



Llywodraeth Cymru
Welsh Government

Teacher training incentives in Wales – academic year 2018/19

Information

Information document no: 198/2018

Date of issue: January 2018

Replaces information document no: 194/2017

Teacher training incentives in Wales – academic year 2018/19

Audience

Students on initial teacher education (ITE) courses in Wales in academic year 2018/19.

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:

Workforce Strategy Unit

The Education Directorate

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

Tel: 03000 604400

e-mail: teaching.enquiries@gov.wales

Additional copies

This document can be accessed from the Welsh Government's website at gov.wales/educationandskills

Contents

| | |
|---|-----------|
| Background | 2 |
| 1. The teacher training incentives: academic year 2018/19 – overview | 3 |
| 2. Training grants | 5 |
| Eligibility for training grants | 5 |
| What grants should be paid | 5 |
| When the payments should be made | 7 |
| How the training grants will be paid | 7 |
| Recovery of grants paid | 7 |
| 3. Frequently asked questions | 9 |
| Is the training grant taxable? | 9 |
| What will be the effect of the training grant on other student support? | 9 |
| What will be the effect of the training grant on benefits? | 9 |
| Will the training grant trigger loan repayments? | 9 |
| Annex: The Teacher Training Incentive Scheme 2018 | 10 |
| Education Wales 2018 No. 41 | 10 |

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 2018 (2017 No. 41) (“the Scheme”) was made by the Welsh Ministers in the exercise of their powers on 7 December 2017. 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 education (ITE) 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 2018 and 31 August 2019 start ITE courses leading to Qualified Teacher Status in specified subjects which are run by initial teacher education 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 2018/19 – overview

1.1 This section offers a brief overview of the teacher training incentives for courses starting between 1 September 2018 and 31 August 2019. 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 ITE course in Wales (“training grants”). The course must lead to Qualified Teacher Status, start between 1 September 2018 and 31 August 2019, and be run by an ITE provider accredited by HEFCW.

1.3 References in this guidance to postgraduate or PGCE ITE 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 ITE provider to complete the relevant forms.

1.5 Subject to eligibility, training grants for postgraduate ITE courses in Wales starting between 1 September 2018 and 31 August 2019 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 ITE 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 2018/19 with a degree classification as shown in column C in the table at paragraph 1.9 there will be an additional £3,000 supplement awarded to eligible postgraduate primary trainees with a 1st class degree and/or PhD/Masters classification and whose degree subject specialism is in English, Welsh, Mathematics, or core science. This is in order to support subject specialisms in the core subjects 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 ITE 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, Welsh or computer science | 1 st and/or PhD/Masters |
| £15,000 | Postgraduate secondary courses in Modern Foreign Languages | 1 st and/or PhD/Masters |
| £10,000 | Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or computer science | 2.1 |
| £6,000 | Postgraduate secondary courses in modern foreign languages | 2.1 |
| £6,000 | Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or computer science | 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 and/or PhD/Masters |
| Additional £3,000 supplement | Postgraduate primary courses with a degree subject specialism of English, Welsh, Mathematics or core science | 1 st and/or PhD/Masters |

2. Training grants

Eligibility for training grants

2.1 The training grants are available to persons starting appropriate postgraduate ITE courses in Wales between 1 September 2018 and 31 August 2019¹. The courses must lead to Qualified Teacher Status and be run by an ITE 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 ITE course after the intake target for that course has been reached (as notified by HEFCW). Students should seek confirmation from their ITE 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 ITE 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 2018 to June 2019 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 December, “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.

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

¹ If an ITE provider required students to attend a school before the ITE course began formally, provided that the course itself formally started after 31 August 2018, 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 2018 to 31 August 2019 are the Education (Student Support) (Wales) Regulations 2017 (S.I. 2017/47 (W.21)).

| Training grant amount | Monthly payment amounts from October 2018 to May 2019 inclusive | Final payment in June 2019 |
|--|---|----------------------------|
| £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 (Additional Primary Supplement also) | £300 | £600 |

2.7 Individuals who are eligible for a training grant and join a postgraduate ITE 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 2018 and stays on that course until completion they would only be entitled to payments in respect of the period December 2018 to June 2019.

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 2018 (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 ITE course that they have suspended 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. If the value of the training grant is nil in the year that the student re-joins then they will not receive any further payments unless the Welsh Ministers agree otherwise in writing. Any agreement to continue to receive incentive payments at the rate previously received must be given by the Welsh Ministers at the time that the studies are suspended. If agreement is given the student can continue to receive the incentive that would have been applicable in the year that they started the course.

2.10 Training grants for eligible students starting an ITE 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 Ministers agree otherwise in writing as stipulated in paragraph 2.9

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 ITE providers. The additional supplement to be awarded to trainees for eligible postgraduate primary courses with a degree subject specialism of English, Welsh, mathematics, core science and where the trainee holds a 1st class degree, and/or PhD/Masters classification will be paid alongside the main incentive grant payable to eligible postgraduate primary trainees with a 1st class degree, and/or PhD/Masters classification as shown in the table at paragraph 1.9.

2.16 At the start of their course, ITE providers must ask students to sign a declaration form to enable them to claim their grant (on “Form TT 2018/19 – 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

there is firm evidence that the recipient had never intended to complete the course or, having completed

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 2018

Education Wales 2018 No. 41

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 2018 (“this Scheme”) is made in the exercise of those powers.

2. This Scheme comes into effect on 1 September 2018 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2017 (2017 No: 11) (“the 2017 Scheme”) in respect of those whose training programme commences on or after 1 September 2018 but prior to 1 September 2019. The previous Schemes will continue to apply as follows:

- I. The provisions of the 2017 Scheme will continue to apply to those whose programme commenced on or after 1 September 2017 but prior to 1 September 2018.
- II. The provisions of the 2016 Scheme will continue to apply to those whose programme commenced on or after 1 September 2016 but prior to 1 September 2017.
- III. The provisions of the 2015 Scheme will continue to apply to those whose training programme commenced on or after 1 September 2015 but prior to 1 September 2016.
- IV. The provisions of the Teacher Training Incentive Scheme 2014 (2014 No: 7) will continue to apply to those whose training programme commenced on or after 1 September 2014 but prior to 1 September 2015.
- V. The provisions of the Teacher Training Incentive Scheme 2013 (2013 No: 53) will continue to apply to those whose training programme commenced on or after 1 September 2013 but prior to 1 September 2014.
- VI. The provisions of the Teacher Training Incentive Scheme 2012 (2012 No:24) will continue to apply to those whose teacher training programme commenced on or after 1 September 2012 but prior to 1 September 2013.
- VII. The provisions of the Teacher Training Incentive Scheme 2011 (2011 No: 19) will continue to apply to those whose teacher training commenced on or after 1 September 2011 but prior to 1 September 2012.
- VIII. 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.
- IX. 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” (*“cwrs 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:-

³ The Regulations currently in force being the School Teachers’ Qualifications (Wales) Regulations 2012 (S.I. 2012/724 (W. 96)).

- (a) be undertaking a postgraduate teacher training course in Wales which commenced on or after 1 September 2018 but prior to 1 September 2019;
- (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.

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.

⁴ The Regulations which currently apply the provision of support to students in relation to the academic year running from 1 September 2017 to 31 August 2018 are the Education (Student Support) (Wales) Regulations 2017 (S.I. 2017/47 (W.21))

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, Welsh or ICT (computer sciences) | 1 st and or PhD/Masters |
| £15,000 | Postgraduate secondary courses in modern foreign languages | 1 st and or PhD/Masters |
| £10,000 | Postgraduate secondary courses in mathematics, physics, chemistry, Welsh, or ICT (computer sciences) | 2.1 |
| £6,000 | Postgraduate secondary courses in modern foreign languages | 2.1 |
| £6,000 | Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or ICT (computer sciences) | 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 | 1 st and or PhD/Masters |
| Additional £3,000 supplement | Postgraduate primary courses with a degree subject specialism of English, Welsh, Mathematics or Core Science | 1st and or PhD/Masters |

11. In addition to the amount awarded to persons on postgraduate primary courses starting in 2018/19 with a degree classification as shown in column C in the table at paragraph 10 there will be an additional £3,000 supplement awarded for postgraduate primary trainees with a 1st class degree classification and/or Masters/ PhD and whose degree subject specialism is in English, Welsh, mathematics or Core Science. This is in order to raise the standards of literacy and numeracy and support sciences 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 rejoins 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 1st September 2017 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, mathematics or Core Science and where the trainee holds a 1st class degree classification and or Masters / PhD, will be paid alongside the main incentive grant payable to eligible postgraduate primary trainees with a 1st class degree classification and or Masters / PhD 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

A handwritten signature in black ink, appearing to read 'Kirsty Williams'.

Kirsty Williams AM
Cabinet Secretary for Education
Dated December 2017