

Teachers Pay award - September 2021

For schools using the Oxfordshire Model Pay Policy

Note that for the academic year 2021/22 the daily rate is divided by 194 due to the additional bank holiday.

Main Pay Range	TPA Code*	Per Annum	Per Day	Per Hour	With SEN1	With SEN 2
M1	WOO	£25,714	£132.55	£20.39	£22.19	£23.94
M2	WOO	£27,600	£142.27	£21.89	£23.69	£25.44
M3	WOO	£29,664	£152.91	£23.52	£25.32	£27.08
M4	WOO	£31,778	£163.80	£25.20	£27.00	£28.75
M5	WOO	£34,100	£175.77	£27.04	£28.84	£30.59
M6	WOO	£36,961	£190.52	£29.31	£31.11	£32.86

Upper Pay Range	TPA Code*	Per Annum	Per Day	Per Hour	With SEN1	With SEN 2
U1	POO	£38,690	£199.43	£30.68	£32.48	£34.23
U2	POO	£40,124	£206.82	£31.82	£33.62	£35.37
U3	POO	£41,604	£214.45	£32.99	£34.79	£36.54

Unqualified Pay Range	TPA Code*	Per Annum	Per Day	Per Hour	With SEN1	With SEN2
UQ1	UQ04	£18,419	£94.94	£14.61	£16.41	£18.16
UQ2	UQ04	£20,532	£105.84	£16.28	£18.08	£19.83
UQ3	UQ04	£22,644	£116.72	£17.96	£19.76	£21.51
UQ4	UQ04	£24,507	£126.32	£19.43	£21.23	£22.99
UQ5	UQ04	£26,622	£137.23	£21.11	£22.91	£24.66
UQ6	UQ04	£28,735	£148.12	£22.79	£24.59	£26.34

These above points are the ones used in the Oxfordshire Model Pay Policy

*'TPA Code' is the salary code used for Teachers' Pensions returns.

Leading Practitioner Pay Range	Per Annum	Per Annum
LEAD PTR	1	£42,402
LEAD PTR	2	£43,465
LEAD PTR	3	£44,550
LEAD PTR	4	£45,658
LEAD PTR	5	£46,796
LEAD PTR	6	£47,969
LEAD PTR	7	£49,261
LEAD PTR	8	£50,397
LEAD PTR	9	£51,656
LEAD PTR	10	£52,983
LEAD PTR	11	£54,357
LEAD PTR	12	£55,610
LEAD PTR	13	£57,000
LEAD PTR	14	£58,421
LEAD PTR	15	£59,875
LEAD PTR	16	£61,467
LEAD PTR	17	£62,878
LEAD PTR	18	£64,461

Teaching and Learning Responsibility Allowances

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

*As explained in the pay policy TLR3s must be temporary and the value decided in each case.

The standard TLR values below are those established through the model pay policy

TLR2 (1)	£2,873	TLR1 (1)	£8,291
TLR2 (2)	£4,783	TLR1 (2)	£10,200
TLR2 (3a)	£6,694	TLR1 (3)	£12,113
TLR2 (3b)	£7,017	TLR1 (4)	£14,030

Special Educational Needs (SEN) Allowance			
Minimum	£2,270	Maximum	£4,479

For home tutors hourly rate, take annual salary / 1265

Leadership Group Pay			
Point	Per Annum	Per Day	Per Hour
L1	£42,195	£217.50	£33.46
L2	£43,251	£222.94	£34.30
L3	£44,331	£228.51	£35.16
L4	£45,434	£234.20	£36.03
L5	£46,566	£240.03	£36.93
L6	£47,735	£246.06	£37.85
L7	£49,019	£252.68	£38.87
L8	£50,151	£258.51	£39.77
L9	£51,402	£264.96	£40.76
L10	£52,723	£271.77	£41.81
L11	£54,091	£278.82	£42.90
L12	£55,338	£285.25	£43.88
L13	£56,721	£292.38	£44.98
L14	£58,135	£299.66	£46.10
L15	£59,581	£307.12	£47.25
L16	£61,166	£315.29	£48.51
L17	£62,570	£322.53	£49.62
L18*	£63,508	£327.36	£50.36
L18	£64,143	£330.63	£50.87
L19	£65,735	£338.84	£52.13
L20	£67,364	£347.24	£53.42
L21*	£68,347	£352.30	£54.20
L21	£69,031	£355.83	£54.74
L22	£70,745	£364.66	£56.10
L23	£72,497	£373.70	£57.49
L24*	£73,559	£379.17	£58.33
L24	£74,295	£382.96	£58.92
L25	£76,141	£392.48	£60.38
L26	£78,025	£402.19	£61.88
L27*	£79,167	£408.08	£62.78
L27	£79,958	£412.15	£63.41
L28	£81,942	£422.38	£64.98
L29	£83,971	£432.84	£66.59
L30	£86,061	£443.61	£68.25
L31*	£87,313	£450.07	£69.24
L31	£88,187	£454.57	£69.93
L32	£90,379	£465.87	£71.67
L33	£92,624	£477.44	£73.45
L34	£94,914	£489.25	£75.27
L35*	£96,310	£496.44	£76.38
L35	£97,273	£501.41	£77.14
L36	£99,681	£513.82	£79.05
L37	£102,159	£526.59	£81.01
L38	£104,687	£539.62	£83.02
L39*	£106,176	£547.30	£84.20
L39	£107,239	£552.78	£85.04
L40	£109,914	£566.57	£87.16
L41	£112,660	£580.72	£89.34
L42	£115,483	£595.27	£91.58
L43*	£117,197	£604.11	£92.94

* Points 18*, 21*, 24*, 27*, 31*, 35*, 39* and 43* on the Leadership Pay Range are the salary figures for headteachers at, or near, the maxima of the eight head teacher grade. These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher grade.

Headteacher Pay Range

Group Size	Annual Min	Annual Max
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1	£47,735	£63,508
2	£50,151	£68,347
3	£54,091	£73,559
4	£58,135	£79,167
5	£64,143	£87,313
6	£69,031	£96,310
7	£74,295	£106,176
8	£81,942	£117,197

For daily rate, divide by 195 (For academic year 2021/22 divide by 194 due to the extra bank holiday)
For hourly rate, divide daily rate by 6.5

oving to, the top of the school group ranges only.