



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Teacher training incentives in Wales for PGCE students

Courses that lead to qualified teacher status 2010/11

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Information

Information document No: 092/2010

Date of issue: December 2010

Teacher training incentives in Wales for PGCE students

Audience	Students on initial teacher training (ITT) courses in Wales in academic year 2010/11.
Overview	This document provides information on the teacher training incentives. It outlines what funding is available, grant eligibility and how payments will be made.
Action required	None – for information.
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Background

The Welsh Ministers have powers under sections 14-17 of the Education Act 2002 to provide financial assistance for the promotion of the recruitment or retention of teachers or non-teaching staff. These powers were originally vested in the National Assembly for Wales, but transferred to the Welsh Ministers on 26 May 2007. Subordinate legislation made by the National Assembly for Wales before the functions were transferred to the Welsh Ministers still has legal effect.

The Teacher Training Incentive Scheme 2010 (2010 No. 27) (“the Scheme”) was made by the Welsh Ministers in the exercise of their powers on 12 July 2010. A copy of the Scheme is attached in the annex to this guidance note. The Scheme makes provision for the Welsh Assembly Government to pay grants by way of incentives to eligible persons to undergo a Welsh postgraduate initial teacher training (ITT) course in specified subjects and to eligible persons to take up particular teaching posts in specified subjects for a given minimum period of time.

This is the guidance referred to in paragraph 3 of the Scheme, to which anyone exercising any function under the Scheme must have due regard. This guidance applies to students in Wales who between September 2010 and August 2011 start ITT courses leading to Qualified Teacher Status run by teacher training providers accredited by the Higher Education Funding Council for Wales.

This guidance is issued by the Welsh Assembly Government and provides information on the teacher training incentives. It outlines what funding is available, grant eligibility and how payments will be made. The guidance does not itself establish what funding is available, grant eligibility or other grant conditions – these are set out in the Scheme and this should be read alongside this guidance for confirmation of grant availability.

This guidance does not cover incentives offered on ITT courses run by the Open University, or courses which lead to further education qualifications.

1. Teacher training incentives in Wales: academic year 2010/11 - overview

1.1 This section offers a brief overview of the teacher training incentives for courses starting between September 2010 and August 2011. It does not cover every aspect; full information on eligibility and conditions are set out below.

1.2 The teacher training incentives include grants by way of incentives to eligible persons to undergo a postgraduate ITT course in Wales ("training grants"). The course must lead to Qualified Teacher Status, start between September 2010 and August 2011, and be run by an ITT provider accredited by the Higher Education Funding Council for Wales. References to postgraduate or PGCE courses include the following qualifications - Postgraduate Certificate in Education, Professional Graduate Certificate in Education and Postgraduate Diploma in Education.

1.3 Training grants for postgraduate ITT courses in Wales starting between September 2010 and August 2011 are as follows:-

- i. £9,000 for eligible students studying wholly or mainly at secondary level one or more of the subjects of mathematics, physics, chemistry, information and communications technology (ICT), design & technology or Welsh;
- ii. £6,000 for eligible students studying wholly or mainly at secondary level one or more of the subjects of music, religious education, modern foreign languages, English, geography, biology or general/combined science courses;
- iii. £4,000 for eligible students studying wholly or mainly any subject at secondary level other than those listed in 1.3 i. or ii. above, and for eligible students on primary postgraduate courses.

1.4 The teacher training incentives include grants by way of incentives to eligible persons to take up particular teaching posts in specified subjects for a given minimum period of time ("teaching grants"). For the subjects of mathematics, physics and chemistry, a £5,000 teaching grant may be payable; and for the subjects of ICT, design & technology and Welsh, a £2,500 teaching grant may be payable. For all teaching grants, applicants must have:-

- i. trained in a specified subject at postgraduate secondary level which commenced between September 2010 and August 2011, received a training grant and successfully completed the course;
- ii. successfully completed their induction period; and
- iii. within 12 months of successfully completing their induction period, have secured employment in and started teaching in a "relevant post" teaching the same subject.

1.5 No grant will be paid to a person unless they have made an application to the Welsh Ministers, care of the Welsh Assembly Government, in an approved format. Students will be asked by their ITT provider to complete the relevant forms.

2. Training grants

Eligibility for training grants

2.1 The £4,000, £6,000 and £9,000 training grants are available to those starting postgraduate ITT courses in Wales between September 2010 and August 2011¹. The courses must lead to Qualified Teacher Status and be run by an ITT provider accredited by the Higher Education Funding Council for Wales. The training grants are available for both full-time and part-time courses.

2.2 The Welsh Ministers have discretion not to pay a training grant to students who have been accepted onto a postgraduate ITT after the intake target for that course, as notified by the Higher Education Funding Council for Wales, has been reached. Students should seek confirmation from their provider that they are not affected by this.

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

- a. be undertaking training on a postgraduate ITT course in Wales;
- 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 course²;
- 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.

What grants should be paid

2.4 To be eligible for a training grant of up to £9,000, a person must be undertaking training on a postgraduate ITT course which commenced between September 2010 and August 2011, studying mathematics, physics, chemistry, information and communications technology (ICT), design & technology or Welsh at secondary level. The training grant of £9,000 will be paid in nine monthly instalments in respect of the period October to June and be payable in the last week of each month. The payments from October to May inclusive will be £900; the final payment in respect of June will be £1,800.

2.5 To be eligible to apply for a training grant of up to £6,000, a person must be undertaking training on a postgraduate ITT course which commenced between September 2010 and August 2011, studying music, religious education, modern foreign languages, English, geography, biology or general/combined science at

¹ If an ITT provider required students to attend a school before ITT began formally, provided that the course formally started after 31 August 2010, that would not make them ineligible for the training grant.

² The Regulations currently in force are the Assembly Learning Grants and Loans (Higher Education) (Wales) Regulations 2009 (S.I. 2009/2737).

secondary level. The training grant of £6,000 will be paid in nine monthly instalments in respect of the period October to June and be payable in the last week of each month. The payments from October to May inclusive will be £600; the final payment in respect of June will be £1,200.

2.6 To be eligible to apply for a training grant of up to £4,000 a person must be:

- a. undertaking training on a postgraduate ITT course which commenced between September 2010 and August 2011 studying drama, history, business studies, art, and physical education, at secondary level; or
- b. undertaking training on a postgraduate ITT course at primary level which commenced between September 2010 and August 2011.

The training grant will be paid in nine monthly instalments respect of the period October to June and will be payable in the last week of each month. The payments from October to May inclusive will be £400; the final payment in respect of June will be £800.

2.7 **Note:** for the purposes of paragraphs 2.4, 2.5 and 2.6, “the last week” of each month is the week which includes the last working day of that month, other than June, a “working day” being a day other than a Saturday or Sunday when banks are open for business in Wales. The “last week” in June will be the week which includes the last working day of June or, if earlier, the week the course finishes.

2.8 Individuals who are eligible for a training grant and join a postgraduate ITT course which is already underway or leave a course before its completion will only be entitled to the monthly payments which fall due for payment in respect of the period they are on the training course. For example, if someone joins a one year course in December 2010 they would only be entitled to payments in respect of the period December to June.

2.9 If someone is otherwise eligible to receive a training grant, but has also received some or all of a training grant under this or any previous scheme in Wales prior to 1 September 2010 (or received at any time any amount of grant in respect of equivalent schemes in England), the instalments of training grant to which they are entitled will be reduced by the number of previous grant instalments received.

2.10 Training grants for students resuming a course, or starting a course where entry has been deferred, will be paid at the training grant rate which applies in the academic year the student rejoins/joins their training course, unless the Welsh Assembly Government agrees otherwise in writing.

2.11 Similarly, if someone is otherwise eligible to receive a training grant, but has also received a grant of any amount under the Education (Mathematics and Science Teacher Training Incentive) (Wales) Regulations 1999 (now revoked) or any equivalent regulations applying at the time in England, they will only be entitled to a training grant which is reduced by the amount of any previous grant received under those regulations.

When the payments should be made

2.12 The payments should be made in the last week of each month they are due. It is for providers to decide the exact dates of payment, bearing in mind the definition of “the last week” of each month in paragraph 2.7 above.

2.13 Payments should only be made to those students who are on the course on the day of payment. If any student has dropped out prior to that date, or is on long-term sick leave, payment should not be made.

2.14 If a student has been on long-term sick leave or has suspended their studies but resumes their course to complete the time they have missed, they will be eligible for funding for the period from resumption to the completion of the course. This is subject to the provisions of paragraph 2.10, and to the total payments not exceeding the sums set out in paragraphs 2.4, 2.5 and 2.6.

How the training grants will be paid

2.15 Eligible students will receive grant payments from their ITT providers.

2.16 At the start of their courses, students will be asked to sign a declaration to enable them to claim their grant (on “Form TT 2010/11 – Annex A1”).

2.17 It should be noted that the declaration form includes an item in the declaration which asks the student to confirm that they have read this guidance.

2.18 At the end of the course, students studying mathematics, physics, chemistry, ICT, design & technology or Welsh will receive a form signed by their ITT provider which confirms that they have received their payments. These students will need to retain the form to claim their teaching grant.

Recovery of grants paid

2.19 The Welsh Ministers have powers to recover grants paid, in whole or in part. They have discretion about whether to exercise those powers and will consider all cases on their merits.

2.20 Cases where these powers might be exercised by the Welsh Ministers will be where:-

- a. after receiving any instalment of grant, the recipient fails to meet any eligibility criteria adopted by the Welsh Assembly 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; or
- c. there is firm evidence that the recipient had never intended to complete the course or, having completed it, to enter teaching.

3. Teaching grants

The teaching grants: summary

3.1 This section offers a brief overview of the teaching grants available to eligible students who successfully complete courses which start between September 2010 and August 2011. It does not cover every aspect; full details on eligibility, conditions and the way to claim the teaching grants are set out in the sections below.

3.2 A teaching grant of £2,500 or £5,000 will be payable to certain teachers who have trained on postgraduate secondary priority subject courses starting between September 2010 and August 2011. A £2,500 or £5,000 teaching grant will be payable to teachers who trained in a secondary subject designated as a priority subject and are teaching that same subject as their only or main subject, once they can show that they meet the other qualifying conditions.

3.3 In Wales, as at 1 September 2010 those subjects designated as secondary priority subjects were: mathematics, physics, chemistry, ICT, design & technology and Welsh. For the subjects of mathematics, physics and chemistry, a £5,000 teaching grant may be payable; and for the subjects of ICT, design & technology and Welsh, a £2,500 teaching grant may be payable.

Arrangements in Wales and England

3.4 The Welsh Ministers and the Department for Education have agreed reciprocal payment arrangements for these teaching grants. This means that eligible teachers taking up teaching posts in Wales or England are able to claim their teaching grant (known as a 'golden hello' in England) in the country where they are teaching when they become eligible, whether they trained in Wales or England.

3.5 These arrangements apply to teachers teaching a secondary subject in which they trained which has been designated as one for which a teaching grant applies in Wales or England, as applicable. At 1 September 2010 the list of subjects and the levels of teaching grant payments are different in England than in Wales. The list and the levels of golden hello payments in England can be viewed on the website of the Training and Development Agency for Schools at www.tda.gov.uk/Recruit/thetrainingprocess/fundinginengland/goldenhellos.aspx. Teachers will have to show that they meet the qualifying conditions which apply in the country in which they are teaching in order to receive the grant.

3.6 If the teacher is employed in Wales when they meet all the qualifying criteria, they should claim their payment from the Welsh Assembly Government. Teachers who are employed in England when they meet all the qualifying criteria should claim their payment from the local authority which is employing them – see section 12. The £2,500 or £5,000 will be payable to an eligible individual either in Wales, or in England, but not in both.

Eligibility for teaching grants in Wales

3.7 To be eligible for a teaching grant of up to £5,000, a teacher must have trained on a postgraduate ITT course in Wales or in England which commenced between September 2010 and August 2011, studying any of the following subjects at secondary level as their only or main subject: mathematics; physics; or chemistry; and must meet the criteria set out in paragraphs 3.9-3.10.

3.8 To be eligible for a teaching grant of up to £2,500, a teacher must have trained on a postgraduate ITT course in Wales or in England which commenced between September 2010 and August 2011, studying any of the following subjects at secondary level as their only or main subject: ICT, design & technology; or Welsh; and must meet the criteria set out in paragraphs 3.9-3.10.

3.9 In cases where a teacher meets the eligibility criteria described above in paragraphs 3.7 or 3.8, in order to be eligible for a teaching grant they must have:-

- a. received a training grant, or the full amount of any grant payable under any arrangements applying in England which the Welsh Assembly Government is satisfied correspond to those made in respect of training grants in pursuance of this Scheme (“an English training grant”);
- b. successfully completed the postgraduate ITT course;
- c. successfully completed any induction period in Wales or England required under regulations made under the Education Act 2002 which are in force at the time³; and
- d. within 12 months of successfully completing their induction period, secured employment in and started teaching in a relevant post. Exceptions to this time limit are described at paragraph 3.11 below.

3.10 For the purposes of paragraph 3.9, a “relevant post” is:-

- a. a post in a maintained secondary school or a non-maintained special school in Wales;
- b. a permanent post or a post on a single fixed term contract with the school or local authority of at least four months’ duration, full or part-time; and
- c. one where the teacher is contracted to teach, as a minimum, more than 50% of their teaching time in a subject described above in paragraphs 3.7 or 3.8 in which the teacher successfully completed a postgraduate ITT course and in respect of which the teacher received a training grant or an English training grant.

³ The Regulations currently in force being the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2005 (SI 2005/1818) and the Education (Induction Arrangements for School Teachers) (England) Regulations 2008 (SI 2008/657).

3.11 The 12 month period in paragraph 3.9(d) will be extended in the following circumstances:-

- a. if a teacher does not work because of pregnancy the 12 month period between successfully completing the induction period and taking up a relevant post will be extended to two years;
- b. if a person is certified by a doctor as medically unfit to work as a teacher, the 12 month period between successfully completing the induction period and taking up a relevant post will be extended by the period during which they are so certified; and
- c. if a teacher is caring for a dependent on a full-time basis, the 12 month period between successfully completing the induction period and taking up a relevant post will be extended to two years.

How the teaching grants will be paid in Wales by the Welsh Assembly Government

3.12 Teachers should not submit their claim form to the Welsh Assembly Government until the conditions described in paragraph 3.9 have been met in full. Once they have been met, the claim for payment must be made within 6 months from when they start teaching in a relevant post.

3.13 The teaching grant will be paid in a lump sum, once the teacher can show that they meet the relevant eligibility criteria listed at paragraphs 3.7-3.11. To claim payment the teacher should complete the relevant section of the form that they received when they were training ("Form TT 2010/11 – Annex B2" in the case of students who trained in Wales).

3.14 The form should be handed for signature to the school in which the teacher is employed (at the start of employment in the relevant post – i.e. after induction is completed and the requirement in paragraph 3.9(d) is met). The form should then be passed to the Local Authority (LA) for confirmation that the teacher meets the employment conditions. If the LA is not the teacher's employer (e.g. if the school is a Foundation School or a voluntary aided school) part 3 of the form should be signed by the school's Chair of Governors.

3.15 Once signed, the original form can then be passed to the Welsh Assembly Government, who after confirmation that all the relevant eligibility criteria have been met will pay the teaching grant directly into the teacher's bank account.

Recovery of grants paid

3.16 The Welsh Ministers have powers to recover grants paid, in whole or in part. They have discretion about whether to exercise those powers and will consider all cases on their merits.

3.17 These powers might be exercised by the Welsh Ministers will be where the recipient has provided in, or in connection with, his or her application for a grant, information which is false or materially misleading.

Arrangements for teachers working in England

3.18 Teachers who trained in Wales but are employed in England when they meet all the qualifying criteria should claim their payment from the LA that is employing them in accordance with the appropriate scheme applicable in England. To claim payment the teacher should complete the relevant sections of the form that they received when they were training in Wales ("Form TT 2010/11 – Annex B2"). This should be passed to their school who will forward details to the Chief Education Officer of the LA.

3.19 Detailed qualifying criteria for teachers working in England are laid down by the Department for Education. These may be obtained by writing to the School Workforce Unit, Department for Education, Sanctuary Buildings, Great Smith Street, London, SW1P 3BT or from the TDA website at <http://www.tda.gov.uk/partners/funding/goldenhellos.aspx>.

4. Frequently asked questions

Training grants in Wales

Is the training grant taxable?

4.1 Our understanding is that the training grant is not taxable for full-time students. For part-timers, the salary may be taxable, depending on how high your total taxable income is for any financial year. However, students should speak to HM Revenue and Customs for advice about their individual position.

What will be the effect of the training grant on other student support?

4.2 For students who want student finance based on household income, a training grant is not considered as part of your income, and should not be included when working out your taxable unearned income.

What will be the effect of the training grant on benefits?

4.3 There is no hard and fast rule here - it will depend on what sort of income is taken into account in assessing entitlement to the particular benefit in question. The Department for Work and Pensions can provide further advice.

Will the training grant trigger loan repayments?

4.4 Not while you are in full-time training. Loan repayments may be triggered when you are earning a salary as a teacher - as in any other job. If you train part-time, your liability will depend on whether you are also earning a salary that is high enough to trigger repayments.

Teaching grants in Wales

How is the teaching grant paid?

4.5 Providing all the relevant eligibility criteria have been met, a payment is made in one lump sum directly from the Welsh Assembly Government to the individual teacher's bank account. The payment is made separately from regular salary payments.

Are the teaching grants taxable / subject to national insurance contributions?

4.6 The Welsh Assembly Government does not make any deductions when the payment is made, but we understand that the grant is viewed as a standard bonus derived from employment, and is subject to tax and national insurance. Teachers should speak to HM Revenue and Customs for advice about their own personal position.

Is the teaching grant subject to student loan repayment deductions?

4.7 As is standard for any taxable bonus, where the teacher has outstanding student loan debt, the teaching grant is liable to form part of the student loan deduction calculation.

Does the teaching grant form part of a teacher's statutory pay and conditions?

4.8 No, the teaching grant does not form part of a teacher's statutory pay and conditions.

Are the teaching grants pensionable?

4.9 No.

Are teachers eligible for the teaching grant if their first post after successfully completing their induction period is part-time?

4.10 As long as they are employed in a relevant post (see section 3.9 – 3.11) it may be full or part-time.

I trained in a non-priority subject but my course included a module of a priority subject – does this make me eligible for a teaching grant?

4.11 If you trained in a non-priority secondary subject that included an additional module or modules in a priority subject or subjects, you would not be eligible for a teaching grant if the non-priority subject was still the main one. Eligibility in relation to the subject is based on the main subject in which you trained and go on to teach; you must also have received a training grant.

4.12 Eligible priority subjects for those on courses commencing between September 2010 and August 2011 (all postgraduate secondary) are: mathematics, physics, chemistry, ICT, design & technology and Welsh.

Are supply teachers eligible for a teaching grant?

4.13 Providing all the relevant eligibility criteria have been met, supply teachers are eligible for a teaching grant if they have a contract of at least four months' duration with a school or local authority. Supply teachers employed by private agencies are not eligible for a teaching grant.

Are teachers eligible for the teaching grant if their teaching post is at an independent school, sixth form college, or Further Education Institution?

4.14 No. For the purposes of claiming the teaching grant, the 'relevant post' required at the start of your first period of teaching after successfully completing the induction period must be in a maintained school or a non maintained special school.

I qualified for teaching in a country in the European Economic Area⁴ or Switzerland – am I eligible for the teaching grant?

4.15 Persons who are qualified teachers under the Education (School Teachers' Qualifications) (Wales) Regulations 2004, as amended, by virtue of the fact that as respects the profession of school teacher they fall within the European Communities (Recognition of Professional Qualifications) Regulations 2007, are entitled to receive a teaching grant on the same basis as Welsh or English-trained teachers.

4.16 If you qualified for teaching in a country in the European Economic Area or Switzerland, to be eligible for a teaching grant of up to £5,000, you must have trained on a course which commenced between September 2010 and August 2011 studying the subjects listed in paragraph 3.7 above as your only or main subject. To be eligible for a teaching grant of up to £2,500, you must have trained on a course which commenced between September 2010 and August 2011 studying the subjects listed in paragraph 3.8 above.

4.17 In addition to meeting the provisions in paragraph 4.16, you must have:-

- a. (if required to do so by regulations referred to in paragraph 3.9(c) above) successfully completed any induction period in Wales or England and within twelve months of doing so, secured employment in and started teaching in a relevant post; or
- b. (if not required to complete an induction period) secured employment in and started teaching in a relevant post within twelve months of having completed three terms of employment in a school in the European Economic Area or Switzerland.

The 12 month period will be extended in the circumstances set out in paragraph 3.11 above.

4.18 For the purposes of paragraph 4.17, a “relevant post” is:-

- a. a post in a maintained secondary school or a non-maintained special school in Wales; and
- b. a permanent post or a post on a single fixed term contract with the school or local authority of at least four months' duration, full or part-time; and
- c. one where the teacher is contracted to teach, as a minimum, more than 50% of their teaching time in a subject described above in paragraphs 3.7 or 3.8 in which the teacher successfully completed their training.

4.19 As the teacher will not have an application form they will need to provide the Welsh Assembly Government with all the information required to make an assessment. The teacher will need to provide copies of their teaching qualification, their Qualified Teacher Status certificate and written confirmation of their current

⁴ The European Economic Area comprises European Union member states, Iceland, Norway and Liechtenstein.

employment contract. The teacher must apply for a teaching grant within 6 months from when they start teaching in a relevant post.

I qualified for teaching in Scotland / Northern Ireland – am I eligible for the teaching grant?

4.20 No. There are no reciprocal payment arrangements for teaching grants with the administrations in Scotland and Northern Ireland, so people qualifying for teaching in those countries are not eligible for the teaching grant in Wales.

I gained Qualified Teacher Status through an employment-based route – am I eligible for the teaching grant?

4.21 No. Teachers who gain Qualified Teacher Status through employment based routes are not eligible to receive the teaching grant.

EDUCATION, WALES**2010 No. 27****THE TEACHER TRAINING INCENTIVE SCHEME 2010****Background**

1. The Welsh Ministers have powers to provide financial assistance under sections 14-17 of the Education Act 2002 for the promotion of the recruitment or retention of teachers or non-teaching staff. The Teacher Training Incentive Scheme 2010 (“this Scheme”) is made in the exercise of those powers.
2. This Scheme comes into effect on 1 September 2010 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2006 (2006 No: 60) as amended by The Teacher Training Incentive Scheme (Amendment) 2008 (2008 No: 34) (“the 2006 Scheme”) in respect of those whose training programme commences on or after 1 September 2010. The provisions of the 2006 Scheme will continue to apply to those whose training programme commenced prior to 1 September 2010.
3. Separate guidance on the Scheme is issued from time to time by the Welsh Assembly Government, and those exercising any function under the Scheme must have due regard to that guidance.

Summary of the Scheme

4. This Scheme makes provision for the Welsh Assembly Government to pay grants by way of incentives to eligible persons to undergo a Welsh postgraduate teacher training course in specified subjects and to eligible persons to take up particular teaching posts in specified subjects for a given minimum period of time.

Interpretation

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

“accredited institution” (*“sefydliad achrededig”*) means an institution accredited by the Higher Education Funding Council for Wales under Regulation 7 of the Education (School Teachers’ Qualifications) (Wales) Regulations 2004 or by the Training and Development Agency for Schools under regulation 11 of the Education (School Teachers’ Qualifications) (England) Regulations 2003, in both cases as regulations may be amended or replaced from time to time;

“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 Education (School Teachers’ Qualifications) (Wales) Regulations 2004 or under any amended or replacement scheme;

“maintained school” (*“ysgol a gynhelir”*) means a community, foundation or voluntary school or a community or foundation special school within the meaning of the School Standards and Framework Act 1998;

“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”⁵.

“Welsh or English postgraduate teacher training course” (*“cwrs ôl-raddedig o hyfforddiant athrawon yng Nghymru neu yn Lloegr”*) means a full-time, part-time or flexible postgraduate course of initial teacher training which is provided at an accredited institution in Wales or England. 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;

“Welsh postgraduate teacher training course” (*“cwrs ôl-raddedig o hyfforddiant athrawon yng Nghymru”*) means a full-time, part-time or flexible postgraduate course of initial teacher training which is provided at an accredited 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 Assembly Government may pay grants under this paragraph (“training grants”) by way of incentives to persons who satisfy the requirements of paragraph 9 and those of either paragraph 10, 11 or 12, to undergo a Welsh postgraduate teacher training course.

7. The Welsh Assembly Government may pay grants under this paragraph (“teaching grants”) by way of incentives to persons who satisfy the requirements of paragraph 11 and those of either paragraph 13 or paragraph 14 to take up particular teaching posts for given minimum periods of time.

8. Grants made available under this Scheme are subject to the conditions set out in paragraphs 20-26.

⁵ The Regulations currently in force being the Education (School Teachers’ Qualifications) (Wales) Regulations 2004, S.I. 2004/1729, as amended by S.I. 2007/2811 and 2008/215.

Eligibility for training grants

9. To be eligible for a training grant, a person must:-
- a. be undertaking training on a Welsh postgraduate teacher training course;
 - 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 course⁶;
 - 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.
10. To be eligible for a training grant of up to £9,000, a person must be undertaking training on a Welsh postgraduate teacher training course which commenced on or after 1 September 2010, studying wholly or mainly one or more of the subjects of mathematics, physics, chemistry, Welsh, information and communication technology (ICT) or design and technology at secondary level.
11. To be eligible for a training grant of up to £6,000, a person must be undertaking training on a Welsh postgraduate teacher training course which commenced on or after 1 September 2010, studying wholly or mainly the subjects of biology, general/combined science, English, music, religious education, geography or modern languages at secondary level.
12. To be eligible for a training grant of up to £4,000, a person must be undertaking training on a Welsh postgraduate teacher training course which commenced after 1 September 2010, other than on one studying any of the subjects listed in paragraphs 10 and 11 at secondary level.

Eligibility for teaching grants

13. To be eligible for a teaching grant of up to £5,000, a person must have trained on a Welsh or English postgraduate teacher training course which commenced on or after 1 September 2010, studying mathematics, physics or chemistry at secondary level as their only or main subject, and must meet the criteria set out in paragraph 15.
14. To be eligible for a teaching grant of up to £2,500, a person must have trained on a Welsh or English postgraduate teacher training course which commenced after 1 September 2010, studying Welsh, information and communication technology (ICT) or design and technology at secondary level as their only or main subject, and must meet the criteria set out in paragraph 15.

⁶ The Regulations currently in force being the Assembly Learning Grants and Loans (Higher Education) (Wales) Regulations 2009, S.I. 2009/2737.

15. If a person meets the eligibility criteria described in paragraphs 13 or 14, in order to be eligible for a teaching grant a person must have:-
- a. received
 - i. a training grant, or
 - ii. the full amount of any grant payable under any arrangements applying in England which the Welsh Assembly Government is satisfied correspond to those made in respect of training grants in pursuance of this Scheme (“an English training grant”); and
 - b. successfully completed the Welsh or English postgraduate teacher training course;
 - c. successfully completed any induction period in Wales or England required under regulations made under the Education Act 2002 which are in force at the time⁷; and
 - d. within 12 months of successfully completing their induction period, secured employment in and started teaching in a relevant post.
16. For the purposes of paragraph 15, a “relevant post” is:-
- a. a post in a maintained secondary school or a non-maintained special school in Wales;
 - b. a permanent post or a post on a single fixed term contract with the school or local authority of at least four months’ duration, full or part-time; and
 - c. one where the teacher is contracted to teach, as a minimum, more than 50% of their teaching time in a subject in which the teacher successfully completed the Welsh or English postgraduate teacher training course and in respect of which received a training grant or an English training grant.
17. The 12 month period in paragraph 15d will be extended in the following circumstances:-
- a. if a person does not work because of pregnancy the 12 month period between successfully completing the induction period and taking up a relevant post will be extended to two years;
 - b. if a person is certified by a doctor as medically unfit to work as a teacher, the 12 month period between successfully completing the induction period and taking up a relevant post will be extended by the period during which they are so certified; and
 - c. if someone is caring for a dependent on a full-time basis, the 12 month period between successfully completing the induction period and taking up a relevant post will be extended to two years.

⁷ The Regulations currently in force being the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2005 (S.I. 2005/1818 (W.146)) and the Education (Induction Arrangements for School Teachers) (England) Regulations 2008 (S.I. 2008/657).

Conditions

18. No grant will be paid under paragraphs 6 and 7 to a person unless he or she has made an application to the Welsh Assembly Government in such form, at such time and containing such particulars as the Welsh Assembly Government may determine.
19. The Welsh Assembly Government may at its discretion not pay a training grant to students accepted onto a Welsh postgraduate teacher training course after the intake target for that course, as notified by the Higher Education Funding Council for Wales, has been reached.
20. A person who is eligible for a training grant and joins a Welsh postgraduate teacher training course which is already underway or leaves a course before its completion will only be entitled to an amount of grant proportionate to the time in periods of whole months that he or she is on the training course.
21. A person who is otherwise eligible to receive a training grant and has also received a training grant or an English training grant of any amount prior to 1 September 2010 will only be entitled to a training grant which is reduced by the number of previous instalments received. Training grants for students resuming a course or starting a course where entry has been deferred will be paid at the training grant rate which applies in the academic year a student joins/rejoins their training course, unless the Welsh Assembly Government agrees otherwise in writing.
22. A person who is otherwise eligible to receive a training grant and has also received a grant of any amount under The Education (Mathematics and Science Teacher Training Incentive) (Wales) Regulations 1999 or any equivalent regulations applying at the time in England will be entitled to a training grant but the amount will be reduced by the amount of any previous grant received under those regulations.
23. The Welsh Assembly Government may require any grant paid in pursuance of paragraphs 6 and 7 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 Assembly 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; or
 - 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

24. Grants under paragraphs 6 and 7 may be paid in a lump sum or in such instalments and at such times as the Welsh Assembly Government may determine, and the Welsh Assembly Government may in particular determine that instalments may be payable on dates which are after the person has taken up a teaching post as a qualified teacher.

25. In the case of a training grant payable while a person is undergoing a Welsh postgraduate teacher training course, the Welsh Assembly Government may provide funds to an accredited institution for payment to that person at such times as it may direct.

Administration

26. The Welsh Assembly Government may provide accredited institutions which receive funds under paragraph 25 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.

Signed on behalf of Welsh Ministers

Leighton Andrews AM

Minister for Children, Education, and Lifelong Learning