

Ethnic Minority Initial Teacher Education Incentive Scheme 2025

Overview

The Ethnic Minority Initial Teacher Education Incentive Scheme 2025 provides a financial incentive for Initial Teacher Education (ITE) students who identify and declare themselves as being a minority ethnic person from specific minority ethnic group and commencing a postgraduate ITE programme in September 2025.

Background

1. The Welsh Ministers have powers to provide financial assistance under sections 14-17 of the Education Act 2002 for:
 - a. the promotion of the recruitment or retention of teachers or non-teaching staff;
 - b. providing for a person's maintenance while he undertakes such a course;
 - c. the remuneration of, or provision of other benefits to, teachers or non-teaching staff
2. The Ethnic Minority Initial Teacher Education Incentive Scheme (“this Scheme”) is made in the exercise of those powers.
3. This Scheme comes into effect on 1st September 2025 and applies in relation to Wales.
4. The Welsh Ministers may issue non-statutory guidance on this Scheme under section 10 of the Education Act 1996 to assist students, providers of eligible programmes. The guidance can be found here: <https://www.gov.wales/ethnic-minority-initial-teacher-education-ite-incentive-2025-2026-guidance-students>
5. This document seeks to set out a brief outline of how this Scheme will operate and the purpose for which the incentive grant will be paid.

Summary of the Scheme

6. This Scheme makes provision for the Welsh Ministers to pay incentive grants to eligible persons, who identify as Black, Asian, or Minority Ethnic (paragraph 11(c) refers).
7. The Welsh Ministers will determine the number of instalments and when instalments will be paid to eligible persons. Payment will usually be divided into two instalments. The first instalment may be claimed after the eligible person has achieved qualified teacher status (QTS instalment) and the second when the person has satisfactorily completed an induction period (final instalment) in a maintained school in Wales and may only be claimed by those who received the QTS instalment. The decision of the Welsh Ministers as to whether any payment under this Scheme will be made to any eligible person is final.

Interpretation

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

“eligible programme” (“*Rhaglenni cymwys*”) means a programme which: is a full-time or part-time postgraduate ITE programme leading to qualified teacher status, which is accredited by the Education Workforce Council’s (EWC) Teacher Education Accreditation Board, established pursuant to regulation 5 of the Education Workforce Council (Accreditation of Initial Teacher Training) (Wales) Regulations 2017;

“eligible student” (“*myfyriwr cymwys*”) means a person 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 course¹;

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

Incentive grants

9. The Welsh Ministers may in their absolute discretion, pay grants (“incentive grants”) by way of incentives to persons who satisfy the requirements of paragraphs 11, 12, and 13, subject to paragraph 10.

10. Grants made available under this Scheme are subject to the conditions set out in paragraphs 15 to 20.

Eligibility for incentive grants

11. To be eligible for this incentive grant, a person must:

- (a) have undertaken an eligible programme in Wales which commenced on or after 1 September 2025 but prior to 31 August 2026;
- (b) be an eligible student;

¹ The Regulations which currently apply to the provision of support to students in relation to academic year running from 1 September 2024 to 31 August 2025 are the Education (Student Support) (Wales) Regulations 2018 (SI 2018 No. 191 (W. 42)). These Regulations will remain extant for academic year 2025/26.

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

- (c) identify and declare to their ITE Partnership (the provider of an eligible programme) as a minority ethnic student under one of the following ethnicities or ethnic groups:
- i. Asian
 - a. Bangladeshi or Bangladeshi British
 - b. Chinese or Chinese British
 - c. Indian or Indian British
 - d. Pakistani or Pakistani British
 - e. Any other Asian background
 - ii. Black, Black British, Caribbean or African
 - a. African or African British
 - b. Caribbean or Caribbean British
 - c. Any other Black background
 - iii. Mixed or multiple ethnic groups
 - a. White or White British and Asian or Asian British
 - b. White or White British and Black African or Black African British
 - c. White or White British and Black Caribbean or Black Caribbean British
 - d. Any other Mixed or Multiple ethnic background
 - iv. White
 - a. Gypsy or Irish Traveller
 - b. Roma
 - c. Jewish
 - v. Other ethnic group
 - a. Arab
 - b. Kurdish
- (d) not already be a qualified teacher on commencement of study towards QTS;
- (e) on commencement of study towards QTS not be employed to teach at a school or other institution as a teacher;
- (f) not be a participant in training organised under an employment-based teacher training scheme;

12. To be eligible for an incentive grant **QTS** payment instalment, on completion of an ITE programme which includes the award of QTS to a student, a student must:

- I. meet the eligibility requirements
- II. have successfully completed an eligible programme and obtained QTS in accordance with the School Teachers' Qualifications (Wales) Regulations 2012

13. To be eligible for an incentive grant **final** payment instalment, on completion of an induction period, a NQT must:
- I. have met the eligibility requirements for the grant and have received the QTS instalment on award of QTS
 - II. have successfully completed an induction period within three years of having been awarded QTS, in a maintained school in Wales and otherwise in accordance with the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015.
14. Eligible students for this incentive scheme are also entitled to claim other teacher training incentives⁵ providing they meet the eligibility criteria of those schemes in the academic year of study.

Conditions

15. No grant will be paid to a person unless they have made an application to the Welsh Ministers in such form, at such time and containing such particulars as the Welsh Ministers may determine.
16. The Welsh Ministers may at their discretion not pay an incentive grant to persons accepted onto an eligible programme after the intake target for that course has been reached (as determined by the Education Workforce Council).
17. A person who is eligible for an incentive grant and joins an eligible programme, but leaves their programme before its completion, or fails to be awarded QTS or satisfactorily complete an induction period, as applicable, will not be eligible to receive any further grant instalments over and above those already paid to the person, in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time.
18. Incentive grants (whether the QTS instalment or final instalment) which may be due to eligible persons who started an eligible programme in one academic year but then, following a deferral, resumed the programme in the next academic year, will continue to be paid at the applicable incentive grant rate (if any) under the scheme which applied in the academic year that their studies initially started unless the Welsh Ministers decide otherwise in their discretion in writing.
19. Outstanding payments for eligible students who withdraw from an eligible ITE programme, does not achieve QTS or fails to start or complete an induction period may be withheld, in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time.
20. The Welsh Ministers may require any grant paid to be repaid in whole or in part if:-

⁵ The Initial Teacher Education incentives currently available can be found at <https://gov.wales/becoming-teacher>

- a) after receiving any instalment of an incentive grant, the recipient fails to meet any eligibility criteria set out in this Scheme, in relation to a subsequent instalment;
- b) the recipient has provided in, or in connection with, their application for an incentive grant, information which is false or materially misleading;
- c) there is evidence that the recipient had never intended to complete their eligible programme or having completed it, to enter teaching.

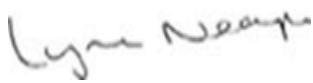
Payment of grant

- 21. Incentive grants may be paid in such instalment amounts and at such times as the Welsh Ministers may determine.
- 22. The Welsh Ministers will provide funds to an institution which provides an eligible programme at such times as the Welsh Ministers may determine for payment to an eligible person on an eligible programme.
- 23. The Welsh Ministers will provide funds, at such times as the Welsh Ministers may determine, for payment to an eligible person, such times to be after the eligible person has successfully completed an induction period.

Administration

- 24. The Welsh Ministers may make a payment to institutions providing eligible programmes that receive incentive grant funds in recognition of the administrative and other associated costs related to making those payments. The institutions will be required as part of any such payment to have regard to any guidance issued by the Welsh Ministers (referred to in paragraph 4).

Signed on behalf of Welsh Ministers



Lynne Neagle MS
Cabinet Secretary for Education

Date: 11/11/2024