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STATUTORY INSTRUMENTS

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**2003 No. 769**

**EDUCATION, ENGLAND AND WALES**

**The Education (School Teachers' Pay and Conditions) Order  
2003**

<i>Made</i> - - - -	<i>20th March 2003</i>
<i>Laid before Parliament</i>	<i>20th March 2003</i>
<i>Coming into force</i> - -	<i>1st April 2003</i>

Whereas the review body established under section 1 of the School Teachers' Pay and Conditions Act 1991(a) ("the Act") have made a report following the reference to them of certain matters;

And whereas the Secretary of State has consulted, in accordance with section 2(1) of the Act (b), such associations of local education authorities, such bodies representing the interests of governors of foundation, voluntary and foundation special schools and such bodies representing school teachers as appeared to him to be concerned;

Now, therefore the Secretary of State, in exercise of the powers conferred by sections 2(1), (3) and (4) and 5(4) of the Act(c) hereby makes the following Order:

**Citation and commencement**

1. This Order may be cited as the Education (School Teachers' Pay and Conditions) Order 2003 and shall come into force on 1st April 2003.

**Application**

2. This Order applies to school teachers (as defined in section 5(1) and (2) of the Act(d)) in England and Wales.

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(a) 1991 c.49. Section 1 was repealed by section 215(2) of and Part 1 of Schedule 22 to the Education Act 2002 (c.32.) but the review body continues to exist by virtue of section 119(1) of that Act.  
(b) Section 2(1) is amended by paragraphs 24 and 26 of Schedule 30 to the School Standards and Framework Act 1998 (c.31.).  
(c) Section 2(3) is amended by paragraphs 24 and 26(c) and (d) of Schedule 30 to the School Standards and Framework Act 1998.  
(d) The definition of "school teacher" in section 5(1) is amended by paragraphs 24 and 28(a) of Schedule 30 to the School Standards and Framework Act 1998.

## School Teachers' Pay and Conditions

3. The School Teachers' Pay and Conditions Document 2002(a) shall be amended with effect from 1st April 2003 as follows:

- (a) in paragraph 1.2 the following definitions shall be inserted in the appropriate places in alphabetical order—

““the Inner London Area” means the area comprising the areas of the London boroughs of Barking and Dagenham, Brent, Camden, City of London, Ealing, Greenwich, Hackney, Hammersmith and Fulham, Haringey, Islington, Kensington and Chelsea, Lambeth, Lewisham, Merton, Newham, Southwark, Tower Hamlets, Wandsworth and Westminster;”;

““the Outer London Area” means Greater London, excluding the Inner London Area;”;

““the Fringe Area” means:

in Berkshire: the Districts of Bracknell Forest, Slough and Windsor and Maidenhead;

in Buckinghamshire: the Districts of South Buckinghamshire and Chiltern;

in Essex: the Districts of Basildon, Brentwood, Epping Forest, Harlow and Thurrock;

in Hertfordshire: the Districts of Broxbourne, Dacorum, East Hertfordshire, Hertsmere, St Albans, Three Rivers, Watford and Welwyn Hatfield;

in Kent: the Districts of Dartford and Sevenoaks;

in Surrey: the whole County; and

in West Sussex: the District of Crawley;”;

““the London Area” comprises the Inner London Area, the Outer London Area and the Fringe Area;”;

- (b) in paragraph 1.2 for the definition of “Induction Regulations” there shall be substituted the following definition:“ “Induction Regulations” means the Education (Induction Arrangements for School Teachers) (Consolidation)(England) Regulations 2001(b) or the Education (Induction Arrangements for School Teachers)(Wales) Regulations 2003(c);”;

- (c) the following paragraph shall be added after paragraph 1.6—

“1.7 Where a table containing a pay scale, pay spine or salary range contains two columns of annual salaries, the column headed “England and Wales” applies to teachers serving in England and Wales except those serving in the Inner London Area and the column headed “Inner London” applies to teachers serving in the Inner London Area.”;

- (d) in paragraph 4.1 for the words “From 1st April 2002” there shall be substituted the words “From 1st April 2003”;

- (e) in paragraph 4.2 for the words “From 1st April 2002” there shall be substituted the words “From 1st April 2003”;

- (f) in paragraph 4.3 for the words “From 1st April 2002” there shall be substituted the words “From 1st April 2003”;

- (g) the following table shall be substituted for the table in paragraph 4.5—

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(a) ISBN 011 2711294; the Document was given effect by the Education (School Teachers' Pay and Conditions) (No.2) Order 2002 (S.I.2002/2223).

(b) S.I. 2001/2897.

(c) S.I. 2003/543(W.77.).

**“Pay Spine from 1st April 2003**

Spine point	Annual Salary	Annual Salary
	England and Wales	Inner London
	£	£
L1	31,416	37,359
L2	32,205	38,148
L3	33,009	38,952
L4	33,834	39,777
L5	34,677	40,620
L6	35,544	41,487
L7	36,507	42,450
L8	37,344	43,287
L9	38,277	44,220
L10	39,261	45,204
L11	40,278	46,221
L12	41,208	47,151
L13	42,240	48,183
L14	43,290	49,233
L15	44,367	50,310
L16	45,549	51,492
L17	46,599	52,542
L18	47,769	53,712
L19	48,951	54,894
L20	50,166	56,109
L21	51,408	57,351
L22	52,683	58,626
L23	53,988	59,931
L24	55,329	61,272
L25	56,700	62,643
L26	58,107	64,050
L27	59,544	65,487
L28	61,020	66,963
L29	62,535	68,478
L30	64,089	70,032
L31	65,676	71,619
L32	67,308	73,251
L33	68,979	74,922
L34	70,686	76,629
L35	72,444	78,387
L36	74,235	80,178
L37	76,083	82,026
L38	77,964	83,907
L39	79,863	85,806
L40	81,861	87,804
L41	83,904	89,847
L42	86,004	91,947
L43	88,155	94,098”;

(h) paragraph 4.6 shall be deleted;

(i) the following table shall be substituted for the table in paragraph 6.3—

“Group	Range of spine points	Salary range – England and Wales	Salary range – Inner London
		£	£
1	L6-L18	35,544 – 47,769	41,487 – 53,712
2	L8-L21	37,344 – 51,408	43,287 – 57,351
3	L11-L24	40,278 – 55,329	46,221 – 61,272
4	L14-L27	43,290 – 59,544	49,233 – 65,487
5	L18-L31	47,769 – 65,676	53,712 – 71,619
6	L21-L35	51,408 – 72,444	57,351 – 78,387
7	L24-L39	55,329 – 79,863	61,272 – 85,806
8	L28-L43	61,020 – 88,155	66,963 – 94,098”;

(j) in paragraph 15.2 for the words “From 1st September 2002” there shall be substituted the words “From 1st April 2003”;

(k) the following table shall be substituted for the table in paragraph 15.3.2—

**“Pay Scale from 1st April 2003**

Scale Point	Annual Salary	Annual Salary
	England and Wales	Inner London
	£	£
M1	18,105	21,522
M2	19,536	22,977
M3	21,108	24,573
M4	22,734	26,226
M5	24,525	28,041
M6	26,460	30,000”;

(l) in paragraph 17.1 for the words “From 1st April 2002” there shall be substituted the words “From 1st April 2003”;

(m) the following table shall be substituted for the table in paragraph 17.2—

**“Pay Scale from 1st April 2003**

Scale Point	Annual Salary	Annual Salary
	England and Wales	Inner London
	£	£
U1	28,668	34,002
U2	29,730	35,673
U3	30,831	36,774
U4	31,968	37,911
U5	33,150	39,093”;

(n) in paragraph 23.1 for the words “From 1st April 2002” there shall be substituted the words “From 1st April 2003”;

(o) the following table shall be substituted for the table in paragraph 23.1—

**“Management Allowances**

Allowance	Amount
	£
1st	1,638
2nd	3,312
3rd	5,688
4th	7,833
5th	10,572”;

- (p) in paragraph 24.1 the words “with effect from 1 April 2002” in the first sentence shall be deleted and in the second sentence for the words “From 1 April 2002” there shall be substituted the words “From 1st April 2003”;
- (q) the following table shall be substituted for the table in paragraph 24.1—

**“Recruitment and Retention Allowances**

Allowance	Amount
	£
1st	1,002
2nd	1,971
3rd	2,985
4th	4,158
5th	5,415”;

- (r) for paragraph 25.1 there shall be substituted the following—
- “25.1 From 1st April 2003, the annual value of a first special educational needs allowance referred to in paragraph 25 is £1,674, and the annual value of a second special educational needs allowance referred to in paragraph 25 is £3,312.”;
- (s) in paragraph 28.1 for the words “From 1st April 2002” there shall be substituted the words “From 1st April 2003”;
- (t) the following table shall be substituted for the table in paragraph 28.1—

**“Pay Spine from 1st April 2003**

Spine Point	Annual Salary	Annual Salary
	England and Wales	Inner London
	£	£
1	29,757	35,700
2	30,288	36,231
3	30,822	36,765
4	31,347	37,290
5	31,878	37,821
6	32,415	38,358
7	32,949	38,892
8	33,480	39,423
9	34,008	39,951
10	34,536	40,479
11	35,070	41,013
12	35,781	41,724
13	36,489	42,432
14	37,194	43,137
15	37,902	43,845
16	38,613	44,556
17	39,321	45,264
18	40,032	45,975
19	40,740	46,683
20	41,448	47,391
21	42,156	48,099
22	43,038	48,981
23	43,929	49,872
24	44,811	50,754
25	45,699	51,642
26	46,581	52,524

- (u) in paragraph 36.1 for the words “From 1 April 2002” there shall be substituted the words “From 1st April 2003”;
- (v) the following table shall be substituted for the table in paragraph 36.1—

**“Pay Scale from 1st April 2003**

Scale Point	Annual Salary	Annual Salary
	England and Wales	Inner London
	£	£
1	13,266	16,683
2	13,860	17,277
3	14,439	17,856
4	15,039	18,456
5	15,645	19,062
6	16,227	19,644
7	16,824	20,241
8	18,216	21,633
9	19,794	23,211
10	20,979	24,396”;

- (w) for paragraph 41.1 there shall be substituted the following—
- “41.1 From 1st April 2003 a teacher serving in the Outer London Area shall receive an allowance of £2,247 per annum and a teacher serving in the Fringe Area shall receive an allowance of £870 per annum.”;
- (x) for paragraph 41.2 there shall be substituted the following—
- “41.2 A teacher normally serving in the London Area but temporarily employed elsewhere shall continue to be paid in accordance with the appropriate Inner London pay scale or (as the case may be) to receive the London Area allowance at the rate appropriate to his normal area of employment.”;
- (y) for paragraph 41.3 there shall be substituted the following—
- “41.3 A teacher who on 1st April 2003 was being paid in accordance with the appropriate Inner London pay scale or receiving a London Area allowance shall continue to be paid in accordance with the appropriate Inner London pay scale or to receive that allowance at the appropriate rate, notwithstanding that he would not otherwise be entitled to it under the provisions of this Document, for so long as he remains in the post that he held on that date.”;
- (z) for paragraph 41.4 there shall be substituted the following—
- “41.4.1 A teacher who moves out of the Inner London Area may continue to be paid in accordance with the appropriate Inner London pay scale at the rate being paid before he moved for so long as he continues to be employed as a teacher in a post in which his salary is paid by the same authority.
- 41.4.2 A teacher who moves out of the Outer London Area to anywhere but to the Inner London Area may continue to be paid an Outer London Area allowance at the rate being paid before he moved for so long as he continues to be employed as a teacher in a post in which his salary is paid by the same authority.
- 41.4.3 A teacher who moves out of the Fringe Area to anywhere but to the Inner London Area or the Outer London Area may continue to be paid a Fringe Area allowance at the rate being paid before he moved

for so long as he continues to be employed as a teacher in a post in which his salary is paid by the same authority.”;

(aa) for paragraph 41.5 (d) there shall be substituted the following—

“in the case of a classroom teacher the relevant body determine the point on the pay scale in paragraph 15.3 and allowances under paragraph 23, 24 or 25 which immediately after the change occurs and when any additional points awarded after 31st August 2002 under paragraphs 16.1 or 16.2 or an increase in salary caused by the teacher having moved to the Inner London pay scale or having become entitled to be paid as a post-threshold teacher are ignored, takes that teacher’s remuneration above that to which he was entitled on 31st August 2002.”;

(bb) paragraph 41.6 shall be deleted;

(cc) in paragraph 49(c) for “67.4” there shall be substituted “67.3”;

(dd) in paragraph 53.1 for the words “1st April 2002 to 31st March 2003” there shall be substituted the words “1st April 2003 to 31st March 2004”.

20th March 2003

Minister of State  
Department for Education and Skills

## EXPLANATORY NOTE

*(This note is not part of the Order)*

This Order amends the School Teachers' Pay and Conditions Document 2002 (the Document) by uprating the amounts of salary and certain allowances and by removing the Inner London allowance and replacing it with a new set of Inner London pay scales. The following are increased and a new scale is added for the Inner London area—

- (a) the leadership group pay spine set out in paragraph 4.5 of the Document;
- (b) the head teacher groups' pay ranges set out in paragraph 6.3 of the Document;
- (c) the pay scale for classroom teachers set out in paragraph 15.3.2 of the Document;
- (d) the pay scale for post-threshold teachers set out in paragraph 17.2 of the Document;
- (e) the pay spine for advanced skills teachers set out in paragraph 28.1 of the Document; and
- (f) the pay scale for unqualified teachers set out in paragraph 36.1 of the Document.

The following allowances are increased—

- (a) the management allowances set out in paragraph 23.1 of the Document;
- (b) the recruitment and retention allowances set out in paragraph 24.1 of the Document;
- (c) the special educational needs allowance set out in paragraph 25.1 of the Document; and
- (d) the Outer London and Fringe Area allowances set out in paragraph 41.1 of the Document.

The increases take effect from 1st April 2003.

The Order makes various safeguarding provisions in respect of the new Inner London pay scales and includes in the definition of "Induction Regulations" induction regulations which apply to Wales.

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