

Date ratified at Full
Directors Meeting
23 March 2026

Review
Resources, Audit and
Risk Committee



PAY POLICY ANNEX – Pay Scales as at 1 April 2026

THE TRUST MISSION STATEMENT

Inspired by the life of Christ we provide an exceptional education in our Catholic schools which enables our children:

- to fully embrace all possibilities
- to flourish
- to develop their faith

and therefore to choose a path that enables them to be a positive influence upon our world.

‘Prepare the Way’ *Mark 1:3*

St John the Baptist Catholic Multi Academy Trust
Company No: 7913261
Registered Office: Surrey Street, Norwich NR1 3PB



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Annex to the Pay Policy - Pay Scales (as at 1st September 2025)

Leadership Group Pay Range

L01	£51,773	L16	£75,045	L31	£108,198
L02	£53,065	L17	£76,769	L32	£110,889
L03	£54,352	L18	£78,702	L33	£113,644
L04	£55,744	L19	£80,651	L34	£116,452
L05	£57,133	L20	£82,651	L35	£119,347
L06	£58,569	L21	£84,699	L36	£122,302
L07	£60,143	L22	£86,799	L37	£125,342
L08	£61,534	L23	£88,948	L38	£128,445
L09	£63,067	L24	£91,157	L39	£131,574
L10	£64,686	L25	£93,420	L40	£134,858
L11	£66,368	L26	£95,731	L41	£138,226
L12	£67,895	L27	£98,104	L42	£141,690
L13	£69,592	L28	£100,540	L43	£143,796
L14	£71,327	L29	£103,026		
L15	£73,102	L30	£105,591		

Chief Executive Officer (CEO) Pay range (as at 1st September 2025)

Point	£
CE01	£141,690
CE02	£145,232
CE03	£148,863
CE04	£152,584
CE05	£156,399
CE06	£160,309

Main Pay Range for Qualified Teachers

Point 1	£32,916
Point 2	£34,823
Point 3	£37,101
Point 4	£39,556
Point 5	£42,057
Point 6	£45,352

Upper Pay Range (UPR)

Point 1	£47,472
Point 2	£49,232
Point 3	£51,048

Teaching and Learning Responsibility

	Minimum	Maximum
TLR 1	£10,173	£17,215
TLR 2	£3,527	£8,610
TLR 3	£702	£3,476

Reference points for TLRs

TLR 1a	£10,173
TLR 1b	£12,516
TLR 1c	£15,014
TLR 1d	£16,542
TLR 2a	£3,527
TLR 2b	£5,872
TLR 2c	£7,362
TLR 2d	£8,610

SEN Allowances

Minimum	£2,787
Maximum	£5,497

Leading Practitioner Pay Range

Point 1	£52,026
Point 2	£53,327
Point 3	£54,659
Point 4	£56,019
Point 5	£57,414
Point 6	£58,853
Point 7	£60,437
Point 8	£61,831
Point 9	£63,378
Point 10	£65,002
Point 11	£66,693
Point 12	£68,228
Point 13	£69,935
Point 14	£71,677
Point 15	£73,465
Point 16	£75,414
Point 17	£77,149
Point 18	£79,092

Pay Range for Unqualified Teachers

Point 1	£22,601
Point 2	£25,193
Point 3	£27,785
Point 4	£30,071
Point 5	£32,667
Point 6	£35,259

Support Staff Pay Scales from*		Apr-26
Scales	SCP	Salary
	3	£24,796
	4	£25,185
Scale D	5	£25,583
	6	£25,989
Scale E	7	£26,403
	8	£26,824
	9	£27,254
Scale F	10	£27,694
	11	£28,142
	12	£28,598
Scale G	13	£29,064
	14	£29,540
	15	£30,024
	16	£30,518
	17	£31,022
Scale H	18	£31,537
	19	£32,061
	20	£32,597
	21	£33,143
Scale I	22	£33,699
	23	£34,434
	24	£35,412
Scale J	25	£36,362
	26	£37,280
Scale K	27	£38,220
	28	£39,152

* excl. Apr-26 pay award (pending national negotiations)		
Scales	SCP	Salary
Scale J	29	£39,862
	30	£40,778
	31	£41,771
Scale K	32	£43,817
	33	£44,874
	34	£45,960
	35	£47,080
Scale L	36	£48,225
	37	£50,160
	38	£51,154
Scale M	39	£52,173
	40	£53,227
	41	£54,270
Scale N	42	£56,907
	43	£58,284
	44	£59,684
	45	£61,136
	46	£62,612
Scale O	47	£66,131
	48	£67,974
	49	£69,865
	50	£71,808
Scale P	51	£73,798
	52	£77,725
	53	£79,873
	54	£82,090
	55	£84,368
	56	£86,710