



September 2020

Joint Advice on School Teachers' Pay in England 2020-21

The Government has published its proposals on school teachers' pay in England for 2020-21 following consideration of the recommendations of the School Teachers' Review Body (STRB). Teacher pay in Wales is now the responsibility of the Welsh Assembly Government and separate arrangements are now in place for Wales.

This document sets out our organisations' joint advice on the application of the proposed changes to teacher pay in England, including on adoption of pay scales and the application of individual pay increases. This includes advice on use of the advisory pay points for the Main and Upper Pay Ranges included in the 2020 School Teachers Pay & Conditions Document (STPCD).

We jointly advise that all teachers and leaders should receive an individual pay increase at least in line with the STPCD increases – 2.75% for most pay points and allowances, with higher increases for M1-M5 – in addition to any pay progression for which they are eligible.

Where a school has previously used pay points for the Main and Upper Pay Range with lower values than our recommended pay points, **we jointly advise that the STPCD advisory pay points should be adopted and individual teachers paid appropriately, even where this involves a higher increase than above.**

Where a school has previously used pay scale points with higher values, **we jointly advise that such pay scale points should be increased in line with the increases in the STPCD pay scale points and not by any lower amount.**

Consultation on pay policies

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2020 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 while also ensuring that teacher pay uplifts are not delayed. 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 2020-21

The 2020 STPCD now includes advisory pay points for use in relation to the Main and Upper Pay Ranges with effect from 1 September 2020. **The recommended pay scale points for the Main and Upper Pay Ranges set out below are in accordance with the STPCD advisory pay points.** Those advisory pay points are themselves derived from the pay scale points recommended in our joint union pay advice last year, uprated by an annual pay increase effective from 1 September 2020.

The decision to restore advisory pay points for the Main and Upper Pay Ranges in the STPCD and to align their values with those recommended by our joint union advice underlines that schools which have used the recommended pay point set out in each year's edition of this joint union pay advice have acted appropriately.

The vast majority of schools already pay teachers according to the pay points set out in this annual joint union advice. Where any school has used pay points with lower values than our recommended pay points, **we jointly recommend** the advisory pay points should be adopted and teachers should be moved to the next highest point above their current point (after taking into account the annual uplift in the value of the points).

The pay points set out below should be regarded as a minimum entitlement. Where any school has used pay points with higher values than our recommended pay points, those pay points should be increased in line with the increases in the advisory pay points and should continue to be increased every year in line with the relevant national pay increase. The restoration of advisory pay points should not be used as justification for a lower pay increase.

The principles supporting the use of national pay points for the Main and Upper Pay Ranges apply equally to pay for those on the leadership range, leading practitioner range and unqualified teacher range for whom recommended pay points are also set out in this advice. We will continue to encourage the DfE to make the STPCD advisory pay points mandatory once more and to restore mandatory pay points for all teachers and leaders as part of the national pay structure needed for schools.

Pay increases for 2020-21

The STPCD advisory pay increases range from 5.5% at M1, decreasing on a tapering scale to a 2.75% increase at M6. The advisory pay points also reflect increases to Upper Pay Range points of 2.75%.

M1	5.5%	U1	2.75%
M2	4.95%	U2	2.75%
M3	4.4%	U3	2.75%
M4	3.85%		
M5	3.3%		
M6	2.75%		

We jointly advise that all teachers should receive an individual pay increase at least in line with the increases set out above, excluding any increase arising from progression to a higher pay scale point. Where any school has previously used pay points with lower values than our recommended pay points, some individuals may receive a higher increase as a result of the adoption of the advisory pay points.

The reintroduction of advisory pay scale points within the statutory framework confirms that, while teachers continue to be required to meet relevant performance criteria for progression on their pay scale if eligible, pay increases consequential upon the revalorisation of pay scale points set out in the school's pay policy can and should be received by all teachers paid on those pay points even if they do not receive progression on their pay scale.

Other matters

The Government is not providing additional funding to support these pay increases which must be funded from existing school budgets. We jointly remain committed to the principle that the Government should fully fund pay increases, in order to support investment in teacher pay, while also increasing other elements of school budgets in real terms. This investment is critical because real terms school funding will not have risen above 2009/10 levels at the end of 2022/23. All of our organisations believe that the evidence demonstrates that performance-related pay progression is damaging and ineffective. We believe that it should be removed from the STPCD, with pay progression for eligible school leaders and classroom teachers as the norm and applied separately and in addition to annual pay increases 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.

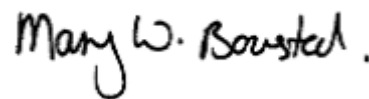
Yours sincerely



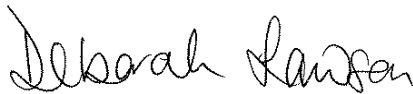
Geoff Barton
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Deborah Lawson
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Kevin Courtney
Joint General Secretary
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JOINT TEACHER UNIONS RECOMMENDED TEACHER PAY SCALES FOR ENGLAND FROM 1 SEPTEMBER 2020

CLASSROOM TEACHERS

MAIN PAY RANGE

	England (excl 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 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 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

UNQUALIFIED TEACHERS

	England (excl London Area)	Inner London Area	Outer London Area	Fringe Area
1	£18,169	£22,849	£21,582	£19,363
2	£20,282	£24,962	£23,696	£21,473
3	£22,394	£27,075	£25,809	£23,587
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

LEADERSHIP GROUP PAY RANGE

	England (excl 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	£72,497	£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	£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

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	64,828
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	64,828
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	64,828
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	81,706	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	81,706	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	81,706	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
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