

Leadership Scale - Headteacher / Deputy and Assistant Pay Table 2021				
Pay Spine for the Leadership Group 2021		Head Teacher Groups and Pay Ranges		
Spine point	Annual Salary for Wales	Group	Range of spine points	Annual Salary Range for Wales
L1	£42,934	1	L6 - L18*	£48,571- £64,620
L2	£44,008	2	L8 - L21*	£51,029 – £69,544
L3	£45,107	3	L11 - L24*	£55,038 - £74,847
L4	£46,230	4	L14 - L27*	£59,153 - £80,553
L5	£47,381	5	L18 - L31*	£65,266 - £88,841
L6	£48,571	6	L21 - L35*	£70,240 - £97,996
L7	£49,877	7	L24 - L39*	£75,596 - £108,035
L8	£51,029	8	L28 - L43*	£83,376 - £119,248
L9	£52,302			
L10	£53,646			
L11	£55,038			
L12	£56,307			
L13	£57,714			
L14	£59,153			
L15	£60,624			
L16	£62,237			
L17	£63,665			
L18*	£64,620			
L18	£65,266			
L19	£66,886			
L20	£68,543			
L21*	£69,544			
L21	£70,240			
L22	£71,984			
L23	£73,766			
L24*	£74,847			
L24	£75,596			
L25	£77,474			
L26	£79,391			
L27*	£80,553			
L27	£81,358			
L28	£83,376			
L29	£85,441			
L30	£87,568			
L31*	£88,841			
L31	£89,731			
L32	£91,961			
L33	£94,245			
L34	£96,575			
L35*	£97,996			
L35	£98,976			
L36	£101,426			
L37	£103,947			
L38	£106,520			
L39*	£108,035			
L39	£109,116			
L40	£111,838			
L41	£114,632			
L42	£117,504			
L43	£119,248			

*Scale points to be applied **only** to head teachers at the top of the school group range in the academic years 2021/2022