



UK Visas and Immigration

Guidance

# National pay scales for eligible teaching and education leadership occupation codes

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Contents

School teachers

Further education teaching professionals

England

Scotland

Wales

Northern Ireland

Teaching assistants





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This publication is available at <https://www.gov.uk/government/publications/national-pay-scales-for-eligible-teaching-and-education-jobs/national-pay-scales-for-eligible-teaching-and-education-leadership-occupation-codes>



Minimum annual salary ('going rate') for education jobs on the [list of eligible health and education public sector jobs](https://www.gov.uk/government/publications/skilled-worker-visa-eligible-healthcare-and-education-jobs) (<https://www.gov.uk/government/publications/skilled-worker-visa-eligible-healthcare-and-education-jobs>).

## School teachers

Source: Teachers' national pay scales:

- [England](https://assets.publishing.service.gov.uk/media/67165b0d9242e6cc6c849b4b/School_teachers_pay_and_conditions_document_and_guidance_2024_.pdf) ([https://assets.publishing.service.gov.uk/media/67165b0d9242e6cc6c849b4b/School\\_teachers\\_pay\\_and\\_conditions\\_document\\_and\\_guidance\\_2024\\_.pdf](https://assets.publishing.service.gov.uk/media/67165b0d9242e6cc6c849b4b/School_teachers_pay_and_conditions_document_and_guidance_2024_.pdf))
- [Northern Ireland](https://www.education-ni.gov.uk/sites/default/files/publications/education/Teachers%20%20Pay%20Circular%20wef%201st%20September%202020.pdf) (<https://www.education-ni.gov.uk/sites/default/files/publications/education/Teachers%20%20Pay%20Circular%20wef%201st%20September%202020.pdf>)
- [Scotland](https://www.snct.org.uk/wiki/index.php?title=Part_2_Appendix_2.1_-_Revised_1024) ([https://www.snct.org.uk/wiki/index.php?title=Part\\_2\\_Appendix\\_2.1 - Revised 1024](https://www.snct.org.uk/wiki/index.php?title=Part_2_Appendix_2.1_-_Revised_1024))
- [Wales](https://www.gov.wales/sites/default/files/publications/2023-10/school_teachers_pay_conditions_wales_document_2023_2.pdf) ([https://www.gov.wales/sites/default/files/publications/2023-10/school\\_teachers\\_pay\\_conditions\\_wales\\_document\\_2023\\_2.pdf](https://www.gov.wales/sites/default/files/publications/2023-10/school_teachers_pay_conditions_wales_document_2023_2.pdf))

Based on a full-time working week - they must be pro-rated for other working patterns, based on the weekly working hours stated by your employer.

These scales apply to the following occupation codes:

- 2313: secondary education teaching professionals
- 2314: primary education teaching professionals
- 2315: nursery education teaching professionals
- 2316: special and additional needs education teaching professionals
- 2321: head teachers and principals



<b>Role</b>	<b>England (excluding London / Fringe)</b>	<b>London Fringe</b>	<b>Outer London</b>	<b>Inner London</b>	<b>Scotland</b>	<b>Wales</b>	<b>Northern Ireland</b>
<b>Unqualified teachers / Probationers</b>	£21,731	£23,140	£25,758	£27,252	£33,594	£21,812	n/a
<b>Qualified teachers</b>	£31,650	£33,075	£36,413	£38,766	£40,305	£32,433	£30,000
<b>Chartered teachers</b>	n/a	n/a	n/a	n/a	£52,158	n/a	n/a
<b>Principal teachers</b>	n/a	n/a	n/a	n/a	£55,155	n/a	n/a
<b>Leadership group</b>	£49,781	£51,151	£53,731	£59,186	n/a	£50,653	£47,241
<b>Leading practitioner</b>	£50,025	£51,403	£53,994	£59,478	n/a	£50,902	n/a
<b>Head teacher</b>	£56,316	£57,693	£60,266	£65,731	£62,556	£57,304	£53,309

## Further education teaching professionals

This applies to occupation code 2312.

These going rates are per year and based on the definition of a full-time teaching professional used when determining these pay scales. They must be pro-rated for other working patterns, based on the weekly working hours stated by the applicant's sponsor.

## England

Source:

- [General Further Education Colleges 2023 national pay scales \(https://www.ucu.org.uk/fescales\\_england\)](https://www.ucu.org.uk/fescales_england)
- [Sixth Form Colleges 2023 national pay scales \(https://neu.org.uk/advice/member-groups/sixth-form-colleges/sixth-form-colleges-pay\)](https://neu.org.uk/advice/member-groups/sixth-form-colleges/sixth-form-colleges-pay)

Job	Going rate
Unqualified lecturer	£22,387
Qualified lecturer	£27,786
Advanced teaching and training	£41,905
Leadership and management	£41,905

## Scotland

Source: No national pay scales published – minimum rates taken as the lowest of the other 3 nations.

<b>Job</b>	<b>Going rate</b>
<b>Lecturer and equivalent</b>	£27,786
<b>Senior lecturer and equivalent</b>	£41,905

## Wales

Source: [Wales FE pay scales \(https://www.ucu.org.uk/fescales\\_wales\)](https://www.ucu.org.uk/fescales_wales).

<b>Job</b>	<b>Going rate</b>
<b>Instructor/demonstrator and associate lecturer</b>	£24,048.75
<b>Main grade lecturer</b>	£30,619.64
<b>Upper pay spine</b>	£44,010.49
<b>Management</b>	£47,696.57

## Northern Ireland

Source: [Northern Ireland FE pay scales \(https://www.nasuwt.org.uk/advice/pay-pensions/pay-scales/northern-ireland-pay-scales.html\)](https://www.nasuwt.org.uk/advice/pay-pensions/pay-scales/northern-ireland-pay-scales.html) – pay offer from College Employers' Forum.



Job	Going rate
Lecturer	£30,000
Principal lecturer	£52,361
Heads of Departments	£55,339

## Teaching assistants

This applies to occupation codes 3231, 6112 and 6113.

These occupations are not eligible for the Global Business Mobility or Scale-up routes.

Source: [National Joint Council for Local Government Services 2024](https://www.unison.org.uk/content/uploads/2024/10/LGS-Pay-01Apr24.pdf)  
(<https://www.unison.org.uk/content/uploads/2024/10/LGS-Pay-01Apr24.pdf>)

No available data for Scotland so matching the lower value of all nations.

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate
3231 Higher level teaching assistants	Advanced teaching assistant HLTA Learning support practitioner Teaching assistant (qualified)	General Assistants / Classroom Assistants: £23,656 (FTE £12.26 per hour) Classroom Assistant SEN: £25,147 p.a. (FTE £13.03 per hour)

SOC 2020 occupation code	Examples of related job titles (non-exhaustive)	Going rate
6112 Teaching assistants	Classroom assistant School assistant Teaching assistant	£23,656 (FTE £12.26 per hour)
6113 Educational support assistants	Education support assistant Learning support assistant Non-teaching assistant (schools) Special needs assistant Support assistant (educational establishments)	£23,656 (FTE £12.26 per hour)

