

Lancashire Pay Spine (wef 1 April 2025)

Foundation Living Wage (FLW) - LCC Grade Model

***FLW rate wef 01 April 2025**

Grade	New Scale Point	Annual Salary (£)	Hourly Rate (£)	Assimilated School Posts within the Grade
FLW*	1 (FLW)*	24,310	12.60	Cleaner A School Catering Assistant Site Supervisor 1 Welfare Assistant
Grade 3	3 4	24796 25185	12.85 13.05	Asst/ Pupil Support Asst School Admin Officer 1 School Catering Officer Site Supervisor 2 B TA1/ Senior Midday Sup Technician 1 / Attendance
Grade 4	4 5 6	25185 25584 25989	13.05 13.26 13.47	ICT Support 1 School Admin 2 Senior School Catering Officer TA2a / Site Supervisor 2a Technician 2
Grade 5	6 7 8 9 10 11	25989 26403 26824 27255 27694 28142	13.47 13.69 13.90 14.13 14.35 14.59	Assistant Learning Mentor Assistant Nursery Manager ICT Support 2/ School Admin Officer 3 School Catering Supervisor TA 2b / Site Sup 3/ Tech 3/
Grade 6	11 12 13 14 15 16 17 18 19	28142 28598 29540 30024 31022 32062	14.59 14.82 15.31 15.56 16.08 16.62	Cover Manager Family Support Worker ICT Support 3/ Senior Tech Learning Mentor School Admin Officer 4 School Catering Manager TA 3/ Site Manager
Grade 7	19 20 21 22 23 24 25	32062 32597 33699 34434 35413 36363	16.62 16.90 17.47 17.85 18.36 18.85	HLTA/ ICT Manager Lay Chaplain (Catholic) Nursery Manager Pupil Counsellor School Admin Officer 5 School Operations Manager Senior Learning Mentor Technical Team Manager

Grade 8	25	36363	18.85	Business Manager 1
	26	37280	19.32	Children's Centre Co-ord
	27	38221	19.81	Pupil Support Manager
	28	39153	20.29	Senior Family Support Worker
	29	39863	20.66	Senior ICT Network Manager
	30	40778	21.14	
Grade 9	30	40778	21.14	
	31	41772	21.65	
	32	42840	22.21	Business Manager 2
	33	44075	22.85	Extended Services Manager
	34	45092	23.37	Student Counsellor
	35	46142	23.92	
Grade 10	35	46142	23.92	
	36	47181	24.46	
	37	48227	25.00	Business Manager 3
	38	49283	25.54	
	39	50269	26.06	
	40	51357	26.62	
Grade 11	40	51357	26.62	
	41	52414	27.17	Business Manager 4a/4b
	42	53460	27.71	
	43	54495	28.25	
	44	55613	28.83	
Grade 12	44	55613	28.83	
	45	56771	29.43	
	46	57870	30.00	Business Manager 5
	47	59005	30.58	
	48	60148	31.18	

The above information is not applicable for schools who did not follow the 2010 Equal Pay Review.

SCPS 13, 16, 18 and 21 are not to be used.

The above grades are effective from 1 April 2025

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