

Date ratified at Full
Directors Meeting
05/10/2026



Review
Resources, Audit and
Risk Committee

PAY POLICY ANNEX – Pay Scales as at 1 September 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 2026)

Leadership Group Pay Range

L01	£53,585	L16	£77,672	L31	£111,985
L02	£54,923	L17	£79,456	L32	£114,770
L03	£56,254	L18	£81,457	L33	£117,622
L04	£57,695	L19	£83,474	L34	£120,528
L05	£59,133	L20	£85,544	L35	£123,525
L06	£60,619	L21	£87,663	L36	£126,583
L07	£62,248	L22	£89,837	L37	£129,729
L08	£63,687	L23	£92,061	L38	£132,940
L09	£65,274	L24	£94,348	L39	£136,179
L10	£66,950	L25	£96,689	L40	£139,578
L11	£68,690	L26	£99,081	L41	£143,064
L12	£70,271	L27	£101,537	L42	£146,649
L13	£72,027	L28	£104,059	L43	£148,828
L14	£73,824	L29	£106,632		
L15	£75,661	L30	£109,286		

Chief Executive Officer (CEO) Pay range (as at 1st September 2026)

Point	£
CE01	£146,649
CE02	£150,315
CE03	£154,073
CE04	£157,925
CE05	£161,873
CE06	£165,920

Main Pay Range for Qualified Teachers

Point 1	£34,069
Point 2	£36,042
Point 3	£38,400
Point 4	£40,941
Point 5	£43,529
Point 6	£46,940

Upper Pay Range (UPR)

Point 1	£49,134
Point 2	£50,956
Point 3	£52,835

Teaching and Learning Responsibility

	Minimum	Maximum
TLR 1	£10,531	£17,819
TLR 2	£3,651	£8,913
TLR 3	£727	£3,600

Reference points for TLRs

TLR 1a	£10,531
TLR 1b	£12,954
TLR 1c	£15,540
TLR 1d	£17,121
TLR 2a	£3,651
TLR 2b	£6,077
TLR 2c	£7,619
TLR 2d	£8,913

SEN Allowances

Minimum	£2,885
Maximum	£5,690

Leading Practitioner Pay Range

Point 1	£53,847
Point 2	£55,194
Point 3	£56,572
Point 4	£57,980
Point 5	£59,423
Point 6	£60,913
Point 7	£62,553
Point 8	£63,995
Point 9	£65,596
Point 10	£67,277
Point 11	£69,027
Point 12	£70,616
Point 13	£72,383
Point 14	£74,186
Point 15	£76,036
Point 16	£78,054
Point 17	£79,849
Point 18	£81,861

Pay Range for Unqualified Teachers

Point 1	£23,732
Point 2	£26,075
Point 3	£28,758
Point 4	£31,124
Point 5	£33,811
Point 6	£36,494

Support Staff Pay Scales from Apr-26		
Scales	SCP	Salary
	3	£25,614
	4	£26,016
Scale D	5	£26,427
	6	£26,846
Scale E	7	£27,274
	8	£27,709
	9	£28,154
	10	£28,608
	11	£29,071
Scale F	12	£29,541
	13	£30,023
	14	£30,514
	15	£31,015
	16	£31,525
	17	£32,046
Scale G	18	£32,577
	19	£33,119
	20	£33,673
	21	£34,237
	22	£34,811
Scale H	23	£35,570
	24	£36,581
	25	£37,562
Scale I	26	£38,510
	27	£39,481
	28	£40,444

Scales	SCP	Salary
Scale J	29	£41,177
	30	£42,123
	31	£43,149
Scale K	32	£45,263
	33	£46,355
	34	£47,477
	35	£48,633
	36	£49,816
Scale L	37	£51,815
	38	£52,842
	39	£53,895
	40	£54,983
	41	£56,061
Scale M	42	£58,785
	43	£60,208
	44	£61,653
	45	£63,153
	46	£64,678
Scale N	47	£68,313
	48	£70,217
	49	£72,170
	50	£74,178
	51	£76,233
Scale O	52	£80,290
	53	£82,509
	54	£84,799
	55	£87,153
	56	£89,571