



Department
for Education

Golden Hello: Proposed end date for claims

Government consultation response

May 2018

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Introduction

This consultation aimed to identify a suitable end date for any outstanding Golden Hello claims from teachers to their academy or local education authority (LEA) in England, who began their eligible postgraduate initial teacher training (ITT) programme between 1 August 2000 to 31 July 2011.

This consultation does not impact the Teaching Grant scheme in Wales.

The consultation was conducted through an online survey on GOV.UK, which was launched on 25 January 2018 and closed on 8 March. This survey was advertised through the Department for Education's (DfE) Teacher Recruitment Bulletin, as well as DfE's ITT provider networks and Twitter and Facebook social media accounts.

DfE also sent email correspondence to 137 English LEAs on 9 March to ensure they had the opportunity to provide their views.

Summary of responses received and the government's response

The consultation attracted a total of ten responses, with nine being provided by LEAs.

Main findings from the consultation

All the respondents confirmed that it was their view that it was reasonable to provide eligible teachers with 17 to 18 month's notice, in order to exercise their right to claim. All the LEAs confirmed that they were either unsure that they employed any teachers that may still be eligible, or stated that there were no further eligible teachers in their employment.

All the respondents confirmed that it was their view that it was reasonable to provide eligible teachers with 17 to 18 month's notice, in order to exercise their right to claim the Golden Hello incentive.

Question analysis

The intended audience was any eligible teacher in England who undertook their Initial Teacher Training during the life of the Golden Hello scheme, and subsequently completed their Newly Qualified Teacher (NQT) induction year. This consultation was also intended for any academies or LEAs in England employing these teachers.

Question 1

Are you a teacher, employed by an academy or LEA or hold another position within the education sector?

| | Total | Percent |
|---------------------------|-------|---------|
| Academy | 0 | 0% |
| Local Education Authority | 9 | 90% |
| Teacher | 0 | 0% |
| Other | 1 | 10% |

Question 2

If other, please provide further details.

| | Total | Percent |
|----------------------|-------|---------|
| No information given | 1 | 100% |

Question 3

Do you employ any eligible teachers who have yet to claim? (academies or LEAs only)

| | Total | Percent |
|--------|-------|---------|
| Yes | 0 | 0% |
| No | 2 | 22% |
| Unsure | 7 | 78% |

Question 4

Are you eligible to claim under the Golden Hello scheme? (individuals only)

| | Total | Percent |
|--------|-------|---------|
| Yes | 0 | 0% |
| No | 1 | 100% |
| Unsure | 0 | 0% |

Question 5

If not eligible, is this only because you are yet to complete your NQT Induction year? (individuals only)

| | Total | Percent |
|-----|-------|---------|
| Yes | 0 | 0% |
| No | 1 | 100% |

Question 6

If yes, when do you plan to complete your NQT Induction? (individuals only)

| | Total | Percent |
|----------------|-------|---------|
| Yes | 0 | 0% |
| No | 0 | 0% |
| Not applicable | 0 | 100% |

Question 7

If there is another reason why you are not eligible, or do not intend to complete the NQT Induction before the proposed end date, please provide further details? (individuals only)

| | Total | Percent |
|----------------------|-------|---------|
| No information given | 1 | 100% |

Question 8

Do you feel that 17 to 18 months is reasonable notice for any eligible teachers to exercise their right to claim?

| | Total | Percent |
|-----|-------|---------|
| Yes | 10 | 100% |
| No | 0 | 0% |

Question 9

Please provide any other comments you feel may be relevant?

| | Total | Percent |
|----------------------|-------|---------|
| Other comments given | 1 | 10% |
| No comments | 9 | 90% |

Government response

The information provided primarily by the LEAs supports our analysis of historical claims, which indicates that the vast majority of eligible teachers have already successfully claimed the relevant payment. This is reflected in the 99% reduction in Golden Hello payments from financial years 2013-14 to 2016-17.

Therefore, DfE will set an end date of **30 September 2019** for eligible teachers to submit their Golden Hello claims to academies or local education authorities.

We agree with the comments around the importance of publicising effectively any end date so that all eligible teachers are aware of the action that needs to be taken to receive their Golden Hello payment, although it would be extremely difficult for DfE to identify and contact teachers individually due to the length of time that has elapsed since the scheme began on 1 August 2000.

Next steps

DfE will amend its published Golden Hello documents to reflect the end date for claims of 30 September 2019. These amended documents will be available to view online at <https://www.gov.uk/government/publications/golden-hello-reimbursement-guidance-for-local-authorities-and-academies>.

We will then publicise this change through several channels over the next few months, including DfE's Twitter and Facebook social media accounts, in order to ensure that the end date information is spread widely and allows eligible teachers sufficient opportunity to make their claims.

Any concerns raised after the publication of this decision will be handled by DfE on a case-by-case basis.



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