

# Initial Teacher Education Priority Subject incentive scheme 2024 (WG23-57)

## Overview

Initial Teacher Education Priority Subject Incentive Scheme 2024 provides a financial incentive for Initial Teacher Education (ITE) students commencing a secondary postgraduate ITE programme in September 2024 enabling them to teach specific subject specialisms.

## 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 Initial Teacher Education (ITE) Priority Subject Incentive Scheme (“this Scheme”) is made in the exercise of those powers.
2. This Scheme comes into effect on 1 September 2024 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2023 (WG23-19) (“the 2023 Scheme”).
  - I. The provisions of the 2023 Scheme will continue to apply to those whose programme commenced on or after 1 September 2023 but prior to 1 September 2024.
  - II. The provisions of the 2022 Scheme will continue to apply to those whose programme commenced on or after 1 September 2022 but prior to 1 September 2023.
  - III. The provisions of the 2021 Scheme will continue to apply to those whose programme commenced on or after 1 September 2021 but prior to 1 September 2022.
  - IV. The provisions of the 2020 Scheme will continue to apply to those whose programme commenced on or after 1 September 2020 but prior to 1 September 2021.
  - V. The provisions of the 2019 Scheme will continue to apply to those whose programme commenced on or after 1 September 2019 but prior to 1 September 2020.
  - VI. The provisions of the 2018 Scheme will continue to apply to those whose programme commenced on or after 1 September 2018 but prior to 1 September 2019.
3. The Welsh Ministers may issue guidance on this Scheme under section 10 of the Education Act 1996 to assist students, providers of accredited ITE programmes and Education Workforce Council who exercise any function under this Scheme.
4. This document sets out a brief outline of how this Scheme will operate and the purpose for which the incentive grant will be paid.

## Summary of this Scheme

5. This Scheme makes provision for the Welsh Ministers to pay incentive grants to eligible persons undertaking an eligible programme to gain qualified teacher Status (QTS) in Wales in specified subjects.
6. Payment of the incentive grant will be divided into three instalments: the first instalment may be paid during an eligible programme (in-programme instalment), the second after the eligible person has successfully achieved qualified teacher status (QTS instalment) and the third when the person has satisfactorily completed an

induction period (final instalment). The decision of the Welsh Ministers as to whether any payment under this Scheme will be made to any eligible person is final.

## Interpretation

7. Except where the context otherwise requires, for the purpose of this Scheme:

*“eligible programme”* (“Rhaglenni cymwys”) means a programme which: is a full-time or part-time secondary postgraduate ITE programme leading to qualified teacher status, which is accredited by the Education Workforce Council’s (EWC) Teacher Education Accreditation Board<sup>1</sup>, established pursuant to regulation 5 of the Education Workforce Council (Accreditation of Initial Teacher Training) (Wales) Regulations 2017;

*“eligible student”* (“myfyriwr cymwys”) means a person 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 course<sup>2</sup>.

*“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, including any amended or replacement scheme;

*“postgraduate ITE programme”* (“cwrs ôl-raddedig o hyfforddiant athrawon”) means an accredited full-time, part-time or flexible postgraduate programme of initial teacher education which is provided at an institution in Wales. In this context “flexible” indicates that the length and pattern of the programme is determined by reference to the student’s experience and training requirements.

*“qualified teacher”* (“athro cymwysedig neu athrawes gymwysedig”) has the meaning given to it by section 132(1) of the Education Act 2002: that is “a person who satisfies requirements specified in regulations”<sup>2</sup> made under that section;

## Incentive grants

8. The Welsh Ministers may, in their discretion, pay grants under this paragraph (“incentive grants”) by way of incentives to persons who satisfy the requirements of paragraphs 10, 11, 12, 13 and 14, subject to paragraph 9.

9. Incentive grants made available under this Scheme are subject to the conditions set out in paragraphs 15 to 21.

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<sup>1</sup> The EWC’s Teacher Education Accreditation Board is established pursuant to regulation 5 of the EWC (Accreditation of ITT) (Wales) Regulations 2017 and is referred to within those regulations as the Accreditation of Initial School Teacher Training Committee

<sup>2</sup> The Regulations which currently apply to the provision of support to students in relation to academic year running from 1 September 2024 to 31 August 2025 are the Education (Student Support) (Wales) Regulations 2018 (SI 2018 No. 191 (W. 42)). These Regulations will remain extant for academic year 2024/25.

<sup>2</sup> The Regulations currently in force being the School Teachers’ Qualifications (Wales) Regulations 2012 (S.I. 2012/724 (W. 96)).

## Eligibility for incentive grants

10. To be eligible for an incentive grant, a person must:
  - a. be studying wholly or mainly one or more of the following priority subjects or phases on an eligible programme: Biology, Chemistry, Design & Technology, Information Technology, Mathematics, Modern Foreign Languages (MFL), Physics and/or Welsh; and
  - b. hold at entry to the eligible programme 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 1st, 2.1 or 2.2 classification, or a PhD or Masters or equivalent. The first degree or equivalent qualification is not required to be in the same subject as that undertaken on the postgraduate ITE programme.
11. To be eligible for each payment instalment of the incentive grant, a person must meet the individual criteria at each payment point as detailed below.
12. To be eligible for an incentive grant in-programme payment instalment, a person must:
  - a. meet the requirements under paragraph 10; and
  - b. be undertaking an eligible programme in Wales which commences on or after 1 September 2024 but prior to 31 August 2025; and
  - c. be an eligible student; and
  - d. not already be a qualified teacher; and
  - e. not be employed to teach at a school or other institution as a teacher on entry to their eligible programme as per paragraph 10.a above; and
  - f. not be a participant in training organised under an employment-based teacher training scheme; and
  - g. not be undertaking a further education course of any kind.
13. To be eligible for an incentive grant QTS payment instalment, on completion of an eligible programme and on award of QTS, a student must:
  - a. meet the eligibility requirements for this incentive grant and have received the in-programme incentive payments during their eligible programme as per paragraph 10, 11, 12; and
  - b. have successfully completed an eligible programme and obtained QTS in accordance with the School Teachers' Qualifications (Wales) Regulations 2012.
14. To be eligible for an incentive grant final payment instalment, on completion of an induction period, a NQT must:
  - a. have met the eligibility requirements for the incentive grant and have received the in-programme instalment and the QTS instalment during their eligible programme and on award of QTS, as per paragraph 10, 11, 12, and 13; and
  - b. have successfully completed an induction period within three years of award of QTS, in any maintained secondary setting in Wales, as required under the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015.

## Conditions

15. No incentive grant will be paid under paragraph 8 to a person unless they have made an application to the Welsh Ministers in such form, at such time and containing such particulars as the Welsh Ministers may from time to time determine.

16. The Welsh Ministers may at their discretion decide not to pay an incentive grant to persons accepted onto a postgraduate ITE programme where the intake allocation for that programme has been reached (as determined by the Education Workforce Council).
17. A person who is eligible for an incentive grant and joins an eligible programme, but leaves their programme before its completion, or fails to be awarded QTS or satisfactorily complete an induction period, as applicable, will not be eligible to receive any further incentive grant instalments over and above those already paid to the person, in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time.
18. Incentive grants (whether in-programme, QTS or final) which may be due to eligible persons who started an eligible programme in one academic year but then, following a deferral, resumed the programme in the next academic year, will continue to be paid at the applicable incentive grant rate (if any) under the scheme which applied in the academic year that their studies initially started unless the Welsh Ministers decide otherwise in their discretion in writing.
19. Where a person eligible under this Scheme has, prior to 1 September 2024, received, in either full or in part, any incentive grant payment associated with a secondary subject speciality ITE programme under any other schemes or arrangements, in connection with undertaking initial teacher education, the incentive grant payments due to them under this Scheme will be reduced by an amount corresponding to the incentive grant payments previously received by them under those other schemes or arrangements. This also applies to incentive grants received by eligible persons prior to 1 September 2024 under any arrangements applying in England which the Welsh Ministers are satisfied correspond to those made in respect of incentive grants in pursuance of this Scheme.
20. Outstanding payments for students who withdraw from an ITE programme, not achieved QTS or failed to start or complete an induction period may be withheld, in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time.
21. The Welsh Ministers may require any incentive grant paid under paragraph 8 to be repaid in whole or in part if:
  - a. after receiving any instalment of an incentive grant, the recipient fails to meet any eligibility criteria adopted by the Welsh Government, set out in this Scheme in relation to a subsequent instalment;
  - b. the recipient has provided in, or in connection with, his or her application for an incentive grant, information which is false or materially misleading;
  - c. there is evidence that the recipient had never intended to complete their postgraduate ITE Programme or, having completed it, to enter teaching.

### **Payment of incentive grants**

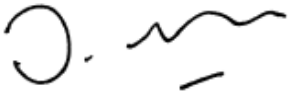
22. Incentive grants under paragraph 8 may be paid in such instalment amounts and at such times as the Welsh Ministers may determine.

23. The Welsh Ministers will provide funds to an institution which provides an eligible programme, at such times as the Welsh Ministers may determine, for payment to an eligible person on an eligible programme.
24. The Welsh Ministers will provide funds to the Education Workforce Council, at such times as the Welsh Ministers may determine, for payment to an eligible person, such times to be after the eligible person has successfully completed an induction period.

### **Administration**

25. The Welsh Ministers may make a payment to institutions providing eligible programmes that receive funds under paragraph 23 in recognition of the administrative and other associated costs related to making payments under those paragraphs. The institutions will be required as part of any such payment to have regard to any guidance issued by the Welsh Ministers (referred to in paragraph 3).
26. The Welsh Ministers may provide the Education Workforce Council with a payment in recognition of the administrative and other associated costs related to making payments under paragraph 24. The Education Workforce Council will be required as part of any such payment to have regard to any guidance issued by the Welsh Ministers (referred to in paragraph 3).

Signed on behalf of the Welsh Ministers



Jeremy Miles MS  
Minister for Education & Welsh Language

Dated 28/12/23