

# NQT salary survey 2015



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# Introduction

A meeting of physics ITE tutors at the Institute of Physics (IOP) in April 2015 revealed that many were asked for advice about NQT salaries by their students. It became clear that there is little information available on the subject of NQT salaries for new teachers of physics.

It was agreed that the IOP would use its contacts with early career teachers registered with the Learning to Teach Physics programme to survey their experiences and then disseminate the results.

## Methodology

The survey was carried out in two ways:

- Participants at the 2015 IOP NQT Celebration event in July were asked to fill in a paper questionnaire and return it at the end of the event. We received 51 responses.
- Later in July, we set up an online survey and sent links to just under 6,000 early career science teachers who ranged from those who had taken up their NQT position in 2012 to those who were about to take up their NQT position in 2015. We received 193 responses.

Respondents were not asked to identify themselves or provide contact details.

## Responses

In total, we received 225 usable responses. Although about a tenth of our contacts are based in Scotland, Wales, Ireland and Northern Ireland, we only had two responses from these regions, both in Scotland. Almost half of the respondents were based in London and the south east (106), the rest were fairly evenly divided between central England, the east, the north east, north west and south west of England.

## Key findings

The average NQT salary...

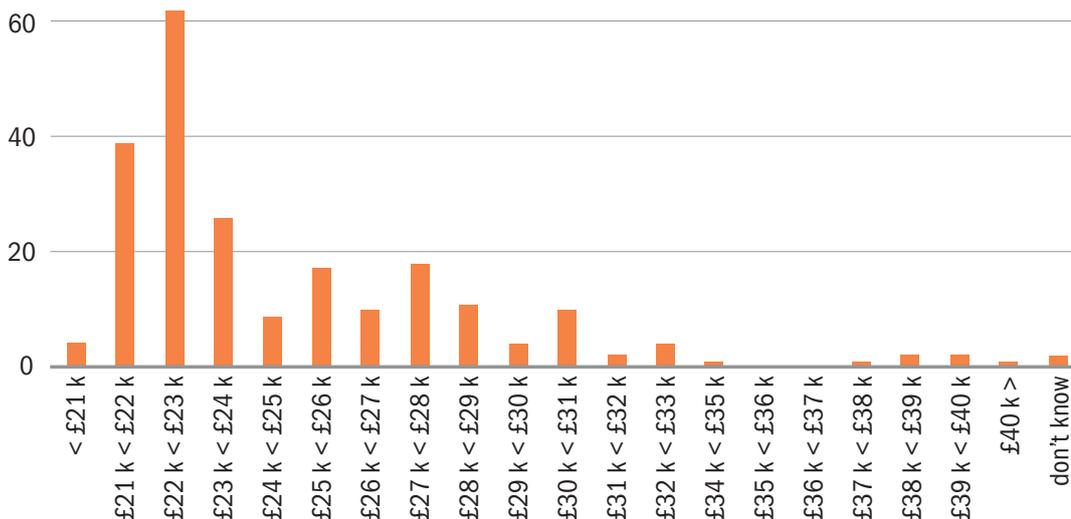
- across all 225 respondents was £24.5 k
- for those including physics in their specialism was £24.8 k
- for those not including physics in their specialism was £23.7 k
- in state schools was £23.9 k
- in independent schools was £26.3 k
- for males was £25.6 k
- for females was £23.7 k

Male NQTs were about 1.5 times more likely to have negotiated their starting salary than female NQTs.

# Results and analysis

## Range of NQT salaries

Figure 1: Range of NQT salaries between 2012 and 2015



The lowest salary reported was £15 k from a biology NQT in 2013. The lowest physics NQT salary was £15,600 in 2013 in an urban state school in the south east. The teacher was a graduate in human biology in her late 20s and had trained via GTP. She hadn't negotiated, saying: "I didn't feel it was acceptable to negotiate."

Of the 10 lowest paid NQTs, six were female and three of the 10 had PhDs in physics or engineering. Interestingly, the two lowest paid physics NQTs were in London or the south east.

The highest salary was £49 k reported by an NQT who started teaching physics and biology in 2013 in a rural independent school. He is a white male aged between 36 and 45 with an engineering degree who did a PGCE via a SCITT course affiliated to the University of Buckingham. He had negotiated from an initial offer of £35 k.

The next highest salary was £39.5 k reported in 2015 by a white male NQT aged between 31 and 35. He was a physics graduate who would be teaching physics in an independent school in the suburbs in the south east of England. He had worked in museum education for nine years and commented: "I am in a private school. Huge difference in salary from state sector."

However, the highest starting salary reported by an NQT in a state school was at a similar level. He is a white male aged 56+ with an MBA and an IOP Scholarship who took a position in a rural state school in the south east of England in 2013 at £38.7 k. He had not negotiated but commented: "Bizarre that people expect you to accept same day!"

Of the 10 best paid NQTs, just one was female. She was an IOP Scholar on an unsalaried School Direct ITE course and had accepted a position at in inner city London school (no information on sector). Aged between 26 and 30 and with a PhD in physics, she was offered £32 k and did not negotiate, saying: "My feeling was that teacher trainers discouraged salary negotiation therefore I decided on my own rather than being advised to negotiate. More info is needed."

## Salary by specialism

**Table 1:** Average NQT salaries by specialism

Teaching specialism	No. of respondents	Average NQT salary
Biology	25	£22,846
Chemistry	32	£24,140
More than one science specialism	26	£24,160
All	225	£24,515.92
Physics	123	£24,696
Physics and maths	18	£25,893

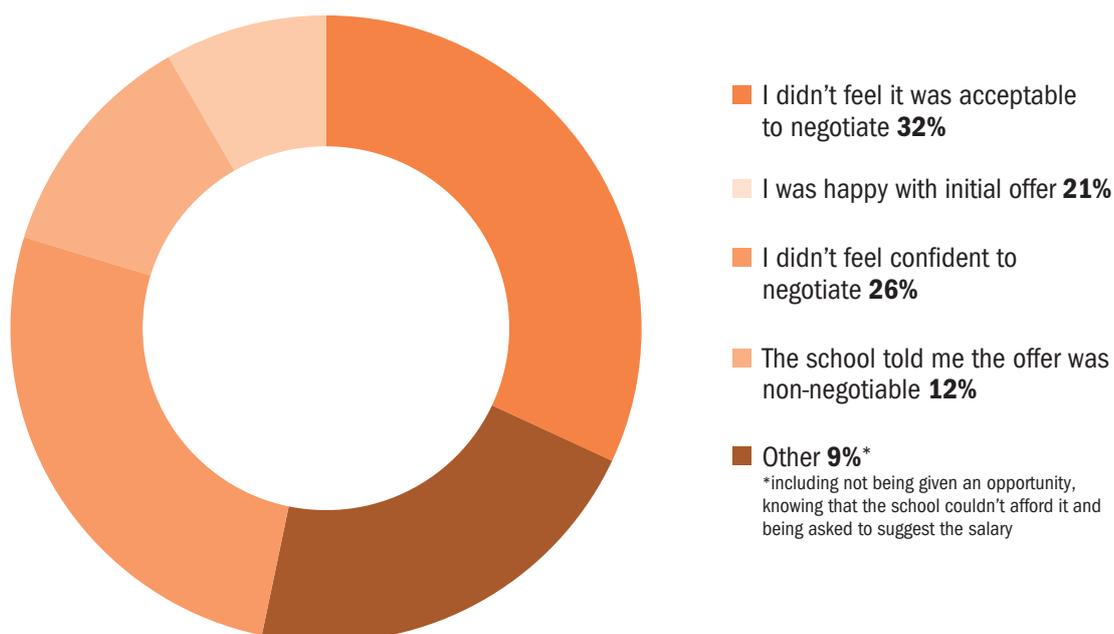
NQT positions specialising in physics or physics and maths paid an average starting salary higher than the overall average. Teachers of physics and maths received higher starting salaries than teachers of just physics, although the sample size was significantly smaller.

It should be noted that significantly more physics specialists than other disciplines responded to the survey.

## Salary negotiations

More than 190 respondents did not report an initial offer different to the NQT salary that they accepted. 182 respondents gave reasons why they didn't negotiate.

**Figure 2:** Reasons why student teachers did not negotiate their NQT salary offers



About one in three teachers said they **didn't feel it was acceptable to negotiate**. The average starting salary for this group was £22.7 k. Almost twice as many females as males gave this reason (35 women to 20 men).

Some of these respondents said they **didn't know they could negotiate** and they wish they had been advised by their ITE centre on this. Comments suggested NQTs feared that they might lose their job offer if they tried to negotiate or that they didn't know how to conduct negotiations.

Just over one in four said they **didn't feel confident to negotiate**. Their average salary was £22.3 k. Again, women were almost twice as likely as men to give this reason (29 women to 17 men).

One in eight teachers said that the **school made it clear the salary on offer was non-negotiable** and this was equally cited by women as men (11 women and 11 men). Their average salary was £22.6 k.

Several of these teachers expressed exasperation that their career experience before teaching was not valued. Others were frustrated that the schools had no room for negotiating salaries and were under pressure to offer the minimum salary.

Approximately one in five teachers didn't negotiate because they were **happy with their salary offer** – on average, £27.3 k. More men reported this (16 women to 20 men).

## Increases following negotiation

Just 14% – or 32 respondents – reported an increase in salary following negotiation. As a proportion of the initial offer, these increases ranged from 1 to 40%.

Percentage increase	No. of respondents
Less than 1%	1
1–5%	3
5–10%	16
10–20%	7
20–30%	2
30–40%	2
40% and over	1

**Table 2:** Outcome of salary negotiations broken down by percentage increase

These increases ranged from £200 to £14,000. The average increase negotiated was £2,922. Notably, five new teachers negotiated an increase of over £5 k.

Of those who reported an increase, 12 were female and five of these did not list physics as a teaching specialism. Of the 20 men who reported an increase, just one did not list physics as a teaching specialism.

Of the 28 male NQTs aged between 21 and 25, five successfully negotiated an increase on their original offer (four had a physics specialism). Of the 36 female NQTs in this age range, just one did so (a chemist).

Overall, NQTs in the age ranges 26–30 and 31–35 were the most likely (around one in five) to have negotiated an increase in their initial offer.

Men (one in five) were more likely to have negotiated an increase than women (one in eight).

## Regional variations

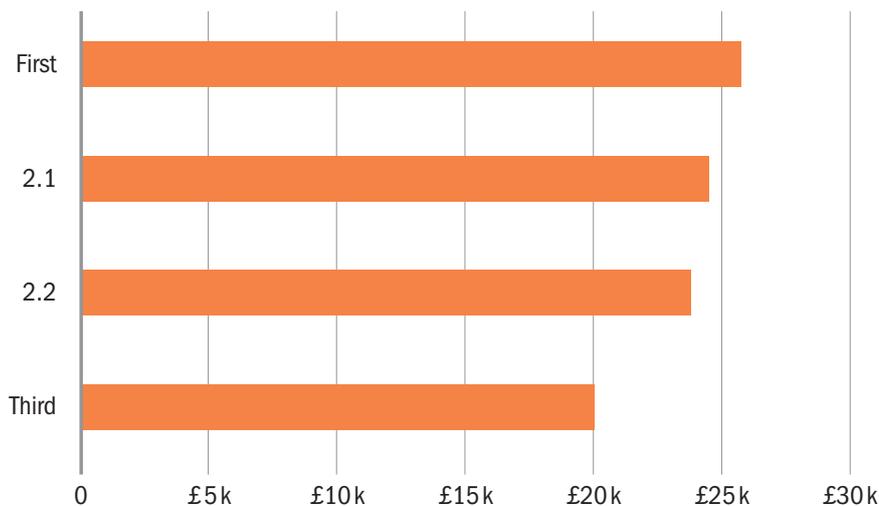
**Figure 3:** Variation in NQT salaries by region



As might be expected, NQTs starting in London had the highest starting salaries on average. The lowest regional average salary was in Scotland at £18.4 k and the highest was London, where NQTs started on an average of £28.7 k.

## Variations by undergraduate degree classification

**Figure 4:** Variation in NQT salaries by undergraduate degree classification



There was a direct correlation between undergraduate degree classification and NQT starting salary.

## Variations by level of qualification before teaching

- The average NQT salary across all 225 respondents was £24.5 k.
- Those with an MBA (five respondents) had the highest average starting salary at £29.2 k.

- Those who reported masters as their highest level of qualification (33 respondents) had the next highest average starting salary at £26.2 k.
- Those with PhDs (34 respondents) had an average starting salary of £25.5 k.
- The four respondents who reported having completed SKEs had an average starting salary of £21.8 k.

## Variations by gender

There is no evidence that schools discriminate against female teachers when deciding what NQT salaries to offer. However, the survey revealed that the average starting salary for female teachers (73 respondents) was £23.9 k and for males £25.9 k (86 respondents). The survey also showed that men were significantly more likely to negotiate.

## Variations by ITE route

There was very little variation in average NQT salary between ITE routes (PGCE/PGDE at a university, School Direct salaried, School Direct unsalaried, SCITT and TeachFirst). PGCE/PGDE at a university was slightly higher than other routes, but averages varied between £24.1 k and £24.6 k.

## IOP scholars

On average, IOP scholars did earn more than non-scholars. The average scholar starting salary was £26.1 k (57 NQTs) versus £23.9 k (123 non-scholars). More specifically, comparing the average salaries of those teaching just physics revealed that scholars received an average of £26.4 k, while non-scholars received £23.1 k.

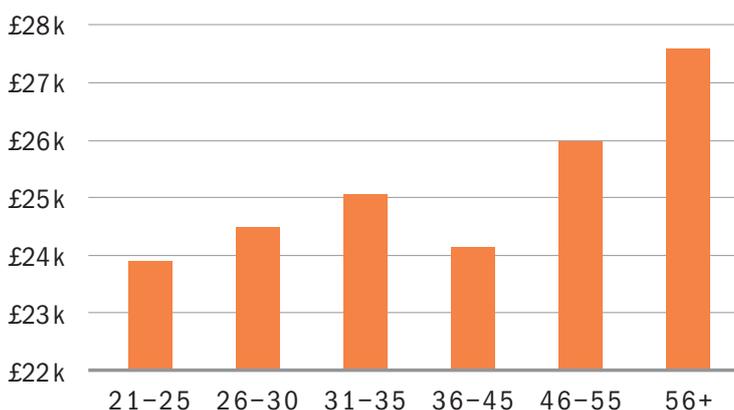
For IOP scholars starting their Initial Teacher Education in 2016, the bursary will be £30 k. Several NQTs commented that the bursaries now outstrip NQT salaries. They saw this as a pay cut and disincentive to enter teaching, for example a 21–25 year old maths and physics NQT who started on £24 k in 2015 commented: “The best way to keep teachers in teaching is increasing salaries, not golden handshakes. That’s just a quick fix and won’t solve the long-term problem (especially with these hours!).”

## IOP mentoring scheme

On average, teachers who had been mentored in the IOP programme received higher starting salaries than those who were not (£25.2 k against £23.9 k).

## Variations by age

Overall, NQT salaries increased with age. However, there is a noticeable dip in the 36–45 age category.



**Figure 5:** Variation in NQT salaries by age

# Appendix 1: Questions asked

- 1\* Where is your NQT school? (dropdown)
- 2\* In what area is your NQT school? (dropdown)
- 3\* State school or independent? (dropdown)
- 4\* In what year were you offered your NQT position? (dropdown)
- 5\* Please enter the subject specialisms of your NQT position? (dropdown with freeform “other” field)
- 6\* Please enter your NQT starting salary in £s (freeform)
- 7 If you negotiated with the school, what was the initial offer? (freeform)
- 8 If you didn’t negotiate, was that because ... (dropdown with freeform “other” field)
- 9\* Tell us about your undergraduate degree [subject and classification] (freeform)
- 10 Please list any other academic qualifications
- 11\* Which route did you take to QTS? (dropdown with freeform “other” field)
- 12\* Have you been awarded an IOP scholarship? (yes/no)
- 13\* Do you have an IOP mentor? (yes/no)
- 14\* Please select your age range (dropdown)
- 15\* Please select your gender (dropdown)
- 16\* Please select the ethnicity that best describes you (dropdown)

Questions with a \* were obligatory

## Appendix 2: Respondent profile

Region	No. of respondents
London	55
South east England	51
Central England	32
East of England	24
North east England	24
North west England	20
South west England	17
Scotland	2

Teaching specialism	No. of respondents
Biology	25
Chemistry	32
More than one science specialism	26
All	225
Physics	123
Physics and maths	18

Sector	No. of respondents
State	150
Independent	24
Did not specify	51

Ethnicity	No. of respondents
White British	163
Asian/Asian British	20
White other	16
Black/black British	8
White Irish	3
Mixed/multiple ethnicity	3
Other	3
Prefer not to say	1

Year of NTQ position	No. of respondents
2011	1
2012	15
2013	37
2014	53
2015	119

ITE route	No. of respondents
PGCE/PGDE at a university	165
School Direct (unsalaried)	24
School Direct (salaried)	9
TeachFirst	8
SCITT	7
GTP	3
Unqualified	1

Gender	No. of respondents
Female	115
Male	102
Did not specify	9

Age range	No. of respondents
21–25	65
26–30	58
31–35	41
36–45	25
46–55	25
56+	3

IOP scholarship/mentee	No. of respondents
IOP scholars	57
RSC scholars	2
IOP mentee	101

## Appendix 3: Respondent comments

- “ I think it is a myth that experience outside of teaching is valued or commands any salary uplift.  
*2013 biology NQT, £18 k, white female 46–55, PhD*
- “ Although I was recruited to physics lead and needed to write the A-level scheme of work from scratch and overhaul the GCSE, the school governors would not permit me a pay acceleration since it was only my NQT year. There is very little room for negotiation in the state sector when it comes to NQT salary. The school leadership are fearful of causing disharmony among their staff in quantifying a newly qualified person as being more financially valuable than a colleague who has been in post longer. Considering the tiers for funding when training, I find it shocking that there is no staggering of entry pay based on those qualifications. I took an effective pay cut from my training year to my first year in teaching, this should not be the case if we want to attract people from other professions to teaching.  
*2013 physics and chemistry NQT, £21 k, white male 26–30, PhD*
- “ Salary not high enough to support family and mortgage. Will need to find higher paid position to stay in teaching.  
*2014 physics NQT, £21 k, white male 46–55, PhD*
- “ School budgets are under enormous pressure and the school has to pay the minimum. No negotiation possible, this will probably get worse with some schools making redundancies.  
*2014 physics NQT, £21 k, white female 56+, PhD*
- “ I have since moved to a new school following my NQT year and am still on the bottom of the pay scale and had no opportunity to ask for more.  
*2013 physics NQT, £21 k, white female 36–45*
- “ State sector won't pay more. They will squeeze out as much as they can, until you leave.  
*2013 physics and maths NQT, £21 k, white male 26–30*
- “ I hold a first-class degree, a PhD and received a RSC scholarship. I feel I have more to offer than some other NQTs. I tried to negotiate my salary but was refused by my academy.  
*2013 chemistry NQT, £21.1 k, white female 36–45, PhD*
- “ I never knew NQT salaries were negotiable, more guidance needs to be given with this.  
*2013 physics, maths and chemistry NQT, £21.5 k, white female 26–30, SKE*
- “ For the hours that you do the salary is poor.  
*2013 physics NQT, £21.5 k, white male 21–25*
- “ I was not aware people negotiated their salaries!  
*2012 physics NQT, £21.6 k, white female 26–30*
- “ It might help others to know they have the ability and right to negotiate going into teaching a high-demand subject.  
*2013 physics NQT, £21.6 k, white female 21–25*
- “ I think Main Pay Scale 1 (in areas that are not London or outer London specifically) is too low to encourage new teachers to remain in teaching long-term; particularly for those who are trying to get onto the property ladder.  
*2014 physics NQT, £21.8 k, white female 21–25*

## Appendix 3: Respondent comments

- “ I felt like there was scope to negotiate as a female physicist and being very in demand. However, I was scared to negotiate in case it gave a bad impression and/or the decided to retract the offer. More advice on this when applying for jobs would be very helpful.  
*2014 physics NQT, £21.8 k, white female 21–25*
- “ Pay is poor. After three years I am only just starting to reach my industry pay and the industry I left isn't traditionally highly paid.  
*2013 chemistry and biology NQT, £21.8 k, white male 31–35*
- “ I must admit it is irritating to be paid less than my housemates who are also starting careers but don't work evenings or weekends and have much less stressful jobs.  
*2014 physics NQT, £21.8 k, white female 21–25*
- “ My ITT grade is 3 (requires improvement) with some 2s. I want all the support I can get for my NQT year. Once I am a good teacher I can seek a better salary.  
*2015 physics NQT, £22 k, white male 46–55, MBA*
- “ The interview and offer process are unlike any other industry I know. On interview day, if offered a position, you are expected you make an immediate decision. Additionally, despite being in a shortage subject, there appears very little room to negotiate terms.  
*2015 chemistry NQT, £22 k, white male 36–45*
- “ It's a game. When they need you they offer incentives, when they don't, they don't. Being an older NQT sucks; you don't get the same breaks and people are much less forgiving.  
*2014 physics NQT, £22 k, white male 46–55*
- “ I used to be paid over £50 k in my previous management role at a large physics lab (Rutherford Appleton) and I have always wanted to teach and so I didn't change career for the money. However, I was under the impression that my skills and experience (and gender to some extent) would be beneficial/desirable to schools, however, I have been most disappointed in schools' attitudes to recruiting – in the south west at least. They do not appear to value any previous experience outside of teaching and also seem to advertise for generic science teachers of any discipline rather than physics. In one of my training schools the head of biology was teaching physics A-level, by reading slides she had found online parrot fashion to the class (this was in an outstanding school). I did my PGCE just before the extra incentives were introduced for physics teachers and I actually feel quite disappointed that apparently up to £40 k is now offered to people to become physics teachers. The reason I feel disappointed is that those people will not stay teachers when they discover that they will have to earn £22 k as an NQT. I have been in three schools in Wiltshire and pay has so far been most definitely non-negotiable. I have also met some young PGCE students who openly admit that they are training to be a teacher for the money at that point in their career and have no intention of staying in the profession. All in all, I LOVE teaching. But I do feel rather misled and in some ways abused in some ways. School management is dire/shocking in my own experience and I am feeling wholly let down by the profession that I have a lot of love and respect for. Rant over.  
*2013 physics NQT, £22 k, white female 36–45, MBA*
- “ Student teacher support once the PGCE is finished. Army support? Two months waiting into job seems forever and teachers with families cannot support their families.  
*2015 physics and maths NQT, £22.5 k, black male 31–35*

## Appendix 3: Respondent comments

- “ It’s quite low considering the hours that you put in and also the amount of study required to reach that point (usually at least four years at university) for some people the NGT year is a pay cut after all the scholarships and grants available at PGCE-level (this doesn’t include me).  
*2015 chemistry NQT, £22.5 k, white female 21–25*
- “ I think it’s much harder for salaries to be negotiated than IOP literature makes out. While there is a demand for science (and in particular physics) teachers, schools have fixed budgets. Combined with the strength of the unions this means that schools can’t just pay a physics NQT more than a music NQT (for example).  
*2015 physics NQT, £22 k, white male 26–30*
- “ Salary is a joke!! £22 k and work til the early hours and weekends...  
*2014 chemistry NQT, £22 k, white male 36–45, PhD*
- “ Another school offered me £30 k but I’d already accepted the job at my existing school and know it’s bad practice to go back on an offer you’ve accepted.  
*2014 physics NQT, £22 k, white female 26–30*
- “ The headteacher is putting me up two pay scales as of September.  
*2014 physics NQT, £22 k, white male 26–30, SKE*
- “ I have left a higher paid part-time position to move to teaching. The salary is approximately 40% less and longer hours.  
*2015 chemistry NQT, £22 k, white female 36–45*
- “ I was a manager in a retail chain (supermarket) for approximately five years. No advice was given by the university on whether it was appropriate to haggle. I just assumed that I would be on the starting salary regardless of experience.  
*2015 physics NQT, £22 k, white male 26–30*
- “ I have been to four schools in the past year and they are all continuing with the same salary structure as before but some have included performance measures. I think keeping the pay structure nationwide would have been better but with the performance measures. Another point is NQTs usually end up working 60-hour weeks to keep on top of their new planning, administration etc whereas experienced teachers manage to work less hours. I understand the job is salaried at a fixed rate and overtime isn’t paid but surely just an extra 1–2 hours a week time during the week doesn’t remotely compensate for the extra work having to be put in by NQTs! A drop to 75–80% timetable would help slightly if pay cannot be increased, childcare goes through the roof when you have two kids and are working until 10 p.m. every night! Also, it has caused some controversy within teaching circles that the bursaries now being offered are greater than the starting salary. Although, as an NQT, I can see offering an incentive works and there are costs involved with studying a PGCE. I’m not sure it is a great idea to award trainees more money than someone with two years’ teaching experience! I believe the £20 k was adequate and correct and was surprised when the bursary was increased. It might be worth considering keeping it in line with current NQT salaries.  
*2015 physics NQT, £22.1 k, white female 31–35*

## Appendix 3: Respondent comments

- “ I negotiated my starting salary based on the fact that I have seven years’ relevant non-teaching work experience (as an engineer) and quoted the NUT guidance to schools for teachers pay that recommend one point on the MPS for every three years non-teaching work experience. So I requested MPS3 and was offered MPS2. The head told me that council policy was to start NQTs with previous work experience at MPS2. However, if I hadn’t requested more I would have been on MPS1.  
*2015 physics NQT, £22.2 k, white female 31–35*
- “ Would have been great to have a recognised salary scheme specifically for physics teachers that was supported by IOP that recognises the dearth of physics teachers. I felt completely on my own and not confident to negotiate.  
*2015 physics and maths NQT, £23 k, white female 36–45*
- “ Although an NQT; I have 40 years experience as an aeronautical engineer. I believe that this experience should draw some credence and salary benefit.  
*2012 physics and maths NQT, £23 k, male 56+*
- “ Needs to be a universal list that says what the salaries should be every year because I think I’m being paid less than the minimum, but can’t be sure because I don’t know where to look to compare it against anything.  
*2015 chemistry NQT, £23 k, white female 21–25*
- “ Really wish I could have pushed for more with 18 years RAF experience but didn’t want it to compromise offer.  
*2015 physics NQT, £23 k, Asian female 36–45*
- “ We don’t get paid enough!  
*2014 physics and chemistry NQT, £23.1 k, white female 46–55*
- “ Other incentives offered as well.  
*2015 physics NQT, £23.1 k, white female 21–25*
- “ They are depressingly low, just like the budget of my school.  
*2015 biology NQT, £23.4 k, white male 26–30*
- “ Schools are going to find it increasingly difficult to attract physics/maths specialists either direct from university or from industry unless they are prepared to pay a competitive salary.  
*2013 physics and maths NQT, £23.5 k, white male 46–55*
- “ Engineering geologist/geotechnical engineer for 17 years. Had been suggested that I asked for M3 and negotiate for M2, but school offered M2 straight off.  
*2015 physics and maths NQT, £23.8 k, white female 36–45*
- “ I work in FE. I did not get an NQT year, and very little support, but got higher pay than schools.  
*2012 physics NQT, £24 k, white male 26–30*
- “ As the only science teacher in my school I was expected to lead the subject at the same time as write schemes of work and be responsible for data, without any technician support – be careful of the position offered with regards to pay.  
*2014 physics NQT, £24 k, white female 26–30*

## Appendix 3: Respondent comments

- “ The best way to keep teachers in teaching is increasing salaries, not golden handshakes. That’s just a quick fix and won’t solve the long term problem (especially with these hours!)  
*2015 physics and maths NQT, £24 k, white male 21–25*
- “ You must negotiate!  
*2014 physics NQT, £24.9 k, white male 21–25 (negotiated £1.8 k increase)*
- “ Teaching ESOL for five years. Then a TA for two years.  
*2015 physics NQT, £25 k, white female 31–35 (School Direct salaried)*
- “ I am still not sure whether I will be paid M1 or as unqualified for July/August as the school mentioned they needed to wait for my QTS certificate to be processed.  
*2015 physics NQT, £25.4 k, white female 21–25 (SCITT)*
- “ An expectation (i.e. security) of higher NQT salary would clearly enhance the number of career changers to become physics teachers. Most career changers (with notable experience) would have to face a 50% pay cut. Army engineer – six years. Engineer consultant – four years.  
*2015 physics and science NQT, £25.6 k, white male 31–35 (SCITT) (negotiated £1.8 k increase)*
- “ I felt like if I ask for more money someone else would miss out! Teaching assistant, primary.  
*2015 biology NQT, £25.7 k, white female 26–30*
- “ I negotiated based on my previous relevant experience in leadership and management.  
*2015 biology NQT, £25.7 k, white female 46–55 (negotiated £1.9 k increase)*
- “ Scientific research for approx. 20 years.  
*2015 physics NQT, £25.9 k, white male 46–55 PhD (negotiated £1.9 k increase)*
- “ Two years in academia.  
*2015 physics NQT, £26 k, white female 31–35 PhD (negotiated £2 k recruitment/retention bonus)*
- “ I don’t think there is room for negotiation on salary if it’s your first job out of university.  
*2013 biology NQT, £26 k, white female 21–25 (Independent school)*
- “ Initial offer was M2, and negotiated M3.  
*2015 physics NQT, £26 k, white male 46–55 PhD*
- “ I wish I knew before my interviews how much I should ask for based on my qualifications.  
*2014 physics NQT, £26.4 k, white female 31–35 PhD (negotiated £1.1 k increase)*
- “ I was offered this annual salary based on my previous unqualified teaching experience at a special needs school and a secondary school in the Caribbean. My salary is based on an unqualified pay scale from 1 July – 31 August followed by MPS as of 1 Septembert.  
*2015 physics, chemistry and biology NQT, £26.7 k, black female 31–35*

## Appendix 3: Respondent comments

- “ I tried to negotiate with the school but I was unsuccessful in outcome for a slightly higher starting salary. There were at the time six other physics specialists at the school, which may have been the reason. Always worth asking for a higher salary if you are aware that you are the only physics teacher in the science department.  
*2012 physics NQT, £27 k, black male 26–30*
- “ Make sure that you ask the agency questions regarding wages e.g. how much they take from your salary, is the position definitely permanent or is it temporary because it is what the school offers, if you are paid extra when working outside school hours etc.  
*2014 physics and chemistry NQT, £27 k, white female 26–30*
- “ My household is financially secure. So, salary was never a worry. 10 years as university lecturer in engineering.  
*2015 physics NQT, £27.2 k, Asian female 36–45*
- “ I think it would be helpful for there to be some discussion/support either from training centres or mentors about how to conduct salary negotiations.  
*2013 physics NQT, £27.2 k, white female 31–35*
- “ I worked at the national physical library [sic] for four years. Schools are tight on their budget. I personally felt that I was needed but they could not offer more. As an NQT you don't have that much experience so it is too soon to negotiate anything at this stage you need to practice more.  
*2015 physics NQT, £27.5 k, black female 31–35*
- “ Older trainees at university started as high as M4 (inner London) on the pay scale.  
*2015 physics NQT, £27.5 k, mixed-ethnicity male 26–30*
- “ No offer, I requested the above and they agreed.  
*2015 physics NQT, £27.8 k, mixed-ethnicity male 21–25*
- “ Scientist, post-doc for five years.  
*2015 physics NQT, £28 k, white female 36–45 PhD (negotiated £2 k increase)*
- “ Agency negotiated from M1.  
*2015 physics and maths NQT, £29 k, white female 26–30*
- “ They offered me a job and when I asked what the salary would be they said they hadn't decided yet so I asked for M4, they called back later in day to say OK I could have that. To me this seemed odd but an NQT at another school had told me they had had the same experience the year before. Good work. I'd have liked to see a salary survey before negotiating salary to know what I could ask for. Engineering and supply change management, 13 + 7 years.  
*2015 physics NQT, £29 k, white female 36–45 School Direct unsalaried*
- “ Army nine years, banking one year. The offer was considerably higher than state schools, which offered me £22 k.  
*2015 physics NQT, £29.2 k, white male 31–35*

## Appendix 3: Respondent comments

- “ They offered M1 but I asked for more on account of having a masters.  
*2015 chemistry NQT, £30 k, white female 21–25, TeachFirst (negotiated £7.8 k increase)*
- “ Worked in Sports Travel for seven years. My school converts three years work experience to one spine point. School would also add one point for a masters.  
*2015 physics NQT, £30.2 k, white male 31–35, PhD School Direct salaried (negotiated £2.9 k increase)*
- “ TV production (nine years).  
*2015 physics NQT, £30.5 k, white male 31–35 (negotiated £1.5 k increase)*
- “ Teaching physics and maths for more than 10 years.  
*2015 physics and maths NQT, £30.5 k, Asian male 46–55*
- “ I negotiated my salary based on a colleague’s advice but was not initially given the opportunity to negotiate because they assumed I would be happy with £27,000. I had to go directly to the head to ask her to re-consider my qualifications given that I had a PhD and had spent time in the pharmaceutical industry.  
*2015 chemistry NQT, £31.9 k, female 31–35 PhD (negotiated £4.9 k increase)*
- “ Turned down a school outside London that offered £34,000, since I only wanted to teach sixth form.  
*2013 physics NQT, £32 k, white male 31–35 PhD*
- “ My feeling was that teacher trainers discouraged salary negotiation therefore I decided on my own rather than being advised to negotiate. More info is needed for trainers!  
*2015 physics NQT, £32 k, white female 26–30 PhD School Direct unsalaried*
- “ Survey is a good idea as there seems little information around. I think I’ve been fortunate but others have been only offered MPS1 or 2 and more info on the market would have been welcomed I believe!  
*2015 physics NQT, £37.8 k, white male 46–55 MBA Independent school*
- “ Bizarre that people expect you to accept same day!  
*2013 physics NQT, £38.8 k, white male 56+ MBA (negotiated £2 k increase)*
- “ I am in a private school. Huge difference in salary from state sector. Museum education, nine years.  
*2015 physics NQT, £39.5 k, white male 31–35*
- “ I am currently contracting due to personal circumstances – single father with three children to care for. So flexi-working is only suitable for me. Engineer/scientist-research and implementation (communications/railway).  
*2015 physics NQT, Asian male 46–55*
- “ I didn’t ask what I would be paid never mind negotiate it.  
*2015 physics NQT, white female 26–30 PhD, School Direct unsalaried*
- “ Put it higher! Science teachers should get more higher wage.  
*2015 chemistry NQT, Asian male 21–25*

## Appendix 4: Notes on survey methodology

- We allowed participants to enter their salary as a free text field. We received back salaries in several formats. Asking for salary spine points as well as offering salary ranges in units of £500 would have made for easier comparison between years.
- We didn't ask if respondents had been on an SKE so although some did say that they had, there may be others who we did not pick up.
- We didn't ask what, if any, advice respondents had from their ITE tutors about NQT salaries. It would be interesting to find this out in future surveys.
- Some respondents had ITT scholarships from other organisations (eg Royal Society of Chemistry). In this report, 'scholar' corresponds only to IOP scholars.

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