

Harro Teachers Pay Scales 1st September 2025 - 31st August 2026

Pay Ranges - Outer London

Pay Group	Minimum	Maximum
Main	£37,870	£50,474
Upper Pay	£52,219	£56,154
Lead Practitioner	£56,154	£83,223
Unqualified	£26,789	£39,450

Leadership Pay Ranges - Outer London

Group		Range
1		£62,677 - £81,995
2		£65,642 - £87,932
3		£70,473 - £94,322
4		£75,433 - £101,200
5		£82,816 - £111,202
6		£88,812 - £122,236
7		£95,267 - £134,339
8		£104,648 - £147,866

Leadership Group Pay Range - Outer London

Group	Minimum	Maximum
Leadership	£55,881	£147,866

Teaching & Learning Responsibility allowances

TLR	Minimum £ Annual Value	Maximum £ Annual Value
TLR1	10,174	17,216
TLR2	3,527	8,611
TLR3	702	3,478

Additional Allowance	Minimum £ per annum	Maximum £ per annum
SEN	2,787	5,497

Qualified Teacher Supply Rates 1st September 2025 - 31st August 2026

Range	Pay (per annum) £	Daily Rate £	Hourly Rate £
Main Pay Minimum	37,870	194.21	35.31
Main Pay Maximum	50,474	258.84	47.06
Upper Pay Minimum	52,219	267.79	48.69
Upper Pay Maximum	56,154	287.97	52.36

Unqualified Teacher Supply rates 1st September 2025 - 31st August 2026

Range	Pay (per annum) £	Daily rate £	Hourly Rate £
Unqualified Minimum	26,789	137.38	24.98
Unqualified Maximum	39,450	202.31	36.78

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 (£37,870) divided by 195 days = £194.21 p/day

To calculate an hourly rate: £194.21 divided by a nominal 5.5 hours = £35.31 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)	£37,870
M2	£39,851
M3	£41,935
M4	£44,128
M5	£46,800
M6 (MPR maximum)	£50,474
U1 (UPR minimum)	£52,219
U2	£54,151
U3 (UPR maximum)	£56,154

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

Spine Point	Pay (per annum)
U1 (UTPR minimum)	£26,789
U2	£29,383
U3	£31,974
U4	£34,265
U5	£36,856
U6 (UTPR maximum)	£39,450

Please note:

- 1) The above excludes estimated 43.68% "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
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