

# Our reshaped pay and grading structure

Progression tables by grade and SCP

October 2025













The reshaped pay and grading structure for Grades 1 to 5 is being implemented across Birmingham City Council (BCC), Birmingham Children's Trust (BCT), Acivico, and schools where BCC is the employer.

Grade 1 to Grade A

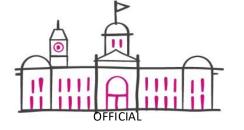
Grade 4 to Grade C

Grade 2 to Grade A

Grade 5 to Grade D

Grade 3 to Grade B













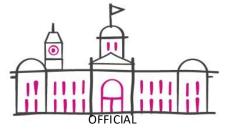


## PAY & GRADING RESHAPING FOR A FAIRER FUTURE

## **Grade 1 to Grade A**













#### Progression from Grade 1 SCP 3 through Grade A



ur	position to mber 2025	Position from 1 October 2025		Position from 1 April 2026			on from ril 2027		ion from ril 2028	Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
							9 £27,254				
						7	£26,403				
				5	£25,583						
		3	£24,796								
2	£24,413										











<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

#### Progression from Grade 1 SCP 3 through Grade A



u	t position to mber 2025	Position from 1 October 2025		Position from 1 April 2026			on from ril 2027		ion from ril 2028	Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
								9	£27,254		
						7 £26,403					
				5	£25,583						
3	£24,796	3	£24,796								











<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

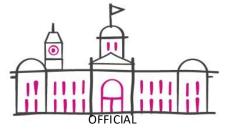




### **Grade 2 to Grade A**













#### Progression from Grade 2 SCP 3 through Grade A



Current up 30 Septen	to		ion from ober 2025		ion from ril 2026		on from ril 2027	Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP Salary*		SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
								9 £27,254			
						7	£26,403				
				5	£25,583						
3	£24,796	3	£24,796								











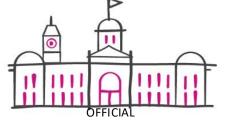
<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

#### Progression from Grade 2 SCP 4 through Grade A



ur	position to mber 2025	Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										11	£28,142
								9	£27,254		
						7	£26,403				
				5	£25,583						
4	£25,185	4	£25,185								











<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

#### Progression from Grade 2 SCP 5 through Grade A



ur	position to mber 2025	Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	SCP Salary*		Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								11	£28,142	11	£28,142
						9	£27,254				
				7	£26,403						
5	£25,583	5	5 £25,583								











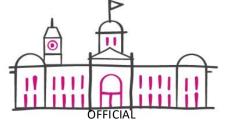
<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

#### Progression from Grade 2 SCP 6 through Grade A



u	t position p to mber 2025	Position from 1 October 2025			ion from oril 2026		ion from oril 2027	Position from 1 April 2028		
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
								11	£28,142	
						9	£27,254			
				7	£26,403					
6	£25,989	6	£25,989							











<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

#### Progression from Grade 2 SCP 7 through Grade A



ι	nt position up to ember 2025		on from ber 2025		tion from pril 2026		ion from oril 2027
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						11	£28,142
				9 £27,254			
7	£26,403	7	£26,403				











<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.

#### Progression from Grade 2 SCP 8 through Grade A



u	nt position up to ember 2025		on from ber 2025		tion from oril 2026		ion from ril 2027
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						11	£28,142
				9	£27,254		
8	£26,824	8	£26,824				











<sup>\*</sup>Salary is shown at 1 April 2025 and does not reflect the annual increases in relation to future nationally agreed pay awards as these are unknown for future years.



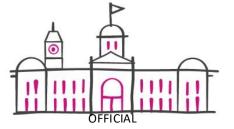


## PAY & GRADING RESHAPING FOR A FAIRER FUTURE

### **Grade 3 to Grade B**













#### Progression from Grade 3 SCP 9 through Grade B



	ent position up to tember 2025	Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029		I	on from ril 2030
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
		12	£28,598										
9	£27,254												

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

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#### Progression from Grade 3 SCP 10 through Grade B



	nt position up to tember 2025	Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029			on from ril 2030
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
		12	£28,598										
10	£27,694												

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.









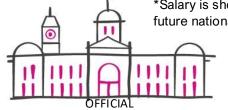


#### Progression from Grade 3 SCP 11 through Grade B



	nt position up to tember 2025	Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029			on from ril 2030
SCP Salary*		SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
		12	£28,598										
11	£28,142												

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.









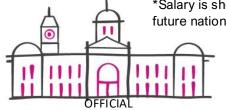


#### **Progression from Grade 3 SCP 12 through Grade B**



	ent position up to tember 2025	Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029			on from ril 2030
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
12	£28,598	12	£28,598										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.









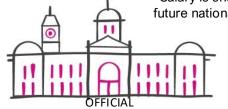


#### **Progression from Grade 3 SCP 13 through Grade B**



	ent position up to tember 2025	Position from 1 October 2025		Position from 1 April 2026								on from ril 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												23	£34,434
										20	£32,597		
								18	£31,537				
						16	£30,518						
				14	£29,540								
13	£29,064	13	£29,064										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.











#### **Progression from Grade 3 SCP 14 through Grade B**



	ent position up to tember 2025		on from per 2025		on from ril 2026		on from il 2027		on from ril 2028		ion from ril 2029
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										23	£34,434
								20	£32,597		
						40	024 527				
						18	£31,537				
				16	£30,518						
					,						
14	£29,540	14	£29,540								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.











#### Progression from Grade 3 SCP 15 through Grade B



	ent position up to tember 2025		on from per 2025		on from ril 2026		on from ril 2027		ion from ril 2028		ion from ril 2029
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										23	£34,434
								20	£32,597		
						18	£31,537				
				16	£30,518						
15	£30,024	15	£30,024								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.









#### Progression from Grade 3 SCP 16 through Grade B



	ent position up to tember 2025		on from per 2025	l .	on from ril 2026		ion from ril 2027		ion from oril 2028
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								23	£34,434
							200 - 20-		
						20	£32,597		
				18	£31,537				
					201,001				
16	£30,518	16	£30,518						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.











#### **Progression from Grade 3 SCP 17 through Grade B**



	rent position up to ptember 2025		on from ber 2025		on from ril 2026		ion from ril 2027		ion from oril 2028
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
								23	£34,434
						20	£32,597		
						20	202,001		
				18	£31,537				
17	£31,022	17	£31,022						

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

future national









#### Progression from Grade 3 SCP 18 through Grade B



	rent position up to eptember 2025		on from per 2025		cion from oril 2026		tion from oril 2027
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						23	£34,434
				20	£32,597		
18	£31,537	18	£31,537				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

future nationally a







#### Progression from Grade 3 SCP 19 through Grade B



	rent position up to ptember 2025		on from per 2025		ion from oril 2026		tion from oril 2027
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						23	£34,434
				20	£32,597		
19	£32,061	19	£32,061				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

future nationally agreed pay award









#### Progression from Grade 3 SCP 20 through Grade B



Curi 30 Se	rent position up to ptember 2025		ion from ober 2025		cion from oril 2026
SCP	Salary*	SCP	Salary*	SCP	Salary*
				23	£34,434
00	C22 E07	20	C22 E07		
20	£32,597	20	£32,597		

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.









#### Progression from Grade 3 SCP 21 through Grade B



	rrent position up to eptember 2025		on from ber 2025		tion from pril 2026
SCP	Salary*	SCP	Salary*	SCP	Salary*
				23	£34,434
21	£33,143	21	£33,143		

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.

future nationa







#### Progression from Grade 3 SCP 22 into Grade B



	rent position up to eptember 2025		ion from ober 2025		tion from oril 2026
SCP	Salary*	SCP	Salary*	SCP	Salary*
				23	£34,434
22	£33,699	22	£33,699		

This diagram shows how you move onto the reshaped structure at the top of your grade.















## PAY & GRADING RESHAPING FOR A FAIRER FUTURE

## **Grade 4 to Grade C**















#### Progression from Grade 4 SCP 23 through Grade C

Current up 30 Septen	-		ion from ober 2025	l	on from il 2026		on from ril 2027	l	cion from oril 2028		on from ril 2029		Position from 1 April 2030	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
												33	£44,075	
										31	£41,771			
								29	£39,862					
						27	£38,220							
				25	£36,363									
		24	£35,412											
23	£34,434													

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 4 SCP 24 through Grade C

Current up 30 Septen	to	1	ion from ober 2025	l	on from ril 2026		on from ril 2027	l	tion from oril 2028		Position from 1 April 2029		ion from oril 2030
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
												33	£44,075
										31	£41,771		
								29	£39,862				
						27	£38,220						
				25	£36,363								
24	£35,412	24	£35,412										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 4 SCP 25 through Grade C

up	Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
										33	£44,075	
								31	£41,771			
						29	£39,862					
				27	£38,220							
25	£36,363	25	£36,363									

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 4 SCP 26 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										33	£44,075
								31	£41,771		
						29	£39,862				
				27	£38,220						
26	£37,280	26	£37,280								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













### Progression from Grade 4 SCP 27 through Grade C

up	Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
								33	£44,075	
						31	£41,771			
				29	£39,862					
27	£38,220	27	£38,220							

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 4 SCP 28 through Grade C

up	Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		Position from 1 April 2027		Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
								33	£44,075	
						31	£41,771			
				29	£39,862					
28	£39,152	28	£39,152							

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 4 SCP 29 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025			tion from oril 2026	Position from 1 April 2027		
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
						33	£44,075	
				31	£41,771			
29	£39,862	29	£39,862					

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 4 SCP 30 through Grade C

Current position up to 30 September 2025		Position from 1 October 2025			tion from pril 2026	Position from 1 April 2027		
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
						33	£44,075	
				31	£41,771			
30	£40,777	30	£40,777					

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 4 SCP 30 through Grade C

up	Current position up to 30 September 2025		sition from ctober 2025	Position from 1 April 2026		
SCP	Salary*	SCP	Salary*	SCP	Salary*	
				33	£44,075	
31	£41,771	31	£41,771			

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.















# PAY & GRADING RESHAPING FOR A FAIRER FUTURE

# **Grade 5 to Grade D**















# Progression from Grade 5 SCP 32 through Grade D

up	position to nber 2025		ion from ober 2025		on from ril 2026		tion from oril 2027	Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
		34	£45,091								
32	£42,839										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













# Progression from Grade 5 SCP 33 through Grade D

	position to nber 2025		ion from ober 2025		on from ril 2026		tion from oril 2027	Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
		34	£45,091								
33	£44,075										

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













# Progression from Grade 5 SCP 34 through Grade D

up	position to nber 2025		ion from ober 2025		on from ril 2026		tion from oril 2027	Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
34	£45,091	34	£45,091								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













# Progression from Grade 5 SCP 35 through Grade D

up	position to nber 2025		ion from ober 2025		on from ril 2026		tion from oril 2027	Position from 1 April 2028		Position from 1 April 2029	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
										42	£53,460
								40	£51,356		
						38	£49,282				
				36	£47,181						
35	£46,142	35	£46,142								

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 5 SCP 36 through Grade D

up	position to nber 2025		tion from ober 2025		ition from pril 2026	Position from 1 April 2027			Position from 1 April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
								42	£53,460	
						40	£51,356			
				38	£49,282					
36	£47,181	36	£47,181							

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













# Progression from Grade 5 SCP 37 through Grade D

up	position to mber 2025		tion from ober 2025		tion from pril 2026				sition from April 2028	
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*	
								42	£53,460	
						40	£51,356			
				38	£49,282					
37	£48,226	37	£48,226							

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 5 SCP 38 through Grade D

up	Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		ition from pril 2027
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						42	£53,460
				40	£51,356		
38	£49,282	38	£49,282				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 5 SCP 39 through Grade D

up	Current position up to 30 September 2025		Position from 1 October 2025		Position from 1 April 2026		ition from April 2027
SCP	Salary*	SCP	Salary*	SCP	Salary*	SCP	Salary*
						42	£53,460
				40	£51,356		
39	£50,269	39	£50,269				

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













#### Progression from Grade 5 SCP 40 through Grade D

u	Current position up to 30 September 2025		ion from ober 2025		ition from pril 2026
SCP	Salary*	SCP	Salary*	SCP	Salary*
				42	£53,460
40	£51,356	40	£51,356		

This diagram shows how you move onto the reshaped structure and how you progress to the top of your grade.













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