

School teachers' Review Body

# **TEACHERS' PAY SURVEY**

**September 2004**

Report produced by the Office of Manpower Economics

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## **SUMMARY - Schools**

### **The Survey**

- Fifty-three per cent (1,582) of schools approached returned useable questionnaires giving information for some 33,900 qualified classroom teachers (1,580 headteachers, 1,450 deputies, 1,110 assistant headteachers, 29,500 qualified classroom teachers and 270 advanced skills teachers).
- The data relate to the position at September 2004 and changes since September 2003.

### **Leadership group**

- After weighting, there were an estimated 24,600 full-time equivalent (FTE) headteachers, 21,100 FTE deputy headteachers and 13,300 FTE assistant headteachers in post in maintained schools in England and Wales.
- Eighty-two per cent of headteachers, 77 per cent of deputy headteachers and 70 per cent of assistant headteachers remained in the same post between September 2003 and September 2004 (Table 5).
- Sixty-five per cent of headteachers, 61 per cent of deputy headteachers and 55 per cent of assistant headteachers who remained in post were awarded at least one additional spine point (Table 6).
- Thirteen per cent of headteachers were paid on the lowest point of their individual school range and 41 per cent were paid on, or above, one of the top three points (Table 15A).
- Ninety per cent of schools had performance objectives in place for their headteachers and 72 per cent for their deputy and assistant headteachers (Table 22).

### **Qualified classroom teachers**

- There were an estimated 361,000 full-time equivalent (FTE) qualified classroom teachers in post in maintained schools in England and Wales (Table 16A). Thirty-three per cent of them were paid on spine point M5 and below, 14 per cent were on point M6, 15 per cent had passed the threshold and were on U1, 31 per cent were on U2 and 8 per cent were on U3 (Table 16A).
- Fifty-one per cent of qualified classroom teachers were in receipt of management allowances, five per cent special need allowances and four per cent of full time qualified classroom teachers had recruitment and retention (R&R) allowances. (Table 19A).
- Fifty-four per cent of full-time appointments to schools in September 2004 were new entrants to teaching, 38 per cent came direct from other maintained schools, 4 per cent came from teaching posts outside the maintained sector, and 5 per cent were returners after a break in service (Table 21).

**Advanced skills teachers (ASTs)**

- There were an estimated 1,060 ASTs in post in maintained primary schools and 2,160 in maintained secondary schools in England (Table 4). There are no advanced skills teachers in Wales.
- The highest point an AST was paid on the AST pay spine was 23 and the lowest was point 1.

## **SUMMARY – LEAs**

### **The Survey**

- The questionnaire was sent to all 172 LEAs in England and Wales. Useable responses were received from just over half of them, giving information for some 9,440 qualified teachers (720 paid as leadership group members, 8,670 paid as qualified classroom teachers and 50 paid as advanced skills teachers).
- The data relate to the position at September 2004 and changes since September 2003.

### **Qualified unattached teachers paid on the leadership group pay scale**

- After weighting, there were an estimated 1,350 unattached qualified teachers in the leadership group in England and Wales. Seventy-one per cent of qualified teachers paid on the leadership group scale remained in the same post between September 2003 and September 2004. Of these, 26 per cent were awarded at least one additional spine point (Table 24).

### **Qualified unattached teachers paid on the qualified classroom teachers' pay scale**

- There were an estimated 15,700 FTE unattached qualified teachers paid on the qualified classroom teachers' scale. Six per cent of them were paid on spine point M5 and below, 18 per cent were on M6, 16 per cent had passed the threshold and were on U1, 51 per cent were on U2 and nine per cent were on U3 (Table 25).
- Ninety per cent of those on M5 and below were awarded one additional point. Twelve per cent of those on M6 went through the threshold, 18 per cent of those on U1 went onto U2 and 13 per cent of those on U2 went onto U3 (Table 26).
- Fifty-six per cent of unattached qualified teachers received a management allowance, 44 per cent received a special needs allowance and five per cent of full timers had a recruitment and retention allowance (Table 27).

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## Chapter 1

### BACKGROUND

1. The Review Body has commissioned surveys annually since 1993 to monitor the operation of the pay structures for qualified classroom teachers in England and Wales.
2. The leadership group - including headteachers, deputy and assistant headteachers - was established in September 2000 with the introduction of a new pay structure for all teachers. All leadership group members were placed on a single leadership group pay spine. For qualified classroom teachers a new system consisting of a main pay scale, an upper pay scale and a range of allowances was introduced. The majority of qualified classroom teachers have already crossed the threshold, and moved onto the upper pay scale, with the first cohort of qualified classroom teachers reaching UPS2 in September 2002 and UPS3 in September 2004.
3. The formation of the leadership group was preceded by changes to the headteachers' pay structure. Recommendations on the details for mainstream school headteachers were made by the Review Body in its *Eighth Report* in 1999. The recommendations were based on a new formula, relating to pupil numbers by key stage, for allocating headteachers' jobs to eight broad pay bands. With effect from 1 September 1999 headteachers were assimilated from the previous six group structure to the new eight groups. Detailed arrangements for special schools headteachers were recommended in the Review Body's *Ninth Report* in 2000, which superseded the interim arrangements that had been put in place a year earlier.
4. This report presents the results of the Teachers' Pay Survey 2004, which was designed to monitor the use of the pay structure and the pay progression of headteachers, deputies, assistant headteachers and qualified classroom teachers over the year to September 2004. For the third year running, the survey included unattached qualified teachers, with a separate questionnaire being sent to Local Education Authorities. This part of the survey is described in Chapter 5 and Tables 23 to 30 in Appendix A.
5. The schools' questionnaire was sent to a sample of 3,000 maintained schools, almost one eighth of the total number of schools in England and Wales. Fifty-three per cent (1,582) of the schools approached returned useable questionnaires. After validation of the returns, a total of some 33,800 qualified teachers (1,580 headteachers teachers, 1,450 deputies, 1,100 assistant headteachers, 270 advanced skills teacher

and 29,500 qualified classroom teachers) were included in the analysis. Results from the attached qualified teachers part of the survey are given in Tables 1 to 22 in Appendix A to this report, and a technical description of the survey methodology is given in Appendix B together with a copy of the questionnaire.

6. Unless the context dictates otherwise, all figures in Tables 1 to 22 in Appendix A and in Chapters 2 to 4 are grossed-up estimates of the numbers of schools and qualified teachers directly employed in them. Data have generally been rounded to the nearest 10 for leadership group members, and the nearest hundred for qualified classroom teachers. For the purpose of this report nursery schools are included in primary school figures.

7. Details of the current leadership group and qualified classroom teachers' pay spines are given in Appendix C.

## **Chapter 2**

### **LEADERSHIP GROUP**

8. Under the revised pay structure for the leadership group, introduced in September 2000, all headteachers, deputy headteachers and assistant headteachers were placed on a single leadership group pay spine consisting of points L1 to L41. From September 2002, the pay spine was extended by two points, to L43.

9. To determine the headteacher's pay a school is placed into one of eight groups using a formula based on key stage weighted pupil numbers. The school group defines a pay band on the 43-point leadership group spine. The governing body then determines a seven point individual school range (ISR) for the headteacher within the pay band determined, on which the headteacher's pay may progress based on performance. The pay band maximum may be exceeded in particular circumstances, but a headteacher should not be paid below the relevant pay band minimum.

10. Deputy and assistant headteachers are placed on a range of five points on the leadership group spine between their head's ISR and the salary of the highest paid qualified classroom teacher. Their position on the spine is at the discretion of governing bodies taking into account their job weight and challenge, the circumstances of the school and particular recruitment difficulties. Deputies' ranges should start at a higher point than the lowest point of any assistant headteachers' ranges.

11. The pay spine for the leadership group from September 2004 is shown in Appendix C, together with the heads' pay band for each school group.

#### **Leadership group structure**

12. The median size of a school's leadership group, that is the head plus any deputy or assistant headteachers, was 2 in primary, 6 in secondary and 2 in special schools.

#### **Distribution on the pay spine**

13. The distributions of headteachers, deputy headteachers and assistant headteachers on the pay spine are shown by type of school in Tables 1A, 2A and 3A respectively, by region in Tables 1B, 2B and 3B respectively, and by school group in Tables 1C, 2C and 3C respectively. Table 1D shows the distribution of headteachers by school group for primary and secondary schools separately. Tables 1C and 1D

indicate that a small number of headteachers were paid below the minimum of the pay range for their school group.

14. The median spine points paid to heads, deputies and assistant headteachers are shown in Tables A, B and C respectively.

**Table A: Median spine point for headteachers**

Group	2004 point	2003 point
1	L10	L9
2	L14	L14
3	L18	L18
4	L21	L21
5	L26	L25
6	L29	L28
7	L33	L32
8	L39	L37

**Table B: Median spine point for deputy headteachers**

Group	2004 point	2003 point
1	L5	L4
2	L7	L6
3	L10	L9
4	L13	L12
5	L17	L14
6	L18	L17
7	L20	L20
8	L22	L20

**Table C: Median spine point for assistant headteachers**

Group	2004 point	2003 point
1	L3	L3
2	L5	L4
3	L6	L5
4	L9	L7
5	L12	L11
6	L13	L12
7	L13	L13
8	L14	L12

### **Changes in postholder**

15. Eighty-two per cent of headteachers, 77 per cent of deputy headteachers and 70 per cent of assistant headteachers remained in the same post between September 2003 and September 2004. These percentages were higher for men (86%, 80% and 74% respectively) than for women (79%, 76% and 67% respectively).

#### *For headteachers:*

- heads in special schools were more likely to remain in the same post (89%) compared with primary schools (82%) and secondary schools (79%);

#### *For deputy headteachers:*

- deputies were slightly more likely to remain in post in secondary and special schools (both 80%) than in primary schools (76%);

#### *For assistant headteachers:*

- assistant headteachers were more likely to remain in post in secondary schools (75%) than in special (61%) and primary schools (59%);

### **Progression**

16. Sixty-five per cent of headteachers, 61 per cent of deputy headteachers and 55 per cent of assistant headteachers who remained in post were awarded at least one additional spine point between September 2003 and September 2004 (Tables 5, 6, 7 and 8). Proportionally, slightly more female Headteachers, deputies and assistants received at least one additional spine point than their male counterparts. Where the postholder changed, 33 per cent of headteacher posts, 29 per cent of deputy posts and 43 per cent of assistant headteacher posts received at least one additional spine point (Tables 11, 12 and 13).

17. The percentage of heads receiving additional spine points (65%) was higher than in 2003 (61%). The percentage of all deputies and assistants receiving additional spine points was higher in 2004 (61% and 55% respectively) compared to 2003 (61% and 51% respectively).

#### *For leadership group members who had remained in post:*

- the percentage of heads in special schools awarded at least one additional point (76%) was higher than those in primary (65%) and secondary schools (57%);

- the percentages of deputies in special schools awarded at least one additional point (71%) was higher than those in primary (63%) and secondary schools (54%);
- the percentage of assistant headteachers in primary schools awarded at least one additional point (66%) was higher than in secondary schools (54%) and special schools (30%).

### **Individual School Range (ISR)**

18. Tables 14A and 14B show the distribution of ISRs for headteachers by school type and group respectively. In group 1 schools, just under half of headteachers (46%) are on their lowest possible ISR (L6 to L12) or below, as expected with very small schools. In groups 2 to 8 the distribution of ISRs is more even. There are a number of headteachers in almost every group that have been placed on an ISR that is outside that theoretically possible for their group, both above and below the normal ranges.

19. Thirteen per cent of headteachers were paid on the lowest point of their 7-point ISR compared with 14 per cent in September 2003. Secondary schools headteachers were more likely to be paid on the lowest point of their 7 point ISR (15%) than primary (13%) and special (9%). There is no clear pattern by school group (Tables 15A and 15B).

20. Overall, 21 per cent of headteachers were paid on one of the top 2 points of their ISR. The corresponding percentage is highest in secondary schools (22%) and in the schools in group 4 (31% - highest group for primary schools) and group 7 (29%). As mentioned before, there are a small number of headteachers paid on a point above their ISR.

## **Chapter 3**

### **QUALIFIED CLASSROOM TEACHERS**

21. Under the new pay structure for qualified classroom teachers, introduced in September 2000, the previous 17-point pay spine was replaced with a new system consisting of a main pay scale (point M1 to point M9), an upper pay scale (point U1 to point U5) and a range of allowances. In September 2002 the main scale was shortened from nine points to six points. In September 2004 points 4 and 5 were removed from the upper pay scale. Qualified classroom teachers are paid on either the main or upper pay scale; only those who have passed the threshold have access to the upper pay scale. The current levels are set out in Appendix C.

#### **Distribution on the pay spine**

22. Due to the continuing retrospective nature of the threshold and upper scale assessment processes, this survey will not account for all qualified classroom teachers who passed the threshold (with respect to September 2004). Where qualified classroom teachers are recorded as progressing through the threshold between September 2003 and September 2004, it is likely to be as part of the previous year's arrangements.

23. As the decisions on progression to point U2 and U3 have also been subject to some delay and uncertainty, this survey will not capture all those qualified classroom teachers who will have progressed to that point. Therefore, the numbers and percentages of qualified classroom teachers shown on points U2 and U3, and on the upper scale as a whole, are likely to be underestimated.

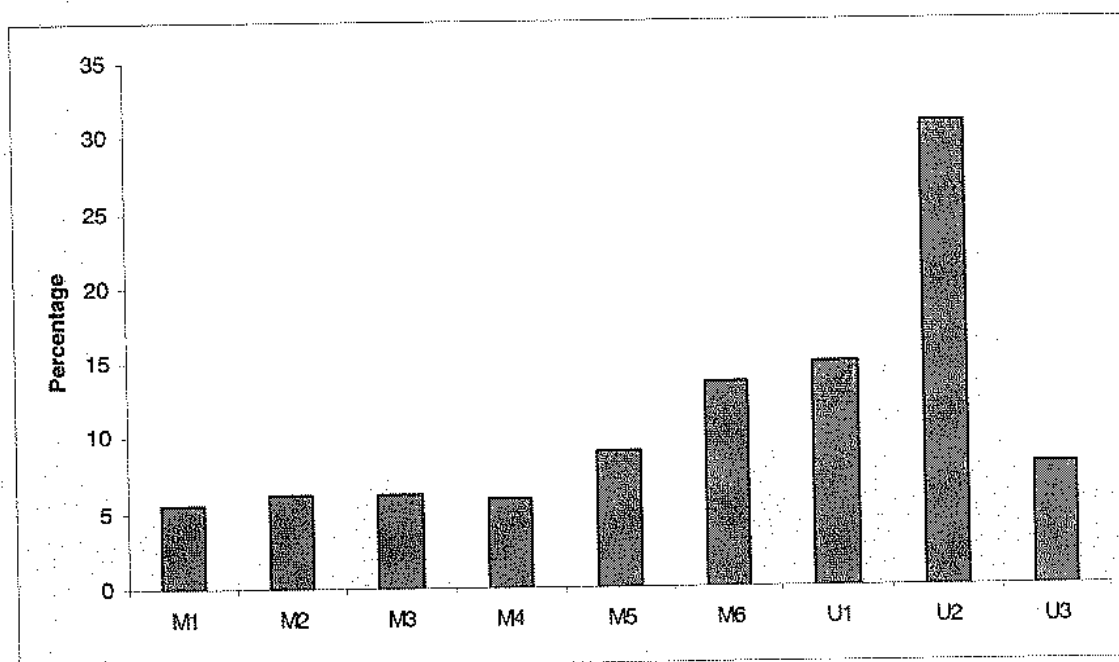
24. The September 2004 distribution of full-time equivalent qualified classroom teachers on the pay spine is shown by type of school, by region, by size of school and for full-time and part-time qualified classroom teachers in Tables 16A, 16B, 16C and 16D respectively. Table D and the chart below summarise the spine point distribution.

**Table D: Percentage of qualified classroom teachers by spine point (grouped)**

Point	Primary	Secondary	Special	All
	%	%	%	%
Main 1-5	36	31	19	33
Main 6	15	12	22	14
Upper 1	16	14	15	15
Upper 2	26	35	38	31
Upper 3	8	8	7	8

*Figures may not add to 100% due to rounding*

**Distribution of individual spine point for all qualified classroom teachers in all schools**



- Taking all schools together, a third of qualified classroom teachers were on spine point M5 and below, 14 per cent were on point M6, 15 per cent have passed the threshold and were on U1, 31 per cent have reached U2 and 8 per cent had reached U3.

- A higher proportion of female (34%) than male qualified classroom teachers (28%) were on point M5 and below. There was a higher proportion of male qualified classroom teachers (58%) than female qualified classroom teachers (52%) on the upper scale.
- Special schools (59%) had the highest proportion of qualified classroom teachers on the upper scale compared with secondary (57%) and primary schools with the lowest (49%).
- There was some difference in the proportions of qualified classroom teachers on the upper scale by region. Greater London had the lowest proportion (44%). South East and East of England also had low proportions compared to other regions, respectively 50 per cent and 51 per cent. Wales had the highest proportion (63%).
- There were generally higher proportions of qualified classroom teachers on the upper scale in larger schools. Group 6 had the highest (60%) and group 1, 2 and 3 schools had the lowest with 50 per cent of qualified classroom teachers being on the upper scale.

#### **Level of allowances**

25. Table 18 shows the distribution of the level of each allowance by spine point at September 2004.

26. Further analysis of the data in Table 18 shows that the proportion of qualified classroom teachers in receipt of a management allowance increased as the spine point increased. For example, of all qualified classroom teachers on points M1 to M5, 25 per cent had a management allowance whereas of 42 per cent of qualified classroom teachers on point M6 and 68 per cent of those on the upper scale had such an allowance.

27. Tables 19A, 19B, 19C and 19D show the level of each allowance received by full-time equivalent (full time only for recruitment and retention allowances) qualified classroom teachers by type of school, by region, by size of school and for full-time and part-time qualified classroom teachers respectively.

28. Of the three types of allowance available to qualified classroom teachers the most widely received is a management allowance, with 51 per cent of all qualified classroom teachers having at least level one. This figure is the same as September 2003. Five per cent of qualified classroom teachers received a special needs

allowance and four per cent of full time qualified classroom teachers had a recruitment and retention allowance. These figures are slightly lower than September 2004 figures.

#### *Management allowance*

- Overall, 49 per cent of qualified classroom teachers had no management allowance, 33 per cent had level one or two and the remaining 17 per cent were in receipt of allowance level three, four or five.
- A higher percentage of males (63%) than females (47%) had a management allowance.
- By type of school, a greater proportion of secondary school qualified classroom teachers (62%) than primary school qualified classroom teachers (38%) were in receipt of a management allowance; 41 per cent of special school qualified classroom teachers were in this position, as shown in Table 19A.
- By region, the highest proportion of qualified classroom teachers in receipt of a management allowance was in Greater London (57%) whereas the South West had the lowest proportion (47%), as shown in Table 19B.
- By size of school, the proportion of qualified classroom teachers with a management allowance steadily increased from group 1 (26%) to group 4 (52 %). For each of groups 5, 6, 7 and 8, the proportions were between 60 and 65 per cent, as shown in Table 19C.
- A considerably greater proportion of full-time qualified classroom teachers (56%) than part-time qualified classroom teachers (19%) had a management allowance, as shown in Table 19D.

#### *Special needs allowance*

- Special needs allowances were received by five per cent of all full-time equivalent qualified classroom teachers with the majority being in special schools, where 50 per cent had level one allowance and 48 per cent had level two, as shown in Table 19A.

#### *Recruitment and retention allowance*

- The vast majority of full time qualified classroom teachers (96%) did not receive a recruitment and retention allowance. Those that did were mainly in Greater London, where 26 per cent of full time qualified classroom teachers received an

allowance. In the rest of England and Wales, the proportions of full time qualified classroom teachers in receipt of a recruitment and retention allowance varied from four per cent in the South East down to less than one per cent in the South West, as shown in Table 19B.

#### **Comparisons of allowance levels between 2003 and 2004**

29. Table 20A, 20B, 20C and 20D show the changes in the level of each allowance received by full-time equivalent qualified classroom teachers by type of school, by region, by size of school and for full-time and part-time qualified classroom teachers respectively between September 2003 and September 2004, for those qualified classroom teachers remaining in the same school at both dates.

#### *Management allowance*

- Overall, 87 per cent of qualified classroom teachers had no change in the level of allowance received at September 2004 compared to September 2003. Eleven per cent of qualified classroom teachers received an increase in their management allowance whereas less than two per cent experienced a decrease.
- Secondary schools had the highest proportion of qualified classroom teachers who received an increase in their level of management allowance (13%); the proportion of primary and special school qualified classroom teachers who received an increase was nine per cent and five per cent respectively, as shown in Table 20A.
- Greater London (14%) and the East of England (13%) had the highest proportion of qualified classroom teachers who received an increase in their management allowance; the lowest was in Wales with only seven per cent having an increase, as shown in Table 20B.
- A greater proportion of full-time qualified classroom teachers (12%) compared to part-time qualified classroom teachers (4%) received an increase in the level of management allowance they received, as shown in Table 20D.

#### *Special needs allowance*

- Virtually all qualified classroom teachers had no change in the level of allowance they received at September 2004 compared to September 2003, as shown in Table 20A.

### **Source of entrants**

30. Of the estimated 48,500 full time qualified classroom teachers who joined or moved between schools from September 2003 to September 2004, over half of them (54%) were newly qualified, 38 per cent came direct from other maintained schools, five per cent were returners after a break in service, and four per cent came from teaching posts outside the maintained sector (Table 21). The patterns in primary and secondary schools were very broadly similar, but the picture for special schools was rather different with only 14 per cent of full-time entrants being newly qualified, and 68 per cent coming directly from another school.

31. A full-time equivalent of some 4,700 part-time qualified classroom teachers was estimated to have joined or moved between schools in the same period. 45 per cent of these came from another maintained school, 31 per cent were returners after a break in service, 21 per cent were newly qualified (considerably higher than from September 2002 to September 2003 where only 13 per cent were newly qualified) and three per cent came from teaching posts outside the maintained sector. This pattern was broadly followed in primary and secondary schools; special schools had a higher proportion of newly qualified classroom teachers joining between September 2003 to September 2004 (34%) than secondary (22%) and primary schools (20%). A much greater proportion of part time joiners and movers were returning after a break in service (31%) than full timers (5%).

## **Chapter 4**

### **ADVANCED SKILLS TEACHERS**

#### **Introduction**

32. Advanced skills teachers are placed on a single group pay spine consisting of points 1 to 27. The governing body that appoints an advanced skills teacher selects a pay range consisting of five consecutive points from the pay spine. The AST career path is an alternative to the leadership route, designed to encourage good teachers to remain in the classroom. Newly appointed ASTs must start at the bottom of whatever five-point range is determined by the relevant body. This pay range can be reviewed if there are significant changes to the AST's responsibilities or to the situation of the school

33. The pay spine for advanced skills teachers from September 2004 is shown in Appendix C.

#### **Distribution on the pay spine**

34. The distributions of advanced skills teachers on the pay spine are displayed in Table 4.

## Chapter 5

### PAY PROCEDURES

32. In its *Third Report* in 1994 the Review Body recommended that, from September 1994, headteachers and deputy headteachers should be informed in writing by the relevant body of: their pay spine point; the basis on which that point had been determined; and the grounds on which it would be reviewed in future. As in recent years, this year's pay survey included a range of questions to assess how well the arrangements are working for headteachers, deputies and assistant headteachers, as well as similar procedures for qualified classroom teachers' pay. The results are given in Table 22 by type of school, by region and by school group.

33. Overall, for headteachers at September 2004:

- 72 per cent had been informed in writing of their pay point;
- 69 per cent had been informed in writing of the basis of its determination;
- 90 per cent had performance objectives in place, but only 53 per cent of those had had their performance reviewed against them;

34. For schools with deputy and assistant headteachers at September 2004:

- 69 per cent of schools had informed their deputy and assistant headteachers in writing of their pay point;
- 65 per cent of schools had informed their deputy and assistant headteachers in writing of the basis of its determination;
- 72 per cent of schools had performance objectives for their deputy and assistant headteachers, but in only 45 per cent of those schools had performance been reviewed against them;

35. For qualified classroom teachers at September 2004:

- 76 per cent had been informed in writing of their pay point;
- 67 per cent had been informed in writing of the basis of its determination.

36. In general, proportions of those who had been informed in writing of their pay point and its basis of determination were down, and more particularly for deputies and assistants (down 20-21%). While the proportions of those who had performance objectives in place went down by six percentage points for headteachers classroom teachers (90%) and were down by 20 per cent for deputies and assistant, the proportion of those who had had their performance reviewed against those objectives were up by just under 20 per cent for all leadership group members.

37. Generally, the above proportions were highest in secondary schools, and tended to increase as school size increased. They showed no clear pattern by regions although Greater London tended to have higher proportions of teachers informed in writing of their pay point and the basis for determining this.

## Chapter 6

### UNATTACHED QUALIFIED TEACHERS

#### Introduction

38. In its *Eleventh Report* in 2002, the Review Body undertook to include unattached qualified teachers in this year's Pay Survey. This was done by running a parallel survey, with a separate questionnaire being sent to Local Education Authorities (LEAs) as the direct employers of such qualified teachers.

39. For the purposes of this survey, we ensured there was no overlap between the qualified teachers covered by the schools' and LEAs' questionnaires. The Review Body's remit covers only those qualified teachers paid on one of the qualified teacher pay scales. For these reasons, the following definition of unattached teachers was adopted:

- All teachers engaged in teaching activities and paid on one of the qualified teacher pay scales, and whose conditions are defined by paragraph 43 of the School Qualified teachers' Pay and Conditions Document 2004;

with the following groups *excluded*:

- staff who work centrally in the LEA and who are paid on the qualified teachers' pay scale as a matter of contract, but are not engaged in teaching activities in schools, Pupil Referral Units, etc; and
- teachers who are part of the establishment of a particular school.

40. The questionnaire was sent to all 172 Local Education Authorities in England and Wales. Just over half of them (93) returned useable questionnaires. After validation of the returns, a total of some 9,390 unattached qualified teachers (720 paid as leadership group members and 8,670 paid as qualified classroom teachers) were included in the analysis.

41. Results from the survey are given in Tables 23 to 30 in Appendix A to this report. Unless the context dictates otherwise, all figures in those tables and the following text are grossed-up estimates of the numbers of unattached qualified teachers directly employed by LEAs. Further details of the grossing-up methodology used, and other technical details, are given in Appendix B together with a copy of the questionnaire.

#### **Unattached qualified teachers paid on the leadership group pay scale**

42. Based on the definition used, shown in paragraph 39, there were an estimated FTE 1,345 unattached qualified teachers paid on the leadership group scale at September 2004, in England and Wales.

43. The distribution of these qualified teachers on the pay scale is shown in Table 23. Their median spine point was L10.

#### *Progression*

44. Seventy-one per cent of unattached qualified teachers paid on the leadership group scale had remained in the same post between September 2003 and September 2004. Of these, 26 per cent received at least one additional spine point between those dates, 74 per cent remained on the same spine point and less than one per cent of them were paid on a lower pay point, as shown in Table 24.

#### **Unattached qualified teachers paid on the qualified classroom teachers' pay scale**

45. Based on the definition used, shown in paragraph 39, there were an estimated FTE 15,700 full-time equivalent unattached qualified classroom teachers paid on the qualified classroom teachers' scale at September 2004, in England and Wales.

46. The distribution of these qualified classroom teachers on the pay spine is shown, for full-time and part-time qualified classroom teachers and in total, in Table 25. The distribution is summarised below in Table E. The caveat described in Chapter 3 with regard to recording progression through the threshold and along the upper scale applies equally to unattached qualified classroom teachers.

**Table E: Distribution of unattached teachers on the qualified classroom teachers' pay scale by spine point (grouped)**

Point	FTE unattached qualified classroom teachers
	%
Main 1-5	6
Main 6	18
Upper 1	16
Upper 2	51
Upper 3	9

47. Six per cent were on spine point M5 and below, 18 per cent were on point M6, 16 per cent had passed the threshold and were on U1, just over half (51 per cent) of unattached qualified classroom teachers had progressed to U2 and 9 per cent had reached U3. This distribution, with a very small proportion of qualified classroom teachers at the lower end of the scale, implies a more experienced and more stable workforce than that in schools.

48. A higher proportion of female (78 per cent) than male qualified classroom teachers (71 per cent) was on the upper scale. The proportion was higher for full-time qualified classroom teachers (82 per cent) than part-time qualified classroom teachers (61 per cent).

#### *Progression*

49. Table 26 shows the distribution of spine point at September 2003 by spine point at September 2004.

50. Ninety per cent of those on M5 and below were awarded one additional point. Twelve per cent of those on M6 passed through the threshold, 18 per cent of those on U1 moved onto U2 and 13 per cent on U2 moved to U3.

#### *Level of allowances*

51. Table 27 shows the distribution of the level of each allowance by spine point at September 2004.

52. Analysis of the data in Table 27 shows that the proportion of qualified classroom teachers in receipt of a management allowance increased as the spine point increased. For example, of all qualified classroom teachers on points M1 to M5, 41 per cent had a management allowance, of all qualified classroom teachers on point M6, 49 per cent had an allowance and of qualified classroom teachers on the upper pay scale, 70 per cent received a management allowance.

53. Table 28 shows the level of each allowance received by full-time equivalent full-time and part-time qualified classroom teachers.

54. Of the three types of allowance available to qualified classroom teachers the most widely received is a management allowance, with 56 per cent of unattached qualified classroom teachers having at least level one. Forty-four per cent of qualified classroom teachers received a special needs allowance and five per cent of full time unattached qualified teachers had a recruitment and retention allowance.

55. Forty-four per cent of qualified classroom teachers had no management allowance, 42 per cent had level one or two and the remaining 14 per cent were in receipt of allowance level three, four or five. A higher percentage of males (60%) than females (55%) had a management allowance. A considerably greater proportion of full-time qualified classroom teachers (65%) than part-time qualified classroom teachers (31%) had a management allowance.

*Comparisons of allowance levels between 2003 and 2004*

56. Table 29 shows the changes in the level of each allowance received by full-time equivalent qualified classroom teachers between September 2003 and September 2004, for those qualified classroom teachers remaining in the same LEA at both dates.

57. Ninety-three per cent of unattached qualified classroom teachers had no change in the level of management allowance received at September 2004 compared to September 2003. Six per cent had an increase in their management allowance with the remaining one per cent experiencing a decrease. A greater proportion of full-time qualified classroom teachers (7%) than part-time qualified classroom teachers (3%) had an increase in the level of management allowance they received.

58. Three per cent of unattached qualified classroom teachers experienced a change in the level of special needs allowance they received at September 2004 compared to September 2003 and the majority of these teachers received an increase.

*Source of entrants*

59. Of the estimated 1,120 full-time unattached qualified classroom teachers who joined or moved between teaching posts from September 2003 to September 2004, five per cent were newly qualified, 10 per cent were returners after a break in service, 77 per cent came direct from maintained schools, and eight per cent came from teaching posts elsewhere (Table 30).

60. A full-time equivalent of some 560 part-time unattached qualified classroom teachers was estimated to have joined or moved between teaching posts in the same period. Six per cent of these were newly qualified, 21 per cent were returners after a break in service, 71 per cent came direct from maintained schools, and two per cent came from teaching posts elsewhere.

## Appendix A

### SURVEY TABLES

#### Table

- 1      Distribution of headteachers on the pay spine
  - A    By type of school
  - B    By region
  - C    By size of school
  - D    By size of school, for primary and secondary schools
- 2      Distribution of deputy headteachers on the pay spine
  - A    By type of school
  - B    By region
  - C    By size of school
- 3      Distribution of assistant headteachers on the pay spine
  - A    By type of school
  - B    By region
  - C    By size of school
- 4      Distribution of advanced skills teachers on the pay spine by type of schools
- 5      Percentages of headteachers, deputy and assistant headteachers who had remained in the same post between September 2003 and September 2004, by type of school, by region and by size of school
- 6      Percentages of headteachers, deputies and assistant headteachers and advanced skills teachers (ASTs) who received additional spine points, by type of school, by region and by size of school (only school type for ASTs)
- 7      Distribution of changes of spine point for headteachers where the postholder remained the same, by type of school
- 8      Distribution of changes of spine point for deputy headteachers where the postholder remained the same, by type of school
- 9      Distribution of changes of spine point for assistant headteachers where the postholder remained the same, by type of school
- 10     Distribution of changes of spine point for advanced skills teachers, by type of school
- 11     Distribution of changes of spine point for headteachers where the postholder changed
- 12     Distribution of changes of spine point for deputy headteachers where the postholder changed
- 13     Distribution of changes of spine point for assistant headteachers where the postholder changed
- 14     Distribution of headteachers across individual school ranges (ISR)
  - A    By type of school

- B By size of school
- 15 Distribution of the distance from the lowest point on the headteacher's individual school range to their spine point
  - A By type of school
  - B By size of school
- 16 Distribution on the spine of full-time equivalent qualified classroom teachers
  - A By type of school
  - B By region
  - C By size of school
  - D For full-time and part-time teachers
- 17 Distribution of spine point at September 2003 by spine point at September 2004 of full-time equivalent qualified classroom teachers, by type of school
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- 19 Distribution of the level of each allowance of full-time equivalent qualified classroom teachers
  - A By type of school
  - B By region
  - C By size of school
  - D For full-time and part-time teachers
- 20 Changes in the level of each allowance of full-time equivalent qualified classroom teachers
  - A By type of school
  - B By region
  - C By size of school
  - D For full-time and part-time teachers
- 21 Source of entrants to schools at September 2004, by type of school
- 22 Operation of pay procedures for headteachers, deputy and assistant headteachers and qualified classroom teachers
- 23 Distribution of unattached qualified teachers on the leadership group pay spine
- 24 Distribution of changes of spine point for unattached qualified teachers on the leadership group pay spine where the postholder remained the same
- 25 Distribution of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine
- 26 Distribution of spine point at September 2004 by spine point at September 2003 of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine
- 27 Distribution of the level of each allowance and spine point of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine

- 28 Distribution of the level of each allowance of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine
- 29 Changes in the level of each allowance of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine
- 30 Source of unattached qualified teacher entrants to LEAs at September 2004

Note: All figures in the tables have been rounded independently, therefore totals may not equal the sum of components.

**TABLE 1A**      **Distribution of headteachers on the pay spine, by type of school**  
**Maintained schools in England and Wales, September 2004**

National estimates

Spine point 2004	PRIMARY SCHOOLS				SECONDARY SCHOOLS			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1	-	0.2	21	0.1	-	-	-	-
L2	-	-	-	-	-	-	-	-
L3	-	0.1	17	0.1	-	-	-	-
L4	-	0.2	24	0.1	-	-	-	-
L5	-	0.1	20	0.1	-	-	-	-
L6	-	3.0	405	2.0	-	-	-	-
L7	2.0	3.1	542	2.7	-	-	-	-
L8	3.2	3.9	727	3.7	-	-	-	-
L9	2.4	6.3	1,006	5.1	-	-	-	-
L10	6.1	7.2	1,352	6.8	-	-	-	-
L11	6.3	9.9	1,730	8.7	-	-	-	-
L12	8.7	10.3	1,937	9.8	-	0.8	11	0.3
L13	8.1	8.7	1,691	8.5	0.5	-	11	0.3
L14	8.4	8.2	1,637	8.3	-	2.2	29	0.8
L15	10.2	8.5	1,799	9.1	-	1.6	21	0.6
L16	9.1	8.2	1,687	8.5	0.8	1.5	38	1.0
L17	6.8	4.5	1,033	5.2	1.0	0.8	33	0.9
L18	7.0	5.4	1,167	5.9	0.3	-	8	0.2
L19	3.4	3.8	728	3.7	0.4	-	10	0.3
L20	4.9	2.3	625	3.2	1.9	1.9	70	1.9
L21	2.3	2.0	416	2.1	-	3.4	45	1.2
L22	3.8	1.3	415	2.1	1.6	1.6	58	1.6
L23	1.7	0.6	183	0.9	3.7	2.2	114	3.1
L24	2.6	1.0	298	1.5	2.5	3.4	101	2.8
L25	0.6	0.1	57	0.3	4.8	7.6	210	5.8
L26	0.9	0.3	97	0.5	8.1	3.5	233	6.4
L27	0.6	0.1	56	0.3	6.0	5.3	209	5.8
L28	0.5	0.2	51	0.3	7.6	4.9	241	6.6
L29	-	0.1	10	0.1	8.2	8.7	303	8.4
L30	0.2	0.1	27	0.1	4.5	8.6	218	6.0
L31	-	0.1	10	0.1	6.0	10.0	269	7.4
L32	-	0.1	16	0.1	7.8	7.0	272	7.5
L33	0.2	-	10	0.1	4.4	4.7	162	4.5
L34	-	-	-	-	5.8	7.7	236	6.5
L35	-	-	-	-	5.0	4.5	175	4.8
L36	-	-	-	-	4.6	1.4	124	3.4
L37	-	-	-	-	3.5	2.0	106	2.9
L38	-	-	-	-	2.4	0.6	63	1.7
L39	-	-	-	-	2.2	2.9	89	2.5
L40	-	-	-	-	0.7	-	17	0.5
L41	-	-	-	-	2.1	-	49	1.4
L42	-	-	-	-	0.9	-	22	0.6
L43	-	-	-	-	0.9	-	21	0.6
L75	-	0.1	10.0	0.1	1.8	1.2	57	1.6
Missing	-	-	53.0	-	-	-	8	-
Number	6,335	13,469	19,857		2,316	1,309	3,633	

**TABLE 1A (cont) Distribution of headteachers on the pay spine, by type of school**  
**Maintained schools in England and Wales, September 2004**

National estimates

Spine point 2004	<i>SPECIAL SCHOOLS</i>				<i>ALL SCHOOLS</i>			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1	-	-	-	-	-	0.1	21	0.1
L2	-	-	-	-	-	-	-	-
L3	-	-	-	-	-	0.1	17	0.1
L4	-	-	-	-	-	0.2	24	0.1
L5	-	-	-	-	-	0.1	20	0.1
L6	-	-	-	-	-	2.6	405	1.6
L7	-	-	-	-	1.4	2.7	542	2.2
L8	-	-	-	-	2.2	3.4	727	3.0
L9	-	-	-	-	1.7	5.5	1,006	4.1
L10	-	-	-	-	4.2	6.3	1,352	5.5
L11	-	2.7	17	1.5	4.3	8.8	1,747	7.1
L12	-	-	-	-	6.0	9.1	1,948	7.9
L13	11.9	6.7	101	9.0	6.4	7.9	1,803	7.3
L14	-	2.7	17	1.5	5.9	7.5	1,683	6.9
L15	-	4.1	26	2.3	7.1	7.8	1,846	7.5
L16	5.3	4.1	52	4.6	6.8	7.5	1,777	7.2
L17	8.2	19.7	166	14.8	5.4	4.8	1,232	5.0
L18	5.8	6.3	68	6.0	5.2	5.0	1,243	5.1
L19	6.6	19.0	153	13.6	2.8	4.1	891	3.6
L20	2.3	13.3	96	8.5	4.0	2.8	791	3.2
L21	12.1	4.1	85	7.6	2.3	2.2	546	2.2
L22	-	-	-	-	3.0	1.3	473	1.9
L23	3.1	6.7	58	5.2	2.3	1.0	355	1.4
L24	15.0	4.9	104	9.3	3.3	1.3	503	2.0
L25	5.3	-	26	2.3	1.9	0.8	293	1.2
L26	-	1.7	11	1.0	2.7	0.6	341	1.4
L27	11.5	-	56	5.0	2.5	0.6	321	1.3
L28	-	-	-	-	2.3	0.6	292	1.2
L29	-	-	-	-	2.1	0.8	313	1.3
L30	-	-	-	-	1.3	0.8	245	1.0
L31	3.3	-	16	1.4	1.7	0.9	295	1.2
L32	-	2.0	13	1.2	2.0	0.8	301	1.2
L33	7.2	-	35	3.1	1.6	0.4	207	0.8
L34	-	-	-	-	1.5	0.7	236	1.0
L35	-	-	-	-	1.3	0.4	175	0.7
L36	-	-	-	-	1.2	0.1	124	0.5
L37	-	-	-	-	0.9	0.2	106	0.4
L38	2.3	-	11	1.0	0.7	0.1	74	0.3
L39	-	-	-	-	0.6	0.2	89	0.4
L40	-	2.0	13	1.2	0.2	0.1	30	0.1
L41	-	-	-	-	0.5	-	49	0.2
L42	-	-	-	-	0.2	-	22	0.1
L43	-	-	-	-	0.2	-	21	0.1
L75	-	-	-	-	-	0.2	67	0.3
Missing	-	-	-	-	-	-	61	0.2
Number	486	638	1,124		9,137	15,416	24,614	

**TABLE 1B Distribution of headteachers on the pay spine, by region**  
Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	North East	North West	Yorkshire & the Humber	East Midlands	West Midlands	East of England	Greater London	South East	South West	Wales
	%	%	%	%	%	%	%	%	%	%
L1	-	-	-	-	-	-	-	-	-	1.1
L2	-	-	-	-	-	-	-	-	-	-
L3	-	0.5	-	-	-	-	-	-	-	-
L4	1.9	-	-	-	-	-	-	-	-	-
L5	-	-	-	-	0.8	-	-	-	-	-
L6	1.9	2.5	2.1	1.5	2.4	-	-	1.4	-	5.6
L7	1.9	3.0	0.7	0.8	2.4	2.5	0.4	1.0	6.3	3.3
L8	-	2.0	2.1	5.4	0.8	5.0	-	2.8	8.4	2.2
L9	3.7	1.5	4.8	5.3	3.2	6.2	0.8	3.8	9.1	3.3
L10	3.8	5.0	6.8	6.9	6.5	6.2	0.8	6.2	4.9	7.8
L11	5.6	11.5	8.2	10.0	4.1	6.2	1.2	9.9	5.6	5.6
L12	8.2	8.5	4.8	11.5	7.3	9.9	1.6	8.0	9.1	11.2
L13	11.9	8.3	11.0	9.2	9.1	7.4	3.8	5.2	4.9	5.2
L14	7.2	9.5	6.8	4.6	8.1	6.2	2.8	4.7	10.4	8.2
L15	11.2	7.5	9.6	12.3	5.7	6.5	7.7	5.8	3.5	8.9
L16	4.6	6.5	4.8	3.8	9.8	6.8	9.2	9.9	6.2	8.2
L17	12.4	3.3	4.8	5.3	7.0	2.3	4.4	4.1	3.5	8.6
L18	1.9	7.8	4.8	2.3	4.1	3.1	6.5	6.2	6.2	4.5
L19	1.9	2.8	6.8	2.3	4.5	3.7	8.2	1.9	3.4	-
L20	1.3	1.5	2.7	1.6	5.0	3.3	6.5	4.2	2.7	2.2
L21	1.9	1.3	1.3	0.8	1.2	3.4	5.6	4.0	0.6	1.1
L22	4.6	1.5	0.7	0.8	1.2	2.9	4.5	1.4	1.4	1.5
L23	1.6	1.0	1.4	-	0.4	2.2	5.1	1.0	1.3	0.4
L24	1.3	1.5	3.9	1.5	1.2	1.6	2.9	2.9	1.3	2.0
L25	0.9	0.5	1.8	0.7	2.0	1.5	1.1	1.7	-	1.7
L26	0.9	1.5	1.2	2.2	1.6	2.5	2.9	0.3	-	0.8
L27	0.9	1.0	1.3	0.7	1.6	0.5	2.5	1.8	2.0	0.4
L28	0.9	1.5	0.6	1.5	2.0	1.4	2.5	0.6	-	0.8
L29	-	1.5	1.2	0.7	1.6	0.5	3.1	1.2	0.7	1.7
L30	-	1.5	-	-	1.2	1.4	1.5	1.2	1.4	0.8
L31	2.9	1.5	-	0.7	1.6	1.0	1.2	1.2	2.0	0.4
L32	1.6	1.5	1.8	0.7	0.8	0.5	2.2	1.1	1.3	0.8
L33	-	0.5	-	-	0.8	1.4	1.6	2.3	0.7	-
L34	1.6	0.5	1.2	0.7	0.8	0.5	1.8	1.6	0.7	0.4
L35	-	1.0	1.2	1.5	-	1.4	1.4	0.3	-	-
L36	-	0.5	0.6	1.5	-	0.9	0.6	0.6	-	-
L37	-	0.5	-	0.7	-	-	1.4	0.9	-	0.4
L38	0.9	-	-	0.7	-	-	1.2	0.3	-	0.4
L39	-	-	0.6	0.7	-	-	1.1	-	1.3	-
L40	-	-	-	-	0.4	0.0	0.8	-	-	-
L41	0.9	-	-	-	0.4	0.5	-	-	0.7	-
L42	-	-	-	-	0.4	0.5	-	-	-	-
L43	-	-	-	-	-	-	0.4	0.3	-	-
L75	-	-	0.6	0.7	-	-	0.8	-	0.7	-
Number	1,273	3,379	2,381	2,171	2,508	2,660	2,504	3,445	2,418	1,883

Spine point not known for 28 headteachers in Greater London, 17 in North West and 16 in Yorkshire and the Humberside

**TABLE 1C Distribution of headteachers on the pay spine, by size of school**  
Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	%	%	%	%	%	%	%	%
L1	0.4	-	-	-	-	-	-	-
L2	-	-	-	-	-	-	-	-
L3	0.3	-	-	-	-	-	-	-
L4	0.4	-	-	-	-	-	-	-
L5	0.4	-	-	-	-	-	-	-
L6	6.5	0.2	-	2.2	-	-	-	-
L7	9.6	-	-	-	-	-	-	-
L8	10.8	1.0	-	-	-	-	-	-
L9	13.6	2.2	0.2	-	-	-	-	-
L10	15.5	4.7	-	-	-	-	-	-
L11	13.7	9.0	0.8	-	-	1.3	-	-
L12	13.0	11.2	1.5	-	-	-	-	-
L13	7.5	12.5	1.9	1.1	-	-	-	-
L14	3.9	11.7	5.7	0.8	-	-	-	-
L15	1.1	14.5	6.5	1.7	1.4	-	-	-
L16	1.8	11.3	11.5	3.7	-	-	-	-
L17	0.6	7.1	10.3	4.1	-	-	-	-
L18	0.5	5.9	13.2	6.3	-	-	-	-
L19	-	3.7	9.8	10.1	2.2	-	-	-
L20	-	1.8	11.5	10.3	4.5	-	-	-
L21	0.2	1.5	5.8	11.5	1.6	1.9	-	-
L22	0.4	0.8	6.7	7.7	2.6	0.0	-	-
L23	-	0.8	2.3	5.3	16.5	1.2	-	-
L24	-	0.1	6.4	12.7	8.8	3.5	-	-
L25	-	-	1.8	3.9	12.2	6.7	-	4.3
L26	-	-	1.2	9.1	9.3	6.7	4.2	-
L27	-	-	0.7	5.5	11.1	9.1	3.5	-
L28	-	-	1.0	-	9.8	8.5	5.8	-
L29	-	-	0.2	-	4.6	17.3	3.6	-
L30	-	-	0.4	-	5.6	8.7	6.0	-
L31	-	-	-	1.1	1.6	7.5	14.1	-
L32	-	-	-	1.7	0.0	11.3	10.9	-
L33	-	-	0.2	-	3.9	4.7	8.7	-
L34	-	-	-	-	2.6	2.2	14.0	5.4
L35	-	-	-	1.4	-	2.6	6.0	20.5
L36	-	-	-	-	-	1.8	6.9	5.4
L37	-	-	-	-	-	2.5	3.8	10.5
L38	-	-	-	-	-	0.0	5.3	3.1
L39	-	-	-	-	-	1.2	2.0	18.2
L40	-	-	-	-	-	1.0	0.8	3.1
L41	-	-	-	-	-	-	0.9	15.1
L42	-	-	-	-	-	-	1.0	3.9
L43	-	-	-	-	-	-	-	4.3
L75	-	0.1	-	-	1.6	-	2.4	6.2
Number	5,651	10,334	4,120	950	691	1,304	1,257	258

Group pay ranges are marked

For 47 cases the headteachers school group and/or spine point is unknown.

**TABLE 1D** Distribution of headteachers on the pay spine, by size of school, for primary and secondary schools  
Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	PRIMARY SCHOOLS					SECONDARY SCHOOLS							
	Group 1	Group 2	Group 3	Group 4	Group 5	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	%	%	%	%	%	%	%	%	%	%	%	%	%
L1	0.4	-	-	-	-	-	-	-	-	-	-	-	-
L2	-	-	-	-	-	-	-	-	-	-	-	-	-
L3	0.3	-	-	-	-	-	-	-	-	-	-	-	-
L4	0.4	-	-	-	-	-	-	-	-	-	-	-	-
L5	0.4	-	-	-	-	-	-	-	-	-	-	-	-
L6	6.5	0.2	-	4.8	-	-	-	-	-	-	-	-	-
L7	9.7	-	-	-	-	-	-	-	-	-	-	-	-
L8	10.8	1.0	-	-	-	-	-	-	-	-	-	-	-
L9	13.7	2.3	0.3	-	-	-	-	-	-	-	-	-	-
L10	15.5	4.8	-	-	-	-	-	-	-	-	-	-	-
L11	13.8	9.1	0.9	-	-	-	-	-	-	-	-	-	-
L12	12.8	11.6	1.7	-	-	100.0	-	-	-	-	-	-	-
L13	7.3	12.1	1.8	2.3	-	-	23.9	-	-	-	-	-	-
L14	3.9	11.9	5.7	-	-	-	23.9	17.2	3.2	-	-	-	-
L15	1.1	14.6	7.0	3.6	25.0	-	23.9	17.2	-	-	-	-	-
L16	1.8	11.4	11.6	3.9	-	-	-	31.3	7.2	-	-	-	-
L17	0.6	6.5	9.4	-	-	-	-	17.2	9.2	-	-	-	-
L18	0.5	5.9	14.1	8.4	-	-	-	-	3.2	-	-	-	-
L19	-	3.6	8.4	13.6	-	-	-	-	4.0	-	-	-	-
L20	-	1.8	11.7	3.6	-	-	-	-	27.9	-	-	-	-
L21	0.2	1.5	5.6	10.7	-	-	-	-	4.0	2.0	2.1	-	-
L22	0.4	0.7	7.2	12.7	-	-	28.3	17.2	6.4	3.2	-	-	-
L23	-	0.8	2.5	2.3	-	-	-	-	4.0	17.4	1.3	-	-
L24	-	0.1	6.4	12.0	-	-	-	-	14.7	10.9	2.5	-	-
L25	-	-	1.3	-	25.0	-	-	-	11.2	13.2	7.4	-	4.3
L26	-	-	1.4	10.4	-	-	-	-	-	11.4	7.4	4.3	-
L27	-	-	0.8	5.9	-	-	-	-	-	11.6	8.5	3.6	-
L28	-	-	1.1	-	25.0	-	-	-	-	10.4	9.3	5.8	-
L29	-	-	0.3	-	-	-	-	-	-	5.7	18.9	3.6	-
L30	-	-	0.5	-	25.0	-	-	-	-	5.2	9.5	6.1	-
L31	-	-	-	2.3	-	-	-	-	-	2.0	6.9	14.2	-
L32	-	-	-	3.6	-	-	-	-	-	-	11.3	11.0	-
L33	-	-	0.3	-	-	-	-	-	-	1.8	3.6	8.8	-
L34	-	-	-	-	-	-	-	-	-	3.2	2.4	14.1	5.4
L35	-	-	-	-	-	-	-	-	5.2	-	2.8	6.1	20.5
L36	-	-	-	-	-	-	-	-	-	-	2.0	6.9	5.4
L37	-	-	-	-	-	-	-	-	-	-	2.7	3.9	10.5
L38	-	-	-	-	-	-	-	-	-	-	-	4.5	3.1
L39	-	-	-	-	-	-	-	-	-	-	1.3	2.0	18.2
L40	-	-	-	-	-	-	-	-	-	-	-	0.8	3.1
L41	-	-	-	-	-	-	-	-	-	-	-	0.9	15.1
L42	-	-	-	-	-	-	-	-	-	-	-	1.0	3.9
L43	-	-	-	-	-	-	-	-	-	-	-	-	4.3
L75	-	0.1	-	-	-	-	-	-	-	2.0	-	2.4	6.2
Number	5,624	10,013	3,682	441	40	11	46	64	251	559	1,195	1,247	258

Group pay ranges are marked

For 64 cases the headteachers school group and/or spine point is unknown.

**TABLE 2A**      **Distribution of deputy headteachers on the pay spine, by type of school**  
**Maintained schools in England and Wales, September 2004**

National estimates

Spine point 2004	<i>PRIMARY SCHOOLS</i>				<i>SECONDARY SCHOOLS</i>			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1	0.4	1.8	206	1.4	-	-	-	-
L2	4.1	2.4	421	2.9	0.4	-	14	0.3
L3	2.0	4.0	500	3.4	-	0.5	11	0.2
L4	5.5	9.7	1,241	8.5	-	-	-	-
L5	9.2	13.1	1,750	12.0	0.3	-	11	0.2
L6	11.4	14.9	2,024	13.9	0.3	-	10	0.2
L7	9.7	12.8	1,740	12.0	0.4	0.5	25	0.5
L8	13.8	10.7	1,673	11.5	-	0.5	10	0.2
L9	13.0	9.5	1,519	10.4	0.6	0.5	30	0.6
L10	13.8	6.7	1,256	8.6	-	-	-	-
L11	8.4	3.8	737	5.1	1.6	1.1	75	1.4
L12	2.5	3.8	499	3.4	0.3	1.1	34	0.6
L13	4.3	2.9	479	3.3	1.0	1.9	73	1.3
L14	-	2.1	223	1.5	2.6	3.6	161	3.0
L15	0.5	0.7	89	0.6	6.4	7.2	363	6.7
L16	0.7	0.7	104	0.7	5.8	5.7	312	5.7
L17	0.4	-	17	0.1	13.0	15.2	752	13.9
L18	-	0.1	10	0.1	10.4	14.8	656	12.1
L19	-	0.3	27	0.2	13.8	11.0	691	12.7
L20	-	0.1	11	0.1	11.1	11.2	603	11.1
L21	-	-	-	-	8.0	10.2	480	8.8
L22	0.3	-	11	0.1	10.2	5.0	445	8.2
L23	-	-	-	-	4.9	4.4	256	4.7
L24	-	-	-	-	3.3	2.2	156	2.9
L25	-	-	-	-	2.7	1.2	115	2.1
L26	-	-	-	-	0.9	-	29	0.5
L27	-	-	-	-	-	1.7	35	0.6
L28	-	-	-	-	1.4	-	47	0.9
L29	-	-	-	-	0.4	-	12	0.2
L30	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	-	-	-
L32	-	-	-	-	-	-	-	-
L33	-	-	-	-	0.3	0.5	22	0.4
L34 to L43	-	-	-	-	-	-	-	-
Number	3,926	10,611	14,537		3,333	2,095	5,428	

**TABLE 2A (cont) Distribution of deputy headteachers on the pay spine, by type of school**  
 Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	<i>SPECIAL SCHOOLS</i>				<i>ALL SCHOOLS</i>			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1	-	-	-	-	0.2	1.4	206	1.0
L2	-	-	-	-	2.3	1.9	435	2.1
L3	-	-	-	-	1.0	3.2	511	2.4
L4	-	-	-	-	2.8	7.6	1,241	5.9
L5	-	-	-	-	4.9	10.3	1,761	8.4
L6	-	-	-	-	6.1	11.7	2,034	9.7
L7	-	7.6	63	5.7	5.2	10.6	1,828	8.7
L8	10.5	8.4	98	8.9	7.6	8.9	1,781	8.5
L9	-	19.2	160	14.5	7.1	8.7	1,709	8.1
L10	-	20.7	173	15.7	7.2	6.6	1,429	6.8
L11	21.3	10.2	142	12.9	5.8	3.8	954	4.5
L12	-	4.2	35	3.2	1.5	3.4	568	2.7
L13	10.9	4.4	66	6.0	3.1	2.9	618	2.9
L14	21.7	10.1	142	12.9	1.9	2.8	526	2.5
L15	17.6	1.1	56	5.1	3.7	1.7	508	2.4
L16	4.5	-	12	1.1	3.1	1.4	428	2.0
L17	2.6	5.6	54	4.9	6.1	2.7	823	3.9
L18	3.7	0.8	17	1.5	4.7	2.4	683	3.2
L19	7.1	-	19	1.7	6.4	1.9	737	3.5
L20	-	-	-	-	4.9	1.8	614	2.9
L21	-	6.2	52	4.7	3.5	2.0	532	2.5
L22	-	1.4	12	1.1	4.7	0.9	468	2.2
L23	-	-	-	-	2.2	0.7	256	1.2
L24	-	-	-	-	1.5	0.3	156	0.7
L25	-	-	-	-	1.2	0.2	115	0.5
L26	-	-	-	-	0.4	0.0	29	0.1
L27	-	-	-	-	-	0.3	35	0.2
L28	-	-	-	-	0.6	-	47	0.2
L29	-	-	-	-	0.2	-	12	0.1
L30	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	-	-	-
L32	-	-	-	-	-	-	-	-
L33	-	-	-	-	0.1	0.1	22	0.1
L34	-	-	-	-	-	-	-	-
to	-	-	-	-	-	-	-	-
L43	-	-	-	-	-	-	-	-
Number	267	834	1,101		7,526	13,540	21,066	

**TABLE 2B Distribution of deputy headteachers on the pay spine, by region**  
Maintained schools in England and Wales, September 2003

National estimates

Spine point 2003	North East	North West	Yorkshire & the Humber	East Midlands	West Midlands	East of England	Greater London	South East	South West	Wales
	%	%	%	%	%	%	%	%	%	%
L1	-	-	0.8	1.2	-	1.5	-	4.2	-	1.7
L2	2.0	3.2	3.4	1.2	0.9	2.2	-	3.0	4.3	-
L3	2.9	0.5	2.5	4.7	-	6.6	0.3	1.8	5.4	3.4
L4	6.0	8.9	9.3	7.0	5.6	4.4	1.4	3.0	11.9	3.4
L5	1.0	7.8	11.0	17.5	7.5	6.6	3.3	9.0	11.9	10.2
L6	14.0	14.4	8.5	8.2	7.9	11.0	2.1	9.5	10.8	10.2
L7	4.9	11.5	7.6	4.7	14.1	11.0	7.1	5.4	5.3	13.9
L8	6.0	10.4	5.9	8.2	11.3	11.0	5.6	6.0	4.3	11.3
L9	21.9	4.8	9.2	5.9	7.0	6.5	10.5	9.1	4.3	11.9
L10	6.0	7.7	7.6	3.5	9.0	2.9	5.7	6.6	7.0	10.2
L11	2.9	3.7	2.3	5.6	4.6	4.0	8.7	4.8	2.8	6.9
L12	-	0.5	1.7	1.9	3.7	4.0	6.2	1.9	3.2	3.4
L13	6.0	1.1	3.4	1.2	2.3	0.7	6.0	1.9	2.8	3.4
L14	1.9	2.5	4.2	2.8	0.9	1.9	6.8	1.6	2.5	-
L15	-	3.0	1.9	4.3	2.6	1.1	2.1	3.0	1.3	1.8
L16	2.9	1.9	1.5	0.8	4.0	1.1	4.0	2.4	2.9	0.6
L17	2.8	3.8	1.3	1.5	7.9	2.2	1.9	6.3	3.6	1.5
L18	3.7	2.8	1.3	3.1	2.6	3.8	5.8	3.2	2.0	3.2
L19	1.9	1.8	2.7	5.4	3.5	6.6	4.6	5.3	1.4	0.3
L20	6.4	3.7	3.8	0.8	0.9	3.3	5.6	2.9	1.5	0.9
L21	1.0	1.4	4.4	1.5	1.8	3.3	2.5	4.2	1.4	0.6
L22	3.8	2.8	1.9	2.3	-	1.1	3.2	1.8	5.1	0.6
L23	-	-	1.9	2.3	0.4	1.6	4.7	1.4	1.4	-
L24	1.0	-	1.3	1.5	-	0.5	0.8	0.7	2.2	0.3
L25	1.0	0.5	0.6	0.8	0.4	-	1.0	0.7	-	0.3
L26	-	0.9	-	-	-	-	-	-	-	-
L27	-	0.5	-	-	0.9	-	-	-	-	-
L28	-	-	-	1.5	-	-	-	0.4	0.7	-
L29	-	-	-	0.8	-	-	-	-	-	-
L30	-	-	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	-	-	-	-	-
L32	-	-	-	-	-	-	-	-	-	-
L33	-	-	-	-	-	1.1	-	-	-	-
L34	-	-	-	-	-	-	-	-	-	-
to	-	-	-	-	-	-	-	-	-	-
L43	-	-	-	-	-	-	-	-	-	-
Number	1,153	3,109	2,045	1,562	2,341	2,063	2,916	2,799	1,704	1,367

**TABLE 2C Distribution of deputy headteachers on the pay spine, by size of school**  
 Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	%	%	%	%	%	%	%	%
L1	5.4	1.3	-	-	-	-	-	-
L2	11.2	2.6	-	-	-	0.8	-	-
L3	8.7	3.8	0.4	-	-	-	-	-
L4	16.3	9.8	1.0	-	-	0.9	-	-
L5	18.5	14.1	4.1	-	-	-	-	-
L6	21.3	16.5	4.5	-	-	-	-	-
L7	7.0	13.3	12.1	2.1	-	-	-	-
L8	4.1	12.7	13.0	3.4	1.3	-	-	-
L9	4.3	9.2	18.5	6.9	-	-	-	-
L10	-	7.5	14.5	14.7	2.2	-	-	-
L11	1.6	4.3	10.0	11.6	4.2	0.2	-	-
L12	0.7	2.7	5.5	9.2	-	0.7	-	-
L13	-	0.5	9.0	15.6	3.9	-	1.5	1.8
L14	-	1.0	4.5	8.9	9.8	5.2	-	-
L15	1.0	0.3	1.8	2.1	14.4	8.2	4.1	3.9
L16	-	0.1	0.7	10.9	6.1	6.0	5.5	2.2
L17	-	0.2	-	4.0	14.6	22.4	9.5	6.1
L18	-	-	-	4.0	19.4	14.4	8.7	-
L19	-	-	-	6.7	9.3	13.3	14.3	8.1
L20	-	-	-	-	7.1	7.4	15.1	16.0
L21	-	-	-	-	3.7	7.8	14.5	7.7
L22	-	-	0.3	-	2.8	6.2	11.0	13.6
L23	-	-	-	-	1.3	3.1	7.2	6.1
L24	-	-	-	-	-	1.9	3.2	10.7
L25	-	-	-	-	-	0.8	2.6	9.2
L26	-	-	-	-	-	0.8	0.6	-
L27	-	-	-	-	-	-	0.6	4.6
L28	-	-	-	-	-	-	1.5	2.6
L29	-	-	-	-	-	-	-	2.6
L30	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	-	-	-
L32	-	-	-	-	-	-	-	-
L33	-	-	-	-	-	-	-	4.8
L34	-	-	-	-	-	-	-	-
to	-	-	-	-	-	-	-	-
L43	-	-	-	-	-	-	-	-
Numbers	1,666	9,117	3,949	917	787	1,843	2,237	457

**TABLE 3A**                      **Distribution of assistant headteachers on the pay spine, by type of school**  
**Maintained schools in England and Wales, September 2004**

National estimates

Spine point 2004	<i>PRIMARY SCHOOLS</i>				<i>SECONDARY SCHOOLS</i>			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1	7.8	9.6	303	9.4	-	-	-	-
L2	9.0	6.1	210	6.5	-	-	-	-
L3	12.5	11.9	386	12.0	-	-	-	-
L4	2.6	11.3	327	10.1	-	0.1	4	-
L5	20.3	21.0	675	20.9	0.2	-	10	0.1
L6	18.6	13.1	447	13.8	0.4	0.3	31	0.3
L7	16.0	7.7	283	8.8	0.2	-	10	0.1
L8	6.6	7.5	238	7.4	0.8	0.3	53	0.6
L9	-	4.2	118	3.7	0.9	1.4	105	1.1
L10	2.6	3.7	115	3.6	6.1	7.2	623	6.5
L11	-	2.6	72	2.2	11.3	12.0	1,100	11.6
L12	4.0	-	17	0.5	19.0	19.9	1,844	19.4
L13	-	0.6	18	0.6	22.0	24.1	2,174	22.8
L14	-	-	-	-	18.4	15.1	1,622	17.0
L15	-	-	-	-	8.7	8.4	817	8.6
L16	-	-	-	-	4.7	6.2	502	5.3
L17	-	-	-	-	2.8	2.1	241	2.5
L18	-	0.7	21	0.7	3.0	1.9	240	2.5
L19	-	-	-	-	0.4	0.9	56	0.6
L20	-	-	-	-	0.6	-	35	0.4
L21	-	-	-	-	0.5	-	26	0.3
L22	-	-	-	-	0.2	-	12	0.1
L23	-	-	-	-	-	-	-	-
to	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	0.3	11	0.1
Number	424	2,806	3,230		5,644	3,872	9,516	

**TABLE 3A (cont) Distribution of assistant headteachers on the pay spine, by type of school**  
**Maintained schools in England and Wales, September 2004**

Allowances 2004

Spine point 2004	<i>SPECIAL SCHOOLS</i>				<i>ALL SCHOOLS</i>			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1	-	-	-	-	0.5	3.8	303	2.3
L2	-	-	-	-	0.6	2.4	210	1.6
L3	-	5.8	28	5.2	0.9	5.0	414	3.1
L4	-	-	-	-	0.2	4.5	331	2.5
L5	-	2.5	12	2.2	1.6	8.4	697	5.2
L6	61.4	33.8	197	36.8	2.2	7.6	675	5.1
L7	-	9.4	45	8.4	1.3	3.6	338	2.5
L8	-	10.9	52	9.7	1.2	3.8	343	2.6
L9	-	6.5	31	5.8	0.8	2.8	254	1.9
L10	-	15.7	75	14.0	5.8	6.4	813	6.1
L11	-	10.0	48	9.0	10.4	8.2	1,220	9.2
L12	38.6	2.5	34	6.3	18.2	10.9	1,895	14.3
L13	-	1.5	7	1.3	20.3	13.4	2,199	16.6
L14	-	-	-	-	17.0	8.1	1,622	12.2
L15	-	-	-	-	8.0	4.6	817	6.2
L16	-	-	-	-	4.3	3.3	502	3.8
L17	-	-	-	-	2.6	1.1	241	1.8
L18	-	-	-	-	2.7	1.3	261	2.0
L19	-	-	-	-	0.4	0.5	56	0.4
L20	-	1.5	7	1.3	0.6	0.1	42	0.3
L21	-	-	-	-	0.4	-	26	0.2
L22	-	-	-	-	0.2	-	12	0.1
L23	-	-	-	-	-	-	-	-
L24	-	-	-	-	-	-	-	-
L25	-	-	-	-	-	-	-	-
L26	-	-	-	-	-	-	-	-
L27	-	-	-	-	-	-	-	-
L28	-	-	-	-	-	-	-	-
L29	-	-	-	-	-	-	-	-
L30	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	0.2	11	0.1
to	-	-	-	-	-	-	-	-
L43	-	-	-	-	-	-	-	-
Number	57	479	536		6,125	7,157	13,282	

**TABLE 3B Distribution of assistant headteachers on the pay spine, by region**  
Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	North East	North West	Yorkshire & the Humber	East Midlands	West Midlands	East of England	Greater London	South East	South West	Wales
	%	%	%	%	%	%	%	%	%	%
L1	-	2.0	-	4.9	-	1.1	0.5	6.3	4.5	-
L2	7.3	1.0	-	3.3	-	4.2	-	2.4	-	-
L3	-	3.5	7.0	1.6	7.0	3.2	2.1	1.6	1.5	-
L4	-	1.0	1.4	3.3	1.4	4.3	2.5	2.4	5.9	2.4
L5	5.6	3.9	2.7	4.9	4.2	5.4	3.1	10.0	7.4	-
L6	-	5.1	4.2	4.4	6.5	8.2	7.1	3.6	3.8	-
L7	3.7	1.0	1.4	1.6	5.6	4.3	2.7	2.4	0.8	-
L8	-	1.0	9.6	3.3	2.0	1.6	2.4	1.7	2.3	-
L9	1.9	2.9	1.4	2.1	-	2.4	1.6	2.1	1.9	7.1
L10	5.1	6.7	6.2	7.5	10.7	3.2	3.3	6.0	7.7	-
L11	13.8	8.1	11.3	7.4	6.6	8.0	8.1	11.7	9.6	11.9
L12	13.8	18.7	17.8	26.9	12.5	9.6	11.4	13.1	7.9	9.5
L13	10.0	17.9	6.2	5.3	23.7	12.8	18.7	21.7	20.7	26.2
L14	11.8	17.9	15.4	8.6	7.9	12.0	16.9	6.1	14.1	4.8
L15	8.4	4.8	5.1	5.3	5.3	10.4	5.5	5.2	5.0	23.8
L16	8.4	1.6	7.1	1.1	6.0	4.8	3.0	2.8	1.9	7.1
L17	6.7	2.4	-	3.2	0.6	-	3.8	-	2.0	4.8
L18	3.5	-	1.0	3.2	-	3.2	4.3	0.9	3.0	2.4
L19	-	-	2.1	-	-	-	1.6	-	-	-
L20	-	-	-	1.1	-	-	1.5	-	-	-
L21	-	0.8	-	-	-	0.8	-	-	-	-
L22	-	-	-	1.1	-	-	-	-	-	-
L23	-	-	-	-	-	-	-	-	-	-
to	-	-	-	-	-	-	-	-	-	-
L30	-	-	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	0.8	-	-	-	-
L32	-	-	-	-	-	-	-	-	-	-
to	-	-	-	-	-	-	-	-	-	-
L43	-	-	-	-	-	-	-	-	-	-
Number	629	1,780	1,245	1,128	1,576	1,419	1,982	2,115	1,235	168

**TABLE 3C Distribution of assistant headteachers on the pay spine, by size of school**  
Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	%	%	%	%	%	%	%	%
L1	34.5	4.8	6.8	-	-	-	-	-
L2	20.1	6.9	2.4	-	-	-	-	-
L3	-	18.0	7.4	7.0	-	-	-	-
L4	11.8	11.3	6.9	3.0	-	-	-	-
L5	13.4	21.1	20.7	4.3	-	-	-	-
L6	8.0	18.4	17.3	15.1	0.9	0.3	-	-
L7	6.1	5.3	9.3	13.5	0.9	-	-	-
L8	-	7.7	10.1	6.0	1.7	0.6	-	-
L9	-	1.3	5.4	12.9	3.1	0.4	-	2.4
L10	-	2.6	8.7	12.4	6.3	9.5	3.4	4.1
L11	6.1	1.3	1.9	6.7	18.3	14.5	9.1	7.0
L12	-	-	1.7	1.9	21.3	20.2	20.6	15.7
L13	-	1.3	-	12.2	27.3	20.7	23.4	19.4
L14	-	-	-	1.7	8.6	13.8	22.4	19.9
L15	-	-	-	3.2	3.7	7.7	11.2	6.7
L16	-	-	-	-	4.6	6.9	3.9	7.1
L17	-	-	-	-	0.9	3.3	1.9	5.0
L18	-	-	1.3	-	2.3	0.8	3.5	5.7
L19	-	-	-	-	-	0.4	0.7	1.6
L20	-	-	-	-	-	0.6	-	2.0
L21	-	-	-	-	-	0.4	-	1.1
L22	-	-	-	-	-	-	-	1.2
L23	-	-	-	-	-	-	-	-
to	-	-	-	-	-	-	-	-
L31	-	-	-	-	-	-	-	-
L32	-	-	-	-	-	-	-	1.1
to	-	-	-	-	-	-	-	-
L43	-	-	-	-	-	-	-	-
Number	374	1,415	1,562	629	1,080	3,401	3,812	989

**TABLE 4**    **Distribution of advanced skills teachers on the pay spine, by type of school**  
 Maintained schools in England and Wales, September 2004

National estimates

AST spine point	<i>PRIMARY SCHOOLS</i>		<i>SECONDARY SCHOOLS</i>	
	Total		Total	
	Number	Percent	Number	Percent
	Headcount	%	Headcount	%
1	60	5.7	61	2.8
2	43	4.1	37	1.7
3	74	7.0	14	0.6
4	92	8.7	6	0.3
5	100	9.4	11	0.5
6	139	13.1	62	2.9
7	35	3.3	5	0.2
8	91	8.6	47	2.2
9	107	10.1	55	2.5
10	43	4.1	98	4.5
11	82	7.7	136	6.3
12	67	6.3	74	3.4
13	40	3.8	108	5.0
14	26	2.5	112	5.2
15	-	-	368	17.1
16	27	2.5	216	10.0
17	20	1.9	240	11.1
18	13	1.2	140	6.5
19	-	-	124	5.7
20	-	-	126	5.8
21	-	-	83	3.8
22	-	-	21	1.0
23	-	-	13	0.6
24	-	-	-	-
25	-	-	-	-
26	-	-	-	-
27	-	-	-	-
Number	1,059		2,157	

**TABLE 5**

**Percentages of headteachers, deputy and assistant headteachers who had remained in the same post between September 2003 and September 2004, by type of school, by region and by size of school**

Maintained schools in England and Wales, September 2004

National estimates

	HEADTEACHERS			DEPUTY HEADS			ASSISTANT HEADS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	%	%	%	%	%	%	%	%	%
<b>All</b>	86	79	82	80	76	77	74	67	70
<b>School type</b>									
Primary	87	79	82	81	74	76	48	61	59
Secondary	83	72	79	80	80	80	76	73	75
Special	85	92	89	85	79	80	79	58	61
<b>Region</b>									
North East	94	88	91	80	81	80	67	82	74
North West	88	85	86	71	72	72	74	56	64
Yorkshire & the Humber	90	90	90	86	73	77	86	73	77
East Midlands	94	82	87	82	83	82	82	83	82
West Midlands	85	95	91	84	77	80	84	77	80
East of England	86	89	88	77	75	76	77	75	76
Greater London	93	91	92	79	71	73	79	71	73
South East	94	86	89	78	79	78	78	79	78
South West	93	94	93	83	79	80	83	79	80
Wales	96	88	92	92	77	83	92	77	83
<b>School Group</b>									
One	83	78	79	68	77	75	100	88	89
Two	89	80	83	81	74	76	46	58	57
Three	85	80	82	83	74	77	59	57	57
Four	73	87	84	72	76	74	74	68	70
Five	81	76	79	63	73	68	69	72	71
Six	87	65	78	78	87	82	69	71	70
Seven	87	75	82	87	83	86	84	71	78
Eight	92	78	89	93	72	85	73	80	76

**TABLE 6** Percentages of headteachers, deputy, assistant headteachers and advanced skills teachers who received additional spine points, by type of school, by region and by size of school  
Maintained schools in England and Wales, September 2004

National estimates, leadership group members who were in the same post at September 2003 and September 2004

Spine point 2004	HEADTEACHERS <sup>(a)</sup>	DEPUTY HEADTEACHERS <sup>(b)</sup>	ASSISTANT HEADTEACHERS <sup>(c)</sup>	ADVANCED SKILLS TEACHERS
	%	%	%	%
All	65	61	55	62
School type				
Primary	65	63	66	73
Secondary	57	54	54	58
Special	76	71	30	-
Region				
North East	63	62	29	-
North West	63	58	57	-
Yorkshire & the Humber	64	58	52	-
East Midlands	59	59	46	-
West Midlands	66	59	53	-
East of England	70	69	59	-
Greater London	65	61	64	-
South East	56	56	30	-
South West	70	56	49	-
Wales	74	79	81	-
School Group				
One	62	58	49	-
Two	67	62	67	-
Three	66	69	67	-
Four	69	70	63	-
Five	59	57	73	-
Six	58	49	54	-
Seven	52	53	46	-
Eight	75	62	51	-

(a) Excluding 3,654 headteacher posts in primary schools, 737 posts in secondary schools and 121 posts in special schools where the postholder had changed.

(b) Excluding 3,355 deputy headteacher posts in primary schools, 1,029 posts in secondary schools and 209 posts in special schools where the postholder had changed.

(c) Excluding 1,318 assistant headteacher posts in primary schools, 2,197 posts in secondary schools and 212 posts in special schools where the postholder had changed.

**TABLE 7** Distribution of changes of spine point for headteachers where the postholder remained the same, by type of school

Maintained schools in England and Wales, September 2004

National estimates<sup>(a)</sup>, headteachers who were in the same post at September 2003 and September 2004

Additional spine points	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
<b>PRIMARY SCHOOLS (b)</b>					<b>SECONDARY SCHOOLS (c)</b>			
<-1	0.3	0.2	33	0.2	-	-	-	-
-1	-	-	-	-	-	-	-	-
0	37.9	32.8	5,578	34.6	42.8	44.3	1,229	43.3
1	46.1	51.7	8,032	49.8	39.3	31.6	1,041	36.7
2	14.1	14.7	2,333	14.5	12.5	20.1	426	15.0
3	1.0	0.5	107	0.7	1.3	3.9	61	2.2
4	0.6	0.2	53	0.3	0.8	-	16	0.6
5	-	-	-	-	0.8	-	16	0.6
6	-	-	-	-	0.8	-	16	0.6
7	-	-	-	-	1.6	-	31	1.1
>7	-	-	-	-	-	-	-	-
Number	5,524	10,612	16,136		1,898	938	2,836	
	%	%	Headcount	%	%	%	Headcount	%
<b>SPECIAL SCHOOLS</b>					<b>ALL SCHOOLS (b) (c)</b>			
<-1	-	-	-	-	0.2	0.1	33	0.2
-1	-	-	-	-	-	-	-	-
0	27.1	22.1	242	24.2	38.5	33.2	7,049	35.3
1	34.9	53.5	458	45.8	43.9	50.2	9,531	47.7
2	27.4	24.4	256	25.6	14.4	15.5	3,015	15.1
3	10.7	-	44	4.4	1.6	0.7	212	1.1
4	-	-	-	-	0.6	0.2	69	0.3
5	-	-	-	-	0.2	-	16	0.1
6	-	-	-	-	0.2	-	16	0.1
7	-	-	-	-	0.4	-	31	0.2
>7	-	-	-	-	-	-	-	-
Number	413	587	1,000		7,835	12,137	19,972	

(a) Excluding 3,654 headteacher posts in primary schools, 737 posts in secondary schools and 121 posts in special schools where the postholder had changed.

(b) Data is missing for 53 headteachers in primary schools who remained in post between 2003 and 2004

(c) Data is missing for 47 headteachers in secondary schools who remained in post between 2003 and 2004

**TABLE 8**      **Distribution of changes of spine point for deputy headteachers where the postholder remained the same, by type of school**

Maintained schools in England and Wales, September 2004

National estimates<sup>(a)</sup>, deputy headteachers who were in the same post at September 2003 and September 2004

Additional spine points	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
<b>PRIMARY SCHOOLS (b)</b>					<b>SECONDARY SCHOOLS (c)</b>			
<-1	-	0.4	29	0.3	-	-	-	-
-1	-	-	-	-	-	-	-	-
0	38.1	36.8	4,060	37.2	48.4	42.3	1,980	46.0
1	50.8	54.3	5,819	53.3	39.9	45.9	1,816	42.2
2	11.0	7.1	894	8.2	7.1	6.8	300	7.0
3	-	0.9	70	0.6	3.5	3.0	142	3.3
4	-	0.6	43	0.4	1.1	0.7	41	1.0
5	-	-	-	-	-	1.3	22	0.5
6	-	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-	-
>9	-	-	-	-	-	-	-	-
Number	3,131	7,784	10,915		2,631	1,670	4,301	
	%	%	Headcount	%	%	%	Headcount	%
<b>SPECIAL SCHOOLS</b>					<b>ALL SCHOOLS (b) (c)</b>			
<-1	-	-	-	-	-	0.3	29	0.2
-1	-	-	-	-	-	-	-	-
0	37.6	25.6	249	28.7	42.6	37.0	6,289	39.1
1	37.2	67.1	514	59.3	45.5	53.7	8,149	50.7
2	25.2	4.5	86	9.9	9.8	6.9	1,280	8.0
3	-	1.4	9	1.0	1.5	1.3	221	1.4
4	-	1.4	9	1.0	0.5	0.6	93	0.6
5	-	-	-	-	-	0.2	22	0.1
6	-	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-	-
>9	-	-	-	-	-	-	-	-
Number	226	641	867		5,988	10,095	16,083	

(a) Excluding 3,355 deputy headteacher posts in primary schools, 1,029 posts in secondary schools and 209 posts in special schools where the postholder had changed.

(b) Data is missing for 154 deputies in primary schools who remained in post between 2003 and 2004

(c) Data is missing for 37 deputies in secondary schools who remained in post between 2003 and 2004

**TABLE 9**      **Distribution of changes of spine point for assistant headteachers where the postholder remained the same, by type of school**

Maintained schools in England and Wales, September 2004

National estimates<sup>(a)</sup>, assistant headteachers who were in the same post at September 2003 and September 2004

Additional spine points	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
	<b>PRIMARY SCHOOLS (b)</b>				<b>SECONDARY SCHOOLS (c)</b>			
<-1	-	-	-	-	-	-	-	-
-1	-	-	-	-	-	-	-	-
0	24.6	34.8	640	33.8	48.7	42.5	3,267	46.2
1	59.6	52.2	1,005	53.0	43.0	47.7	3,169	44.8
2	15.8	12.9	251	13.2	6.9	7.1	493	7.0
3	-	-	-	-	0.6	2.0	83	1.2
4	-	-	-	-	0.8	-	35	0.5
5	-	-	-	-	-	0.4	11	0.2
6	-	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-	-
>9	-	-	-	-	-	0.4	11	0.2
Number	203	1,693	1,896		4,264	2,805	7,069	
	%	%	Headcount	%	%	%	Headcount	%
	<b>SPECIAL SCHOOLS</b>				<b>ALL SCHOOLS (b) (c)</b>			
<-1	-	-	-	-	-	-	-	-
-1	-	-	-	-	-	-	-	-
0	77.8	69.0	229	70.2	47.9	41.3	4,136	44.5
1	22.2	19.9	66	20.2	43.5	47.6	4,240	45.6
2	-	11.0	31	9.5	7.2	9.4	775	8.3
3	-	-	-	-	0.6	1.2	83	0.9
4	-	-	-	-	0.8	-	35	0.4
5	-	-	-	-	-	0.2	11	0.1
6	-	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-	-
>9	-	-	-	-	-	0.2	11	0.1
Number	45	281	326		4,512	4,779	9,291	

(a) Excluding 1,318 assistant headteacher posts in primary schools, 2,197 posts in secondary schools and 212 posts in special schools where the postholder had changed.

(b) Data is missing for 17 assistants in primary schools who remained in post between 2003 and 2004

(c) Data is missing for 48 assistants in secondary schools who remained in post between 2003 and 2004

**TABLE 10**      **Distribution of changes of spine point for advanced skills teachers where the postholder remained the same, by type of school**

Maintained schools in England and Wales, September 2004

National estimates<sup>(a)</sup>, assistant headteachers who were in the same post at September 2003 and September 2004

Additional spine points	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
	<b>PRIMARY SCHOOLS</b>				<b>SECONDARY SCHOOLS</b>			
<-1	-	-	-	-	-	-	-	-
-1	-	-	-	-	-	-	-	-
0	0.0	29.4	282	26.6	45.3	40.0	901	41.8
1	100.0	70.6	778	73.4	52.0	54.3	1,156	53.6
2	-	-	-	-	2.7	2.4	54	2.5
3	-	-	-	-	-	1.0	14	0.6
4	-	-	-	-	-	0.0	0	0.0
5	-	-	-	-	-	0.8	11	0.5
6	-	-	-	-	-	0.8	11	0.5
7	-	-	-	-	-	0.8	11	0.5
>8	-	-	-	-	-	-	-	-
Number	101	959	1,060		706	1,452	2,158	

**TABLE 11**      **Distribution of changes of spine point for headteachers where the postholder changed**

Maintained schools in England and Wales, September 2004

National estimates<sup>(a)</sup>, where the postholder changed between September 2003 and September 2004

Additional spine points	Headteachers	
	Number	Percent
	Headcount	%
-12	16	0.7
-11	-	-
-10	17	0.7
-9	-	-
-8	29	1.3
-7	10	0.4
-6	127	5.5
-5	66	2.9
-4	175	7.6
-3	163	7.1
-2	186	8.1
-1	100	4.4
0	643	28.1
1	343	15.0
2	139	6.1
3	75	3.3
4	102	4.5
5	48	2.1
6	16	0.7
7	17	0.7
8	-	-
18	20	0.9
Number	2,292	100.0

(a) Estimated from those posts for which the spine point at September 2003 was known

**TABLE 12**      **Distribution of changes of spine point for deputy headteachers where the postholder changed**

Maintained schools in England and Wales, September 2004

National estimates<sup>(a)</sup>, where the postholder changed between September 2003 and September 2004

Additional spine points	Deputy headteachers	
	Number	Percent
	Headcount	%
-9	-	-
-8	15	0.7
-7	-	-
-6	26	1.1
-5	36	1.6
-4	195	8.6
-3	197	8.7
-2	282	12.4
-1	262	11.5
0	610	26.9
1	503	22.1
2	113	5.0
3	32	1.4
4	-	-
Number	2,271	100.0

(a) Estimated from those posts for which the spine point at September 2003 was known.

**TABLE 13**      **Distribution of changes of spine point for assistant headteachers where the postholder changed**

Maintained schools in England and Wales, September 2004

National estimates<sup>(a)</sup>, where the postholder changed between September 2003 and September 2004

Additional spine points	Assistant headteachers	
	Number	Percent
	Headcount	%
-6	-	-
-5	15	2.8
-4	33	6.1
-3	27	5.0
-2	21	3.9
-1	44	8.2
0	168	31.2
1	109	20.3
2	106	19.7
3	-	-
4	15	2.8
5	-	-
Number	538	100.0

(a) Estimated from those posts for which the spine point at September 2003 was known.

**TABLE 14A**      **Distribution of headteachers across individual school ranges (ISR), by type of school**  
**Maintained schools in England and Wales, September 2004**

National estimates

ISR	PRIMARY SCHOOLS				SECONDARY SCHOOLS			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1 to L7	-	0.7	88	0.5	-	-	-	-
L2 to L8	0.8	-	50	0.3	-	-	-	-
L3 to L9	0.3	0.2	40	0.2	-	-	-	-
L4 to L10	0.3	0.3	49	0.3	-	-	-	-
L5 to L11	-	0.2	32	0.2	-	-	-	-
L6 to L12	5.2	15.6	2,376	12.2	-	-	-	-
L7 to L13	4.9	4.9	955	4.9	-	0.9	11	0.3
L8 to L14	10.8	11.6	2,201	11.3	0.5	-	11	0.3
L9 to L15	5.4	6.8	1,228	6.3	-	-	-	-
L10 to L16	9.0	9.7	1,837	9.5	-	-	-	-
L11 to L17	12.1	9.9	2,054	10.6	-	1.6	21	0.6
L12 to L18	7.9	11.4	1,992	10.3	-	0.9	11	0.3
L13 to L19	10.9	8.4	1,794	9.2	-	0.9	11	0.3
L14 to L20	4.6	4.8	920	4.7	-	2.2	29	0.8
L15 to L21	8.6	5.9	1,312	6.8	0.9	0.8	30	0.8
L16 to L22	5.0	3.2	729	3.8	1.9	-	43	1.2
L17 to L23	1.6	1.6	309	1.6	2.0	1.0	58	1.6
L18 to L24	8.1	3.1	910	4.7	1.5	0.6	42	1.2
L19 to L25	1.1	0.5	136	0.7	2.1	1.7	70	2.0
L20 to L26	0.3	0.3	56	0.3	0.8	3.6	65	1.8
L21 to L27	2.0	0.4	174	0.9	4.6	4.6	166	4.6
L22 to L28	0.3	0.1	26	0.1	4.0	3.9	143	4.0
L23 to L29	0.3	0.1	30	0.2	8.6	5.2	263	7.3
L24 to L30	0.2	0.1	26	0.1	5.7	1.4	148	4.1
L25 to L31	0.3	0.2	51	0.3	5.3	7.3	216	6.0
L26 to L32	-	0.1	10	0.1	6.7	6.5	238	6.6
L27 to L33	0.2	-	10	0.1	11.3	6.0	336	9.4
L28 to L34	0.2	0.1	20	0.1	5.3	7.0	212	5.9
L29 to L35	-	-	-	-	6.0	16.0	345	9.6
L30 to L36	-	-	-	-	5.0	4.5	173	4.8
L31 to L37	-	-	-	-	5.6	13.3	301	8.4
L32 to L38	-	-	-	-	5.8	2.6	165	4.6
L33 to L39	-	-	-	-	8.4	3.7	241	6.7
L34 to L40	-	-	-	-	1.3	1.8	53	1.5
L35 to L41	-	-	-	-	2.7	1.2	78	2.2
L36 to L42	-	-	-	-	-	0.9	11	0.3
L37 to L43	-	-	-	-	2.4	-	54	1.5
L38 to L44	-	-	-	-	0.3	-	8	0.2
L39 to L45	-	-	-	-	-	-	-	-
L40 to L46	-	-	-	-	-	-	-	-
L41 to L47	-	-	-	-	1.3	-	29	0.8
Number	6,290	13,125	19,415		2,290	1,292	3,582	

Spine point is not known for 392 headteachers in primary schools and 56 in secondary schools

**TABLE 14A (cont) Distribution of headteachers across individual school ranges (ISR), by type of school**  
Maintained schools in England and Wales, September 2003

National estimates

ISR	SPECIAL SCHOOLS				ALL SCHOOLS			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	Headcount	%	%	%	Headcount	%
L1 to L7	-	-	-	-	-	0.1	88	0.4
L2 to L8	-	-	-	-	0.6	2.4	50	0.2
L3 to L9	-	-	-	-	0.2	-	40	0.2
L4 to L10	-	-	-	-	0.2	0.6	49	0.2
L5 to L11	-	-	-	-	-	-	32	0.1
L6 to L12	-	-	-	-	3.6	0.2	2,376	9.8
L7 to L13	-	-	-	-	3.4	4.4	966	4.0
L8 to L14	-	2.7	17	1.5	7.6	10.2	2,229	9.2
L9 to L15	-	-	-	-	3.7	5.9	1,228	5.1
L10 to L16	-	-	-	-	6.2	8.4	1,837	7.6
L11 to L17	9.0	5.2	77	6.8	8.9	9.2	2,152	8.9
L12 to L18	2.9	8.2	66	5.9	5.7	10.4	2,069	8.6
L13 to L19	5.1	6.8	68	6.0	7.9	7.9	1,873	7.8
L14 to L20	2.3	22.9	157	14.0	3.3	5.4	1,106	4.6
L15 to L21	3.5	6.8	60	5.3	6.4	5.6	1,402	5.8
L16 to L22	17.4	19.0	206	18.3	4.9	4.1	978	4.1
L17 to L23	-	4.7	30	2.7	1.6	1.7	397	1.6
L18 to L24	17.6	6.4	127	11.3	6.9	3.6	1,079	4.5
L19 to L25	3.7	2.0	31	2.8	1.5	0.8	237	1.0
L20 to L26	-	-	-	-	0.4	0.6	121	0.5
L21 to L27	14.8	8.5	126	11.2	3.3	1.6	466	1.9
L22 to L28	-	-	-	-	1.2	0.4	169	0.7
L23 to L29	5.3	2.8	44	3.9	2.7	0.8	337	1.4
L24 to L30	-	-	-	-	1.5	0.2	174	0.7
L25 to L31	5.7	-	28	2.5	1.9	1.0	295	1.2
L26 to L32	-	-	-	-	1.7	0.6	248	1.0
L27 to L33	-	-	-	-	3.0	0.5	346	1.4
L28 to L34	-	-	-	-	1.5	0.7	232	1.0
L29 to L35	10.5	2.0	64	5.7	2.1	1.8	409	1.7
L30 to L36	-	-	-	-	1.3	0.4	173	0.7
L31 to L37	-	-	-	-	1.4	1.1	301	1.2
L32 to L38	-	-	-	-	1.5	0.2	165	0.7
L33 to L39	2.3	-	11	1.0	2.2	0.4	252	1.0
L34 to L40	-	-	-	-	0.3	0.2	53	0.2
L35 to L41	-	-	-	-	0.7	0.1	78	0.3
L36 to L42	-	-	-	-	-	0.1	11	0.0
L37 to L43	-	2.0	13	1.2	0.6	0.1	67	0.3
L38 to L44	-	-	-	-	0.6	-	8	0.0
L39 to L45	-	-	-	-	-	-	-	-
L40 to L46	-	-	-	-	-	-	-	-
L41 to L47	-	-	-	-	-	-	29	0.1
Number	488	637	1,125		9,068	15,054	24,122	

Spine point is not known for 392 headteachers in primary schools and 56 in secondary schools

**TABLE 14B** Distribution of headteachers across individual school ranges (ISR), by size of school  
Maintained schools in England and Wales, September 2004

National estimates

ISR	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	%	%	%	%	%	%	%	%
L1 to L7	1.6	-	-	-	-	-	-	-
L2 to L8	0.9	-	-	-	-	-	-	-
L3 to L9	0.7	-	-	-	-	-	-	-
L4 to L10	0.9	-	-	-	-	-	-	-
L5 to L11	0.6	-	-	-	-	-	-	-
L6 to L12	40.7	1.5	0.2	2.3	-	-	-	-
L7 to L13	15.5	1.3	-	-	-	-	-	-
L8 to L14	14.7	14.0	-	-	-	-	-	-
L9 to L15	7.3	8.0	0.5	-	-	1.3	-	-
L10 to L16	6.3	14.3	-	-	-	-	-	-
L11 to L17	2.9	17.1	5.9	-	-	-	-	-
L12 to L18	6.3	13.0	9.5	-	1.5	-	-	-
L13 to L19	0.3	13.9	10.0	2.9	-	-	-	-
L14 to L20	0.3	4.6	13.5	8.3	-	-	-	-
L15 to L21	0.2	8.1	12.3	7.1	-	-	-	-
L16 to L22	0.2	1.7	17.1	10.4	-	-	-	-
L17 to L23	-	1.4	3.7	9.2	2.4	-	-	-
L18 to L24	0.2	0.9	20.5	9.4	8.8	-	-	-
L19 to L25	0.4	0.4	1.9	8.4	3.1	0.9	-	-
L20 to L26	-	-	0.7	5.3	4.7	6.4	-	-
L21 to L27	-	-	2.2	20.3	15.6	3.4	-	-
L22 to L28	-	-	-	2.8	10.6	7.9	2.1	-
L23 to L29	-	-	0.5	2.8	27.6	6.2	-	-
L24 to L30	-	-	0.2	1.7	2.4	6.6	4.3	-
L25 to L31	-	-	0.5	5.1	11.9	12.5	4.1	4.3
L26 to L32	-	-	-	2.8	-	14.6	5.0	-
L27 to L33	-	-	0.2	-	3.1	10.0	10.2	-
L28 to L34	-	-	0.5	-	2.8	15.0	5.2	-
L29 to L35	-	-	-	-	4.0	2.9	15.1	-
L30 to L36	-	-	-	-	-	4.8	10.8	-
L31 to L37	-	-	-	1.4	-	0.9	16.9	6.3
L32 to L38	-	-	-	-	1.6	4.4	7.7	18.4
L33 to L39	-	-	-	-	-	0.6	13.4	10.9
L34 to L40	-	-	-	-	-	0.6	1.8	9.4
L35 to L41	-	-	-	-	-	-	2.5	15.2
L36 to L42	-	-	-	-	-	1.0	0.9	-
L37 to L43	-	-	-	-	-	-	-	21.1
L38 to L44	-	-	-	-	-	-	-	3.1
L39 to L45	-	-	-	-	-	-	-	-
L40 to L46	-	-	-	-	-	-	-	-
L41 to L47	-	-	-	-	-	-	-	11.3
Number	5,653	10,333	4,113	950	691	1,308	1,257	256

For 47 cases the headteachers school group is unknown.

**TABLE 15A**     **Distribution of the distance from the lowest point on the headteacher's individual school range to their spine point, by type of school**

Maintained schools in England and Wales, September 2004

National estimates

Distance from lowest point on ISR	Primary	Secondary	Special	All
	%	%	%	%
<0	0.1	0.7	-	0.2
0	12.6	14.8	8.6	12.8
1	10.5	13.2	10.9	10.9
2	16.6	15.0	13.3	16.2
3	18.8	15.3	31.4	18.8
4	18.9	16.5	16.2	18.4
5	11.8	13.6	11.8	12.1
6	9.3	8.8	5.5	9.0
>6	1.4	2.1	2.3	1.5
Number	19,851	3,638	1,121	24,610

**TABLE 15B** Distribution of the distance from the lowest point on the headteacher's individual school range to their spine point, by size of school

Maintained schools in England and Wales, September 2004

National estimates

Distance from lowest point on ISR	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
	%	%	%	%	%	%	%	%
<0	-	0.2	0.2	-	1.6	-	1.1	-
0	14.1	12.2	10.0	18.7	8.7	17.5	12.5	19.5
1	13.9	9.3	8.3	16.3	9.1	16.0	12.5	5.8
2	17.7	15.1	19.9	8.4	21.0	19.1	9.9	3.3
3	20.5	19.9	16.8	14.1	12.5	14.8	19.5	27.8
4	17.5	20.1	19.1	10.2	19.9	14.7	13.5	24.1
5	9.3	12.9	11.2	18.2	18.1	8.2	15.4	14.9
6	5.8	9.5	11.4	12.5	5.8	7.6	13.6	4.6
>6	1.2	0.9	3.0	1.7	3.3	2.1	2.2	-
Number	5,651	10,331	4,121	948	692	1,304	1,256	257

For 47 cases the headteachers school group is unknown.

TABLE 16A

Distribution on the spine of full-time equivalent qualified classroom teachers, by type of school

Maintained schools in England and Wales, September 2004

National estimates

Spine point 2004	PRIMARY SCHOOLS				SECONDARY SCHOOLS			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	000 FTE	%	%	%	000 FTE	%
Main scale								
1	7.4	6.2	10.1	6.4	4.0	5.7	9.6	5.0
2	6.9	6.5	10.4	6.5	4.9	6.8	11.5	6.0
3	7.7	6.9	11.1	7.0	4.3	6.6	10.9	5.7
4	6.4	6.0	9.6	6.0	5.1	6.2	11.1	5.8
5	10.4	9.5	15.2	9.6	7.7	9.0	16.2	8.5
6	17.5	14.9	24.1	15.2	12.7	11.2	22.4	11.8
Upper scale								
1	16.7	15.9	25.5	16.0	15.1	13.3	26.7	14.0
2	22.0	26.1	40.8	25.6	37.3	33.0	66.1	34.7
3	5.0	8.1	12.3	7.7	8.7	8.1	15.9	8.4
FTE (000)	17.1	142.1	159.2		75.6	114.8	190.4	
Spine point 2004	SPECIAL SCHOOLS				ALL SCHOOLS			
	Male	Female	Total		Male	Female	Total	
			Number	Percent			Number	Percent
	%	%	000 FTE	%	%	%	000 FTE	%
Main scale								
1	0.6	1.4	0.1	1.2	4.5	5.9	19.9	5.5
2	3.9	2.6	0.3	2.9	5.2	6.5	22.2	6.1
3	8.0	3.4	0.5	4.3	5.0	6.7	22.5	6.2
4	3.0	3.8	0.4	3.6	5.3	6.0	21.1	5.8
5	6.6	6.6	0.7	6.6	8.2	9.2	32.2	8.9
6	28.7	20.5	2.5	22.1	14.0	13.5	49.1	13.6
Upper scale								
1	16.1	14.6	1.7	14.9	15.4	14.7	53.8	14.9
2	27.1	40.5	4.3	37.9	34.3	29.6	111.2	30.8
3	6.1	6.7	0.7	6.6	8.0	8.0	29.0	8.0
FTE (000)	2.2	9.1	11.3		94.9	266.0	360.9	

TABLE 16B

Distribution on the spine of full-time equivalent qualified classroom teachers, by region  
Mainstream schools in England and Wales, September 2004

National estimates

Spine point 2004	NORTH EAST					NORTH WEST					YORKSHIRE & THE HUMBER					EAST MIDLANDS					WEST MIDLANDS					
	Male		Female		Total	Male		Female		Total	Male		Female		Total	Male		Female		Total	Male		Female		Total	
	Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number
Main scale	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%
	4.8	5.6	1.0	5.4	5.1	5.0	2.5	5.1	3.7	5.5	1.8	5.0	4.3	6.4	1.7	5.9	4.6	5.7	2.1	5.4	4.6	5.7	2.1	5.4		
	5.8	5.9	1.1	5.9	3.6	5.3	2.4	4.8	5.1	6.5	2.2	6.1	6.6	6.4	1.9	6.5	5.4	6.4	2.4	6.1	5.4	6.4	2.4	6.1		
	2.7	7.7	1.2	6.4	6.3	6.4	3.2	6.3	4.2	6.5	2.1	5.9	4.3	6.6	1.7	6.0	4.7	6.0	2.2	5.7	4.7	6.0	2.2	5.7		
	6.0	3.6	0.8	4.2	6.0	5.2	5.4	2.7	5.4	5.3	4.7	4.9	4.6	6.4	1.7	5.9	4.7	6.5	2.3	6.0	4.7	6.5	2.3	6.0		
	6.3	8.0	1.4	7.6	9.6	9.1	4.6	9.2	8.4	7.9	2.9	8.0	7.0	7.2	2.1	7.2	8.4	9.3	3.5	9.1	7.0	8.4	3.5	9.1		
	9.8	12.6	2.2	11.9	12.6	12.6	6.3	12.6	12.7	11.5	4.2	11.8	13.2	13.0	3.8	13.0	13.6	12.2	4.9	12.6	13.2	12.2	4.9	12.6		
	15.9	14.3	2.7	14.7	15.9	15.8	7.9	15.8	13.8	15.9	5.5	15.3	15.2	16.6	4.7	16.2	14.0	13.1	5.1	13.3	15.2	16.6	4.7	16.2		
	42.0	35.3	6.8	37.0	30.6	32.1	15.9	31.7	40.0	34.7	12.9	36.2	38.0	32.3	9.8	33.9	36.7	32.6	13.0	33.8	38.0	32.3	9.8	33.9		
	6.7	7.0	1.3	6.9	11.0	8.3	4.5	9.0	6.8	6.8	2.4	6.8	6.7	5.0	1.6	5.5	7.8	8.1	3.1	8.0	6.7	5.0	1.6	5.5		
FTE (000)	4.8	13.6	18.4	100.0	13.0	37.1	50.1	100.0	9.6	26.0	35.6	100.0	7.9	21.0	29.0	100.0	11.2	27.4	38.6	100.0						
Spine point 2004	EAST OF ENGLAND					GREATER LONDON					SOUTH EAST					SOUTH WEST					WALES					
	Male		Female		Total	Male		Female		Total	Male		Female		Total	Male		Female		Total	Male		Female		Total	
	Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number	Percent	Number	Percent		Number
	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%	%
	3.5	6.3	2.0	5.6	5.1	7.3	3.1	6.7	4.8	6.3	3.0	5.9	5.3	5.9	1.8	5.7	3.6	3.6	0.9	3.6	5.3	5.9	1.8	5.7		
	5.2	7.6	2.5	6.9	5.9	8.2	3.5	7.6	5.3	6.6	3.2	6.3	5.6	6.4	1.9	6.1	4.5	4.2	1.1	4.3	5.6	6.4	1.9	6.1		
	4.6	7.5	2.4	6.7	5.8	7.0	3.0	6.7	6.0	6.6	3.3	6.4	5.0	7.4	2.1	6.7	4.4	5.1	1.2	4.9	5.0	7.4	2.1	6.7		
	6.3	5.6	2.1	5.8	7.1	8.5	3.7	8.2	3.7	6.3	2.9	5.7	5.4	5.5	1.7	5.4	5.5	5.7	1.4	5.7	5.4	5.5	1.7	5.4		
	7.4	10.1	3.4	9.4	8.6	10.6	4.6	10.1	7.9	10.6	5.1	9.9	12.3	9.0	2.7	8.7	8.7	7.5	2.0	7.8	7.9	9.0	2.7	8.7		
	17.3	13.6	5.3	14.5	17.6	16.3	7.6	16.6	16.4	15.5	8.0	15.7	17.2	13.7	4.2	13.3	10.0	11.0	2.7	10.8	12.3	13.7	4.2	13.3		
Upper scale	1	16.8	14.9	5.6	15.4	14.9	15.2	6.9	15.1	17.0	15.3	8.0	15.7	17.2	14.4	4.8	15.3	12.3	9.9	2.6	10.5	17.2	14.4	4.8	15.3	
	2	32.7	28.6	10.7	29.6	32.6	22.9	11.5	25.3	34.4	28.4	15.2	29.9	36.2	31.3	10.3	32.8	21.3	19.7	5.0	20.1	36.2	31.3	10.3	32.8	
	3	6.2	6.0	2.2	6.0	2.5	4.0	1.7	3.6	4.5	4.4	2.3	4.4	5.1	6.5	1.9	6.1	29.7	33.2	8.1	32.3	5.1	6.5	1.9	6.1	
	FTE (000)	9.3	26.9	36.2	100.0	11.18	34.4	45.5	100.0	12.2	38.7	50.9	100.0	9.4	22.2	31.6	100.0	6.5	18.7	25.1	100.0					

**TABLE 16C**  
Distribution on the spine of full-time equivalent qualified classroom teachers, by size of school  
Maintained schools in England and Wales, September 2004

Spine point 2004	GROUP 1						GROUP 2						GROUP 3						GROUP 4					
	Male			Female			Male			Female			Male			Female			Male			Female		
	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total
Main scale	000			000			000			000			000			000			000			000		
	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%
1	5.7	5.5	1.1	5.5	5.5	6.5	8.5	6.2	5.3	6.2	6.1	3.4	6.1	3.4	6.1	3.7	4.5	0.8	3.7	4.5	0.8	4.3	4.3	4.3
2	5.2	4.7	0.9	4.7	4.7	6.2	8.1	6.0	5.1	6.7	7.1	4.0	6.7	4.0	7.1	2.7	6.6	1.0	2.7	6.6	1.0	5.8	5.8	5.8
3	7.5	7.0	1.4	7.1	7.1	6.9	7.6	6.9	5.7	8.5	6.8	3.9	8.5	3.9	7.0	4.2	4.8	0.8	4.2	4.8	0.8	4.6	4.6	4.6
4	10.9	4.8	1.0	5.3	5.3	5.9	6.0	5.8	4.8	5.3	6.2	3.4	5.3	3.4	6.1	4.8	6.0	1.0	4.8	6.0	1.0	5.8	5.8	5.8
5	10.5	8.1	1.6	8.3	8.3	9.7	11.4	9.5	7.9	9.0	9.7	5.4	9.0	5.4	9.6	6.4	8.4	1.4	6.4	8.4	1.4	8.0	8.0	8.0
6	19.9	19.0	3.7	19.1	19.1	15.4	19.5	14.9	12.6	16.2	14.0	8.0	16.2	8.0	14.3	17.1	13.9	2.6	17.1	13.9	2.6	14.6	14.6	14.6
Upper scale																								
1	20.3	19.1	3.7	19.2	19.2	15.4	15.7	15.3	12.6	16.5	15.4	8.7	16.5	8.7	15.5	14.5	14.9	2.6	14.5	14.9	2.6	14.8	14.8	14.8
2	17.5	24.8	4.7	24.2	24.2	25.9	18.2	26.7	21.2	24.8	26.2	14.5	24.8	14.5	26.0	35.1	30.3	5.6	35.1	30.3	5.6	31.4	31.4	31.4
3	2.5	6.9	1.3	6.6	6.6	8.3	5.1	8.6	6.8	6.7	8.5	4.6	6.7	4.6	8.2	11.6	10.6	1.9	11.6	10.6	1.9	10.8	10.8	10.8
FTE (000)	1.6	17.6	19.2	100.0	8.1	73.8	82.0	100.0	7.7	48.1	55.9	100.0	4.0	73.8	17.8	100.0			4.0	73.8	17.8	100.0		
Spine point 2004	GROUP 5			GROUP 6			GROUP 7			GROUP 8			GROUP 9			GROUP 10			GROUP 11			GROUP 12		
	Male			Female			Male			Female			Male			Female			Male			Female		
	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total	Number	Percent	Total
Main scale	000			000			000			000			000			000			000			000		
	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%	%	FTE	%
1	3.0	5.0	0.9	4.3	4.3	4.6	3.4	5.4	2.8	4.7	6.0	4.5	4.7	4.5	5.5	3.9	6.4	1.1	3.9	6.4	1.1	5.3	5.3	5.3
2	4.3	6.3	1.2	5.6	5.6	5.0	4.1	5.6	3.0	5.2	7.2	5.3	5.2	5.3	6.5	6.7	8.7	1.6	6.7	8.7	1.6	7.9	7.9	7.9
3	3.7	6.0	1.1	5.2	5.2	5.1	3.6	6.2	3.1	5.3	7.0	5.3	5.3	5.3	6.4	3.7	7.1	1.2	3.7	7.1	1.2	5.6	5.6	5.6
4	3.9	5.3	1.0	4.7	4.7	5.7	5.7	5.6	3.4	4.8	6.8	5.0	4.8	5.0	6.0	5.8	6.8	1.3	5.8	6.8	1.3	6.3	6.3	6.3
5	8.8	9.9	2.0	9.5	9.5	7.4	6.9	7.8	4.5	7.9	9.6	7.4	7.9	7.4	8.9	9.2	9.6	2.0	9.2	9.6	2.0	9.4	9.4	9.4
6	14.6	13.3	2.9	13.8	13.8	12.5	13.0	12.2	7.6	12.5	10.9	9.5	12.5	10.9	11.5	11.3	8.8	2.0	11.3	8.8	2.0	9.8	9.8	9.8
Upper scale																								
1	14.5	12.1	2.8	13.0	13.0	14.3	15.2	13.8	8.7	14.6	13.5	11.5	14.6	13.5	13.9	18.0	13.2	3.2	18.0	13.2	3.2	15.2	15.2	15.2
2	31.1	29.6	6.4	30.2	30.2	38.0	40.3	36.4	22.9	37.9	32.5	28.6	37.9	32.5	34.6	33.5	33.2	6.9	33.5	33.2	6.9	33.3	33.3	33.3
3	16.1	12.5	2.9	13.9	13.9	7.4	7.8	7.1	4.5	7.1	6.5	5.6	7.1	6.5	6.7	8.0	6.2	1.4	8.0	6.2	1.4	7.0	7.0	7.0
FTE (000)	7.8	13.4	21.2	100.0	24.6	35.9	60.5	100.0	31.9	50.7	82.6	100.0	31.9	50.7	82.6	8.9	11.9	20.7	8.9	11.9	20.7	100.0		

**TABLE 16D Distribution on the spine of full-time and part-time qualified classroom teachers**  
Maintained schools in England and Wales, September 2004

National estimates													
Spine point 2004	FULL-TIME				PART-TIME				TOTAL				
	Male	Female	Total		Male	Female	Total		Male	Female	Total		
			Number	Percent			Number	Percent			Number	Percent	
	%	%	000	FTE	%	%	000	FTE	%	%	000	FTE	%
Main scale	4.7	6.5	19.3		1.3	1.7	0.6		4.5	5.9	19.9		5.5
	5.3	7.2	21.6		2.2	1.3	0.5		5.2	6.5	22.2		6.1
	5.1	7.3	21.7		2.8	2.1	0.8		5.0	6.7	22.5		6.2
	5.5	6.5	20.0		1.3	3.0	1.0		5.3	6.0	21.1		5.8
	8.3	9.8	30.3		5.9	4.9	1.9		8.2	9.2	32.2		8.9
	13.2	11.5	38.9		32.8	26.9	10.2		14.0	13.5	49.1		13.6
Upper scale													
	15.3	14.0	46.5		17.0	20.1	7.3		15.4	14.7	53.8		14.9
	34.5	29.1	99.2		29.7	32.7	12.0		34.3	29.6	111.2		30.8
	8.0	8.1	26.3		7.0	7.3	2.7		8.0	8.0	29.0		8.0
FTE (000)	91.4	232.4	323.9	100.0	3.5	33.6	37.1	100.0	94.9	266.0	360.9	100.0	100.0

TABLE 17

Distribution of spine point at September 2003 by spine point at September 2004 of full-time equivalent qualified classroom teachers, by type of school  
Maintained schools in England and Wales, September 2004

National estimates, classroom teachers in the same school at September 2003 and September 2004

Spine point 2004	Spine point 2003									Total	
	Main scale						Upper scale			Number 000 FTE	Percent %
	1	2	3	4	5	6	1	2	3		
	%	%	%	%	%	%	%	%	%		
<b>PRIMARY SCHOOLS</b>											
Main scale										0.2	0.2
1	2.8	-	-	-	-	-	-	-	-	7.4	5.5
2	96.5	2.4	-	-	-	-	-	-	-	9.2	6.8
3	0.7	96.3	2.1	-	-	-	-	-	-	8.3	6.1
4	-	1.1	97.3	0.8	-	-	-	-	-	13.9	10.3
5	-	0.2	0.6	99.0	3.0	-	-	-	-	21.4	15.8
6	-	-	-	0.2	96.3	63.5	-	-	-		
Upper scale										23.8	17.5
1	-	-	-	-	0.6	36.4	69.8	-	-	39.5	29.1
2	-	-	-	-	0.1	0.1	30.1	73.7	-	11.9	8.8
3	-	-	-	-	-	-	0.0	26.3	100.0		
FTE (000)	7.5	9.3	8.3	13.8	8.5	20.8	23.2	44.0	0.3	135.8	100.0
<b>SECONDARY SCHOOLS</b>											
Main scale										0.1	0.1
1	1.6	-	-	-	-	-	-	-	-	7.7	4.7
2	96.1	0.9	-	-	-	-	-	-	-	8.4	5.2
3	1.8	98.2	1.2	-	-	-	-	-	-	8.9	5.5
4	0.4	0.9	97.7	0.2	-	-	-	-	-	14.3	8.8
5	-	-	1.0	98.9	0.8	-	-	-	-	18.8	11.6
6	-	-	0.1	0.8	98.8	59.9	-	-	-		
Upper scale										24.6	15.1
1	-	-	-	-	0.4	39.9	81.4	-	-	64.0	39.4
2	-	-	-	-	-	0.2	18.6	79.5	-	15.6	9.6
3	-	-	-	-	-	-	-	20.5	100.0		
FTE (000)	7.9	8.3	9.0	14.3	8.8	16.6	22.0	75.3	0.1	162.4	100.0

**TABLE 17 (cont)**      **Distribution of spine point at September 2003 by spine point at September 2004 of full-time equivalent qualified classroom teachers, by type of school**  
 Maintained schools in England and Wales, September 2004

National estimates, classroom teachers in the same school at September 2003 and September 2004											
Spine point 2004	Spine point 2003									Total	
	Main scale						Upper scale			Number	Percent
	1	2	3	4	5	6	1	2	3		
	%	%	%	%	%	%	%	%	%	000 FTE	%
<b>SPECIAL SCHOOLS</b>											
Main scale											
1	-	-	-	-	-	-	-	-	-	0.0	0.0
2	100.0	-	-	-	-	-	-	-	-	0.2	1.9
3	-	100.0	-	-	-	-	-	-	-	0.2	1.9
4	-	-	92.0	2.8	-	-	-	-	-	0.3	3.1
5	-	-	8.0	95.7	0.7	-	-	-	-	0.6	6.0
6	-	-	-	1.6	99.3	71.2	-	-	-	2.1	21.4
Upper scale											
1	-	-	-	-	-	28.8	58.7	-	-	1.6	16.2
2	-	-	-	-	-	-	41.3	83.1	-	4.1	42.3
3	-	-	-	-	-	-	-	16.9	-	0.7	7.1
FTE (000)	0.2	0.2	0.3	0.6	0.7	1.9	1.7	4.1	-	9.6	100.0
<b>ALL SCHOOLS</b>											
Main scale											
1	2.2	-	-	-	-	-	-	-	-	0.3	0.1
2	96.3	1.6	-	-	-	-	-	-	-	15.3	5.0
3	1.3	97.2	1.6	-	-	-	-	-	-	17.8	5.8
4	0.2	1.0	97.4	0.5	-	-	-	-	-	17.6	5.7
5	-	0.1	0.9	98.9	1.8	-	-	-	-	28.8	9.4
6	-	-	0.1	0.5	97.6	62.4	-	-	-	42.3	13.7
Upper scale											
1	-	-	-	-	0.5	37.5	74.8	-	-	50.0	16.2
2	-	-	-	-	0.1	0.2	25.1	77.5	-	107.5	34.9
3	-	-	-	-	-	-	0.0	22.5	100.0	28.2	9.2
FTE (000)	15.6	17.8	17.7	28.6	18.0	39.3	47.0	123.3	0.5	307.8	100.0

TABLE 18 Distribution of the level of management and special educational needs allowance and nonetrary value of recruitment and retention allowances) qualified classroom teachers, by type of school

Maintained schools in England and Wales, September 2004

National estimates												
Spine point 2004	Management Allowance							Special Needs Allowance				
	0	1	2	3	4	5	Total	0	1	2	Total	Percent
	%	%	%	%	%	%	Number 000	%	%	%	Number 000	FTE
<b>PRIMARY SCHOOLS</b>												
1	6.3	0.1	0.0	-	0.0	0.0	10.1	6.4	0.0	-	10.1	6.4
2	6.2	0.3	-	0.0	-	-	10.4	6.5	-	-	10.4	6.5
3	6.1	0.8	0.1	0.0	-	-	11.1	7.0	0.1	-	11.1	7.0
4	4.6	1.1	0.3	0.0	-	-	9.6	6.0	0.1	-	9.6	6.0
5	6.1	2.6	0.9	0.0	-	-	15.2	9.6	0.1	0.0	15.2	9.6
6	10.4	3.2	1.5	0.2	-	-	24.1	14.7	0.4	0.1	24.1	15.2
Upper scale	8.7	4.5	2.6	0.3	0.0	-	25.5	15.5	0.4	0.0	25.5	16.0
1	11.0	7.9	5.9	0.8	0.1	0.0	40.8	24.4	0.9	0.3	40.8	25.6
2	3.1	2.7	1.6	0.2	0.0	-	12.3	7.2	0.4	0.1	12.3	7.7
FTE (000)	99.5	36.5	20.6	2.4	0.2	0.0	159.2	154.5	3.8	1.0	159.2	100.0
%	62.5	22.9	12.9	1.5	0.1	0.0		97.0	2.4	0.6		
<b>SECONDARY SCHOOLS</b>												
1	5.0	0.0	0.0	-	-	-	9.6	5.0	-	-	9.6	5.0
2	5.2	0.6	0.1	0.0	0.0	-	11.5	6.0	0.0	-	11.5	6.0
3	4.1	1.1	0.4	0.1	0.0	-	10.9	5.7	0.0	-	10.9	5.7
4	3.2	1.4	0.8	0.3	0.1	0.0	11.1	5.8	-	-	11.1	5.8
5	3.3	1.9	1.9	1.0	0.4	0.0	16.2	8.5	0.0	0.0	16.2	8.5
6	5.6	1.8	2.2	1.2	0.8	0.1	22.4	11.5	0.3	0.0	22.4	11.8
Upper scale	3.9	2.1	3.0	2.3	2.3	0.4	26.7	13.8	0.2	0.0	26.7	14.0
1	6.2	4.3	6.7	6.6	8.8	2.1	66.1	34.0	0.5	0.2	66.1	34.7
2	1.3	1.0	1.8	1.9	2.0	0.5	15.9	8.1	0.2	0.1	15.9	8.4
FTE (000)	72.2	27.0	32.2	25.7	27.2	6.1	190.4	167.6	2.2	0.6	190.4	100.0
%	37.9	14.2	16.9	13.5	14.3	3.2		98.5	1.2	0.3		

Percentages of totals												
Spine point 2004	Recruitment & Retention Allowance*							Total				
	£0	£1 - £500	£501 - £1500	£1501 - £2500	£2501 - £3500	£3501 - £5000	£5001+	Number 000	FTE	Percent	Number 000	FTE
	%	%	%	%	%	%	%			%		%
<b>PRIMARY SCHOOLS</b>												
1	7.0	-	0.2	-	-	-	-	10.2	7.2	7.2	10.2	7.2
2	7.2	-	0.1	0.1	-	-	-	10.4	7.4	7.4	10.4	7.4
3	7.4	-	0.3	0.0	-	-	-	10.9	7.7	7.7	10.9	7.7
4	6.3	-	0.2	0.1	-	-	-	9.3	6.6	6.6	9.3	6.6
5	9.8	-	0.3	0.2	-	-	-	14.6	10.3	10.3	14.6	10.3
6	12.6	-	0.3	0.1	-	-	-	18.4	13.0	13.0	18.4	13.0
Upper scale	14.6	-	0.3	0.1	-	-	-	21.3	15.0	15.0	21.3	15.0
1	24.5	0.0	0.4	0.1	-	-	-	35.3	25.0	25.0	35.3	25.0
2	7.7	-	0.1	0.0	-	-	-	11.0	7.8	7.8	11.0	7.8
FTE (000)	132.3	0.0	3.0	0.9	0.1	0.1	-	141.3	100.0	100.0	141.3	100.0
%	97.1	0.0	2.1	0.7	0.1	0.1	-					
<b>SECONDARY SCHOOLS</b>												
1	5.2	-	0.1	0.0	-	-	-	9.6	5.0	5.0	9.6	5.0
2	6.1	-	0.2	0.0	-	-	-	11.6	6.0	6.0	11.6	6.0
3	5.7	-	0.2	0.1	-	-	-	10.9	5.7	5.7	10.9	5.7
4	5.6	-	0.3	0.2	-	-	-	10.9	5.8	5.8	10.9	5.8
5	8.2	-	0.3	0.1	-	-	-	15.9	8.5	8.5	15.9	8.5
6	10.3	0.0	0.3	0.2	-	-	-	19.8	11.8	11.8	19.8	11.8
Upper scale	13.2	-	0.4	0.2	-	-	-	23.2	14.0	14.0	23.2	14.0
1	33.6	-	0.7	0.3	-	-	-	63.1	34.7	34.7	63.1	34.7
2	8.2	-	0.1	0.0	-	-	-	15.2	8.4	8.4	15.2	8.4
FTE (000)	175.2	0.0	4.5	2.1	0.2	0.1	-	182.2	100.0	100.0	182.2	100.0
%	96.2	0.0	2.5	1.1	0.1	0.1	-					

TABLE 18 cont

Distribution of the level of management and special educational needs allowance and spine point of full-time equivalent (full-time only for recruitment and retention allowances) qualified classroom teachers, by type of school

Maintained schools in England and Wales, September 2004

National estimates	Spine point 2004	Management Allowance										Recruitment & Retention Allowance*										Total		Spine point 2004							
		0					1					£501 - £1500					£1501 - £2500					£2501 - £3500			£3501+						
		%					%					%					%					%					%				
SPECIAL SCHOOLS	Main scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
UL SCHOOLS	Main scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
UL SCHOOLS	Upper scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
UL SCHOOLS	Upper scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
UL SCHOOLS	Main scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
UL SCHOOLS	Upper scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
UL SCHOOLS	Main scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
UL SCHOOLS	Upper scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
		%					%					%					%					%					%			%	
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UL SCHOOLS	Upper scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
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UL SCHOOLS	Upper scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
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UL SCHOOLS	Main scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
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UL SCHOOLS	Upper scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
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UL SCHOOLS	Main scale	0					1					£501 - £1500					£1501 - £2500					£2501 - £3500					£3501+			Total	
		%																													

TABLE 19A

Distribution of the level of management and special educational needs allowance and value of recruitment and retention allowance of full-time equivalent qualified classroom teachers (full-time only for recruitment and retention allowances) by type of school

Maintained schools in England and Wales, September 2004

Allowances 2004	PRIMARY SCHOOLS						SECONDARY SCHOOLS						SPECIAL SCHOOLS						ALL SCHOOLS			
	Male	Female	Total		%	FTE	Male	Female	Total		%	FTE	Male	Female	Total		%	FTE	Male	Female	Total	
			Number	Percent					Number	Percent					Number	Percent					Number	Percent
<b>Management</b>	%	%	000	%	%	000	%	%	000	%	%	000	%	%	000	%	%	000	%	%	000	%
0	56.3	63.2	99.5	62.5		72.3	32.8	41.3		37.9		60.4	53.6	60.4		59.0		6.7	37.4	53.5	178.4	49.4
1	22.9	22.9	36.5	22.9		27.0	12.3	15.4		14.2		27.0	36.4	27.0		28.8		3.3	14.8	19.8	66.8	18.5
2	18.4	12.3	20.6	12.9		32.2	16.4	17.3		16.9		8.7	9.1	8.7		8.8		1.0	16.6	14.4	53.8	14.9
3	2.1	1.4	2.4	1.5		25.7	15.4	12.2		13.5		3.6	0.9	3.6		3.1		0.4	12.7	6.2	28.4	7.9
4	0.3	0.1	0.2	0.1		27.2	18.6	11.4		14.3		0.3	-	0.3		0.2		0.0	15.0	5.0	27.4	7.6
5	-	-	0.0	-		6.1	4.5	2.3		3.2		-	-	-		-		0.0	3.6	1.0	6.1	1.7
<b>Special Needs</b>																						
0	98.8	96.8	154.5	97.0		187.6	99.4	97.9		98.5		2.8	1.4	2.8		2.5		0.3	97.0	94.1	342.3	94.8
1	0.5	2.6	3.8	2.4		2.2	0.5	1.6		1.2		47.9	56.5	47.9		49.6		5.6	1.8	3.7	11.6	3.2
2	0.6	0.6	1.0	0.6		0.6	0.1	0.5		0.3		49.3	42.2	49.3		47.9		5.4	1.2	2.2	7.0	1.9
<b>Recruitment &amp; Retention</b>																						
£0	95.9	97.0	154.3	96.9		182.2	95.1	96.0		95.7		96.7	97.9	96.7		94.9		11.0	95.3	96.6	347.4	96.2
£1 - £500	-	0.0	0.0	-		0.0	0.0	0.0		0.0		-	-	-		-		0.0	0.0	0.0	0.1	0.0
£501 - £1500	2.8	2.3	3.7	2.3		5.3	3.0	2.6		2.8		1.1	0.5	1.1		1.4		0.2	2.9	2.4	9.1	2.5
£1501 - £2500	1.3	0.6	1.1	0.7		2.5	1.6	1.2		1.3		1.5	1.0	1.5		0.7		0.1	1.5	0.9	3.8	1.1
£2501 - £3500	-	0.1	0.1	0.1		0.2	0.2	0.1		0.1		0.8	0.5	0.8		3.0		0.3	0.2	0.1	0.4	0.1
£3501 - £4500	-	-	-	-		0.1	0.0	0.1		0.1		-	-	-		-		-	0.0	0.0	0.1	0.0
£4501 - £5500	-	-	-	-		0.0	0.0	-		0.0		-	-	-		-		-	0.0	-	0.0	0.0

[illegible]

**Distribution of the level of each allowance of full-time equivalent**

### Additional estimates

TABLE 19C

Distribution of the level of management and special educational needs allowance and value of recruitment and retention allowance of full-time equivalent (full-time only for recruitment and retention allowances) qualified classroom teachers, by size of school

Maintained schools in England and Wales, September 2004

National estimates	GROUP 1					GROUP 2					GROUP 3					GROUP 4				
	Male	Female	Total		Percent	Male	Female	Total		Percent	Male	Female	Total		Percent	Male	Female	Total		Percent
			Number	Percent				Number	Percent				Number	Percent				Number	Percent	
	%	%	000	FTE	%	%	%	000	FTE	%	%	%	000	FTE	%	%	%	000	FTE	%
<b>Management</b>																				
0	77.1	74.3	14.3		74.5	59.6	64.8	52.7		64.2	49.8	58.4	32.0		57.2	36.1	51.9	8.6		48.3
1	14.1	19.2	3.6		18.8	26.2	24.0	19.9		24.2	24.5	23.1	13.0		23.3	21.4	23.2	4.1		22.8
2	8.8	5.6	1.1		5.8	13.1	10.7	9.0		11.0	22.4	15.6	9.2		16.5	20.9	15.9	3.0		17.0
3	-	0.8	0.1		0.7	1.0	0.5	0.4		0.5	2.9	2.8	1.6		2.8	10.7	6.1	1.3		7.1
4	-	0.1	0.0		-	-	0.0	0.0		-	0.4	0.2	0.1		0.2	9.3	2.2	0.7		3.8
5	-	0.1	0.0		0.1	-	0.0	0.0		-	-	-	-		-	1.7	0.7	0.2		0.9
<b>Special Needs</b>																				
0	98.3	96.3	18.5		96.4	93.6	93.9	77.0		93.9	90.6	92.2	51.4		92.0	88.0	82.9	15.0		84.0
1	0.6	2.9	0.5		2.7	4.6	4.2	3.5		4.2	5.9	4.6	2.7		4.8	4.9	6.4	1.1		6.0
2	1.1	0.8	0.2		0.8	1.8	1.9	1.6		1.9	3.5	3.2	1.8		3.2	7.2	10.7	1.8		9.9
<b>Recruitment &amp; Retention</b>																				
£0	97.4	98.9	19.0		98.8	97.2	97.9	80.2		97.8	94.8	95.5	53.3		95.4	97.9	96.0	17.2		96.4
£1 - £500	-	-	-		-	-	-	-		-	-	0.0	0.0		0.0	-	0.4	0.1		0.3
£501 - £1500	1.2	0.8	0.2		0.9	2.0	1.7	1.4		1.7	3.5	3.2	1.8		3.3	1.8	2.3	0.4		2.2
£1501 - £2500	1.4	0.1	0.0		0.2	0.8	0.4	0.4		0.4	1.7	1.2	0.7		1.3	-	0.5	0.1		0.4
£2501 - £3500	-	0.1	0.0		0.1	-	0.1	0.0		0.1	-	0.1	0.0		0.0	0.3	0.6	0.1		0.5
£3501 - £4500	-	-	-		-	-	-	-		-	-	-	-		-	-	0.2	0.0		0.2
£4501 - £5500	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-		-

TABLE 19C (cont)

Distribution of the level of management and special educational needs allowance and value of recruitment and retention allowance of full-time equivalent classroom teachers, by size of school

Maintained schools in England and Wales, September 2004

National estimates	GROUP 5										GROUP 6										GROUP 7										GROUP 8									
	Male		Female	Total		%	Male		Female	Total		%	Male		Female	Total		%	Male		Female	Total		%	Male		Female	Total		%										
				Number	Percent					Number	Percent					Number	Percent					Number	Percent					Number	Percent		Number	Percent	Number	Percent	Number	Percent				
				000	FTE						000	FTE						000	FTE					000	FTE					000	FTE									
Allowances 2004																																								
Management																																								
0	29.5	39.3	7.6	35.7		30.7	40.6	22.1	36.5		35.4	42.3	32.7	39.6		33.5	42.9	8.1	38.9																					
1	12.9	17.3	3.3	15.6		13.1	14.8	8.5	14.1		11.0	15.1	11.2	13.5		13.1	16.1	3.1	14.8																					
2	20.0	17.8	4.0	18.6		16.8	18.3	10.7	17.7		15.0	16.8	13.3	16.1		16.5	15.8	3.3	16.1																					
3	17.0	14.4	3.3	15.4		15.6	12.4	8.3	13.7		14.9	11.5	10.6	12.8		14.5	12.0	2.7	13.0																					
4	16.6	8.8	2.5	11.7		20.4	12.1	9.4	15.5		18.6	12.1	12.1	14.6		16.2	9.4	2.6	12.3																					
5	3.9	2.4	0.6	3.0		3.5	1.8	1.5	2.5		5.1	2.2	2.8	3.3		6.2	3.8	1.0	4.9																					
Special Needs																																								
0	94.8	90.0	19.5	91.7		98.3	94.8	58.2	96.2		99.4	97.8	81.4	98.4		99.1	98.9	20.5	99.0																					
1	3.9	7.2	1.3	6.0		0.9	3.3	1.4	2.4		0.5	1.7	1.0	1.2		0.4	0.6	0.1	0.5																					
2	1.3	2.9	0.5	2.3		0.8	1.8	0.8	1.4		0.1	0.5	0.3	0.4		0.5	0.5	0.1	0.5																					
Recruitment & Retention																																								
£0	94.6	96.6	18.5	95.5		95.4	95.6	57.8	95.5		96.4	97.1	80.0	96.8		89.0	91.1	18.7	90.2																					
£1 - £500	-	-	-	-		-	-	-	-		0.0	-	0.0	0.0		-	-	-	-																					
£501 - £1500	3.1	2.8	0.6	3.2		3.5	3.2	2.0	3.3		2.0	1.7	1.5	1.8		5.6	5.8	1.2	5.7																					
£1501 - £2500	2.1	0.6	0.2	1.3		0.7	1.0	0.5	0.9		1.3	1.1	0.9	1.1		5.2	3.0	0.8	3.9																					
£2501 - £3500	0.2	-	0.0	0.1		0.3	-	0.1	0.2		0.2	0.1	0.1	0.1		0.2	0.1	0.0	0.1																					
£3501 - £4500	-	-	-	-		-	0.1	0.0	0.1		-	0.1	0.1	0.1		-	-	-	-																					
£4501 - £5500	-	-	-	-		-	-	-	-		0.1	-	0.0	-		-	-	-	-																					



TABLE 20A

Changes in the level of management and special educational needs allowance of full-time equivalent classroom teachers, by type of school  
Maintained schools in England and Wales, September 2004

National estimates, classroom teachers in the same school at September 2003 and September 2004	PRIMARY SCHOOLS												SECONDARY SCHOOLS						SPECIAL SCHOOLS						ALL SCHOOLS					
	Male		Female		Total		Male		Female		Total		Male		Female		Total		Male		Female		Total		Male		Female		Total	
					Number	Percent					Number	Percent					Number	Percent					Number	Percent					Number	Percent
	Change in allowances 2003 to 2004	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%
management																														
-5	-	-	-	-	-	0.0	0.1	0.0	-	-	0.0	0.0	-	-	-	-	-	-	-	-	-	-	-	0.0	-	-	0.0	0.0	0.0	
-4	-	-	-	-	-	0.2	0.1	0.2	0.1	0.1	0.1	0.1	-	-	-	-	-	-	-	-	-	-	0.2	-	-	0.2	0.1	0.1		
-3	-	0.0	0.0	0.0	0.0	0.2	0.1	0.2	0.1	0.1	0.1	0.1	-	-	-	-	-	-	-	-	-	-	0.2	0.1	0.1	0.2	0.1	0.1		
-2	0.3	0.1	0.1	0.2	0.1	0.8	0.6	0.4	0.4	0.4	0.8	0.5	-	-	-	-	-	-	-	-	-	-	1.0	0.3	0.6	0.2	1.0	0.3		
-1	0.7	1.1	1.4	1.4	1.1	2.0	1.1	1.4	1.4	1.4	2.0	1.2	1.4	1.3	1.3	0.1	1.3	0.1	3.6	1.2	1.0	1.2	3.6	1.2	3.6	1.2	1.2	1.2		
0	89.9	90.0	122.1	122.1	90.0	137.5	85.5	84.1	84.1	84.1	137.5	84.7	93.4	94.1	94.1	9.1	94.0	268.7	86.4	87.6	87.6	268.7	87.3	87.3	87.3	87.3	87.3	87.3		
1	7.0	7.6	10.2	10.2	7.5	15.9	9.1	10.3	10.3	10.3	15.9	9.8	5.2	4.0	4.0	0.4	4.3	26.5	8.7	8.6	8.6	26.5	8.6	8.6	8.6	8.6	8.6	8.6		
2	2.1	1.2	1.8	1.8	1.3	4.6	2.7	2.9	2.9	2.9	4.6	2.8	-	0.4	0.4	0.0	0.4	6.4	2.5	1.9	1.9	6.4	2.1	2.1	2.1	2.1	2.1	2.1		
3	-	0.0	0.0	0.0	0.0	0.8	0.5	0.5	0.5	0.5	0.8	0.5	-	0.1	0.1	0.0	0.1	0.9	0.4	0.2	0.2	0.9	0.3	0.3	0.3	0.3	0.3	0.3		
4	-	-	-	-	-	0.3	0.2	0.2	0.2	0.2	0.3	0.2	-	-	-	-	-	0.2	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.1		
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Special Needs																														
-2	-	-	-	-	-	0.0	0.0	-	-	-	0.0	0.0	-	-	-	-	-	0.0	0.0	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
-1	-	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-	-	-	-	-	0.1	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.0		
0	100.0	99.2	134.8	134.8	99.3	162.0	99.8	99.8	99.8	99.8	162.0	99.8	93.8	97.9	97.9	9.4	97.1	306.2	99.7	99.4	99.4	306.2	99.5	99.5	99.5	99.5	99.5	99.5	99.5	
1	-	0.7	0.9	0.9	0.6	0.2	0.1	0.2	0.2	0.2	0.2	0.2	6.2	2.1	2.1	0.3	2.9	1.4	0.2	0.5	0.5	1.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	
2	-	-	-	-	-	0.1	0.0	0.0	0.0	0.0	0.1	0.0	-	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	

TABLE 20A

Changes in the level of management and special educational needs allowance of full-time equivalent qualified classroom teachers, by type of school  
 Maintained schools in England and Wales, September 2004

Change in allowances 2003 to 2004	PRIMARY SCHOOLS						SECONDARY SCHOOLS						SPECIAL SCHOOLS						ALL SCHOOLS					
	Male			Female			Male			Female			Male			Female			Male			Female		
	%	000 FTE	Total Percent	%	000 FTE	Total Percent	%	000 FTE	Total Percent	%	000 FTE	Total Percent	%	000 FTE	Total Percent	%	000 FTE	Total Percent	%	000 FTE	Total Percent	%	000 FTE	Total Percent
<i>Management</i>																								
-5	-	-	-	-	-	-	0.1	0.0	0.0	-	-	-	-	-	-	-	-	-	0.0	0.0	0.0	-	0.0	0.0
-4	-	-	-	-	-	-	0.1	0.2	0.1	0.1	0.2	0.1	-	-	-	-	-	-	0.1	0.2	0.1	-	0.2	0.1
-3	-	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.1	0.1	0.2	0.1	-	-	-	-	-	-	0.1	0.2	0.1	0.1	0.2	0.1
-2	0.3	0.1	0.2	0.1	0.2	0.1	0.6	0.4	0.5	0.4	0.8	0.5	-	-	-	-	-	-	0.6	1.0	0.3	0.2	1.0	0.3
-1	0.7	1.1	1.4	1.1	1.4	1.2	1.1	1.4	1.2	1.4	2.0	1.2	1.4	1.3	1.3	1.3	0.1	1.3	1.0	3.6	1.2	1.2	3.6	1.2
0	89.9	90.0	122.1	90.0	90.0	84.7	85.5	84.1	84.7	84.1	137.5	84.7	93.4	94.1	94.0	94.1	9.1	94.0	86.4	268.7	87.3	87.6	268.7	87.3
1	7.0	7.6	10.2	7.5	10.2	9.8	9.1	10.3	9.8	10.3	15.9	9.8	5.2	4.0	4.3	4.0	0.4	4.3	8.7	26.5	8.6	8.6	26.5	8.6
2	2.1	1.2	1.8	1.3	1.8	2.8	2.7	2.9	2.8	2.9	4.6	2.8	-	0.4	0.4	0.4	0.0	0.4	2.5	6.4	2.1	1.9	6.4	2.1
3	-	0.0	0.0	0.0	0.0	0.5	0.5	0.5	0.5	0.5	0.8	0.5	-	0.1	0.1	0.1	0.0	0.1	0.4	0.9	0.3	0.2	0.9	0.3
4	-	-	-	-	-	0.2	0.2	0.2	0.2	0.2	0.3	0.2	-	-	-	-	-	-	0.1	0.2	0.1	0.1	0.2	0.1
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Special Needs</i>																								
-2	-	-	-	-	-	0.0	0.0	-	0.0	-	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	-	0.0	0.0
-1	-	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.1	0.0	0.0	0.1	0.0
0	100.0	99.2	134.8	99.3	134.8	99.8	99.8	99.8	99.8	99.8	162.0	99.8	93.8	97.9	97.1	97.9	9.4	97.1	99.7	306.2	99.5	99.4	306.2	99.5
1	-	0.7	0.9	0.6	0.9	0.2	0.1	0.2	0.2	0.2	0.2	0.2	6.2	2.1	2.9	2.1	0.3	2.9	0.2	1.4	0.4	0.5	1.4	0.4
2	-	-	-	-	-	0.0	0.0	0.0	0.0	0.0	0.1	0.0	-	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0

**TABLE 20B** Changes in the level of management and special educational needs allowance of full-time equivalent qualified classroom teachers, by region  
Maintained schools in England and Wales, September 2004

National estimates, classroom teachers in the same school at September 2003 and September 2004																																				
NORTH EAST										NORTH WEST										YORKSHIRE & THE HUMBER						EAST MIDLANDS						WEST MIDLANDS				
Change in allowances 2003 to 2004	Male		Female		Total		%	000	FTE	%	Male	Female	Total		%	000	FTE	%	Male	Female	Total		%	000	FTE	%	Male	Female	Total							
	Number	Percent	Number	Percent	Number	Percent							Number	Percent							Number	Percent							Number	Percent						
	%		%		%						%		%					%		%		%				%		%		%						
<b>Management</b>																																				
-5	-	-	-	-	-	0.0	0.0	0.0	0.0	-	0.0	0.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
-4	0.1	-	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0						
-3	0.2	0.2	0.0	0.2	0.0	0.0	0.0	0.0	0.0	-	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0						
-2	1.0	0.2	0.1	0.4	0.3	0.1	0.3	0.1	0.3	0.9	0.2	0.3	0.1	0.5	0.4	0.2	0.1	0.3	0.2	0.3	0.2	0.3	0.1	0.0	0.3	0.2	0.3	0.1	0.3	0.3						
-1	0.5	0.6	0.1	0.6	1.3	0.6	1.3	0.6	1.3	1.1	1.6	0.4	1.4	1.4	0.6	1.0	0.2	0.9	1.0	0.9	0.9	1.0	0.2	0.3	1.0	0.9	0.3	1.0	0.2	1.0						
0	87.9	90.6	14.1	89.9	88.8	37.9	88.8	88.6	88.9	88.1	89.2	89.2	27.0	88.9	87.5	87.6	21.6	87.6	85.2	88.4	88.4	87.6	28.8	87.5	8.8	8.8	2.9	8.8	2.1	8.8						
1	8.0	6.6	1.1	7.0	7.1	3.0	7.1	7.5	7.8	8.5	7.5	2.4	2.4	7.8	8.2	8.2	2.0	8.2	10.4	8.2	8.2	2.9	2.9	2.1	2.1	0.7	2.1	0.7	2.1	0.2						
2	1.3	1.5	0.2	1.5	2.0	0.9	2.0	1.9	1.2	1.3	1.2	0.4	0.4	1.2	2.7	2.4	0.6	2.5	2.9	1.8	2.5	0.7	0.7	0.2	0.2	0.1	0.2	0.1	0.2	0.1						
3	1.0	0.2	0.1	0.4	0.3	0.1	0.3	0.2	0.1	-	0.1	0.0	0.0	0.1	0.4	0.4	0.1	0.4	0.1	0.2	0.4	0.1	0.0	0.1	0.2	0.1	0.0	0.1	0.2	0.1						
4	-	-	-	-	0.1	0.0	0.1	0.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
<b>Special Needs</b>																																				
-2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
-1	-	-	-	-	-	0.0	0.1	0.1	0.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
0	99.8	99.5	15.6	99.6	99.4	42.4	99.4	99.3	99.4	99.8	99.6	30.3	99.6	99.6	99.6	99.6	24.5	99.2	99.6	99.2	99.3	99.6	32.7	99.5	0.5	0.5	0.2	0.5	0.2	0.5						
1	0.2	0.5	0.1	0.4	0.5	0.2	0.3	0.6	0.2	0.2	0.4	0.1	0.4	0.4	0.2	0.2	0.1	0.7	0.8	0.4	0.5	0.4	0.2	0.5	0.2	0.1	0.2	0.1	0.2	0.1						
2	-	-	-	-	0.0	0.0	0.1	-	0.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

**TABLE 20B (cont) Changes in the level of management and special educational needs allowance of full-time equivalent classroom teachers, by region**  
Maintained schools in England and Wales, September 2004

National estimates, classroom teachers in the same school at September 2003 and September 2004																																							
Change in allowances 2003 to 2004	EAST OF ENGLAND						GREATER LONDON						SOUTH EAST						SOUTH WEST						WALES														
	Male			Female			Total			Male			Female			Total			Male			Female			Total			Male			Female			Total					
	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent	%	Number	Percent						
Management	000			000			000			000			000			000			000			000			000			000			000			000			000		
	FTE			FTE			FTE			FTE			FTE			FTE			FTE			FTE			FTE			FTE			FTE			FTE			FTE		
	%			%			%			%			%			%			%			%			%			%			%			%			%		
	-5	0.1	0.0	0.0	-	0.0	0.0	0.1	0.1	0.0	0.0	0.1	-	-	-	-	0.0	0.0	-	-	0.1	0.0	0.1	-	-	-	-	-	-	-	-	-	-	-					
	-4	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	-	-	-	-	-	-	-	-	-	-	-					
	-3	0.3	0.1	0.2	0.1	0.1	0.2	0.1	0.1	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.1					
	-2	0.2	0.2	0.2	0.2	0.1	0.2	0.3	0.4	0.1	0.2	0.4	1.0	0.2	0.2	0.4	0.4	0.4	0.4	0.6	0.6	0.4	0.6	0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1					
	-1	1.1	1.7	1.5	1.7	0.5	1.5	0.6	1.2	0.2	0.2	0.8	1.3	1.2	0.5	1.2	1.2	1.2	1.2	1.3	1.3	0.3	1.3	1.1	0.8	0.2	0.2	0.2	0.2	0.2	0.9	0.9	0.9						
	0	84.1	84.7	84.5	84.7	26.1	84.5	84.7	84.0	16.6	84.6	84.6	83.8	86.9	86.9	86.2	85.3	87.2	86.6	85.3	87.2	86.6	91.4	92.7	91.4	92.7	19.8	19.8	92.4	92.4	92.4	92.4	92.4						
	1	10.2	10.9	10.7	10.9	3.3	10.7	10.4	11.0	2.0	10.4	10.4	9.5	9.0	9.0	9.1	8.6	9.1	9.1	8.6	9.1	9.0	6.4	5.3	6.4	5.3	1.2	1.2	5.5	5.5	5.5	5.5	5.5						
2	2.7	2.1	2.3	2.9	0.7	2.3	2.9	2.8	0.6	3.1	3.1	3.4	2.1	2.1	2.4	3.4	1.7	2.4	3.4	1.7	2.2	0.5	0.8	0.5	0.8	0.2	0.2	0.7	0.7	0.7	0.7	0.7							
3	0.7	0.1	0.3	0.7	0.1	0.3	0.7	0.2	0.1	0.4	0.4	0.3	0.4	0.2	0.4	0.4	0.2	0.4	0.4	0.3	0.3	0.5	0.2	0.5	0.2	0.1	0.1	0.3	0.3	0.3	0.3	0.3							
4	0.4	0.1	0.2	0.1	0.1	0.2	0.1	0.2	0.0	0.1	0.1	0.5	0.1	0.1	0.2	0.1	0.4	0.2	0.2	0.1	0.2	0.4	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1							
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Special Needs	-2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
	-1	-	0.0	0.0	0.0	0.0	-	-	-	-	-	-	0.1	0.0	0.1	0.1	0.2	0.1	0.1	0.2	0.0	0.1	-	-	-	-	-	-	-	-	-	-	-						
	0	99.7	99.4	99.5	99.7	30.7	99.5	99.8	99.5	38.7	99.6	100.0	99.3	43.2	99.5	99.8	99.7	99.5	99.8	99.7	99.7	99.7	100.0	99.0	99.0	21.3	21.3	99.3	99.3	99.3	99.3	99.3	99.3						
	1	0.3	0.5	0.4	0.1	0.4	0.2	0.5	0.5	0.2	0.4	-	0.6	0.2	0.5	-	0.3	0.5	-	0.3	0.1	0.2	-	-	-	0.8	0.1	0.6	0.6	0.6	0.6	0.6							
	2	-	0.1	0.1	0.0	0.0	-	0.0	0.0	0.0	0.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1						

**Changes in the level of each allowance of full-time equivalent qualified classroom teachers, by size of school**  
**Maintained schools in England and Wales, September 2004**

[illegible]

**TABLE 20C (cont) Changes in the level of each allowance of full-time equivalent classroom teachers, by size of school**  
Maintained schools in England and Wales, September 2004

National estimates, classroom teachers in the same school at September 2003 and September 2004																				
Change in allowances 2003 to 2004	GROUP 5					GROUP 6					GROUP 7					GROUP 8				
	Male	Female	Total		%	Male	Female	Total		%	Male	Female	Total		Male	Female	Total			
			Number	Percent				Number	Percent				Number	Percent			Number	Percent	Number	Percent
			000		FTE	%			000		FTE	%			000		FTE	%		
Allowances 2004																				
Management																				
-5	-	-	-	-	-	0.1	-	0.0	0.0	0.0	0.1	-	0.0	0.0	-	-	-	-		
-4	-	-	-	-	-	0.2	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	-	0.0	0.0		
-3	0.2	0.1	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.2	0.2	0.1	0.0	0.1		
-2	0.1	0.3	0.0	0.1	0.1	0.8	0.4	0.3	0.6	0.6	0.6	0.5	0.4	0.5	0.6	0.5	0.1	0.5		
-1	1.3	1.3	0.3	1.7	1.7	0.7	0.9	0.4	0.8	0.8	1.2	1.5	1.0	1.4	0.8	1.5	0.2	1.2		
0	87.3	83.6	13.8	88.3	85.5	85.9	85.2	44.3	85.5	85.1	85.1	83.7	58.2	84.3	85.6	84.4	15.8	85.0		
1	8.0	11.2	1.2	7.9	9.1	8.6	9.5	4.7	9.1	9.5	9.5	10.2	6.9	9.9	9.5	10.6	1.9	10.2		
2	3.0	2.7	0.3	1.7	2.9	2.7	3.0	1.5	2.9	2.5	2.5	3.1	2.0	2.9	2.7	2.6	0.5	2.6		
3	0.2	0.5	0.0	0.2	0.7	0.6	0.7	0.4	0.7	0.6	0.6	0.4	0.3	0.5	0.3	0.2	0.1	0.3		
4	-	0.4	0.0	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.2	0.3	0.2	0.2	0.2	-	0.0	0.1		
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Special Needs																				
-2	-	-	-	-	-	0.1	-	0.0	0.0	-	-	-	-	-	-	-	-	-		
-1	-	-	-	-	-	0.1	-	0.0	0.0	-	-	0.0	0.0	0.0	-	-	-	-		
0	100.0	99.3	18.4	99.6	99.7	99.6	99.8	51.7	99.7	99.8	99.8	99.8	69.0	99.8	100.0	100.0	18.6	100.0		
1	-	0.6	0.1	0.4	0.1	0.2	0.1	0.1	0.1	0.2	0.2	0.2	0.1	0.2	-	-	-	-		
2	-	0.1	0.0	0.0	0.1	0.1	0.1	0.0	0.1	-	-	-	-	-	-	-	-	-		

**TABLE 20D** Changes in the level of each allowance of full-time and part-time qualified classroom teachers  
Maintained schools in England and Wales, September 2004

National estimates, classroom teachers in the same school at September 2003 and September 2004													
Change in allowances 2003 to 2004	FULL-TIME				PART-TIME				TOTAL				
	Male		Female		Total		Male		Female		Total		Percent
	%	FTE	%	Number	%	Number	%	FTE	%	Number	%	FTE	
		000		000		000		000		000		000	
<i>Management</i>													
-5	0.0	0.0	-	0.0	0.0	0.0	0.4	0.0	-	0.0	0.0	0.0	0.0
-4	0.1	0.1	0.0	0.1	0.0	0.0	0.7	0.1	0.1	0.1	0.1	0.2	0.1
-3	0.1	0.1	0.0	0.1	0.0	0.0	0.6	0.3	0.3	0.1	0.3	0.2	0.1
-2	0.5	0.4	0.2	0.4	0.1	0.1	2.4	0.5	0.5	0.2	0.7	1.0	0.3
-1	1.0	3.0	1.1	3.0	1.1	1.1	1.6	1.9	1.9	0.6	1.8	3.6	1.2
0	86.2	238.3	86.7	238.3	86.7	86.7	93.2	93.8	93.8	30.4	93.1	268.7	87.3
1	9.0	25.7	9.5	25.7	9.3	9.3	0.5	2.7	2.7	0.8	2.5	26.5	8.6
2	2.6	6.1	2.1	6.1	2.2	2.2	0.6	0.7	0.7	0.2	0.7	6.4	2.1
3	0.4	0.8	0.3	0.8	0.3	0.3	-	0.1	0.1	0.2	0.7	0.9	0.3
4	0.2	0.3	0.1	0.3	0.1	0.1	-	-	-	-	-	0.3	0.1
5	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Special Needs</i>													
-2	-	-	-	-	-	-	-	-	-	-	-	-	-
-1	0.0	0.1	0.0	0.1	0.0	0.0	-	0.0	0.0	0.0	0.0	0.1	0.1
0	99.7	274.0	99.5	274.0	99.5	99.5	100.0	99.1	99.1	32.2	99.2	306.2	99.3
1	0.2	1.1	0.5	1.1	0.4	0.4	-	0.8	0.8	0.3	0.8	1.4	0.5
2	0.0	0.1	0.1	0.1	0.0	0.0	-	-	-	-	-	0.1	0.0

**TABLE 21.**  
Source of entrants to schools at September 2004, by type of school  
Maintained schools in England and Wales, September 2004

Source	PRIMARY SCHOOLS						SECONDARY SCHOOLS						SPECIAL SCHOOLS						ALL SCHOOLS					
	Male			Female			Total			Male			Female			Total			Male			Female		
	%	FTE	Percent	%	FTE	Percent	%	FTE	Percent	%	FTE	Percent	%	FTE	Percent	%	FTE	Percent	%	FTE	Percent	%	FTE	Percent
<b>Full-time</b>																								
New entrant to teaching	55.3	59.7	12,251	59.1			47.8	52.9	13,567	51.0			2.4	18.5	164	13.9			48.2			55.5	25,982	53.5
Returner <sup>(a)</sup>	5.5	6.9	1,387	6.7			4.3	3.9	1,079	4.1			11.0	7.7	102	8.6			4.7			5.5	2,568	5.3
From another school <sup>(b)</sup>	35.0	30.8	6,511	31.4			43.3	40.0	10,992	41.3			72.6	66.4	804	68.1			42.3			36.0	18,307	37.7
From another post <sup>(c)</sup>	4.2	2.6	594	2.9			4.6	3.1	983	3.7			14.0	7.5	110	9.3			4.8			3.0	1,687	3.5
<b>FTE</b>	2,839	17,904	20,743				10,145	16,476	26,621				336	844	1,180				13,320			35,224	48,544	
<b>Part-time</b>																								
New entrant to teaching	10.8	59.7	453	19.7			15.6	20.3	473	21.7			54.5	32.7	61	34.1			15.2			22.1	987	21.2
Returner <sup>(a)</sup>	20.9	6.9	795	34.5			33.8	35.4	581	26.7			45.5	36.3	66	36.9			30.8			31.0	1,442	31.0
From another school <sup>(b)</sup>	62.2	30.8	1,009	43.8			44.6	42.5	1,018	46.8			0.0	27.4	46	25.7			48.1			44.0	2,073	44.5
From another post <sup>(c)</sup>	6.1	2.6	48	2.1			6.0	1.8	103	4.7			0.0	3.6	6	3.4			5.9			3.0	157	3.4
<b>FTE</b>	148	2,157	2,305				435	1,740	2,175				11	168	179				594			4,065	4,659	

(a) Following a break in service

(b) In the maintained sector in England or Wales and without a break in service

(c) In teaching and without a break in service

TABLE 22

Operation of pay procedures for headteachers, deputy and assistant headteachers and qualified classroom teachers  
Maintained schools in England and Wales, September 2004

National estimates

	Percentage of headteachers who had been informed in writing of			Percentage who had performance objectives in place	Percentage of headteachers with objectives in place who					Percentage of schools whose deputy and assistant headteachers had been informed in writing of			Percentage who had performance objectives in place	Percentage with objectives in place, against which performance had been reviewed	Percentage of schools whose classroom teachers had been informed in writing of			
	their pay point	the basis on which the point had been determined	%		had an external adviser give guidance to their governing body	felt the objectives were clear and unambiguous	felt the objectives were helpful in carrying out their job	had had their performance reviewed against the objectives	%	%	%	their pay point			the basis on which the point had been determined	%	%	%
All	72	69	90	97	97	83	53	69	65	72	62	76	67					
School type																		
Primary	69	67	90	97	97	83	51	64	60	67	60	75	66					
Secondary	86	81	92	97	96	85	59	92	88	95	68	79	73					
Special	78	75	94	94	97	88	58	86	83	87	65	73	68					
Region																		
North East	76	74	90	98	98	78	42	71	69	72	47	80	75					
North West	66	60	90	99	99	87	50	71	63	73	63	75	64					
Yorkshire & the Humber	71	73	93	99	97	86	49	65	65	73	60	65	63					
East Midlands	61	59	86	95	98	85	56	52	51	65	64	66	63					
West Midlands	74	73	89	96	95	86	52	77	70	78	63	74	64					
East of England	76	71	92	99	93	72	49	74	66	75	64	80	70					
Greater London	82	77	91	96	98	84	53	86	81	84	59	82	73					
South East	77	74	90	96	97	84	56	69	67	69	64	82	72					
South West	72	71	94	99	96	82	52	62	61	64	67	81	70					
Wales	68	63	90	93	96	88	65	57	52	65	62	68	62					
School Group																		
One	59	54	85	95	97	84	50	28	24	29	58	71	58					
Two	71	69	92	98	96	81	52	76	71	82	61	75	69					
Three	79	78	92	98	98	85	51	84	79	87	59	80	70					
Four	77	78	94	96	95	86	46	83	83	81	64	70	69					
Five	81	79	93	100	99	87	63	89	87	90	75	80	75					
Six	87	82	87	96	97	87	61	91	88	93	70	77	76					
Seven	90	82	93	96	96	85	64	95	90	95	63	79	68					
Eight	88	82	94	97	91	82	63	94	94	100	78	95	87					

**TABLE 23 Distribution of unattached qualified teachers on the leadership group pay spine**

LEAs in England and Wales, September 2004

National estimates

Spine point 2004	<i>ALL LEADERSHIP GROUP MEMBERS</i>		
	Male	Female	Total
	%	%	%
L1	0.4	0.2	0.3
L2	-	-	-
L3	1.5	1.1	1.3
L4	2.9	3.0	3.0
L5	1.5	3.1	2.5
L6	4.8	3.7	4.1
L7	6.1	8.7	7.8
L8	5.9	10.3	8.8
L9	9.7	13.4	12.1
L10	9.9	12.9	11.8
L11	8.8	9.7	9.4
L12	7.8	6.6	7.0
L13	6.3	4.7	5.3
L14	6.9	4.8	5.6
L15	2.5	4.0	3.5
L16	2.5	1.6	1.9
L17	2.9	1.8	2.2
L18	4.8	1.4	2.6
L19	1.9	2.4	2.2
L20	1.9	1.6	1.7
L21	1.5	1.1	1.3
L22	1.1	1.0	1.0
L23	0.8	0.2	0.4
L24	0.8	1.0	1.0
L25	0.6	0.7	0.7
L26	0.4	-	0.1
L27	1.1	-	0.4
L28	0.4	0.2	0.3
L29	0.6	-	0.2
L30	-	-	-
L31	-	-	-
L32	1.3	-	0.4
L33	0.4	0.2	0.3
L34	0.4	0.2	0.3
L35	-	-	-
L36	-	-	-
L37	-	-	-
L38	-	-	-
L39	0.4	-	0.1
L40	-	-	-
L41	0.4	-	0.1
L42	-	-	-
L43	0.4	-	0.1
Number	475	970	1,345

**TABLE 24**

**Distribution of changes of spine point for unattached qualified teachers on the leadership group pay spine where the postholder remained the same**

LEAs in England and Wales, September 2004

National estimates<sup>(a)</sup>, leadership group members who were in the same post at September 2003 and September 2004.

Additional spine points	Total
	%
-5	-
-4	-
-3	-
-2	0.2
-1	-
0	73.5
1	21.8
2	3.2
3	1.2
4	0.2
5	-
6	-
7	-
8	-
>8	-
Number	959

(a) Estimated from those posts for which the spine point at September 2003 was known.

TABLE 25

**Distribution of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine**  
LEAs in England and Wales, September 2004

National estimates

Spine point 2004	<i>FULL-TIME</i>			<i>PART-TIME</i>			<i>TOTAL</i>		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	%	%	%	%	%	%	%	%	%
Main scale									
1	0.2	0.3	0.3	1.5	0.5	0.6	0.4	0.3	0.4
2	0.5	0.4	0.4	1.1	0.8	0.8	0.6	0.5	0.5
3	0.9	0.9	0.9	4.2	1.8	2.1	1.5	1.2	1.2
4	1.3	0.9	1.0	1.5	1.6	1.6	1.3	1.1	1.2
5	2.6	2.9	2.8	1.0	1.7	1.6	2.3	2.6	2.5
6	17.2	11.4	12.8	49.0	29.1	32.0	22.6	16.6	17.9
Upper scale									
1	16.9	16.2	16.3	16.8	16.6	16.6	16.9	16.3	16.4
2	50.7	56.9	55.3	22.3	42.4	39.4	45.8	52.7	51.1
3	9.8	10.1	10.0	2.6	5.6	5.2	8.6	8.8	8.8
FTE	2,932	8,624	11,556	614	3,574	4,188	3,542	12,192	15,734

TABLE 26

Distribution of spine point at September 2003 by spine point at September 2004 of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine Maintained schools in England and Wales, September 2004

National estimates, unattached teachers in the same post at September 2003 and September 2004

Spine point 2004	Spine point 2003									Total	
	Main scale						Upper scale			Number	Percent
	1	2	3	4	5	6	1	2	3		
	%	%	%	%	%	%	%	%	%	FTE	%
Main scale											
1	21.9	-	-	-	-	-	-	-	-	9	0.1
2	78.1	14.8	-	-	-	-	-	-	-	48	0.3
3	-	85.2	22.5	-	-	-	-	-	-	122	0.9
4	-	-	77.5	4.7	-	-	-	-	-	114	0.8
5	-	-	-	95.3	5.5	-	-	-	-	299	2.1
6	-	-	-	-	94.5	88.5	-	-	-	2,330	16.6
Upper scale											
1	-	-	-	-	-	11.5	81.7	-	-	2,213	15.7
2	-	-	-	-	-	-	18.2	87.0	-	7,621	54.2
3	-	-	-	-	-	-	0.1	13.0	100.0	1,302	9.3
FTE	41	109	129	300	235	2383	2369	8266	226	14,058	

**TABLE 27** Distribution of the level of each allowance and spine point of full-time equivalent (full-time only for recruitment and retention allowances) unattached qualified teachers on the classroom teachers' pay spine  
LEAs in England and Wales, September 2004

National estimates																					
Spine point 2004	Management Allowance										Special Needs Allowance					Recruitment & Retention Allowance					Spine point 2004
	0	1	2	3	4	5	0	1	2	Total	£0	£1-£500	£501-£1500	£1501-£2500	£2501-£3500	£3501 or more	Total				
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%			
<b>FULL-TIME</b>																					
Main scale																		Main scale			
1	0.2	0.0	-	-	-	-	0.2	0.0	-	0.3	0.3	-	-	-	-	-	-	1			
2	0.3	0.0	0.0	-	-	-	0.3	0.1	0.0	0.4	0.4	-	0.0	-	-	-	-	2			
3	0.6	0.1	0.1	0.0	-	-	0.6	0.2	0.1	0.9	0.9	-	0.0	-	-	-	-	3			
4	0.5	0.3	0.2	0.0	-	-	0.6	0.3	0.1	1.0	0.9	-	0.0	-	-	-	-	4			
5	1.5	0.5	0.6	0.1	0.1	-	1.9	0.7	0.2	2.8	2.5	0.0	0.1	0.1	0.0	-	-	5			
6	6.6	2.8	2.3	0.6	0.4	0.0	7.5	3.5	1.8	12.8	12.0	0.1	0.3	0.4	-	-	-	6			
Upper scale																		Upper scale			
1	6.2	4.2	3.9	1.0	0.9	0.2	8.9	4.2	3.3	16.4	15.3	0.1	0.4	0.5	-	-	-	1			
2	16.2	13.1	14.2	6.6	4.5	0.8	27.7	13.7	13.9	55.4	52.6	0.0	0.6	1.9	0.1	0.0	0.0	2			
3	2.4	2.7	2.7	1.4	0.8	0.1	5.3	2.3	2.5	10.1	9.7	0.1	0.1	0.1	-	-	-	3			
%	34.5	23.9	24.0	9.7	6.7	1.1	53.1	25.0	21.9	100.0	94.7	0.4	1.6	3.1	0.1	0.0	0.0	%			
<b>PART-TIME</b>																					
Main scale																		Main scale			
1	0.5	0.0	0.1	-	-	-	0.6	-	-	0.6	0.6	-	-	-	-	-	-	1			
2	0.7	0.1	-	-	-	-	0.7	0.0	-	0.8	0.7	0.0	-	-	-	-	-	2			
3	2.2	0.0	0.0	-	-	-	2.0	0.1	0.0	2.2	2.0	0.1	0.0	-	-	-	-	3			
4	1.5	0.1	0.0	-	-	-	1.4	0.2	0.0	1.6	1.4	0.2	0.0	-	-	-	-	4			
5	1.3	0.3	-	-	-	-	1.3	0.2	0.1	1.6	1.3	0.2	0.1	-	-	-	-	5			
6	26.5	3.0	1.8	0.5	0.0	0.0	24.8	4.9	2.3	32.0	24.8	4.9	2.3	-	-	-	-	6			
Upper scale																		Upper scale			
1	11.2	2.8	1.9	0.4	0.2	0.0	10.4	4.1	2.1	16.6	10.4	4.1	2.1	-	-	-	-	1			
2	22.4	8.1	6.3	1.7	0.7	0.1	20.2	9.0	10.2	39.4	20.2	9.0	10.2	-	-	-	-	2			
3	2.5	1.4	0.7	0.2	0.3	0.0	2.9	1.1	1.1	5.2	2.9	1.1	1.1	-	-	-	-	3			
%	68.7	15.9	11.0	2.9	1.3	0.2	64.2	19.7	16.0	100.0	64.2	19.7	16.0	-	-	-	-	%			
<b>TOTAL</b>																					
Main scale																		Main scale			
1	0.3	0.0	0.0	-	-	-	0.3	0.0	-	0.4	0.3	0.0	-	-	-	-	-	1			
2	0.4	0.1	0.0	-	-	-	0.4	0.1	0.0	0.5	0.4	0.1	0.0	-	-	-	-	2			
3	1.0	0.1	0.1	0.0	-	-	1.0	0.2	0.1	1.2	1.0	0.2	0.1	-	-	-	-	3			
4	0.8	0.2	0.1	0.0	-	-	0.8	0.3	0.1	1.2	0.8	0.3	0.1	-	-	-	-	4			
5	1.5	0.5	0.4	0.1	0.0	-	1.7	0.6	0.2	2.5	1.7	0.6	0.2	-	-	-	-	5			
6	11.9	2.9	2.2	0.6	0.3	0.0	12.1	3.9	1.9	17.9	12.1	3.9	1.9	-	-	-	-	6			
Upper scale																		Upper scale			
1	7.5	3.8	3.4	0.9	0.7	0.1	9.3	4.1	3.0	16.4	9.3	4.1	3.0	-	-	-	-	1			
2	17.9	11.8	12.1	5.3	3.5	0.6	25.7	12.4	13.0	51.1	25.7	12.4	13.0	-	-	-	-	2			
3	2.4	2.3	2.2	1.1	0.7	0.1	4.7	2.0	2.1	8.8	4.7	2.0	2.1	-	-	-	-	3			
%	43.6	21.8	20.6	7.9	5.3	0.9	56.1	23.6	20.3	100.0	56.1	23.6	20.3	-	-	-	-	%			

Percentages of totals

TABLE 28

Distribution of the level of each allowance of full-time equivalent unattached qualified teachers by gender

LEAs in England and Wales, September 2004

National estimates

Allowances 2004	FULL-TIME			PART-TIME			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	%	%	%	%	%	%	%	%	%
<b>Management</b>									
0	32.7	35.2	34.6	76.4	67.5	68.8	40.2	44.7	43.7
1	22.6	24.3	23.9	10.3	17.0	16.0	20.4	22.2	21.8
2	23.6	24.2	24.0	9.3	11.1	10.9	21.2	20.3	20.5
3	11.0	9.3	9.7	3.3	2.8	2.9	9.6	7.4	7.9
4	8.5	6.1	6.7	0.3	1.4	1.3	7.1	4.7	5.2
5	1.7	0.9	1.1	0.3	0.2	0.2	1.4	0.7	0.9
<b>Special Needs</b>									
0	61.7	50.1	53.1	80.1	61.6	64.3	64.9	53.5	56.1
1	23.0	25.7	25.0	14.8	20.6	19.8	21.6	24.2	23.6
2	15.3	24.2	21.9	5.0	17.8	16.0	13.5	22.3	20.3
<b>Recruitment &amp; Retention</b>									
£0	95.8	94.8	95.1						
£1 - £500	-	-	-						
£501 - £1500	1.9	1.6	1.7						
£1501 - £2500	2.3	3.4	3.1						
£2501 - £3500	-	0.2	0.1						
£3501 - £4500	-	0.1	0.1						
£4501-£5500	-	-	-						
more than £5500	-	-	-						

TABLE 29

**Changes in the level of each allowance of full-time equivalent unattached qualified teachers on the classroom teachers' pay spine**

LEAs in England and Wales, September 2004

National estimates, unattached teachers in the same LEA at September 2003 and September 2004

Change in allowances 2003 to 2004	FULL-TIME			PART-TIME			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	%	%	%	%	%	%	%	%	%
<i>Management</i>									
-5	-	-	-	-	-	-	-	-	-
-4	-	-	-	-	-	-	-	-	-
-3	0.2	0.1	0.2	-	-	-	0.2	0.1	0.1
-2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
-1	0.6	0.8	0.8	1.5	0.2	0.4	0.7	0.6	0.7
0	92.7	92.2	92.4	96.2	96.6	96.5	93.3	93.5	93.4
1	4.4	4.9	4.7	1.5	2.5	2.4	3.9	4.2	4.1
2	1.3	1.5	1.4	0.6	0.5	0.5	1.1	1.2	1.2
3	0.3	0.2	0.2	-	0.1	0.1	0.3	0.2	0.2
4	0.3	0.1	0.1	-	-	-	0.3	0.1	0.1
5	-	-	-	-	-	-	-	-	-
<i>Special Needs</i>									
-2	0.3	0.3	0.3	-	0.2	0.2	0.3	0.3	0.3
-1	0.4	0.5	0.5	-	0.5	0.4	0.3	0.5	0.4
0	96.7	96.7	96.7	98.3	98.2	98.2	97.0	97.1	97.1
1	1.9	1.8	1.8	1.3	0.8	0.9	1.8	1.5	1.6
2	0.7	0.8	0.7	0.4	0.3	0.3	0.6	0.6	0.6

**TABLE 30****Source of unattached qualified teacher entrants to LEAs at September 2004**

LEAs in England and Wales, September 2004

## National estimates

Source	Male	Female	Total
	%	%	%
<b>Full-time</b>			
New entrant to teaching	5.0	4.5	4.6
Returner <sup>(a)</sup>	15.1	8.8	10.4
From a school <sup>(b)</sup>	74.6	77.6	76.8
From another post <sup>(c)</sup>	5.4	9.1	8.1
<b>FTE</b>	<b>299</b>	<b>822</b>	<b>1,121</b>
	%	%	%
<b>Part-time</b>			
New entrant to teaching	14.6	4.4	6.1
Returner <sup>(a)</sup>	7.9	23.7	21.2
From a school <sup>(b)</sup>	73.0	70.1	70.6
From another post <sup>(c)</sup>	4.5	1.7	2.1
<b>FTE</b>	<b>89</b>	<b>472</b>	<b>561</b>

(a) Following a break in service

(b) In the maintained sector in England or Wales and without a break in service

(c) In teaching and without a break in service

## **Appendix B**

### **TECHNICAL NOTES**

#### **Purpose**

1. The Review Body continues to value the importance of carefully monitoring the use of the pay structure for teachers. Therefore, the Office of Manpower Economics (OME), which provides the secretariat for the Review Body, commissioned the National Centre for Social Research (NatCen) to carry out this survey. Throughout, NatCen worked closely with the OME to ensure that the requirements of the Review Body were met.

#### **Schools' survey**

2. The Review Body wished to continue to monitor pay progression and for the leadership group it wished to monitor the pay of those new in the post compared with the pay of their predecessors. Information was collected on the spine point in 2004 and, where applicable, in 2003 for every headteacher, deputy, assistant headteacher, qualified classroom teacher and advanced skills teachers in each of the schools sampled. In addition, for qualified classroom teachers, data were also collected on allowances (management, special needs and recruitment and retention) and for new appointees on their status (new entrant, returner after a break in service, transfer directly from another maintained school, or transfer directly from another teaching post).

#### *Coverage*

3. A sample of 3,000 schools was drawn from the 24,600 maintained schools in England and Wales on the Schools Register/Register of Educational Establishments and on records from the National Assembly for Wales. Sixth-form colleges were excluded from the sampling frame since they fall outside the remit of the Review Body. Coverage was restricted to qualified teachers regularly employed in schools, with a clear note for guidance outlining whom to include and exclude in the survey return. Information was collected both for full-time and for part-time teachers.

### *Sampling method*

4. The sample was drawn using a stratified scheme with nine explicit strata (London, Rest of England, and Wales crossed with Primary, Secondary and Special) and two implicit strata – LEA type and school type. Secondary schools were over-sampled at twice their frequency in the population due to low response rates in previous surveys. Schools in London were also over-sampled at twice their frequency, for the same reason. As a consequence London secondary schools were over-sampled at four times their natural frequency in the population. Interval sampling was then used to select schools.

### *Questionnaire*

5. The questionnaire was designed and developed by the OME in consultation with NatCen who carried out a pilot survey. The questionnaire is attached at the end of this appendix. Although the questionnaire was kept as short as possible, it was asking for detailed information on the salaries of leadership group members and classroom teachers in each school, and it was appreciated that this was sensitive information and that, in a few cases, it would be held at LEA level. Each LEA was sent a letter encouraging them to help headteachers who approached them for advice or information. Schools received assurances that any information they provided would be treated in the strictest confidence and that only aggregated data from which no individual school or teacher would be identifiable would be given to the Review Body or published. A Welsh version of the questionnaire was additionally sent to schools in Wales so that they could respond in their preferred language.

### *Response*

6. Questionnaires were sent out on 11 October 2004. After validation of the returns, records for some teachers and schools had to be removed. Information for 1,582 schools and some 33,900 teachers (1,580 headteachers, 1,450 deputies, 1,110 assistant headteachers, 29,500 qualified classroom teachers and 270 advanced skills teachers) was used.

7. Of the 3,000 schools contacted for the survey, there were 2,126 nursery and primary schools, 750 secondary schools and 124 special schools. The effective response rate was 53 per cent overall and individual rates for each type of school were 57 per cent, 41 per cent and 47 per cent for nursery/primary, secondary and special schools respectively. Response rates by region varied from 46 per cent in North East to 59 per cent in the South East of England. The variable response rates were allowed for in the grossing-up procedures for estimating national figures. A more detailed response analysis is given in Table B1.

#### *Grossing-up*

8. Results were grossed-up by factoring up the number of responses to known totals, provided by the DfES, of schools and teachers in each region and school type. These individual groupings were then aggregated to give national and sub-national estimates. This method was used for the leadership group and classroom teachers.

9. The same method of grossing-up as detailed above was not used for advanced skills teachers (ASTs). This was due to the small sample size of ASTs ( $N=265$ ). The above weighting used on this small sample size would produce very variable weights reducing the sample efficiency. A number of very small or very large weights in the data set would cause standard errors to be inflated and this would widen the confidence intervals around the survey estimates. Instead the advanced skills teachers' grossing weights were generated using raking-ratio weighting (also known as rim weighting). This method weights the sample to the marginal distributions of region and school type rather than the joint distribution. Weights produced using the raking-ratio method are less variable and more suitable to this data.

#### *Sampling error and non-response bias*

9. The estimates provided in this report are subject to statistical sampling error due to the use of a sample rather than a full census. The results may also be affected by other sources of error, in particular non-response bias (those schools that did not reply to the survey may have different characteristics from those which did reply). Experience from the 1993 survey indicated that late returns did not differ significantly from early returns and, therefore, that non-response bias in general was likely to be small.

10. Although the differential response rates by region and type of school can affect the reliability of the results, the degree of variation in response levels, overall, was small. Nevertheless, re-weighting of the data, as part of the grossing up to national numbers, and presentation of results grouped by region, school type or school size, minimises any residual bias in the results presented.

11. A sample of 1,582 schools covering just over 33,900 teachers provides a substantial statistical base for the main results. However, for some groups of teachers for which national numbers are low, and particularly if they are clustered in relatively few schools, results are less reliable e.g. for advanced skills teachers.

#### **LEAs' survey**

12. Similar information was collected from LEAs on the pay of each unattached teacher in 2004 and, where applicable, in 2003, although distinction was not drawn between different types of teacher in the leadership group.

#### *Coverage*

13. All 172 LEAs in England and Wales were surveyed. Coverage was restricted to those teachers paid on one of the qualified teacher pay spines and engaged in teaching activities, who were not part of the establishment of a particular school, with a clear note for guidance outlining who to include in and exclude from the survey return. Information was collected both for full-time and for part-time teachers.

#### *Questionnaire*

14. The questionnaire was designed and developed by the OME in consultation with NatCen, along with that for the schools' survey. The questionnaire is attached at the end of this appendix. A pilot survey was carried out concurrently with that for the schools' survey. The same assurances on respondent confidentiality were given as to schools and, as with the schools' survey, a Welsh version of the questionnaire was additionally sent to LEAs in Wales.

### *Response*

15. Questionnaires were sent out on 11 October 2004. 93 LEAs (54%) out of the 172 contacted returned questionnaires. After validation of the returns, records for some teachers and LEAs had to be removed, and information for some 9,390 teachers (720 leadership group posts and 8,670 classroom teachers) was ultimately used.

16. The effective response rate for LEAs was 54 per cent, an increase on 2003 response rates (50%). Response rates by LEA type varied from 39 per cent in Greater London to 64 per cent in Wales (up from 36% in 2003). A more detailed response analysis is given in Table B2.

### *Grossing-up*

17. Totals of unattached teachers are not available for the definition used in the survey, requiring a different method of grossing-up to be used. Population counts of 0-19 year olds in each LEA were used as a proxy for LEA size, enabling results to be factored up from responding LEAs to national estimates via LEA types. Due to the low response rates in some regions, it was adjudged that grossing-up by region, allowing regional estimates to be presented, would be unreliable. Therefore, no sub-national estimates have been calculated or presented.

18. This methodology makes the simplifying assumption that the number of unattached teachers employed in LEAs is, on average, proportional to the population of 0-19 year olds. There are, of course, other factors that may affect this figure, including the geographical spread of the LEA, the proportion of pupils with special needs, and local decisions about the structure of education provision.

### *Non-response bias*

19. The estimates may be affected by non-response bias in the same way as those for schools. Whereas the methodology applied in the schools' survey (grossing-up to known totals) helps to minimise this bias when presenting aggregated results, the same is not true for the LEAs' survey methodology. As a consequence of this and the weaknesses in the methodology highlighted above, results should be treated with some caution.

### **Data processing**

20. When forms were received, they were checked visually for obvious errors and omissions, and schools and LEAs contacted as necessary to resolve problems. After input to the database a series of pre-specified validation tests was carried out, followed by a series of ad hoc analyses to examine particular inconsistencies. These were further explored through contact with the school or LEA if necessary and were corrected where possible. If an apparent problem could not be explained or otherwise resolved, the information about that teacher was removed from the data set.

Table B1

Response rates to schools' questionnaire, by type of school and region

Region	Number of schools in sample			Number of schools responding			Response rate		
	Primary No.	Secondary No.	Special No.	Total No.	Primary No.	Secondary No.	Special No.	Total No.	Total %
North East	96	41	7	144	42	20	4	66	46
North West	268	91	16	375	162	29	7	198	53
Yorkshire & the Humber	193	65	9	267	121	23	3	147	55
East Midlands	173	63	10	246	106	20	5	131	53
West Midlands	192	81	13	286	96	42	3	141	49
East of England	208	82	10	300	129	34	4	167	56
Greater London	378	118	29	525	194	45	13	252	48
South East	270	99	16	385	170	47	10	227	59
South West	193	63	10	266	119	20	6	145	55
Wales	155	47	4	206	77	28	3	108	52
Total	2,126	750	124	3,000	1,216	308	58	1,582	53

Table B2

Response rates to LEAs' questionnaire, by LEA Type

Region	Number of LEAs		Number of LEAs responding		Response rate	
	No.		No.		%	
County	35		18		51	
Metropolitan	36		20		56	
Unitary	46		28		61	
Wales	22		14		64	
London	33		13		39	
Total	172		93		54	