

## Harrow Teachers Pay Scales 1<sup>st</sup> September 2020- 31<sup>st</sup> August 2021

### Pay Ranges - Outer London

Pay Group	Minimum	Maximum
Main	£29,915	£41,136
Upper Pay	£42,559	£45,766
Lead Practitioner	£45,766	£67,828
Unqualified	£21,582	£32,151

### Leadership Pay Ranges - Outer London

Group		
1		£51,082 - £66,827
2		£53,499 - £71,666
3		£57,436 - £76,874
4		£61,479 - £82,480
5		£67,496 - £90,632
6		£72,383 - £99,624
7		£77,643 - £109,489
8		£85,290 - £120,513

### Leadership Group Pay Range- Outer London

Group	Minimum	Maximum
Leadership	£45,542	£120,513

### Teaching & Learning Responsibility allowances

TLR	Minimum £ Annual Value	Maximum £ Annual Value
TLR1	8,291	14,030
TLR2	2,873	7,017
TLR3	571	2,833

Additional Allowance	Minimum £ per annum	Maximum £ per annum
SEN	2,270	4,479

### Qualified Teacher Supply Rates 1<sup>st</sup> September 2020- 31<sup>st</sup> August 2021

Range	Pay (per annum) £	Daily Rate £	Hourly Rate £
Main Pay Minimum	29,915	153.41	27.89
Main Pay Maximum	41,136	210.95	38.35
Upper Pay Minimum	42,559	218.25	39.68
Upper Pay Maximum	45,766	234.70	42.67

### Unqualified Teacher Supply rates 1<sup>st</sup> September 2020- 31<sup>st</sup> August 2021

Range	Pay (per annum) £	Daily rate £	Hourly Rate £
Unqualified Minimum	21,582	110.68	20.12
Unqualified Maximum	32,151	164.88	29.98

Supply teachers daily rates are based on 195 days and 5.5 hours in a day. Example: Daily rate for a teacher whose salary is to be assessed on the minimum point of the Main Pay Range, the calculation is:

Total annual salary (£29,915) divided by 195 days = £153.41 p/day

To calculate an hourly rate: £153.41 divided by a nominal 5.5 hours = £27.89 per hour

Please note:

- 1) The above excludes estimated 28% "on costs" (National Insurance and Pension)
- 2) Primary schools estimate: one morning = 3 hours, one afternoon = 2.5 hours.
- 3) Pro rata directed time of 1 hour p/day is included in the above daily rates

Supply rates are used when calculating Extra Days payments to part time staff and are recommended for use in paying for SATS booster classes, where outside 1265 hours and any High School summer literacy/numeracy schools

**Locally arranged Recruitment & Retention Allowance**

<b>Allowance -</b>	<b>Current rates 1<sup>st</sup></b>
Recruitment & Retention 1	1,002
Recruitment & Retention 2	1,971
Recruitment & Retention 3	2,985
Recruitment & Retention 4	4, 158
Recruitment & Retention 5	5,415