

The Soulbury Committee
Inspectors, Organisers and Advisory Officers of Local Authorities

27 February 2026

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

Dear Colleague

**JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 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 which is as follows:

- An increase of 3.2% on all spinal column points (SCPs) with effect from 1 September 2025.
- An increase of 3.2% 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 for your information (Appendix I).

Yours sincerely



David Algie
Employers Side Secretariat



David Powell
Officers’ Side Secretary

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
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
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
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
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
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
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:

- (a) at the rate of £3803 (2025) per annum to officers serving in the **Inner** area.
- (b) at the rate of £2509(2025) per annum to officers serving in the **Outer** area.
- (c) at the rate of £970 (2025) per annum to officers serving in the **Fringe** area.
- (d) 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.
- (e) 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.
- (f) 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