



## **Teachers' Main Pay Range**

Salary from September 2023	
Main Pay Range 2023 – Annual Salary	
Outer London Area	
Minimum	£34,514
Maximum	£46,001

Source: [School teachers' pay and conditions document 2023 and guidance on school teachers' pay and conditions September 2023](#)

(Part 3, Para 13.1)

Schools maintained by the London Borough of Hounslow will pay in accordance with the above Outer London Pay Range, as will most academies. Please note that some academies may have adopted an alternative salary range in their pay policy.

Early Career teachers (ECTs) generally enter at the minimum and progress through the pay range over the course of their career, subject to annual performance reviews.

***Please note that a 2-year induction will have no adverse impact upon early career teachers' pay or career progression opportunities. Early career teachers will still be able to progress on the pay scale as current arrangements allow, both during and after induction.***

On successful completion of the statutory induction period, it is possible to be awarded Teaching & Learning Responsibility points (TLRs) for additional curriculum responsibility within school.

There is also a 3 point upper pay range for teachers who successfully cross the performance threshold and a separate pay scale for Leadership posts.