

## Understanding teachers' pay

Teachers' pay in the maintained sector in England and Wales is determined by the Secretary of State for Education and Skills after recommendations are made by the School Teachers' Review Body (STRB). The detail is set out in the *School teachers' pay and conditions document* (STPCD). This factsheet aims to provide a brief explanation of teachers' pay scales.

### **What can I expect to earn as a newly qualified teacher?**

If you are a newly qualified teacher in a local authority (LA) maintained school, foundation, voluntary-aided or foundation special school, you will be placed on the main pay scale for qualified teachers. There are four separate pay scales for teachers who work in inner London, outer London, the London fringe area, and England and Wales.

All teachers with Qualified Teacher Status (QTS) start on the first point (M1) of the six-point main pay scale and progress up that scale every September on the basis of satisfactory service. If the school decides that a teacher's service has been unsatisfactory, it needs to notify the teacher in writing before the end of the current school year.

Teachers also receive a cost of living rise when the pay scales are updated in September of each year.

### **What happens when I reach the top of the scale?**

When you reach the top of the main pay scale (M6) you are able to apply to 'cross the threshold'. If successful, you will progress to the upper pay scale (UPS). This is subject to meeting eight national threshold standards by providing evidence of effective teaching. Teachers on the UPS move up that scale every two years on the basis of maintaining those standards and meeting performance targets. For further information, please see ATL advice sheet ADV4: *Threshold and the upper pay scale*.

### **I am a mature entrant. Will my previous experience count?**

Employers have the discretion to give extra points on the main pay scale to recognise any additional experience that they consider relevant. Your school's pay policy should explain if and how these points are awarded.

### **I took a break and have now returned to teaching. How much can I be paid as a teacher?**

If you are returning to teaching after a break you should return to the same point on the teachers' pay scale that you were on when you left. If you do not know what point you were on and cannot find your last pay slip, please contact your previous employer.

If you worked for 26 weeks or more on a particular incremental scale before you left, you will be entitled to receive an increase to the next point on the pay scale on your return. If you left prior to 1 September 2000, please contact ATL for advice on which pay scale you should assimilate on to (see contact details on page 3).

If you were paid on the leadership group pay scale for one year or more before you left, you have an automatic right to return on upper pay scale 1.

### **I do not have QTS. How will I be paid?**

Unqualified teachers, such as instructors or teachers who are not trained in a European Economic Area country and have not yet achieved QTS in England, will be paid on the unqualified pay scale. This is a 10-point pay scale and schools have discretion as to where a newly appointed unqualified teacher is placed on the scale, taking into consideration their qualifications and/or experience.

As an unqualified teacher if you remain in the same post you are entitled to move up incrementally (ie automatically) every year until you reach the top of the scale. Your employer could withhold an annual increment if they feel your service in the previous year was unsatisfactory. They must notify you as such in writing.

If you take on additional responsibilities, qualifications or experience the governing body has the discretion to pay you an additional allowance on top of your salary.

### **I am on the Fast Track Programme. What will my salary be?**

Newly qualified teachers on the programme are given an additional point on the main scale. After the induction year, all Fast Track teachers are entitled to receive an extra recruitment and retention payment. Further information is available at [www.fasttrackteaching.gov.uk](http://www.fasttrackteaching.gov.uk).

### **What is an Advanced Skills Teacher (AST) paid?**

ASTs have a separate pay spine. From September 2006 this consists of 18 points. These mirror the first 18 points of the leadership pay spine. The pay spine reflects the fact that the grade is an alternative career path to taking up a leadership or management post. Each AST is paid within a five-point range and progression is dependent upon a successful annual performance management review.

### **What is the Excellent Teacher grade?**

The Excellent Teacher Scheme (ETS) offers the most experienced classroom teachers an alternative to teaching and learning responsibility posts, AST grades or leadership group posts. The ETS allows schools to create teaching posts without the outreach duties that are required of ASTs. For further information see [www.teachernet.gov.uk](http://www.teachernet.gov.uk).

### **Who is paid on the leadership group pay scale?**

Headteachers, deputy headteachers and assistant headteachers are all members of the leadership group and are paid on a separate 43-point pay spine. Headteachers' pay is normally related to the school group size. Governing bodies have the discretion to pay more where it is necessary to recruit and retain headteachers at the most challenging or the largest schools.

Deputy heads and assistant headteachers are paid on a five-point range below that of the headteacher and above the pay of the highest paid classroom teacher, based on UPS 1 and all allowances.

### **I am a supply teacher. What rate should I be paid?**

Private supply agencies are free to set their own rates. LAs must pay you in accordance with the STPCD.

The statutory pay scales for teachers are expressed in terms of annual salary and supply teachers should be paid on a daily or hourly basis calculated on the assumption that a full working year consists of 195 days. For further information, please see our publication, *A guide for supply teachers in England and Wales*, which can be ordered via our publications despatch line, tel: 0845 4500 009 or downloaded from our website at [www.atl.org.uk](http://www.atl.org.uk).

### **I am changing my hours from full time to part time. How will my pay be calculated?**

Your pay will be calculated on a pro-rata basis as a proportion of the salary you would receive if employed full time. If you continue to receive a teaching and learning responsibility payment (see below), this too should be paid pro rata.

### **Are there any other payments that I may be entitled to?**

#### ***Teaching and learning responsibility payments***

Classroom teachers who are required to undertake a significant responsibility that is not required of all classroom teachers may be eligible for a TLR payment. The criteria for such a payment are outlined in the STPCD. You can get further information from our website at [www.atl.org.uk](http://www.atl.org.uk).

#### ***Recruitment and retention allowances***

Schools can make extra payments to teachers for recruitment and retention purposes for a fixed period up to three years and will be able to decide the amounts themselves.

#### ***Special educational needs allowance***

An SEN allowance is payable to a classroom teacher:

- in a special school; or
- in an ordinary school who is engaged wholly or mainly in teaching pupils with statements of special educational needs in designated special classes; or in taking charge of special classes consisting wholly or mainly of children who are hearing impaired or visually impaired.

For the latest salary scales and to use our pay calculator, please log on to [www.atl.org.uk](http://www.atl.org.uk). A copy of the STPCD can be found at [www.teachernet.gov.uk](http://www.teachernet.gov.uk). If you have any specific pay queries, you can also speak to our member advisers (see below for details).



### **Need advice?**

Your first point of contact is your ATL rep in your school or college. Your local ATL branch is also available to help with queries, or you can contact ATL's member advisers on **020 7930 6441**, email: [info@atl.org.uk](mailto:info@atl.org.uk) or write to 7 Northumberland Street, London WC2N 5RD. Don't forget you can also get lots of help and advice, as well as download copies of other ATL advice sheets, on our website at [www.atl.org.uk](http://www.atl.org.uk)

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