



School Teachers'
Review Body

EXTRACT

STRB's recommended pay scales for 2022/23

School Teachers' Review Body

THIRTY-SECOND REPORT – 2022

Chair: Dr Mike Aldred

Our recommendations

4.32 We recommend the following levels of pay from September 2022⁷⁷:

Classroom teachers' pay ranges (including advisory points)

Recommended pay levels (£) and resulting annual % increase

Pay point	Rest of England	Change (%) from 2021	London Fringe	Change (%) from 2021	Outer London	Change (%) from 2021	Inner London	Change (%) from 2021
M1	28,000	8.9%	29,344	8.9%	32,407	8.3%	34,502	7.3%
M2	29,800	8.0%	31,126	8.0%	34,103	7.9%	36,141	7.4%
M3	31,750	7.0%	33,055	7.0%	35,886	7.5%	37,857	7.5%
M4	33,850	6.5%	35,151	6.5%	37,763	7.1%	39,655	7.6%
M5	35,990	5.5%	37,264	5.5%	40,050	5.3%	41,892	6.1%
M6	38,810	5.0%	40,083	5.0%	43,182	5.0%	44,744	5.0%
U1	40,625	5.0%	41,858	5.0%	44,687	5.0%	49,320	5.0%
U2	42,131	5.0%	43,360	5.0%	46,340	5.0%	51,743	5.0%
U3	43,685	5.0%	44,919	5.0%	48,055	5.0%	53,482	5.0%

⁷⁷ All pay values have been rounded up to the nearest £.

Unqualified teachers' pay ranges (including advisory points)

Recommended pay levels (£) and resulting annual % increase

Pay point	Rest of England	Change (%) from 2021	London Fringe	Change (%) from 2021	Outer London	Change (%) from 2021	Inner London	Change (%) from 2021
1	19,340	5%	20,594	5%	22,924	5%	24,254	5%
2	21,559	5%	22,810	5%	25,144	5%	26,473	5%
3	23,777	5%	25,029	5%	27,362	5%	28,692	5%
4	25,733	5%	26,984	5%	29,323	5%	30,647	5%
5	27,954	5%	29,203	5%	31,539	5%	32,863	5%
6	30,172	5%	31,421	5%	33,759	5%	35,081	5%

Leading Practitioners' pay ranges

Recommended pay levels (£) and resulting annual % increase

	Rest of England	Change (%) from 2021	London Fringe	Change (%) from 2021	Outer London	Change (%) from 2021	Inner London	Change (%) from 2021
Min	44,523	5%	45,749	5%	48,055	5%	52,936	5%
Max	67,685	5%	68,913	5%	71,220	5%	76,104	5%

Classroom teachers' allowance ranges

Recommended pay levels (£) and resulting annual % increase

Allowance	Minimum	Change (%) from 2021	Maximum	Change (%) from 2021
Teaching and Learning Responsibility (TLR) payment 3 (Fixed term)	600	5%	2,975	5%
Teaching and Learning Responsibility (TLR) payment 2	3,017	5%	7,368	5%
Teaching and Learning Responsibility (TLR) payment 1	8,706	5%	14,732	5%
Special Educational Needs Allowance (SEN)	2,384	5%	4,703	5%

Leadership Group pay ranges

Recommended pay levels (£) and resulting annual % increase

	Rest of England	Change (%) from 2021	London Fringe	Change (%) from 2021	Outer London	Change (%) from 2021	Inner London	Change (%) from 2021
Min	44,305	5%	45,524	5%	47,820	5%	52,676	5%
Max	123,057	5%	124,274	5%	126,539	5%	131,353	5%

4.33 We recommend the following levels of pay from September 2023, subject to a review mechanism⁷⁸:

Classroom teachers' pay ranges

Recommended pay (£) levels and resulting annual % increase

Pay point	Rest of England	Change (%) from 2022	London Fringe	Change (%) from 2022	Outer London	Change (%) from 2022	Inner London	Change (%) from 2022
M1	30,000	7.1%	31,000	5.6%	34,000	4.9%	36,000	4.3%
M2	31,680	6.3%	32,736	5.2%	35,700	4.7%	37,728	4.4%
M3	33,455	5.4%	34,570	4.6%	37,485	4.5%	39,539	4.4%
M4	35,328	4.4%	36,506	3.9%	39,360	4.2%	41,437	4.5%
M5	37,306	3.7%	38,550	3.5%	41,328	3.2%	43,426	3.7%
M6	39,974	3.0%	41,286	3.0%	44,489	3.0%	46,098	3.0%
U1	41,844	3.0%	43,113	3.0%	46,028	3.0%	50,800	3.0%
U2	43,395	3.0%	44,661	3.0%	47,730	3.0%	53,296	3.0%
U3	44,995	3.0%	46,267	3.0%	49,496	3.0%	55,087	3.0%

Unqualified teachers' pay ranges (including advisory points)

Recommended pay levels (£) and resulting annual % increase

Pay point	Rest of England	Change (%) from 2022	London Fringe	Change (%) from 2022	Outer London	Change (%) from 2022	Inner London	Change (%) from 2022
1	19,921	3%	21,212	3%	23,612	3%	24,982	3%
2	22,206	3%	23,495	3%	25,899	3%	27,268	3%
3	24,491	3%	25,780	3%	28,183	3%	29,553	3%
4	26,505	3%	27,794	3%	30,203	3%	31,567	3%
5	28,793	3%	30,080	3%	32,486	3%	33,849	3%
6	31,078	3%	32,364	3%	34,772	3%	36,134	3%

Leading Practitioners' pay range

Recommended pay levels (£) and resulting annual % increase

	Rest of England	Change (%) from 2022	London Fringe	Change (%) from 2022	Outer London	Change (%) from 2022	Inner London	Change (%) from 2022
Min	45,859	3%	47,122	3%	49,497	3%	54,525	3%
Max	69,716	3%	70,981	3%	73,357	3%	78,388	3%

⁷⁸ All pay values have been rounded up to the nearest £.

Classroom teachers' allowance ranges

Recommended pay levels (£) and resulting annual % increase

Allowance	Minimum	Change (%) from 2022	Maximum	Change (%) from 2022
Teaching and Learning Responsibility (TLR) payment 3 (Fixed term)	618	3%	3,065	3%
Teaching and Learning Responsibility (TLR) payment 2	3,108	3%	7,590	3%
Teaching and Learning Responsibility (TLR) payment 1	8,968	3%	15,174	3%
Special Educational Needs Allowance (SEN)	2,456	3%	4,845	3%

Leadership Group pay range

Recommended pay levels (£) and resulting annual % increase

	Rest of England	Change (%) from 2022	London Fringe	Change (%) from 2022	Outer London	Change (%) from 2022	Inner London	Change (%) from 2022
Min	45,635	3%	46,890	3%	49,255	3%	54,257	3%
Max	126,749	3%	128,003	3%	130,336	3%	135,294	3%

- The review will draw on a range of economic and teacher labour market data and will seek written evidence from STRB's statutory consultees.
- The review will take place in parallel with any wider consultation for a 2022/23 remit and be concluded by the end of April 2023 in order to allow for timely implementation.