

Harrow Teachers Pay Scales 1st September 2023 - 31st August 2024

Pay Ranges - Outer London

Pay Group	Minimum	Maximum
Main	£34,514	£46,001
Upper Pay	£47,592	£51,179
Lead Practitioner	£51,179	£75,850
Unqualified	£24,415	£35,954

Leadership Pay Ranges - Outer London

Group	Range
1	£57,124 - £74,730
2	£59,826 - £80,142
3	£64,229 - £85,965
4	£68,749 - £92,234
5	£75,478 - £101,350
6	£80,944 - £111,406
7	£86,826 - £122,437
8	£95,377 - £134,765

Leadership Group Pay Range- Outer London

Group	Minimum	Maximum
Leadership	£50,929	£134,765

Teaching & Learning Responsibility allowances

TLR	Minimum £ Annual Value	Maximum £ Annual Value
TLR1	9,272	15,690
TLR2	3,214	7,847
TLR3	639	3,169

Additional Allowance	Minimum £ per annum	Maximum £ per annum
SEN	2,539	5,009

Qualified Teacher Supply Rates 1st September 2023 - 31st August 2024

Range	Pay (per annum) £	Daily Rate £	Hourly Rate £
Main Pay Minimum	34,514	176.99	32.18
Main Pay Maximum	46,001	235.90	42.89
Upper Pay Minimum	47,592	244.06	44.37
Upper Pay Maximum	51,179	262.46	47.72

Unqualified Teacher Supply rates 1st September 2022 - 31st August 2023

Range	Pay (per annum) £	Daily rate £	Hourly Rate £
Unqualified Minimum	24,415	125.21	22.76
Unqualified Maximum	35,954	184.38	33.52

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 (£34,514) divided by 195 days = £176.99 p/day

To calculate an hourly rate: £176.99 divided by a nominal 5.5 hours = £32.18 per hour

Advisory pay point structure for the main pay range (MPR) and upper pay range (UPR) – Outer London (STPCD Annex 3)

Spine Point	Pay (per annum)
M1 (MPR minimum)	£34,514
M2	£36,320
M3	£38,219
M4	£40,218
M5	£42,654
M6 (MPR maximum)	£46,001
U1 (UPR minimum)	£47,592
U2	£49,353
U3 (UPR maximum)	£51,179

Advisory pay point structure for the unqualified teacher pay range (UTPR) – Outer London (STPCD Annex 4)

Spine Point	Pay (per annum)
U1 (UTPR minimum)	£24,415
U2	£26,779
U3	£29,141
U4	£31,229
U5	£33,590
U6 (UTPR maximum)	£35,954

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

Allowance	Current rates 1st
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