



September 2021

Joint Advice on School Teachers' Pay in England 2021-22

The Government has confirmed its proposals to freeze pay for the vast majority of teachers and school leaders in England¹. The only exceptions to this freeze will be some 6,000 unqualified teachers earning below the pay freeze threshold. This represents around one per cent of the teaching workforce.

We set out here our organisations' joint advice on the pay scales to be adopted for the school year 2021-22.

Consultation on pay policies

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2021 are finalised. This should happen at the start of the new academic year, as soon as the pay proposals are formally confirmed, in order to comply with the requirement for meaningful consultation. Notwithstanding this, we believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

Pay scales for 2021-22

The School Teachers' Pay and Conditions Document (STPCD) continues to permit the adoption of fixed pay scale points as the basis for teachers' pay and progression. The STPCD now again includes advisory pay scale points for the main and upper pay ranges and unqualified teacher pay range. These were restored to the STPCD in 2020 (main and upper pay ranges) and 2021 (unqualified teacher pay range) and reflect the values of the long-standing advisory pay points published jointly by our unions.

¹ Teacher pay in Wales is now the responsibility of the Welsh Assembly Government and separate arrangements are now in place for Wales.

The recommended pay scale points set out in this advice are the advisory pay points in the STPCD plus in addition recommended pay points for the leadership pay range. These points are unchanged for 2021-22 other than for points 1-3 for unqualified teachers.

The decision to restore advisory pay points to the STPCD and align their values with those recommended in joint union advice underlines the appropriateness and importance of using the pay scales set out in this and previous editions of this annual pay advice.

In previous years teachers should, as they have been in many schools, have been paid at least at the pay levels set out in the union advice. Where schools are still paying below the pay points in this advice, pay for teachers in those schools should therefore be moved to the value of the next highest point.

The pay levels set out below should be a minimum, so where schools are paying above the value of the relevant point the teacher should be paid on the next highest point above the teacher's current pay level. This should be updated in future years in line with the relevant pay increase.

The principles supporting the use of national pay points for the main and upper pay ranges apply equally to the pay points for leaders set out in this advice. We will continue to call for the restoration of the national pay structure with the mandatory pay points as a minimum entitlement.

The Secretary of State has announced a consolidated pay increase of £250 to all teachers whose full-time equivalent basic earnings are less than: £24,000 (England excluding London and the Fringe Area); £25,194 (Fringe Area); £27,419 (Outer London); and £28,681 (Inner London). These increases are reflected in this advice and in the STPCD advisory points for the unqualified teacher pay range.

Pay progression for 2021-22

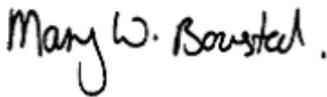
The unjustified decision to freeze pay levels for the vast majority of teachers and school leaders will not only result in a significant real terms cut to the value of pay, but will also contribute to the existing recruitment and retention problems and damage morale. The impact of the pandemic has made it impossible to measure objectives and provide support in the normal way. These factors make it even more important that pay progression is the norm. All eligible teachers and leaders should receive pay progression unless they are subject to formal capability procedures and, despite support being provided by the school, sufficient progress has not been made to resolve those concerns.

Furthermore, government guidance on pay progression during the pandemic stated that: *"Schools must ensure that teachers are not penalised during the appraisal process or in respect of any subsequent pay progression decisions as a result of partial school closures, where this has impacted on the ability of the teacher to meet fully their objectives."*

The 2021 STPCD Guidance will continue to provide at Section 3 that "schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions." These provisions require that teachers should meet relevant performance criteria for progression on their pay scale if eligible, but do not preclude pay increases which are made as a result of the implementation of annual uplifts of pay scales set out in the school's pay policy.

All of our organisations believe that performance-related pay progression is damaging and should be removed, with pay progression for eligible teachers and school leaders as the norm and applied separately and in addition to pay increases arising from the revalorisation of pay scales for cost of living purposes. This is the only way to ensure that the profession returns to a competitive position in the graduate market place.

Yours sincerely



Dr Mary Boustead
Joint General Secretary
NEU



Dr Patrick Roach
General Secretary
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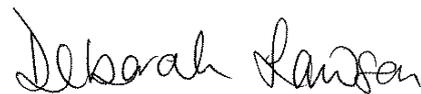
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JOINT UNION TEACHER PAY SCALES IN ENGLAND FROM 1 SEPTEMBER 2021

CLASSROOM TEACHERS MAIN PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£25,714	£32,157	£29,915	£26,948
2	£27,600	£33,658	£31,604	£28,828
3	£29,664	£35,226	£33,383	£30,883
4	£31,778	£36,866	£35,264	£32,999
5	£34,100	£39,492	£38,052	£35,307
6 (maximum)	£36,961	£42,624	£41,136	£38,174

UPPER PAY RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£38,690	£46,971	£42,559	£39,864
2	£40,124	£49,279	£44,133	£41,295
3 (maximum)	£41,604	£50,935	£45,766	£42,780

LEADING PRACTITIONER RANGE

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
minimum	£42,402	£50,415	£45,766	£43,570
maximum	£64,461	£72,480	£67,828	£65,631

TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

	TLR payment 1	TLR payment 2	TLR payment 3	SEN allowance
minimum	£8,291	£2,873	£571	£2,270
maximum	£14,030	£7,017	£2,833	£4,479

LEADERSHIP GROUP PAY RANGE

	England (excl the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£42,195	£50,167	£45,542	£43,356
2	£43,251	£51,229	£46,601	£44,415
3	£44,331	£52,313	£47,676	£45,495
4	£45,434	£53,414	£48,785	£46,604
5	£46,566	£54,552	£49,919	£47,737
6	£47,735	£55,715	£51,082	£48,901
7	£49,019	£57,003	£52,371	£50,190
8	£50,151	£58,132	£53,499	£51,314
9	£51,402	£59,380	£54,750	£52,568
10	£52,723	£60,701	£56,072	£53,888
11	£54,091	£62,066	£57,436	£55,254
12	£55,338	£63,319	£58,688	£56,506
13	£56,721	£64,700	£60,073	£57,890
14	£58,135	£66,114	£61,479	£59,302
15	£59,581	£67,556	£62,926	£60,744
16	£61,166	£69,146	£64,514	£62,333
17	£62,570	£70,552	£65,921	£63,746
18	£64,143	£72,125	£67,496	£65,310
19	£65,735	£73,715	£69,087	£66,900
20	£67,364	£75,345	£70,713	£68,536
21	£69,031	£77,011	£72,383	£70,204
22	£70,745	£78,725	£74,090	£71,914
23	£72,947	£80,472	£75,842	£73,661
24	£74,295	£82,277	£77,643	£75,466
25	£76,141	£84,119	£79,489	£77,307
26	£78,025	£86,001	£81,372	£79,195
27	£79,958	£87,933	£83,305	£81,124
28	£81,942	£89,919	£85,290	£83,105
29	£83,971	£91,953	£87,316	£85,139
30	£86,061	£94,039	£89,406	£87,221
31	£88,187	£96,168	£91,539	£89,357
32	£90,379	£98,355	£93,724	£91,549
33	£92,624	£100,604	£95,975	£93,795
34	£94,914	£102,894	£98,263	£96,083
35	£97,273	£105,253	£100,620	£98,443
36	£99,681	£107,658	£103,026	£100,848
37	£102,159	£110,142	£105,509	£103,327
38	£104,687	£112,664	£108,037	£105,855
39	£107,239	£115,215	£110,584	£108,402
40	£109,914	£117,898	£113,266	£111,086
41	£112,660	£120,645	£116,010	£113,828
42	£115,483	£123,461	£118,828	£116,653
43	£117,197	£125,098	£120,513	£118,356

UNQUALIFIED TEACHERS

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1	£18,419	£23,099	£21,832	£19,613
2	£20,532	£25,212	£23,946	£21,723
3	£22,644	£27,325	£26,059	£23,837
4	£24,507	£29,187	£27,926	£25,699
5	£26,622	£31,298	£30,037	£27,812
6	£28,735	£33,410	£32,151	£29,924

HEADTEACHER GROUP PAY RANGES - STPCD LIMITS

**The STPCD statutory maxima for the eight Headteacher Group Ranges no longer correspond with recommended scale points on the Leadership Group Range, or the corresponding point where it falls mid-range, due to the Government's decision to freeze those maxima in 2015. We jointly advise that the statutory maxima should only be used where they are the maximum point of a headteacher's individual range and the discretion to exceed the maximum of the range has not been exercised.*

HEADTEACHER PAY RANGES

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
Group 1	63,508	71,411	66,827	64,663
Group 2	68,347	76,249	71,666	69,509
Group 3	73,559	81,461	76,874	74,718
Group 4	79,167	87,062	82,480	80,320
Group 5	87,313	95,216	90,632	88,472
Group 6	96,310	104,211	99,624	97,468
Group 7	106,176	114,074	109,489	107,328
Group 8	117,197	125,098	120,513	118,356

HEADTEACHER GROUP ONE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
6	47,735	55,715	51,082	48,901
7	48,987	57,003	52,371	50,190
8	50,151	58,132	53,499	51,314
9	51,402	59,380	54,750	52,568
10	52,723	60,701	56,072	53,888
11	54,091	62,066	57,436	55,254
12	55,338	63,319	58,688	56,506
13	56,721	64,700	60,073	57,890
14	58,136	66,114	61,479	59,302
15	59,581	67,556	62,926	60,744
16	61,166	69,146	64,514	62,333
17	62,570	70,552	65,921	63,746
18*	63,508	71,411	66,827	64,663

HEADTEACHER GROUP TWO

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
8	50,151	58,132	53,499	51,314
9	51,402	59,380	54,750	52,568
10	52,723	60,701	56,072	53,888
11	54,091	62,066	57,436	55,254
12	55,338	63,319	58,688	56,506
13	56,721	64,700	60,073	57,890
14	58,136	66,114	61,479	59,302
15	59,581	67,556	62,926	60,744
16	61,166	69,146	64,514	62,333
17	62,570	70,552	65,921	63,746
18	64,143	72,125	67,496	65,310
19	65,735	73,715	69,087	66,900
20	67,364	75,345	70,713	68,536
21*	68,347	76,249	71,666	69,509

HEADTEACHER GROUP THREE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
11	54,091	62,066	57,436	55,254
12	55,338	63,319	58,688	56,506
13	56,721	64,700	60,073	57,890
14	58,136	66,114	61,479	59,302
15	59,581	67,556	62,926	60,744
16	61,166	69,146	64,514	62,333
17	62,570	70,552	65,921	63,746
18	64,143	72,125	67,496	65,310
19	65,735	73,715	69,087	66,900
20	67,364	75,345	70,713	68,536
21	69,031	77,011	72,383	70,204
22	70,745	78,725	74,090	71,914
23	72,497	80,472	75,842	73,661
24*	73,559	81,461	76,874	74,718

HEADTEACHER GROUP FOUR

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
14	58,135	66,114	61,479	59,302
15	59,581	67,556	62,926	60,744
16	61,166	69,146	64,514	62,333
17	62,570	70,552	65,921	63,746
18	64,143	72,125	67,496	65,310
19	65,735	73,715	69,087	66,900
20	67,364	75,345	70,713	68,536
21	69,031	77,011	72,383	70,204
22	70,745	78,725	74,090	71,914
23	72,497	80,472	75,842	73,661
24	74,295	82,277	77,643	75,466
25	76,141	84,119	79,489	77,307
26	78,025	86,001	81,372	79,195
27*	79,167	87,062	82,480	80,320

HEADTEACHER GROUP FIVE

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
18	64,143	72,125	67,496	65,310
19	65,735	73,715	69,087	66,900
20	67,364	75,345	70,713	68,536
21	69,031	77,011	72,383	70,204
22	70,745	78,725	74,090	71,914
23	72,497	80,472	75,842	73,661
24	74,295	82,277	77,643	75,466
25	76,141	84,119	79,489	77,307
26	78,025	86,001	81,372	79,195
27	79,958	87,933	83,305	81,124
28	81,942	89,919	85,290	83,105
29	83,971	91,953	87,316	85,139
30	86,061	94,039	89,406	87,221
31*	87,313	95,216	90,632	88,472

HEADTEACHER GROUP SIX

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
21	69,031	77,011	72,383	70,204
22	70,745	78,725	74,090	71,914
23	72,497	80,472	75,842	73,661
24	74,295	82,277	77,643	75,466
25	76,141	84,119	79,489	77,307
26	78,025	86,001	81,372	79,195
27	79,958	87,933	83,305	81,124
28	81,942	89,919	85,290	83,105
29	83,971	91,953	87,316	85,139
30	86,061	94,039	89,406	87,221
31	88,187	96,168	91,539	89,357
32	90,379	98,355	93,724	91,549
33	92,624	100,604	95,975	93,795
34	94,914	102,894	98,263	96,083
35*	96,310	104,211	99,624	97,468

HEADTEACHER GROUP SEVEN

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
24	74,295	82,277	77,643	75,466
25	76,141	84,119	79,489	77,307
26	78,025	86,001	81,372	79,195
27	79,958	87,933	83,305	81,124
28	81,942	89,919	85,290	83,105
29	83,971	91,953	87,316	85,139
30	86,061	94,039	89,406	87,221
31	88,187	96,168	91,539	89,357
32	90,379	98,355	93,724	91,549
33	92,624	100,604	95,975	93,795
34	94,914	102,894	98,263	96,083
35	97,273	105,253	100,620	98,443
36	99,681	107,658	103,026	100,848
37	102,159	110,142	105,509	103,327
38	104,687	112,664	108,037	105,855
39*	106,176	114,074	109,489	107,328

HEADTEACHER GROUP EIGHT

	England (excl. the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
28	81,942	89,919	85,290	83,105
29	83,971	91,953	87,316	85,139
30	86,061	94,039	89,406	87,221
31	88,187	96,168	91,539	89,357
32	90,379	98,355	93,724	91,549
33	92,624	100,604	95,975	93,795
34	94,914	102,894	98,263	96,083
35	97,273	105,253	100,620	98,443
36	99,681	107,658	103,026	100,848
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39	107,239	115,215	110,584	108,402
40	109,914	117,898	113,266	111,086
41	112,660	120,645	116,010	113,828
42	115,483	123,461	118,828	116,653
43*	117,197	125,098	120,513	118,356