

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

28 July 2026

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

Dear Colleague

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**JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 239 – SOULBURY OFFICERS’  
PAY AGREEMENT 2026**

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We are pleased to confirm that the Soulbury Committee has reached an agreement on a pay award for 2026 which is as follows:

- An increase of 3.6% on all spinal column points (SCPs) with effect from 1 September 2026.
- An increase of 3.6% on all allowances with effect from 1 September 2026.

If requested by an ex-employee to do so, we recommend that employers should pay any monies due to that employee from 1 September 2026 to the employee’s last day of employment.

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**

| <b>SCP</b> | <b>01.09.26</b> |
|------------|-----------------|
| 1          | 44428           |
| 2          | 45940           |
| 3          | 47370           |
| 4          | 48818           |
| 5          | 50255           |
| 6          | 51694           |
| 7          | 53206           |
| 8          | 54661*          |
| 9          | 56357           |
| 10         | 57868           |
| 11         | 59360           |
| 12         | 60804           |
| 13         | 62439**         |
| 14         | 63900           |
| 15         | 65509           |
| 16         | 66967           |
| 17         | 68428           |
| 18         | 69861           |
| 19         | 71339           |
| 20         | 72104***        |
| 21         | 73570           |
| 22         | 74851           |
| 23         | 76259           |
| 24         | 77522           |
| 25         | 78872           |
| 26         | 80190           |
| 27         | 81538           |
| 28         | 82904           |
| 29         | 84273           |
| 30         | 85640           |
| 31         | 86994           |
| 32         | 88369           |
| 33         | 89747           |
| 34         | 91157           |
| 35         | 92565           |
| 36         | 94010           |
| 37         | 95434           |
| 38         | 96873           |
| 39         | 98291           |
| 40         | 99710           |

|    |            |
|----|------------|
| 41 | 101134     |
| 42 | 102559     |
| 43 | 103982     |
| 44 | 105413     |
| 45 | 106838     |
| 46 | 108268     |
| 47 | 109702     |
| 48 | 111122     |
| 49 | 112548     |
| 50 | 113977     |
| 51 | 118535**** |
| 52 | 123277**** |

### **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**

| <b>SCP</b> | <b>01.09.26</b> |
|------------|-----------------|
| 1          | 45997           |
| 2          | 47432           |
| 3          | 48863           |
| 4          | 50326*          |
| 5          | 51812           |
| 6          | 53262           |
| 7          | 54744**         |
| 8          | 56427           |
| 9          | 57357           |
| 10         | 58792           |
| 11         | 60220           |
| 12         | 61650           |
| 13         | 63069           |
| 14         | 64502           |
| 15         | 65937           |
| 16         | 67377           |
| 17         | 68822           |
| 18         | 70261           |
| 19         | 71690           |
| 20         | 73150***        |
| 21         | 74637***        |
| 22         | 76160***        |
| 23         | 77712***        |
| 24         | 79297***        |

### **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      01.09.26**

|   |       |
|---|-------|
| 1 | -     |
| 2 | 32737 |
| 3 | 34817 |
| 4 | 36903 |
| 5 | 38983 |
| 6 | 41068 |

**Assistant Educational Psychologists****SCP      01.09.26**

|   |       |
|---|-------|
| 1 | -     |
| 2 | 38607 |
| 3 | 40035 |
| 4 | 41456 |
| 5 | 43115 |

**Educational Psychologists - Scale A****SCP      01.09.26**

|    |        |
|----|--------|
| 1  | 46491  |
| 2  | 48739  |
| 3  | 50987  |
| 4  | 53233  |
| 5  | 55482  |
| 6  | 57730  |
| 7  | 59846  |
| 8  | 61963  |
| 9  | 63943  |
| 10 | 65929  |
| 11 | 67779  |
| 12 | 68538* |
| 13 | 69957* |
| 14 | 71364* |

### **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**

| <b>SCP</b> | <b>01.09.26</b> |
|------------|-----------------|
| 1          | 57730           |
| 2          | 59846           |
| 3          | 61963           |
| 4          | 63943           |
| 5          | 65929           |
| 6          | 67779*          |
| 7          | 68538           |
| 8          | 69957           |
| 9          | 71364           |
| 10         | 72795           |
| 11         | 74199           |
| 12         | 75627           |
| 13         | 77082           |
| 14         | 78490           |
| 15         | 79963           |
| 16         | 81421           |
| 17         | 82890           |
| 18         | 84357**         |
| 19         | 87731**         |
| 20         | 91240**         |
| 21         | 94891**         |

### **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 2026 staff in the London area shall receive the following:

- (a) at the rate of £3940 (2026) per annum to officers serving in the **Inner** area.
- (b) at the rate of £2600 (2026) per annum to officers serving in the **Outer** area.
- (c) at the rate of £1005 (2026) 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