

# **Ethnic Minority Initial Teacher Education (ITE) Incentive Scheme 2023 [WG23-20]**

## **Background**

1. The Welsh Ministers have powers under sections 14-17 of the Education Act 2002 to provide financial assistance to any person for or in connection with enabling a person to receive training for teachers or for non-teaching staff, the promotion of the recruitment of teachers or non-teaching staff and the remuneration of, or provision of other benefits to, teachers or non-teaching staff. The Ethnic Minority Initial Teacher Education (ITE) Incentive Scheme (“this Scheme”) is made in the exercise of those powers.
2. This Scheme comes into effect on 1st September 2023 and applies in relation to Wales.
3. The Welsh Ministers may issue non-statutory 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.
4. This document seeks to set out a brief outline of how this Scheme will operate and the purpose for which the grant will be paid.

## **Summary of the Scheme**

5. In exercise of the Welsh Ministers’ powers under sections 14-17 of the Education Act 2002, this Scheme makes provision for the Welsh Ministers to pay grants by way of incentives to eligible persons undertaking an eligible postgraduate ITE programme to gain Qualified Teacher Status in Wales. Under sections 15 and 16 of the Education Act 2002, such financial assistance may be given in any form and on such terms as the Welsh Ministers think appropriate. The Welsh Ministers have the power to determine which programmes and subjects are eligible under this Scheme. The decision of the Welsh Ministers as to whether any payment under this Scheme will be made to any eligible person is final.
6. This Scheme makes provision for the Welsh Ministers to pay grants to postgraduate ITE students, who identify as Black, Asian, or Minority Ethnic (11c refers).
7. The Welsh Ministers will determine the number of instalments and when instalments will be paid to eligible persons. Payment will usually be divided into two instalments. The first instalment may be claimed after the eligible person has achieved Qualified Teacher Status (QTS instalment) and the second when the person has satisfactorily completed induction (final instalment) in a maintained school in Wales and may only be claimed by those who received the QTS instalment.

## Interpretation

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

“accredited postgraduate teacher training programme” (“rhaglen hyfforddi athrawon ôl-raddedig achredig”) means a programme accredited by the Education Workforce Council’s 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;

“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. This currently includes the Salaried PGCE;

“qualified teacher status” (“*statws athro cymwysedig neu statws athrawes gymwysedig*”) means a person who is a qualified teacher within 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”<sup>2</sup> made under section 132 of that Act from time to time.

“bilingual” (“*dwylieithog*”) means English/Welsh for providers in Wales.

“eligible programme” (“*Rhaglenni cymwys*”) means a programme which is a full-time or part-time postgraduate ITE programme leading to Qualified Teacher Status, which is accredited by the Education Workforce Council’s (EWC) Teacher Education Accreditation Board<sup>3</sup>

“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>4</sup>;

“relevant claim form” (“*ffurflen hawlio berthnasol*”) means the form that the Welsh Ministers may from time to time require an applicant to complete in order to apply for a grant under this scheme.

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<sup>1</sup> Referred to in the Education Workforce Council (Accreditation of Initial Teacher Training) (Wales) Regulations 2017 as the accreditation of initial school teacher training committee.

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

<sup>3</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>4</sup> The Regulations which currently apply to the provision of support to students in relation to academic year running from 1 September 2022 to 31 August 2023 are the Education (Student Support) (Wales) Regulations 2018 (SI 2018 No. 191 (W. 42)). These Regulations will remain extant for academic year 2022/23.

## **Incentive grants**

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

10. Grants made available under this Scheme are subject to the conditions set out in paragraphs 15 to 20.

## **Eligibility for training grants**

11. To be eligible for this incentive grant, a person must:

- (a) have undertaken an eligible ITE programme in Wales which commenced on or after 1 September 2023 but prior to 31 August 2024;
- (b) be an eligible student who qualifies for support under regulations currently in force made under section 22 of the Teaching and Higher Education Act 1998 as they apply to that course<sup>3</sup>;
- (c) identify and declare to their ITE Partnership as a minority ethnic student under one of the following ethnicities or ethnic groups:
  - i. Asian
    - a. Bangladeshi or Bangladeshi British
    - b. Chinese or Chinese British
    - c. Indian or Indian British
    - d. Pakistani or Pakistani British
    - e. Any other Asian background
  - ii. Black, Black British, Caribbean or African
    - a. African or African British
    - b. Caribbean or Caribbean British
    - c. Any other Black background
  - iii. Mixed or multiple ethnic groups
    - a. White or White British and Asian or Asian British
    - b. White or White British and Black African or Black African British
    - c. White or White British and Black Caribbean or Black Caribbean British
    - d. Any other Mixed or Multiple ethnic background
  - iv. White
    - a. Gypsy or Irish Traveller

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<sup>3</sup> The regulations which apply the provision of support to students commencing courses on or after 1 August 2018 are the Education (Student Support) (Wales) Regulations 2018 (SI No.191 (W. 42)). These regulations will remain extant for academic year 2021/22.

- b. Roma
    - c. Jewish
  - v. Other ethnic group
    - a. Arab
    - b. Kurdish
- (d) not already be a qualified teacher on commencement of study towards QTS;
- (e) on commencement of study towards QTS not be employed to teach at a school or other institution as a teacher;
- (f) not be a participant in training organised under an employment-based teacher training scheme including the Salaried PGCE;
12. To be eligible for an incentive grant **QTS** payment instalment, on completion of an ITE programme and on award of QTS, a student must:
- I. meet the eligibility requirements
  - II. have successfully completed an eligible ITE programme and obtained QTS in accordance with the School Teachers' Qualifications (Wales) Regulations 2012
13. To be eligible for an incentive grant **final** payment instalment, on completion of induction, a NQT must:
- I. have met the eligibility requirements for the grant and have received the QTS incentive payment on award of QTS
  - II. have successfully completed induction within three years of having been awarded QTS, in a maintained school in Wales as required under the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015.
14. Eligible students for this incentive scheme are also entitled to claim other teacher training incentives<sup>5</sup> providing they meet the eligibility criteria of those schemes in the academic year of study.

## Conditions

15. No grant will be paid under paragraphs 9 and 10 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.
16. The Welsh Ministers may at its discretion not pay a training grant to persons accepted onto an eligible programme after the intake target for that course has been reached (as determined by the Education Workforce Council).

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<sup>5</sup> The Initial Teacher Education incentives currently available can be found at <https://gov.wales/becoming-teacher>

17. A person who is eligible for an incentive grant and joins a postgraduate ITE programme, but leaves their programme before its completion, or fails to be awarded QTS or satisfactorily complete induction, as applicable, will not be eligible to receive any further 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 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. Outstanding payments for students who withdraw from an ITE programme, not achieved QTS or failed to start or complete their induction period may be withheld, in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time.
20. The Welsh Ministers may require any grant paid in pursuance of paragraph 9 and 10 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 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 ITE Programme or, having completed it, to enter teaching.

## **Payment of grant**

21. Incentive Grants under paragraph 9 and 10 may be paid in such instalment amounts and at such times as the Welsh Ministers may determine.
22. The Welsh Ministers will provide funds to an institution which provides an eligible accredited postgraduate ITE programme at such times as the Welsh Ministers may determine for payment to an eligible person on an eligible postgraduate ITE programme.
23. 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 their induction.

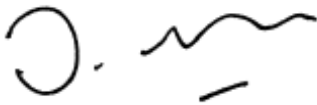
## **Administration**

24. The Welsh Ministers may make a payment to institutions providing accredited postgraduate ITE programmes that receive funds under paragraph 22 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).

25. 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 23. 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 Welsh Ministers

A handwritten signature in black ink, consisting of a large 'J' followed by a series of wavy lines and a short horizontal stroke at the end.

Jeremy Miles MS  
Minister for Education and Welsh Language

Date: 21 Aug 2023