	34515

5	34204	35572	36461
6	36032	37473	38410

Soulbury Assistant Educational Psychologist

SCP	01.09.22	01.09.23	01.09.24
1	32619		
2	33873	35228	36109
3	35126	36531	37444
4	36373	37828	38774
5			40325

Soulbury Educational Psychologist A

SCP	01.09.22	01.09.23	01.09.24
1	40790	42422	43483
2	42763	44474	45586
3	44736	46525	47688
4	46707	48575	49789
5	48680	50627	51893
6	50652	52678	53995
7	52509	54609	55974
8	54365	56540	57954
9	56104	58348	59807
10	57846	60160	61664
11	59469	61848	63394
12		62540*	64104
13		63836*	65432
14		65120*	66748

Soulbury Senior & Principal Educational Psychologist

SCP	01.09.22	01.09.23	01.09.24
1	50652	52678	53995
2	52509	54609	55974
3	54365*	56540	57954
4	56104	58348	59807
5	57846	60160	61664
6	59469	61848*	63394
7	60135	62540	64104
8	61381	63836	65432
9	62615	65120	66748
10	63870	66425	68086
11	65102	67706	69399
12	66356	69010	70735

13	67632	70337	72095
14	68866**	71621	73412
15	70160**	72966	74790
16	71439**	74297	76154
17	72728**	75637**	77528
18	74015**	76976**	78900
19		80055**	82056
20		83257**	85338
21		86587**	88752

LECTURER SALARY SCALE-AY 2025/26

With effect from the 1st September 2025

LECTURER SALARY SCALES		Grade					
			Scale	1.9.25	1.9.25		
			Point	Basic	London Allowance	Gross	Hourly Rate
	Lecturers	MGLEC	1	£25,027	£2,535	£27,562	£29.07
		MGLEC	2	£26,362	£2,535	£28,897	£30.48
		MGLEC	3	£27,714	£2,535	£30,249	£31.91
		MGLEC	4	£29,053	£2,535	£31,588	£33.32
		MGLEC	5	£30,383	£2,535	£32,918	£34.72
		MGLEC	6	£31,723	£2,535	£34,258	£36.14
		MGLEC	7	£33,075	£2,535	£35,610	£37.56
		MGLEC	8	£34,407	£2,535	£36,942	£38.97

Salary Scale 1-8 shall be used for lecturers covering the full range of duties detailed in the Lecturer job description.

Progression will be by annual increment subject to satisfactory performance

*Progression to scale 5 is subject to the achievement of a recognised adult teaching qualification - currently Diploma in Teaching in the Life-Long Learning Sector (DTLLS) or equivalent

Pay Spine for Leadership Group 2024 and 2025

	Annual Salary	Monthly Salary	SCP	Annual Salary	Monthly Salary
SCP	01.09.24	01.09.24		01.09.25	01.09.25
L1	53,731	4,478	1	55881	4,656.75
L2	54,980	4,582	2	57180	4,765.00
L3	56,247	4,687	3	58497	4,874.75
L4	57,556	4,796	4	59859	4,988.25
L5	58,893	4,908	5	61248	5,104.00
L6	60,226	5,019	6	62677	5,223.08
L7	61,787	5,149	7	64259	5,354.92
L8	63,117	5,260	8	65642	5,470.17
L9	64,593	5,383	9	67177	5,598.08
L10	66,152	5,513	10	68799	5,733.25
L11	67,762	5,647	11	70473	5,872.75
L12	69,239	5,770	12	72009	6,000.75
L13	70,873	5,906	13	73708	6,142.33
L14	72,531	6,044	14	75433	6,286.08
L15	74,239	6,187	15	77209	6,434.08
L16	76,112	6,343	16	79157	6,596.42
L17	77,773	6,481	17	80884	6,740.33
L18	78,841	6,570	18	82816	6,901.33
L19	79,630	6,636	19	84769	7,064.08
L20	83,426	6,952	20	86764	7,230.33
L21	85,396	7,116	21	88812	7,401.00
L22	87,409	7,284	22	90906	7,575.50
L23	89,477	7,456	23	93057	7,754.75
L24	91,602	7,634	24	95267	7,938.92
L25	93,779	7,815	25	97531	8,127.58
L26	96,000	8,000	26	99840	8,320.00
L27	98,281	8,190	27	102213	8,517.75
L28	100,623	8,385	28	104648	8,720.67
L29	103,013	8,584	29	107134	8,927.83
L30	105,479	8,790	30	109699	9,141.58
L31	107,995	9,000	31	112315	9,359.58
L32	110,573	9,214	32	114996	9,583.00
L33	113,228	9,436	33	117758	9,813.17
L34	115,928	9,661	34	120566	10,047.17
L35	118,708	9,892	35	123457	10,288.08
L36	121,547	10,129	36	126409	10,534.08
L37	124,477	10,373	37	129457	10,788.08
L38	127,458	10,622	38	132557	11,046.42
L39	130,464	10,872	39	135683	11,306.92
L40	133,628	11,136	40	138974	11,581.17
L41	136,865	11,405	41	142340	11,861.67

L42	140,190	11,683	42	145798	12,149.83
L43	142,178	11,848	43	147866	12,322.17

LEADING practitioners PAY RANGE 2023 and 2024			Monthly	Monthly
	1.09.22	1.09.23	1.09.22	1.90.23
Minimum	48,055	51,179	4,004.58	4,264.92
Maximum	71,220	75,850	5,935.00	6,320.83

Pay scales for Qualified Classroom Teachers (Main Scale)

		SCP	Annual Salary Incl. LW	Monthly	Annual Salary Incl. LW	Monthly
Main Pay Scales	Main pay scales					
			1.09.24	1.09.24	1.09.25	1.09.25
		1	36,413	3034.42	37870	3,155.83
		2	38,318	3193.17	39851	3,320.92
		3	40,322	3360.17	41935	3,494.58
		4	42,430	3535.83	44128	3,677.33
		5	45,000	3750.00	46800	3,900.00
		6	48,532	4044.33	50474	4,206.17
Upper Pay Scales	THR Grades					
1		1	50,210	4184.17	52219	4,351.58
2		2	52,068	4339.00	54151	4,512.58
3		3	53,994	4499.50	56154	4,679.50

SPECIAL EDUCATIONAL NEEDS ALLOWANCE

	1.9.22	1.9.23	Monthly 1.9.22	Monthly 1.9.23
Minimum	2384	2539	198.67	211.58
Maximum	4479	5009	373.25	417.42

TLR PAYMENT 1

	1.9.22	1.9.23	Monthly 1.9.22	Monthly 1.9.23
Minimum	8706	9272	725.50	772.67
Maximum	14732	15690	1227.67	1307.50

TLR PAYMENT 2

	1.9.22	1.9.23	Monthly 1.9.22	Monthly 1.9.23
minimum	3017	3214	251.42	267.83
maximum	7368	7847	614.00	653.92

TLR PAYMENT 3

	1.9.22	1.9.23	Monthly 1.9.22	Monthly 1.9.23
minimum	600	639	50.00	53.25
maximum	2975	3169	247.91	53.25

Scale for Unqualified Teachers – 2024 and 2025

New grade name UQT

SCP	<u>Annual</u> <u>Salary Incl.</u> <u>LW</u>	<u>Monthly</u>	<u>Annual</u> <u>Salary Incl.</u> <u>LW</u>	<u>Monthly</u>
	1.09.24	1.09.24	1.09.25	1.09.25
1	25,758	2146.50	25,758	2146.50
2	28,252	2354.33	28,252	2354.33
3	30,744	2562.00	30,744	2562.00
4	32,947	2745.58	32,947	2745.58
5	35,438	2953.17	35,438	2953.17
6	37,932	3161.00	37,932	3161.00