

ETHNIC MINORITY ITE INCENTIVE SCHEME ANNUAL REVIEW

Summary and review of the scheme to support implementation in AY2026/27

Background of the Scheme:

The Welsh Government is committed to making Wales an Anti-racist nation and to increase the diversity of the teaching workforce to better support our learners in schools. The ITE incentives available reflect current recruitment priorities within the teaching workforce in Wales.

The previous Minister for Education and Welsh Language, Jeremy Miles, announced his intention for an ITE incentive to attract more people from Black, Asian and Minority Ethnic backgrounds into teaching in October 2021. This scheme is available to students who started their ITE Programme with Qualified Teacher Status in September 2022. Students must meet the [eligibility criteria](#) under the applicable legal scheme to be able to receive the incentive.

A total of £5,000 is available to eligible students. This is paid in two instalments. The first is following successful completion and award of Qualified Teacher Status (QTS) and the second on completion of induction.

When applying for the Ethnic Minority ITE Incentive we ask students for information about their ethnicity. This enables Welsh Government to establish eligibility for the scheme, to understand the overall diversity of the student cohort, and to attempt to estimate the diversity of the future workforce. Students are asked to choose from a list of ethnic groups which mirror those used by the [Higher Education Statistics Agency](#) (HESA) in collecting Wales HEI data (the list varies by UK country. For example, *Asian - Filipino or Filipino British* is only collected by HESA in Northern Ireland and as such would not be useful to capture under this incentive scheme as officials would not have the Welsh HESA data to compare this to). By following HESA's categories used in Wales, we hope to ensure a consistent approach to understanding ethnic / racial diversity within higher education in Wales.

A full integrated impact assessment of the Ethnic Minority Initial Teacher Education Incentive was undertaken in October 2022. Further IIAs were completed in 2023 and 2024. A further IIA has been prepared to support the implementation of the scheme in AY2026/27; this will be published as per the current guidance. The relevant sections of the 2022 IIA along with updated from 2022 and 2023 are [online](#) along with the [scheme, guidance and privacy notice on the Welsh Government website](#).

The Ethnic Minority Scheme:

Students who enrolled onto a Postgraduate Certificate in Education (PGCE) (full-time and part-time) with QTS from September 2022 onwards can apply for the scheme provided they meet the criteria for this grant.

Welsh Government worked with ITE Partnerships during the first few years of implementation in relation to general queries and queries regarding specific student eligibility. A full record of issues and outcomes have been recorded for transparency and since initial implementation.

It should be noted that these are working documents, and both are restricted due to the personal sensitive data they contain however should access be required for review WG ITE team can be contacted to discuss further.

Ethnicities or ethnic groups:

From academic year 2022/23 students had to identify and declare to their ITE Partnership as an ethnic minority student under the HESA ethnicity categories. Changes made for the 2023/24 academic year included the inclusion of two further eligible ethnicities not included within the HESA categories following feedback from student teachers and the ITE Partnerships. The Welsh Government identified that graduates with a protected characteristic of race are enrolling in low numbers in initial teacher education in Wales (and thereafter the teaching profession) when compared to their BAME peers in wider postgraduate programmes in Wales. As such the minority ethnic incentive scheme is intended to encourage minority ethnic applicants to apply for ITE programmes in Wales.

Ineligible options were problematic because whilst they had the potential to encompass an ethnicity we would consider eligible for the scheme (e.g. White - Jewish), they also had the potential to encompass ethnicities we would not consider eligible (e.g. White – British which is not an ethnic minority) making operational delivery of the scheme against its objectives unachievable should these options be included. For this reason, we chose, and continue to leave more undefined categories encompassing ethnic majorities out and to consider queries about eligibility on a case-by-case basis using this working rationale:

- Students who identify as being from an ethnic group or background which is an ethnic minority are eligible.
- Students who identify as being from an ethnic majority group are not eligible, unless they can define their ethnicity without reference to nationality or national ancestry and are part of a recognised ethnic minority (e.g. White Roma or White Jewish).

The Government Analytical service ([Ethnicity harmonised standard – Government Analysis Function \(civilservice.gov.uk\)](#)) describes Ethnicity as the following (our emphasis added):

“The Office for National Statistics notes that there is no consensus on [what constitutes an ethnic group](#), and membership is something that is self-defined and subjectively meaningful to the person concerned. Since ethnicity is a multifaceted and changing phenomenon, various possible ways of measuring ethnic groups are available and have been used over time. These include common ancestry and elements of culture, identity, religion, language and physical appearance. What seems to be generally accepted, however, is that ethnicity includes all these aspects, and others, in combination.”

Addressing racial, ethnic, and religious intolerance that is systemic and institutional is one of Welsh Government's key goals under our commitment to an Anti-racist Wales and forms a part of the wider work Welsh Government is taking forward to ensure future generations can live in a diverse, safe, and cohesive Wales. Evidence shows that a diverse teaching workforce is beneficial for all

learners. The purpose of the Minority Ethnic incentive scheme is to diversify the teaching workforce in terms of ethnicity where Black, Asian and Ethnic Minority persons are participating in the teaching workforce at low rates. Within the context of the Anti-racist Wales agenda, the scheme is to incentivise students who are an ethnic minority rather than the majority. They may have experienced racism due to their ethnicity. This rationale works on the assumption that most White ethnicities described using nationality (e.g White-[European/UK nationality]) are the ethnic majority and may not contribute in terms of race to the diversity of the teaching workforce. However, as noted by the Government Analytical service, ethnicity is a complex concept and can be interpreted differently by different individuals.

In the AY2023/24 iteration of the legal scheme 'White: Jewish' and 'Other ethnic group: Kurdish' ethnicities were added into the eligible list. We will continue to consider queries around eligibility on a case-by-case basis, with the intention of increasing the eligible list when it is necessary and appropriate. These ethnicities are not listed as a category by HESA (in Wales) (or by the ONS) however in the absence of an 'Other White/ Ethnic group' in this scheme (which would have been accompanied with the option to write-in their ethnicity under the ONS data collections; the operational delivery of this scheme does not permit a write-in option due to the added complexities, lack of data standardisation for evaluative purposes and resource implications of doing so), but needed to be included in the scheme's list. This means that the scheme's list no longer matches the HESA codes. However, it is still possible to align with HESA by grouping the added ethnicities under the HESA codes 'Any other White/ Ethnic background' for data analysis purposes. In addition the number of students claiming the incentive under these categories is very low.

Recorded ethnicity differs from HESA student record

We have cases where a student's ethnicity, as given on the scheme registration form, does not match their University records when they work with the ITE Partnership to submit their claim for the incentive. This scenario was anticipated when the scheme was created, and permitted, so as not to fetter a student's freedom to express their ethnicity as they choose, when they choose. Some minority ethnic students may not wish to provide their ethnicity to the University during their application/enrolment process (which forms the basis of their student record); we through the Anti-racist Wales work will continue to work with our ITE providers to ensure minority ethnic students feel comfortable disclosing their ethnicity during their application and enrolment process. It remains a requirement that students identify as one of the ethnicities eligible for the incentive and that HEIs will continue to check the incentive claims against their records and work with their students to feel confident in disclosing their ethnicity once they have completed the application process and secured a place on their chosen qualification. We do not intend to change this aspect of the scheme currently but it will remain under review.

Data and current evidence and research

The Ethnic Minority Initial Teacher Education Scheme has been in place since AY2022/23. [At that time the Schools Workforce Annual Census](#) showed that 1.2% of the teaching workforce were of Black, Asian, Mixed or Other ethnicity. As of [November 2024](#) 1.3% of the teaching workforce are Black, Asian, Mixed or Other ethnicity.

The Black, Asian and Minority Ethnic learner population during the implementation of the proposal was 12%. The [Schools Census results from January 2025](#) show an increase to 15% Black, Asian and Minority Ethnic learners in Wales.

Current HESA data shows that 16% of enrolments for non ITE postgraduate courses in Wales were from Black, Asian and Minority Ethnic students compared to 6% of enrolments for ITE postgraduate courses in Wales from Black Asian and Minority Ethnic students.

Since the implementation of the proposal further research by the Children's Commissioner for Wales 2023 [Spotlight Report: 'Take it Seriously': Children's experiences of Racism within Secondary Schools](#) provides further evidence on the need to diversify the teaching workforce and improve all children's and young people's experiences in schools.

"Children stated that they would like to see more ethnically diverse teachers, who would better understand diverse ethnic cultures as well as relating more to their experiences of racism." (Children's Commissioner for Wales, 2023:31)

The United Nations Committee on the Elimination of Racial Discrimination advises in its 2024 report [Concluding observations on the combined twenty-fourth to twenty-sixth periodic reports of the United Kingdom of Great Britain and Northern Ireland](#) of its concerns regarding the "underrepresentation of teachers from ethnic minorities in the school system" recommending to "Take effective steps to increase the representation of teachers from ethnic minorities in the school system to reflect better the communities they serve."

Complaints and outcomes

As of 24th July 2025, there have been no complaints from ITE students regarding the scheme. ITE Partnerships are required to inform Welsh Government where complaints are made to them and where appropriate escalate these to WG to action (if appropriate). There has been one complaint from a potential ITE applicant on the scheme (via a team mailbox). There has been one complaint from a member of the public via the WG complaints process / mailbox and several queries via our incentives mailbox. 1 TO has been received. This does not encompass all the correspondence we have received about the scheme (which includes Fols and Senedd Questions / Correspondence) rather correspondence which directly expresses concerns about the policy from members of the public (both Welsh domicile and UK domicile where this information has been provided). All correspondence has been answered and as of 24th July no further responses have been received from these correspondents.

Recommendation

- **The scheme has not yet fulfilled its purpose and should be continued for a further year.**

The data sets we currently hold regarding the demographics of the teaching workforce continue to show that there is a lack of representation of teachers from Black, Asian and Minority Ethnic backgrounds in the workforce. They also show that Black, Asian and Minority Ethnic children and young people in Wales has increased. They also indicate that the proportion of enrolments that are from BAME students is lower for ITE postgraduate courses compared to non ITE postgraduate courses. However, an increase of 1% has been realised regarding the percentage of BAME student teachers since the 2021/22 data.

The scheme could be argued (alongside other initiatives to encourage and promote the teaching profession in Wales to Minority Ethnic individuals) to be working to its aim of increasing enrolments in ITE from this demographic shown via the HESA data. We are unable to parse the role and impact of the scheme however without a formal evaluation and research into the role of incentives into minority ethnic student teachers' decision making when applying for ITE programmes. Such research should be considered after several cohorts have gone through the scheme as this will provide a subject pool large enough to draw some conclusions on the scheme's impact. At present only three cohorts have been eligible for the incentive, and we do not at this time have a complete / near complete induction data for any cohort. A minimum of 5 cohorts achieving QTS / 4 cohorts working towards induction should be utilised to assess the scheme's impact. Further [research](#) into Wales' Priority Subject Incentive scheme is underway and expected to report in 2026. Analysis into the retention levels of teachers that received a priority subject incentive scheme grant payment over the last decade is also underway following a data sharing project with the EWC. This report is expected to be published Autumn 2025. Cardiff Metropolitan University are undertaking a second study on the recruitment and retention of minority ethnic teachers in Wales. It aims to assess the current situation, identify any progress made, and highlight ongoing challenges since the [original research commissioned by the Welsh Government in 2021](#).

- Findings from the research and reports must be considered regarding the future of this proposal (from AY27/28) alongside the other ITE incentive schemes on offer in Wales at that time.
- No changes to the scheme will be made nor been identified as required for AY2026/27.

The IIA has been reviewed and updated, and no new impacts have been identified. All existing impacts remain with appropriate mitigations in place where / as required.

Note that, part of this review is being withheld because it contains details about applicants to the scheme. The release of this information would not be legitimate under Article 6(1)(f) (UK General Data Protection Regulation (UK GDPR)), and as no other condition of Article 6 is deemed to apply, release of the information would not be lawful within the meaning of the first data protection principle (Article 5 of the UK GDPR). It has therefore been withheld under section 40 of the Freedom of Information Act. Section 40 is an absolute exemption and not subject to the public interest test.