

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

4 June 2026

To: Council Members
MSO/TUSO

JOINT NEGOTIATING COUNCIL CIRCULAR NO. 382

Soulbury Committee Joint Education Services Circular No. 238 – 27 February 2026

**Revised Salary Scales for Assistant Advisory Officer/School Improvement Professional/Adviser/
Senior Adviser/Senior School Improvement Professional.**

Further to Department of Education correspondence dated 12 May 2026 approval has been secured to enable the Education Authority to meet its contractual obligations regarding the payment of revalorisation increases to eligible staff within the EA Soulbury staff group.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have agreed to the implementation of the revised salary scales for posts in the Advisory Service with effect from 01 September 2025.

The revised salary scales are as follows:-

Assistant Advisory Officers

Salary Scale [EIP Scale Pts 7 – 10]

SCP	w.e.f. 01.09.2024	w.e.f. 01.09.2025
7	49,764	51,357
8	51,125	52,761
9	52,711	54,398
10	<u>54,125</u>	<u>55,857</u>
11	55,520*	57,297*
12	56,871*	58,691*
13	58,400*	60,269*

School Improvement Professional (SIP)

Salary Scale [EIP Scale Pts 11-14]

SCP	w.e.f. 01.09.2024	w.e.f. 01.09.2025
11	55,520	57,297
12	56,871	58,691
13	58,400	60,269
14	<u>59,766</u>	<u>61,679</u>
15	61,271*	63,232*
16	62,634*	64,639*
17	64,001*	66,050

Cont'd over/.

*Additional points awarded to accommodate the award of professional assessments

Advisers Salary Scale [EIP Scale Pts 13 – 16]

SCP	w.e.f. 01.09.2024	w.e.f. 01.09.2025
13	58,400	60,269
14	59,766	61,679
15	61,271	63,232
16	<u>62,634</u>	<u>64,639</u>
17	64,001*	66,050*
18	65,342*	67,433*
19	66,724*	68,860*

Senior Advisers Salary Scale [EIP Scale Pts 16 – 19]

SCP	w.e.f. 01.09.2024	w.e.f. 01.09.2025
16	62,634	64,639
17	64,001	66,050
18	65,342	67,433
19	<u>66,724</u>	<u>68,860</u>
20	67,439*	69,598*
21	68,811*	71,013*
22	70,009*	72,250*

Senior School Improvement Professional Salary Scale [EIP Scale Pts 16 – 19]

SCP	w.e.f. 01.09.2024	w.e.f. 01.09.2025
16	62,634	64,639
17	64,001	66,050
18	65,342	67,433
19	<u>66,724</u>	<u>68,860</u>
20	67,439*	69,598*
21	68,811*	71,013*
22	70,009*	72,250*

A copy of Soulbury Committee Joint Education Services Circular No. 238 is attached for information.

***Additional points to accommodate the award of professional assessments**



Management Side Secretary
M McDermott



Trade Union Side Secretary
J Murdock



Trade Union Side Secretary
J McCusker



Trade Union Side Secretary
J Donley



Trade Union Side Secretary
K Ellison

Joint Education Services Circular (JESC) 238 – Soulbury officers' pay agreement 2025

We are pleased to confirm that the Soulbury Committee has reached an agreement on a pay award for 2025

To: Local Authorities in England and Wales
Local Government Association Subscribers

27 February 2026

Dear Colleague

We are pleased to confirm that the Soulbury Committee has reached an agreement on a pay award for 2025 which is as follows:

- an increase of 3.2 per cent on all spinal column points (SCPs) with effect from 1 September 2025.
- an increase of 3.2 per cent on all allowances with effect from 1 September 2025.

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 September 2025 to the employee's last day of employment.

The Soulbury Committee has also agreed to continued Joint Secretariat discussions on reviews of the SPA System and London Area Payments.

The revised pay spines are attached below for your information (Appendix I).

Yours sincerely

David Algie
Employers Side Secretariat

David Powell
Officers' Side Secretary

Appendix I

Educational Improvement Professionals

SCP	01.09.25
1	42884
2	44343
3	45723
4	47121
5	48508
6	49897
7	51357
8	52761*
9	54398
10	55857
11	57297
12	58691
13	60269**
14	61679

Educational Improvement Professionals

SCP	01.09.25
15	63232
16	64639
17	66050
18	67433
19	68860
20	69598***
21	71013
22	72250
23	73609
24	74828
25	76131
26	77403
27	78704
28	80023

Educational Improvement Professionals

SCP	01.09.25
29	81344
30	82664
31	83971
32	85298
33	86628
34	87989
35	89348
36	90743
37	92117
38	93506
39	94875
40	96245
41	97619
42	98995

Educational Improvement Professionals

SCP	01.09.25
43	100368
44	101750
45	103125
46	104505
47	105889
48	107260
49	108637
50	110016
51	114416****
52	118993****

Notes to Educational Improvement Professionals above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

**normal minimum point for EIP undertaking the full range of duties at this level.*

***normal minimum point for senior EIP undertaking the full range of duties at this level.*

****normal minimum point for leading EIP undertaking the full range of duties at this level.*

*****extension to range to accommodate structured professional assessments.*

Young People's / Community Service Manager

SCP	01.09.25
1	44398
2	45783
3	47165
4	48577*
5	50011
6	51411
7	52841**
8	54466
9	55363
10	56749
11	58127
12	59507
13	60877
14	62260
15	63645

Young People's / Community Service Manager

SCP	01.09.25
16	65035
17	66430
18	67819
19	69198
20	70608***
21	72043***
22	73513***
23	75011***
24	76541***

Notes to Young People's / Community Service Manager above

The minimum Youth and Community Service Officers' scale is 4 points.

Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report).*

***normal minimum point for principal youth and community service officer undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report).*

****extension to range to accommodate discretionary scale points and structured professional assessments.*

Trainee Educational Psychologists

SCP	01.09.25
1	-
2	31599
3	33607
4	35620
5	37628
6	39640

Assistant Educational Psychologists

SCP	01.09.25
1	-
2	37265
3	38643
4	40015
5	41616

Educational Psychologists - Scale A

SCP	01.09.25
1	44875

Educational Psychologists - Scale A

SCP	01.09.25
2	47045
3	49215
4	51383
5	53554
6	55723
7	57766
8	59809
9	61721
10	63638
11	65423
12	66156*
13	67526*
14	68884*

Notes to Educational Psychologists - Scale A above

Salary scales to consists of up to six points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Extension to scale to accommodate structured professional assessment points.*

Senior and Principal Educational Psychologists – Scale B

SCP	01.09.25
1	55723
2	57766
3	59809
4	61721
5	63638
6	65423*
7	66156
8	67526
9	68884
10	70265
11	71620
12	72999
13	74403
14	75762

Senior and Principal Educational Psychologists – Scale B

SCP	01.09.25
15	77184
16	78591
17	80009
18	81425**
19	84682**
20	88069**
21	91593**

Notes to Senior and Principal Educational Psychologists above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.*

***Extension to range to accommodate discretionary scale points and structured professional assessments*

LONDON AREA PAYMENTS

With effect from 1 September 2025 staff in the London area shall receive the following:

- at the rate of £3803 (2025) per annum to officers serving in the **Inner** area.
- at the rate of £2509(2025) per annum to officers serving in the **Outer** area.
- at the rate of £970 (2025) per annum to officers serving in the **Fringe** area.
- officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.

- in the case of officers required to serve in different parts of the London areas or partly outside that area officers shall be deemed to be serving in the area in which they are required to spend more than one half of their time.
- for the purpose of this paragraph –

The “Inner Area” means the area of the London Boroughs of:

Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey, Merton and Newham.

The “Outer Area” means Greater London excluding the Inner area.

The “Fringe Area” means:

Berkshire: the districts of Bracknell, Slough, Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon, Brentwood, Epping Forest, Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne, Dacorum, East Hertfordshire, Hertsmere, St. Albans, Three Rivers, Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks.

Surrey: the whole County.

West Sussex: the district of Crawley.

The “London Area” comprises the Inner area the Outer area and the Fringe area