

Annex A: The Teacher Training Incentive Scheme 2019

Education Wales 2019 No. 2

Background

1. The Welsh Ministers have powers to provide financial assistance under sections 14-17 of the Education Act 2002 for or in connection with the promotion of the recruitment or retention of teachers or non-teaching staff and the remuneration of, or provision of other benefits to, teachers or non-teaching staff. The Teacher Training Incentive Scheme 2019 (“this Scheme”) is made in the exercise of those powers.

2. This Scheme comes into effect on 1 September 2019 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2018 (2018 No: 41) (“the 2018 Scheme”) in respect of those whose training programme commences on or after 1 September 2019 but prior to 1 September 2020. The previous Schemes will continue to apply as follows:

- I. The provisions of the 2018 Scheme will continue to apply to those whose programme commenced on or after 1 September 2018 but prior to 1 September 2019.
- II. The provisions of the 2017 Scheme will continue to apply to those whose programme commenced on or after 1 September 2017 but prior to 1 September 2018.
- III. The provisions of the 2016 Scheme will continue to apply to those whose programme commenced on or after 1 September 2016 but prior to 1 September 2017.
- IV. The provisions of the 2015 Scheme will continue to apply to those whose training programme commenced on or after 1 September 2015 but prior to 1 September 2016.
- V. The provisions of the Teacher Training Incentive Scheme 2014 (2014 No: 7) will continue to apply to those whose training programme commenced on or after 1 September 2014 but prior to 1 September 2015.
- VI. The provisions of the Teacher Training Incentive Scheme 2013 (2013 No: 53) will continue to apply to those whose training programme commenced on or after 1 September 2013 but prior to 1 September 2014.
- VII. The provisions of the Teacher Training Incentive Scheme 2012 (2012 No:24) will continue to apply to those whose teacher training programme commenced on or after 1 September 2012 but prior to 1 September 2013.
- VIII. The provisions of the Teacher Training Incentive Scheme 2011 (2011 No: 19) will continue to apply to those whose teacher training commenced on or after 1 September 2011 but prior to 1 September 2012.
- IX. The provisions of the Teacher Training Incentive Scheme 2010 (2010 No: 27) will continue to apply to those whose teacher training commenced on or after 1 September 2010 but prior to 1 September 2011.
- X. The provisions of The Teacher Training Incentive Scheme 2006 (2006 No: 60) as amended by The Teacher Training Incentive Scheme (Amendment) 2008

(2008 No: 34) will continue to apply to those whose training programme commenced prior to 1 September 2010.

3. The Welsh Ministers may issue non-statutory guidance on this Scheme under section 10 of the Education Act 1996 to assist students and accredited providers who exercise any function under this Scheme.

Summary of this Scheme

4. This Scheme makes provision for the Welsh Ministers to pay grants by way of incentives to eligible persons to undertake a postgraduate teacher training course in Wales in specified subjects.

Interpretation

5. Except where the context otherwise requires, for the purpose of this Scheme:-

“accredited postgraduate teacher training programme” (*“rhaglen hyfforddi athrawon ôl-raddedig achredig”*) means a programme accredited by the Education Workforce Council’s Teacher Education Accreditation Board¹ established pursuant to regulation 5 of the Education Workforce Council (Accreditation of Initial Teacher Training) (Wales) Regulations 2017;

“employed” (*“cyflogedig”*) means employed under a contract of employment or engaged to provide services otherwise than under a contract of employment and “employment” (*“cyflogaeth”*) shall be construed accordingly;

“employment-based teacher training scheme” (*“cynllun hyfforddi athrawon ar sail cyflogaeth”*) means a scheme made under regulation 8 of the School Teachers’ Qualifications (Wales) Regulations 2012 or under any amended or replacement scheme;

“qualified teacher” (*“athro cymwysedig neu athrawes gymwysedig”*) has the meaning given to it by section 132(1) of the Education Act 2002: that is to say “a person who satisfies requirements specified in regulations”² made under that section;

“postgraduate teacher training course” (*“cwrs ôl-raddedig o hyfforddiant athrawon”*) means an accredited full-time, part-time or flexible postgraduate course of initial teacher training which is provided at an institution in Wales. In this context “flexible” indicates that the length and pattern of the course is determined by reference to the student’s experience and training requirements.

¹ Referred to in the Education Workforce Council (Accreditation of Initial Teacher Training) (Wales) Regulations 2017 as the accreditation of initial school teacher training committee.

² The Regulations currently in force being the School Teachers’ Qualifications (Wales) Regulations 2012 (S.I. 2012/724 (W. 96)).

Incentive grants

6. The Welsh Ministers may pay grants under this paragraph (“training grants”) by way of incentives to persons who satisfy the requirements of paragraphs 8 and 9.

7. Grants made available under this Scheme are subject to the conditions set out in paragraphs 12 to 17.

Eligibility for training grants

8. To be eligible for a training grant, a person must:-

- (a) be undertaking a postgraduate teacher training course in Wales which commenced on or after 1 September 2019 but prior to 1 September 2020;
- (b) be an eligible student who qualifies for support under Regulations made under section 22 of the Teaching and Higher Education Act 1998 currently in force as they apply to that course³;
- (c) not already be a qualified teacher;
- (d) not be employed to teach at a school or other institution as a teacher;
- (e) not be a participant in training organised under an employment-based teacher training scheme; and
- (f) not be undertaking a further education course of any kind.

9. To be eligible for a training grant up to one of the amounts listed in column “A” of the table in paragraph 10, a person must:-

- (a) be studying wholly or mainly one or more of the subjects or phases listed in the corresponding row of column “B” of the table in paragraph 10; and
- (b) hold at entry to the postgraduate teacher training course a first degree or equivalent qualification awarded by a United Kingdom institution or an equivalent degree or other qualification awarded by a foreign institution of a classification specified in the corresponding row of column “C” of the table in paragraph 10. The first degree or equivalent qualification is not required to be in the same subject as that undertaken on the postgraduate teacher training course.

³ The Regulations which currently apply the provision of support to students in relation to the academic year running from 1 September 2018 to 31 August 2019 are the Education (Student Support) (Wales) Regulations 2018 (SI 2018 No. 191 (W. 42)). These Regulations will remain extant for academic year 2019/20.

10. The table referred to in paragraph 9 is as follows:-

| A | B | C |
|------------------------------|---|---|
| Training grant amount | Subject or Phase | First degree qualification classification |
| £20,000 | Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or ICT (computer sciences) | 1 st and or PhD/Masters |
| £15,000 | Postgraduate secondary courses in modern foreign languages | 1 st and or PhD/Masters |
| £10,000 | Postgraduate secondary courses in mathematics, physics, chemistry, Welsh, or ICT (computer sciences) | 2.1 |
| £6,000 | Postgraduate secondary courses in modern foreign languages | 2.1 |
| £6,000 | Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or ICT (computer sciences) | 2.2 |
| £3,000 | Postgraduate secondary courses in design & technology, English, biology, history, religious education, art, physical education, music, drama, business studies, outdoor studies, general science or geography Postgraduate primary courses | 1 st and or PhD/Masters |
| Additional £3,000 supplement | Postgraduate primary courses with a degree subject specialism of English, Welsh, Mathematics or Core Science. | 1st and or PhD/Masters |

11. In addition to the amount awarded to persons on postgraduate primary courses starting in academic year 2019/20 with a degree classification as shown in column C in the table at paragraph 10 there will be an additional £3,000 supplement awarded for postgraduate primary trainees with a 1st class degree classification and or Masters / PhD and whose degree subject specialism is in English, Welsh, mathematics or Core Science. This is in order to raise the standards of literacy and numeracy and support sciences in primary schools.

Conditions

12. No grant will be paid under paragraph 6 to a person unless he or she has made an application to the Welsh Ministers in such form, at such time and containing such particulars as the Welsh Ministers may determine.
13. The Welsh Ministers may at their discretion not pay a training grant to persons accepted onto a postgraduate teacher training course after the intake target for that course has been reached (as notified by the Education Workforce Council).
14. A person who is eligible for a training grant and joins a postgraduate teacher training course which is already underway or leaves a course before its completion will only be entitled to the amount of grant as is due and payable during the time that he or she is on the training course (in accordance with any payment schedule produced by the Welsh Ministers from time to time).
15. Training grants for students starting a course where entry has been deferred will be paid at the training grant rate (if any) which applies in the academic year that a student joins their training course, unless the Welsh Ministers agree otherwise in writing. Training grants for students resuming a course that they have left will be paid at the lower of the training grant rate (if any) which applied in the academic year that a student left their training course or the training grant rate (if any) which applies in the academic year a student rejoins their training course, unless the Welsh Ministers agree otherwise in writing.
16. A person who is otherwise eligible to receive a training grant and has also received a training grant or any grant payable under any arrangements applying in England which the Welsh Ministers are satisfied correspond to those made in respect of training grants in pursuance of this Scheme of any amount prior to 1st September 2019 will only be entitled to a training grant which is reduced by the number of previous instalments received under those other grants.
17. The Welsh Ministers may require any grant paid in pursuance of paragraph 6 to be repaid in whole or in part if:-
 - (a) after receiving any instalment of grant, the recipient fails to meet any eligibility criteria adopted by the Welsh Government in relation to a subsequent instalment;
 - (b) the recipient has provided in, or in connection with, his or her application for a grant, information which is false or materially misleading;
 - (c) there is firm evidence that the recipient had never intended to complete the course or, having completed it, to enter teaching.

Payment of grant

18. Grants under paragraph 6 may be paid in a lump sum or in such instalments and at such times as the Welsh Ministers may determine. The Welsh Ministers may provide funds to an institution which provides an accredited postgraduate teacher training programme for payment to a person on a postgraduate teacher training course at such times as the Welsh Ministers may direct.

19. The additional supplement to be awarded to eligible trainees on postgraduate primary courses with a degree subject specialism of English, Welsh, mathematics or Core Science and where the trainee holds a 1st class degree classification and or Masters / PhD, will be paid alongside the main incentive grant payable to eligible postgraduate primary trainees with a 1st class degree classification and or Masters / PhD as shown in the table at paragraph 10.

Administration

20. The Welsh Ministers may provide institutions providing accredited postgraduate teacher training programmes which receive funds under paragraph 18 with a grant of up to 2% of the total amount of funds received in recognition of the administrative and related costs related to making payments under that paragraph. The institutions will be required as part of any grant funding to have regard to any guidance issued by the Welsh Ministers (referred to in paragraph 3).

Signed on behalf of the Welsh Ministers

A handwritten signature in black ink, appearing to read 'Kirsty Williams'.

Kirsty Williams AM
Minister for Education
Dated 30 January 2019