

# EFL Pay Scale 2026

EFL Teacher pay starts at £27.96 per hour for teachers with 1 point on the scale and increases in small increments per point to reward additional qualifications, experience, and loyalty to HSSC. Teachers are paid statutory holiday pay in addition to their base rate of pay in lieu of holiday. Teachers are paid per contracted hour, which includes breaks that fall within lessons. The hourly rate is set to compensate for additional requirements which are not paid separately, including lesson preparation, administration, attendance of staff meetings, end-of-course Awards Ceremonies, and assisting with student breaks. Teachers are required to attend an induction at the start of their first contracted course, for which they are paid a flat fee of £150 for the 1st and 2nd July induction or £25 for a later half-day induction.

	Point	Descriptor	Pay Band	Hourly Rate Excluding Holiday Pay	Hourly Rate Excluding Holiday Pay
<b>Required Qualifications</b>	+ 0	Certificate-level EFL qualification (e.g. CELTA, Trinity TESOL) Must include at least 100 hours of input, 6 hours of observed teaching and be externally validated by a reputable exam board or accrediting body.	1	£27.96	£31.33
	+ 1	Degree or degree-level qualification	2	£28.73	£32.20
<b>Desirable Qualifications</b>	+ 1	PGCE (Secondary or Primary Education)	3	£29.50	£33.06
	+ 1	TYLEC or CELTYL	4	£30.27	£33.92
	+ 1	Master's Degree in TEFL without observed teaching practice	5	£31.04	£34.79
	+ 2	Master's Degree in TEFL with at least 6 hours' observed teaching practice	6	£31.81	£35.65
	+ 3	Diploma TEFL qualification (e.g. DELTA, Trinity Diploma)	7	£32.58	£36.51
<b>EFL Teaching Experience</b> <small>We consider full time experience to consist of teaching EFL for at least 15 hours per week.</small>	+ 1	1-3 years' full time EFL teaching experience	8	£33.35	£37.38
	+ 2	3-6 years' full time EFL teaching experience	9	£34.12	£38.24
	+ 3	6+ years' full time EFL teaching experience	10	£34.89	£39.10
<b>Loyalty Bonus</b>	+ 1	1 summer's teaching experience with HSSC	11	£35.66	£39.96
	+ 2	2-3 summers' teaching experience with HSSC	12	£36.43	£40.83
	+ 3	4-5 summers' teaching experience with HSSC	13	£37.20	£41.69
	+ 4	6+ summers' teaching experience with HSSC	14	£37.97	£42.55
			15	£38.74	£43.42