



Department
for Education

Mathematics early- career payments

Guidance for teachers and schools

October 2017

Contents

1. Introduction	3
2. Terms and Conditions	4
2.1 Eligibility criteria	4
2.2 Uplift for teachers in selected local authorities	5
2.3 Payment	6
2.4 Process of Claiming	6
2.5 Pilot Duration	6
Annex A: List of local authorities for mathematics early-career payment uplift	7

1. Introduction

Mathematics early-career payments are a financial incentive for teachers who have completed a non-salaried mathematics initial teacher training (ITT) courses in the academic year 2018 to 2019. They form part of a new approach to offering bursaries that DfE is piloting for this cohort. In addition to a £20,000 bursary or £22,000 scholarship during their ITT course these individuals will be eligible for early-career payments once employed as mathematics teachers.

Eligible teachers will receive two early-career payments of £5,000 each in their third and fifth year of teaching, if they have taught in a state-funded school in England since completing their ITT course. Eligible teachers in a selected list of local authorities will receive uplifted payments of £7,500 each in their third and fifth year of teaching.

This document outlines the terms and conditions that must be met in order to claim the early-career payments and explains how DfE will pay eligible teachers. This includes the eligibility criteria that teachers will need to meet in full to be eligible for the early-career payments. The eligibility criteria should be read by individuals who may become eligible, as well as by their employing schools who will be responsible for submitting claims.

2. Terms and Conditions

The full terms and conditions for payment of the mathematics early-career payments are set out below. DfE reserves the right to add to or amend the terms and conditions.

2.1 Eligibility criteria

In order to be eligible for the mathematics early-career payments teachers need to meet all of the eligibility criteria set out within this section:

1. Training criteria: relating to the ITT course undertaken
2. Employment criteria: relating to the teacher's employment after completing ITT
3. Subject and performance criteria: relating to the teacher's subject and performance
4. Application criteria: relating to the application for the early-career payment

Training criteria

Initial teacher training course

- a) Teachers will need to have successfully completed a non-salaried postgraduate ITT course in mathematics, that started in the academic year 2018 to 2019 and led to the award of QTS in England.

Receipt of a ITT bursary or scholarship

- b) Teachers will need to have received a ITT bursary or scholarship in the academic year 2018 to 2019.

Employment criteria

Employed in a state-funded school in third and fifth year of teaching

- c) Teachers will only be eligible if they are employed in a state-funded school in England on the first Monday in September in the third and fifth year after they started their ITT course.
- d) Teachers must be employed as a qualified teacher in England in:
 - o A maintained secondary school (including middle-deemed secondary)
 - o A maintained or non-maintained special school, or
 - o A secondary academy / free school
- e) Teachers in private schools and sixth form colleges are not eligible for the early-career payments.
- f) Teachers must have confirmation that they are still in employment as a teacher at the time of the application. This must be sent with the application.
- g) Confirmation of continued employment may be made using the School Workforce Census.

Time in employment

- h) Teachers will need to have been continuously employed in a state-funded school in England between the start of the academic year following completion of their teacher training course and the first Monday in September of each payment year.
- i) Individuals who have not taught continuously will not be eligible unless they can demonstrate that any time out of employment was for a reason other than of their own choice, such as long-term sickness or disability.

- j) Maternity, paternity or adoption leave does not constitute time out of employment.

Supply teachers

- k) Supply teachers are eligible on the same terms as permanent teachers, provided that their contract is for at least one term. Supply teachers employed by private agencies are not eligible.

Subject and performance criteria

Subject

- l) Teachers must have at least 50% of their contracted hours teaching mathematics at the time of the application. This must be verified by the school during the application process.

Continuing to meet the Teachers' Standards

- m) Teachers will not be eligible for the early-career payments if their school has determined that they are not meeting the Teachers' Standards as of the first Monday in September of each payment year.
- n) If the teacher subsequently meets the Teachers' Standards during the academic year in which the payment would have been made, they will become eligible for the payment (see criterion q below).

Application criteria

- o) Teachers will only be eligible if their school has completed and returned the application within the specified time.
- p) The initial application window will open annually from the beginning of September for six weeks.
- q) Later applications will only be accepted if the teacher was ineligible during the initial application window because they did not meet the Teachers' Standards at the time. Further application windows will open from the beginning of January and the beginning of May, each for a period of six weeks.

2.2 Uplift for teachers in selected local authorities

- a) An uplift is available to the mathematics early-career payments for teachers in schools in selected local authorities. These uplifted payments are worth £7,500. Please see Annex A for the list of eligible local authorities.
- b) To receive an uplifted payment of £7,500 the teacher will need to be employed in a school in an eligible local authority at the time of application.
- c) Teachers do not need to have continuously taught in an eligible local authority to qualify for this uplift. If the teacher has moved to a school in an eligible local authority at any point before an early-career payment is made they will be eligible for the uplifted payment.

2.3 Payment

- a) Mathematics early-career payments are not part of a teacher's pay and should not be treated as pensionable payments.
- b) Mathematics early-career payments are subject to income tax and National Insurance (NI). DfE will pay this cost to HMRC. Neither the teacher nor the employing school will need to pay income tax or NI contributions on the early-career payments.

2.4 Process of Claiming

- a) Payments will only be made to teachers who meet all of the eligibility criteria set out in section 2.1 of this document.
- b) Payments will only be made to teachers whose school have claimed for the payment during an application window in the academic year during which the teacher became eligible.
- c) The application form will be published in due course and prior to the first payment year for the eligible cohort. The employing school will need to certify that the teacher meets the eligibility criteria in full as part of this.
- d) The early-career payments will be made to the employing school who will then need to arrange payment to the teacher outside of pay.
- e) Employing schools will be wholly responsible for retaining documentation surrounding payments to teachers and claims made to DfE.
- f) DfE will perform a check of a percentage of claims made for governance and assurance purposes. Any claim discovered to be deficient will be recovered in full.

2.5 Pilot Duration

- a) Mathematics early-career payments are being piloted for those starting ITT in the academic year 2018 to 2019 only.

Annex A: List of local authorities for mathematics early-career payment uplift

Barnsley
Blackpool
Bradford
Bracknell Forest
Coventry
Derby
Doncaster
Dudley
East Riding of Yorkshire
Halton
Isle of Wight
Kingston Upon Hull, City of
Kirklees
Knowsley
Leicester
Liverpool
Luton
Middlesbrough
Milton Keynes
North Lincolnshire
Northumberland
Nottingham
Oldham

Peterborough
Portsmouth
Reading
Rochdale
Salford
Sandwell
Sefton
Sheffield
St. Helens
Stoke-on-Trent
Swindon
Tameside
Telford and Wrekin
Walsall
Warrington
Wolverhampton



Department
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