

laith Athrawon Yfory Incentive Scheme 2025

Overview

laith Athrawon Yfory Incentive Scheme 2025 provides a financial incentive for Initial Teacher Education (ITE) students commencing a secondary postgraduate ITE programme in September 2025 enabling them to teach through the medium of Welsh or Welsh as a subject.

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. This Scheme comes into effect on 1 September 2025 and applies in relation to Wales.
3. The Welsh Ministers may issue non-statutory guidance on this Scheme under section 10 of the Education Act 1996 to assist students, providers of accredited ITE programmes. The guidance can be found here: <https://www.gov.wales/iaith-athrawon-yfory-incentive-scheme-guidance-students-2025-2026>
4. 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

5. This Scheme makes provision for the Welsh Ministers to pay incentive grants to secondary postgraduate ITE students, studying their programme through the medium of Welsh or Welsh as a subject.
6. Payment will be by way of up to two instalments. The first instalment to eligible students, on completion of an eligible programme in Wales leading to the award of qualified teacher status (QTS). The programme will enable the eligible student to teach through the medium of Welsh or Welsh as a subject. The first instalment may be claimed once QTS is awarded. The second instalment is available upon successful completion of an induction period in a maintained Welsh-medium or bilingual secondary school; or upon successful completion of an induction period as a teacher of Welsh in any maintained secondary setting in Wales.

Interpretation

7. Except where the context otherwise requires, for the purpose of this Scheme –

“bilingual” (“*dwyeithog*”) means education through the medium of Welsh and English or a person having the ability to speak both Welsh and English.

“eligible programme” (“*rhaglenni cymwys*”) means a programme which:

- a. is a full-time or part-time secondary postgraduate ITE programme leading to Qualified Teacher Status, which is accredited by the Education Workforce Council’s (EWC) Teacher Education Accreditation Board¹, and
- b. satisfies at least one of the following criteria:
 - i. leads to a formal certificate in Welsh or bilingual education;
 - ii. does not lead to a formal certificate in Welsh or bilingual education but is designed to enable students to teach bilingually;
 - iii. requires the trainee to study and achieve a professional studies module through the medium of Welsh as recorded in the Higher Education Statistics Agency (HESA) Student Record.²

“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 course³.

“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” (“*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”⁴ made under that section.

Incentive grants

8. The Welsh Ministers may pay incentive grants to students who are eligible to receive such grants under this Scheme (“incentive grant”) by way of incentives to students who satisfy the requirements of paragraph 10.
9. Incentive grants made available under this Scheme are subject to the conditions set out in paragraphs 12 to 15.

Incentive grant eligibility

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

¹ The EWC’s Teacher Education Accreditation Board is established pursuant to regulation 5 of the EWC (Accreditation of ITT)(Wales) Regulations 2017 and is referred to within those regulations as the Accreditation of Initial School Teacher Training Committee

² This refers to the module field ‘MODSBJ’ (This field records the subject descriptors for the module and is a six character Higher Education Classification of Subjects code (HECOS)) and the bilingual ITT marker ‘BITTM’ in the HESA student record.

³ The Regulations which 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.

⁴ The Regulations in force are the School Teachers’ Qualifications (Wales) Regulations 2012 (S.I. 2012/724 (W.96)).

- a. have undertaken an eligible programme in Wales which commenced on or after 1 September 2025 but prior to 1 September 2026;
 - b. be an eligible student;
 - 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;
 - f. in relation to the first instalment of the incentive grant, have successfully completed an eligible programme and obtained QTS in accordance with the School Teachers' Qualifications (Wales) Regulations 2012; and
 - g. in relation to the second instalment of the incentive grant, have successfully completed an induction period within three years of having been awarded QTS, in a maintained Welsh-medium or bilingual secondary school, or have successfully completed an induction period as a Welsh teacher in any maintained secondary school setting in Wales, in otherwise in accordance with the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015, and have already received the first instalment.
11. Eligible students for this incentive scheme are also entitled to claim other teacher training incentives providing they meet the eligibility criteria of those schemes in the academic year of study.

Conditions

12. No incentive grant will be paid to a person unless that person 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 an incentive grant to persons accepted onto an eligible programme after the intake target for that course has been reached (as notified by the EWC).
14. 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 training 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.
15. The Welsh Ministers may require any incentive grant paid 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, 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 the eligible programme or, having completed it, to enter teaching.

Payment of incentive grant

16. Incentive grants will be paid in two instalments in arrears and at such times as the Welsh Ministers may determine, and the Welsh Ministers may in particular determine that the two instalments may be payable by specific dates which are after the student has successfully completed QTS and an induction period.
17. 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.
18. 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

19. 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 3).

Signed on behalf of Welsh Ministers



Lynne Neagle MS
Cabinet Secretary for Education

Date: 11/11/2024