

The Teacher Training Incentive Scheme 2021

Education Wales 2021 No. WG20-62.

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 2021 (“this Scheme”) is made in the exercise of those powers.
2. This Scheme comes into effect on 1 September 2021 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2020 (WG20-005) (“the 2020 Scheme”) in respect of those whose training programme commences on or after 1 September 2020 but prior to 1 September 2021. The Provisions of the 2021 scheme will continue to apply to all previous Schemes that commenced prior to 1 September 2021.
 - I. The provisions of the 2020 Scheme will continue to apply to those whose programme commenced on or after 1 September 2020 but prior to 1 September 2021.
 - II. The provisions of the 2019 Scheme will continue to apply to those whose programme commenced on or after 1 September 2019 but prior to 1 September 2020.
 - III. 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.
 - IV. 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.
 - V. 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.
 - VI. 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.
 - VII. 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.
 - VIII. 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.
 - IX. 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.
 - X. 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.
 - XI. 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.
 - XII. 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 providers of accredited ITE programmes who exercise any function under this Scheme.

Summary of this Scheme

4. In exercise of the Welsh Ministers powers under sections 14-17 of the Education Act 2002 this Scheme makes provision for the Welsh Ministers to pay grants by way of incentives to eligible persons undertaking a postgraduate teacher training course to gain Qualified Teacher Status 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. This includes the salaried PGCE (*TAR cyflogedig*);

“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.

Incentive grants

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

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)).

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 an incentive grant, a person must:-

- (a) be undertaking a postgraduate teacher training course in Wales which commenced on or after 1 September 2021 but prior to 1 September 2022;
- (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, including the Salaried PGCE; and
- (f) not be undertaking a further education course of any kind.

9. To be eligible for an incentive grant up to one of the amounts listed in table A or B, a person must:-

- (a) be studying wholly or mainly one or more of the subjects or phases listed in table A or B; 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 table A or B. The first degree or equivalent qualification is not required to be in the same subject as that undertaken on the postgraduate teacher training course.

10. Tables A and B as referred to in paragraph 9 are as follows:-

Table A	Secondary Sector	
Training grant amount	Subject or Phase	First degree qualification classification
£20,000	Postgraduate secondary courses in mathematics, physics, chemistry, biology Welsh or ICT (computer sciences)	1 st and or PhD/Masters

³ The regulations which apply the provision of support to students commencing courses on or after 1 August 2018 are the Education (Student Support) (Wales) Regulations 2018 (SI No.191 (W. 42)). These regulations will remain extant for academic year 2021/22.

£15,000	Postgraduate secondary courses in modern foreign languages	1 st and or PhD/Masters
£10,000	Postgraduate secondary courses in mathematics, physics, chemistry, biology, 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, biology, Welsh or ICT (computer sciences)	2.2
£3,000	Postgraduate secondary courses in design & technology, English, history, religious education, art, physical education, music, drama, business studies, outdoor studies, general science or geography	1 st and or PhD/Masters

Table B	Primary sector	
Incentive grant amount	Subject or Phase	Degree qualification classification
£3,000	Postgraduate primary courses	1st and/or PhD/Masters
Additional Supplement of £3,000	Postgraduate primary courses with a degree subject specialism of English, Welsh, Mathematics or core science	1st and/or PhD/Masters

11. For persons starting on postgraduate primary courses in academic year 2021/22 there will be an additional £3,000 supplement awarded to eligible primary trainees. To be eligible to receive the supplement students will hold in addition a 1st class degree classification and or Masters / PhD in the subject specialism of 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 determine.
13. The Welsh Ministers may at their discretion not pay an incentive 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 an incentive 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 guidance and payment schedule produced by the Welsh Ministers from time to time).

15. Incentive grants for students resuming a course where entry has been deferred (suspended) from a previous academic year will continue to be paid at the incentive grant rate (if any) which applied in the academic year that studies initially started, unless the Welsh Ministers agree otherwise in writing.
16. Eligible students are entitled to receive the maximum of one academic year's incentive grant (prorated for part time students). Where an eligible person has received, in either full or in part, an incentive grant for initial teacher education or any grant payable under any previous scheme arrangements, prior to 1 September 2021, will only be entitled to an incentive grant that is reduced by the number of previous instalments received under those other grants. This also applies to grants received under any arrangements applying in England which the Welsh Ministers are satisfied correspond to those made in respect of incentive grants in pursuance of this Scheme.
17. Payments for students who withdraw from a course may not be made (in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time).
18. 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 an incentive 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 an incentive 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

19. Incentive 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 will provide funds to an institution which provides an accredited postgraduate teacher training programme at such times as the Welsh Ministers may determine for payment to a person on a postgraduate teacher training course at such times as the Welsh Ministers may direct.
20. The additional supplement to be awarded to eligible students on postgraduate primary courses with a degree subject specialism of English, Welsh, mathematics or Core Science and where the student holds a 1st class degree classification and or Masters / PhD. This will be paid alongside the main incentive grant payable to eligible postgraduate primary students as outlined in table B.

Administration

21. The Welsh Ministers may provide institutions providing accredited postgraduate teacher training programmes that 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

Kirsty Williams MS
Minister for Education
Dated