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Teacher training incentives in Wales – academic year 2014/15



Information

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Teacher training incentives in Wales – academic year 2014/15

Audience	Students on initial teacher training (ITT) courses in Wales in academic year 2014/15.
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 only.
Further information	Enquiries about this document should be directed to: Practitioner Standards and Professional Development Division Department for Education and Skills Welsh Government Cathays Park Cardiff CF10 3NQ Tel: 029 2082 5838 Fax: 029 2082 6109 e-mail: teachingenquiries@wales.gsi.gov.uk
Additional copies	This document can be accessed from the Welsh Government's website at www.wales.gov.uk/educationandskills

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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.

The Teacher Training Incentive Scheme 2014 (2014 No. 7) (“the Scheme”) was made by the Welsh Ministers in the exercise of their powers on 3 April 2014. A copy of the Scheme is attached in the annex to this guidance. The Scheme makes provision for the Welsh Ministers to pay grants by way of incentives to eligible persons to undertake a postgraduate initial teacher training (ITT) course in specified subjects.

This guidance, issued by the Welsh Ministers under section 10 of the Education Act 1996, is referred to in paragraph 3 of the Scheme and has been prepared to assist students and accredited providers exercising any function under the Scheme.

This guidance concerns students in Wales who between 1 September 2014 and 31 August 2015 start ITT courses leading to Qualified Teacher Status in specified subjects which are run by teacher training providers accredited by the Higher Education Funding Council for Wales (HEFCW).

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

This guidance does not cover incentives offered on courses which lead to further education qualifications.

1. The teacher training incentives: academic year 2014/15 – overview

1.1 This section offers a brief overview of the teacher training incentives for courses starting between 1 September 2014 and 31 August 2015. It does not cover every aspect; full information on eligibility and conditions are set out in the Scheme.

1.2 The teacher training incentives are grants available to eligible persons to undertake a postgraduate ITT course in Wales (“training grants”). The course must lead to Qualified Teacher Status, start between 1 September 2014 and 31 August 2015, and be run by an ITT provider accredited by HEFCW.

1.3 References in this guidance to postgraduate or PGCE ITT courses include the following qualifications – Postgraduate Certificate in Education, Professional Graduate Certificate in Education and Postgraduate Diploma in Education.

1.4 No grant will be paid to a person unless they have made an application to the Welsh Ministers, via the Welsh Government, in such form and containing such information as the Welsh Ministers may require. Students will be asked by their ITT provider to complete the relevant forms.

1.5 Subject to eligibility, training grants for postgraduate ITT courses in Wales starting between 1 September 2014 and 31 August 2015 are available up to one of the amounts listed in column “A” of the table in paragraph 1.9 for eligible students who:

- (i) are studying wholly or mainly one or more of the subjects or phases listed in the corresponding row of column “B” of the table in paragraph 1.9; and
- (ii) hold at entry to the postgraduate ITT course a degree or equivalent qualification awarded by a United Kingdom institution or an equivalent degree or other qualification awarded by a foreign institution of a classification specified in column “C” of the table in paragraph 1.9.

1.6 In addition to the amount awarded to eligible persons on postgraduate primary courses starting in 2014/15 with a degree classification as shown in column C in the table at paragraph 1.9 there will be an additional £2,000 supplement awarded to eligible postgraduate primary trainees with a 1st class degree classification and whose degree subject specialism is in English, Welsh or Mathematics in order to raise the standards of literacy and numeracy in primary schools.

1.7 The degree or equivalent qualification specified in the column “C” of the table in paragraph 1.9 is not required to be in the same subject as that undertaken on the postgraduate ITT course listed in column “B” of that table.

1.8 For the purposes of the qualification specified in the column “C” of the table in paragraph 1.9, honorary degrees of any sort are not recognised as academic qualifications.

1.9 The table referred to in paragraph 1.5 is as follows:

A	B	C
Training grant amount	Subject or Phase	Degree qualification classification
£20,000	Postgraduate secondary courses in mathematics, physics, chemistry,	1st
£20,000	Postgraduate secondary courses in physics	2.1
£15,000	Postgraduate secondary courses in Welsh, Modern Foreign Languages or ICT	1st
£10,000	Postgraduate secondary courses in mathematics, chemistry, modern foreign languages, ICT or Welsh	2.1
£6,000	Postgraduate secondary courses in mathematics, physics and chemistry,	2.2
£3,000	Postgraduate secondary courses in design & technology, English, biology, history, religious education, art, physical education, music, drama, business studies, outdoor studies, general science or geography Postgraduate primary courses	1st
Additional £2,000 supplement	Postgraduate primary courses with a degree subject specialism of English, Welsh or Mathematics	1st

2. Training grants

Eligibility for training grants

2.1 The training grants are available to persons starting appropriate postgraduate ITT courses in Wales between 1 September 2014 and 31 August 2015¹. The courses must lead to Qualified Teacher Status and be run by an ITT provider accredited by HEFCW. 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 course after the intake target for that course has been reached (as notified by HEFCW). Students should seek confirmation from their ITT 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 The training grants will be paid in nine monthly instalments in respect of the period October 2014 to June 2015 in the amounts shown in the table in paragraph 2.6 and will be payable in or around the last week of each month.

2.5 **Note:** for the purposes of paragraph 2.4, save for the month of June, “the last week” of each month means the week which includes the last working day of that month. 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.

¹ If an ITT provider required students to attend a school before the ITT course began formally, provided that the course itself formally started after 31 August 2014, attending the school would not render the student ineligible for the training grant.

² The Regulations which currently apply the provision of support to students in relation to the academic year running from 1 September 2014 to 31 August 2015 are the Education (Student Support) (Wales) Regulations 2013 (S.I. 2013/3177(W316)). The Education (European Institutions) and Student Support Regulations 2013 (S.I. 2013/765 (W91)).

2.6 The table referred to in paragraph 2.4 is as follows:

Training grant amount	Monthly payment amounts from October 2014 to May 2015 inclusive	Final payment in June 2015
£20,000	£2,000	£4,000
£15,000	£1,500	£3,000
£10,000	£1,000	£2,000
£6,000	£600	£1,200
£3,000	£300	£600
£2,000	£200	£400

2.7 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 attending the training course. For example, if someone joins a one year course in December 2014 and stays on that course until completion they would only be entitled to payments in respect of the period December 2014 to June 2015.

2.8 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 2014 (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.

2.9 Training grants for eligible students resuming an ITT course that they have left will be paid at the lower rate (if any) of the training grant rate that applied in the academic year that the student left the course or the training grant rate that applies in the academic year the student re-joins the course, unless the Welsh Ministers agree otherwise in writing.

2.10 Training grants for eligible students starting a ITT course where entry has been deferred will be paid at the training grant rate (if any) which applies in the academic year the student joins the course, unless the Welsh Government Ministers agree otherwise in writing.

2.11 Individuals who are otherwise eligible to receive a training grant, but have 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, 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.

2.13 Payments should only be made to those students who are attending the course on the date of payment. If any student has left a course 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 and 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 2.9, and to the total payments not exceeding the relevant sum set out in paragraph 1.9.

How the training grants will be paid

2.15 Eligible students will receive grant payments from their ITT providers. The additional supplement to be awarded to trainees for eligible postgraduate primary courses with a degree subject specialism of English, Welsh or mathematics and where the trainee holds a 1st class degree classification will be paid alongside the main incentive grant payable to eligible postgraduate primary trainees with a 1st class degree classification as shown in the table at paragraph 1.9.

2.16 At the start of their course, ITT providers must ask students to sign a declaration form to enable them to claim their grant (on “Form TT 2014/15 – 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.

Recovery of grants paid

2.18 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.

2.19 These powers may be exercised by the Welsh Ministers where:

- (a) after receiving any instalment of a grant, the recipient fails to meet any eligibility criteria adopted by the Welsh Government in relation to a subsequent instalment; or
- (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. Frequently asked questions

Is the training grant taxable?

3.1 Our understanding is that the training grant is not taxable for full-time students. For part-timers, the salary may be taxable, depending on your total taxable income for the financial year. However, students should seek advice from HM Revenue and Customs on their individual position.

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

3.2 For other student finance provisions 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?

3.3 You should seek advice from the Department for Work and Pensions on your individual position.

Will the training grant trigger loan repayments?

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

Annex: The Teacher Training Incentive Scheme 2014

Education Wales 2014 No. 7

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 2014 (“this Scheme”) is made in the exercise of those powers.

2. This Scheme comes into effect on 1 September 2014 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2013 (2013 No: 53) (“the 2013 Scheme”) in respect of those whose training programme commences on or after 1 September 2014 but prior to 1 September 2015. The provisions of the 2013 Scheme will continue to apply to those whose training programme commenced on or after 1 September 2013 but prior to 1 September 2014. The provisions of the Teacher Training Incentive Scheme 2012 (2012 No: 24) will continue to apply to those whose training programme commenced on or after 1 September 2012 but prior to 1 September 2013. The provisions of the Teacher Training Incentive Scheme 2011 (2011 No:19) will continue to apply to those whose teacher training programme commenced on or after 1 September 2011 but prior to 1 September 2012. The provisions of the Teacher Training Incentive Scheme 2010 (2010 No:27) will continue to apply to those whose teacher training commenced on or after 1 September 2010 but prior to 1 September 2011. The provisions of The Teacher Training Incentive Scheme 2006 (2006 No: 60) as amended by The Teacher Training Incentive Scheme (Amendment) 2008 (2008 No: 34) will continue to apply to those whose training programme commenced prior to 1 September 2010.

3. The Welsh Ministers may issue guidance on this Scheme under section 10 of the Education Act 1996 to assist students and accredited providers who exercise any function under this Scheme.

Summary of this Scheme

4. This Scheme makes provision for the Welsh Ministers to pay grants by way of incentives to eligible persons to undertake a postgraduate teacher training course in Wales in specified subjects.

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 School Teachers’ Qualifications (Wales) Regulations 2012;

“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” (*“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”³;

“postgraduate teacher training course” (*“crws ôl-raddedig o hyfforddiant athrawon”*) 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 Ministers may pay grants under this paragraph (“training grants”) by way of incentives to persons who satisfy the requirements of paragraphs 8 and 9.

7. Grants made available under this Scheme are subject to the conditions set out in paragraphs 12 to 17.

Eligibility for training grants

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

- (a) be undertaking a postgraduate teacher training course in Wales which commenced on or after 1st September 2014 but prior to 1 September 2015;
- (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 course⁴;
- (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.

³ The Regulations currently in force being the School Teachers’ Qualifications (Wales) Regulations 2012, S.I. 2012/724.

⁴ The Regulations which currently apply the provision of support to students in relation to the academic year running from 1 September 2014 to 31 August 2015 are the Education (Student Support) (Wales) Regulations 2013 (S.I. 2013/3177(W316)). The Education (European Institutions) and Student Support Regulations 2013 (S.I. 2013/765 (W91)).

9. To be eligible for a training grant up to one of the amounts listed in column “A” of the table in paragraph 10, a person must:-

- (a) be studying wholly or mainly one or more of the subjects or phases listed in the corresponding row of column “B” of the table in paragraph 10; and
- (b) hold at entry to the postgraduate teacher training course a first degree or equivalent qualification awarded by a United Kingdom institution or an equivalent degree or other qualification awarded by a foreign institution of a classification specified in the corresponding row of column “C” of the table in paragraph 10. The first degree or equivalent qualification is not required to be in the same subject as that undertaken on the postgraduate teacher training course.

10. The table referred to in paragraph 9 is as follows:-

A	B	C
Training grant amount	Subject or Phase	First degree qualification classification
£20,000	Postgraduate secondary courses in mathematics, physics & chemistry,	1st
£20,000	Postgraduate secondary courses in physics	2.1
£15,000	Postgraduate secondary courses in Welsh, modern foreign languages or ICT	1st
£10,000	Postgraduate secondary courses in mathematics, chemistry, modern foreign languages, ICT or Welsh	2.1
£6,000	Postgraduate secondary courses in mathematics, physics or chemistry,	2.2
£3,000	Postgraduate secondary courses in design & technology, English, biology, history, religious education, art, physical education, music, drama, business studies, outdoor studies, general science or geography Postgraduate primary courses	1st
Additional £2,000 supplement	Postgraduate primary courses with a degree subject specialism of English, Welsh or Mathematics	1st

11. In addition to the amount awarded to persons on postgraduate primary courses starting in 2014/15 with a degree classification as shown in column C in the table at paragraph 10 there will be an additional £2,000 supplement awarded for postgraduate primary trainees with a 1st class degree classification and whose degree subject specialism is in English, Welsh or mathematics. This is in order to raise the standards of literacy and numeracy in primary schools.

Conditions

12. No grant will be paid under paragraph 6 to a person unless he or she 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 a training grant to persons accepted onto a postgraduate teacher training course after the intake target for that course has been reached (as notified by the Higher Education Funding Council for Wales).

14. A person who is eligible for a training grant and joins a postgraduate teacher training course which is already underway or leaves a course before its completion will only be entitled to the amount of grant as is due and payable during the time that he or she is on the training course (in accordance with any payment schedule produced by the Welsh Ministers from time to time)

15. Training grants for students starting a course where entry has been deferred will be paid at the training grant rate (if any) which applies in the academic year that a student joins their training course, unless the Welsh Ministers agree otherwise in writing. Training grants for students resuming a course that they have left will be paid at the lower of the training grant rate (if any) which applied in the academic year that a student left their training course or the training grant rate (if any) which applies in the academic year a student re-joins their training course, unless the Welsh Ministers agree otherwise in writing.

16. A person who is otherwise eligible to receive a training grant and has also received a training grant or any grant payable under any arrangements applying in England which the Welsh Ministers are satisfied correspond to those made in respect of training grants in pursuance of this Scheme of any amount prior to 1 September 2014 will only be entitled to a training grant which is reduced by the number of previous instalments received under those other grants. 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.

17. The Welsh Ministers may require any grant paid in pursuance of paragraph 6 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 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;
- (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

18. Grants under paragraph 6 may be paid in a lump sum or in such instalments and at such times as the Welsh Ministers may determine. The Welsh Ministers may provide funds to an accredited institution for payment to a person on a postgraduate teacher training course at such times as the Welsh Ministers may direct.

19. The additional supplement to be awarded to eligible trainees on postgraduate primary courses with a degree subject specialism of English, Welsh or mathematics and where the trainee holds a 1st class degree classification, will be paid alongside the main incentive grant payable to eligible postgraduate primary trainees with a 1st class degree classification as shown in the table at paragraph 10.

Administration

20. The Welsh Ministers may provide accredited institutions which receive funds under paragraph 18 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. Accredited institutions will be required as part of any grant funding to have regard to any guidance issued by the Welsh Ministers (referred to in paragraph 3).

Signed on behalf of the Welsh Ministers

Huw Lewis AM
Minister for Education and Skills

DATED 3 APRIL 2014