



4 August 2026

Dear ,

ATISN 27194 FOI Request

Thank you for your request which I received on 8 July 2026.

Information requested

Ethnic Minority Initial Teacher Education (ITE) Incentive Scheme: Please provide the following information for each academic year since the scheme began, including 2022/23, 2023/24, 2024/25 and 2025/26 where available:

1. The total number of individuals who applied for, registered for, or were recorded as eligible for the Ethnic Minority ITE Incentive Scheme.
2. The total number of individuals who started an eligible ITE/PGCE course while registered for the scheme.
3. The total number of individuals registered for the scheme who withdrew from their ITE/PGCE course before completion.
4. The total number of individuals registered for the scheme who failed to complete their ITE/PGCE course or were not awarded QTS.
5. The total number of individuals registered for the scheme who successfully completed their ITE/PGCE course and were awarded QTS.

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.



6. The total number of individuals who received the first £2,500 payment following award of QTS.
7. The total number of individuals who completed induction in Wales.
8. The total number of individuals who received the second £2,500 payment following successful completion of induction in Wales.
9. The total annual budget allocated to the scheme.
10. The total annual amount actually paid out under the scheme.
11. The number of available ITE/PGCE places in Wales for each corresponding academic year.
12. Any internal evaluation, monitoring report, impact assessment, review, or briefing note held by Welsh Government that assesses:
 - a. completion rates among registered scheme participants;
 - b. withdrawal or non-completion rates among registered scheme participants;
 - c. whether the scheme has increased the number of ethnic minority teachers entering the Welsh teaching workforce;
 - d. whether the scheme has affected ITE recruitment, selection, or training-place capacity.

You also asked: If any of this information is not held centrally by Welsh Government, please confirm whether it is held by ITE Partnerships, the Education Workforce Council, or another body, and provide any information Welsh Government does hold.

Where exact figures are suppressed or rounded for disclosure control, please provide the closest publishable figures and explain the basis for any suppression or rounding.

I would prefer the information in electronic format, ideally as a table or spreadsheet.

Our Response

Some of the information you requested is enclosed.

1. Enquiries from students regarding their eligibility for the scheme are, in most cases, dealt with initially by their Initial Teacher Education (ITE) provider. Students who are assessed by their ITE provider as meeting the eligibility criteria may then submit an application to the Welsh Government.

The Welsh Government does not hold information on the number of students who enquire about their eligibility for the scheme. The Welsh Government only holds information on the number of applications received and the number registered on the scheme.

The figures below represent the number of applications received for each scheme year. They do not represent the number of individuals registered on the scheme. While the majority of applicants are subsequently registered, a small number of applications across the lifetime of the scheme have been assessed as ineligible and therefore did not result in registration.

The number of applications received for the Ethnic Minority ITE Incentive scheme, by registration year, is:	
2022–2023 (the scheme's first year)	42
2023–2024	61
2024–2025	43
2025–2026	90

2. One of the eligibility criteria for the scheme is that applicants must be undertaking an eligible ITE programme. All applicants to the scheme, (numbers provided in the question above) will have already started an eligible ITE programme when they applied. Scheme guidance, which includes all eligibility criteria, can be found here: <https://www.gov.wales/ethnic-minority-initial-teacher-education-ite-incentive-scheme-guidance-students>

3. and 4.

Information on the numbers who withdrew from their course, and the numbers who otherwise were not awarded QTS, by scheme registration year, is being withheld. This because used separately, and in combination, this information could identify registrants on this scheme, due to small numbers. 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. Full details of our application of this exemption is set out in Annex A.

However, we consider that we can provide this information grouped together, and as a total, for the scheme (2022-23 to 2025-26), as doing so reduces the risk of individuals being identified.

In total (scheme registration years 2022-23 to 2025-26), so far, **19** scheme registrants have not received their QTS instalment. Reasons for not doing so include withdrawal from their ITE programme, suspension of their studies (potentially to return to a future academic year) or they finished the programme without achieving QTS. Registrants who have suspended their studies and since returned to their course have not been included

in this figure. Note that information for the 2025-26 registration year is incomplete, as due to the stage of the academic year, claims for the first instalment (QTS instalment) are still being received.

5. and 6.

Scheme registrants will only be eligible for the first instalment of the incentive (QTS instalment, £2,500) if they have achieved QTS.

The number of Ethnic Minority ITE Incentive scheme registrants who achieved QTS and received the first instalment, by scheme registration year, is:	
2022–2023	36
2023–2024	52
2024–2025	33
2025–2026*	48

*Due to the current stage of the academic year, not all claims for this instalment have been made for the 2025-26 registration year.

7. and 8.

It is understood that you are asking for the number of scheme registrants who completed induction in Wales, and the number who received the second instalment (Induction instalment, £2,500).

Scheme registrants are eligible for the second instalment of the incentive if they complete induction within three years of award of QTS, and can claim that instalment up to a year after completing induction. The Welsh Government does not hold information on the number of scheme registrants who completed induction, but it does hold information on the number who received the second instalment (all of which will have completed induction).

The number of Ethnic Minority ITE Incentive scheme registrants who have received the second instalment, so far, by scheme year is:	
2022–2023	18
2023–2024	21
2024–2025	0
2025–2026	0

9. This is a demand-led scheme. Initial, indicative allocations for each registration year of the scheme are arrived at in advance of the start of each scheme year, by modelling estimated potential uptake. Where eventual uptake is lower than the indicative allocation, funding is re-distributed.

The total amount of funding initially allocated to each Ethnic Minority ITE Incentive scheme registration year is:	
2022–2023 (the scheme's first year)	£375,000
2023–2024	£250,000
2024–2025	£250,000
2025–2026	£375,000

10. Individuals registered on the scheme may receive up to two instalments: a first instalment upon achieving QTS and a second instalment upon successful completion of their induction period in a maintained school in Wales.

The total amount paid to Ethnic Minority ITE Incentive scheme recipients, by scheme registration year, is**:	
2022–2023	£135,000
2023–2024	£182,500
2024–2025	£82,500
2025–2026*	£120,000

*Due to the current stage of the academic year, not all claims for the first QTS instalment for the 2025-2026 registration year have been made.

**Scheme registrants are eligible for the second instalment of the incentive if they complete induction within three years of award of QTS, and can claim that instalment up to a year after completing induction. This means that second instalment claims are still being received, for potentially, all scheme years.

11. The Teacher Planning and Supply Model (TPSM) has successfully been in use since 2007/08 to ensure against over/undersupply of newly qualified teachers in maintained schools in Wales. The statistical model considers actual historical data and future projections including learner and teacher demographics alongside pupil teacher ratios.

The national desired student teacher intake for full-time ITE programmes which award QTS are:	
2022–2023	1,610
2023–2024	1,740
2024–2025	1,709
2025–2026	1,630

12.a and 12.b

We are unable to provide accurate completion, withdrawal or non-completion rates at this time. Scheme participants have up to three years to complete their induction and a further year to submit their claim. As a result, some participants may still be within the permitted completion and claim period. Information on scheme deadlines can be found at: <https://www.gov.wales/ethnic-minority-initial-teacher-education-incentive-scheme-claim-deadlines>

12.c The scheme was introduced in 2022 and has therefore been in operation for a relatively short period of time. As a result, it is currently too early to undertake a meaningful assessment of its longer-term effectiveness in its aim of increasing the number of ethnic minority teachers entering the teaching workforce in Wales.

A review of the scheme to support its implementation is undertaken annually and we attach the review for academic year 2026/27. Part of this review looks at the latest data available on the school workforce. It does not however attempt to draw any conclusions about the scheme's impact in this respect.

Note that, part of this review is being withheld because it contains details about applicants to the scheme. 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. Full details of our application of this exemption is set out in Annex A.

12.d The Welsh Government does not hold this information.

Teaching is a graduate profession in Wales. Financial incentives available are specifically targeted at those areas and subjects where recruitment into ITE is more challenging and there is an identified requirement for specific teachers in the school teaching workforce. Should a person be eligible for any of the ITE Incentive schemes this does not impact on:

- the statutory ITE entry requirements in Wales that all ITE applicants must meet, these include specific GCSEs and a degree
- ITE provider admissions judgements. It remains the case that admission decisions remain a matter for an ITE provider's own professional judgement
- the independent assessment decisions made by universities regarding student teachers achievement of an ITE qualification, and award of Qualified Teacher Status (QTS)
- the independent employment decisions made by local authorities and school governors regarding their teaching workforce.

Next steps

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex A

Freedom of Information Act 2000: Section 40(2)

The Freedom of information Act/Environmental Information Regulations provide a right for anyone to ask a public authority to make requested information available to the wider public. As the release of requested information is to the world, not just the requester, public authorities need to consider the effects of making the information freely available to everybody. Any personal interest the requester has for accessing the information cannot override those wider considerations.

Section 40(2) Personal data

Section 40(2) together with the conditions in section 40(3)(a)(i) or 40(3)(b) provides an absolute exemption if disclosure of the personal data would breach any of the data protection principles.

‘Personal data’ is defined in sections 3(2) and (3) of the Data Protection Act 1998 (‘the DPA 2018’) and means any information relating to an identified or identifiable living individual. An identifiable living individual is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual.

We have concluded that, in this instance, the information requested contains third party personal data.

Under Section 40(2) of the FOIA, personal data is exempt from release if disclosure would breach one of the data protection principles set out in Article 5 of the GDPR. We consider the principle being most relevant in this instance as being the first. This states that personal data must be:

“processed lawfully, fairly and in a transparent manner in relation to the data subject”

The lawful basis that is most relevant in relation to a request for information under the FOIA is Article 6(1)(f). This states:

“processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child”.

In considering the application of Article 6(1)(f) in the context of a request for information under FOIA it is necessary to consider the following three-part test:-

- **The Legitimate interest test:** Whether a legitimate interest is being pursued in the request for information;
- **The Necessity test:** Whether disclosure of the information/confirmation or denial that it is held is necessary to meet the legitimate interest in question;
- **The Balancing test:** Whether the above interests override the interests, fundamental rights and freedoms of the data subject.

Our consideration of these tests is set out below:

1. Legitimate interests

Is a legitimate interest is being pursued in the request for information?

Yes, in the sense there is a legitimate interest in understanding how public money is being spent, and whether schemes are value for money, by knowing whether registrants to the scheme end up achieving QTS and enter the teaching workforce.

2. Is disclosure necessary?

Is disclosure necessary to meet the legitimate interest in question?

[For information caught by questions 3. and 4.](#) – We consider that the correspondent will get an understanding of the number of registrants who do not achieve QTS from an all-years total. This is essentially the answer to question 4 as an all-years total. The answer to question 3 would not be provided but it is a sub-set of question 4. This would enable the correspondent to compare the numbers who applied for the scheme overall to the numbers who received the QTS instalment.

[For info caught by part 12.c](#) - The main part of the report that is being released provides information requested. The part withheld (about student ethnicities and course) does not provide the information requested (which is about the teaching workforce).

3. The balance between legitimate interests and the data subject's interests or fundamental rights and freedoms

Does the above interests override the interests, fundamental rights and freedoms of the data subject?

[For information caught by questions 3. and 4.](#) - We consider that the legitimate interest of the correspondent does not outweigh that of the data subject. This is because:

a. **Legitimate interest of correspondent:** An answer to question 3 and 4 is being provided which will answer the question in a different way (see details above).

b. **Data subject's interests/ rights:**

How likely is it that these individuals can be identified?

- If you were party to information about whether a student may not have achieved QTS or the reason why, you might be able to identify them. This information may not be publicly available, but a number of people may be able to access this information or know it - other students on the course, university staff, school placement school staff (in the ITE partnership) for instance.

If they were be identified, how would that breach their rights?

- GDPR requires more protection around special category data.

- Under Section 40(2) of the FOIA, personal data is exempt from release if disclosure would breach one of the data protection principles set out in Article 5 of the GDPR. In this case *“processed lawfully, fairly and in a transparent manner in relation to the data subject”*.
- We also have a duty to protect people from harm (Section 38, 1.a/b of FOIA and the DPA principles). These individuals may feel exposed to risk from some individuals in society who are opposed to the use of positive discrimination in the form of an Ethnic Minority ITE incentive. Black, Asian and ethnic minority individuals can already feel generally more unsafe, or at risk of being targeted because of their ethnicity, because of some attitudes and discourse in society, particularly in the current climate. A perceived sense of risk alone could damage mental health.
- Our privacy notice states that we share personal information with the Education Workforce Council and potentially fraud prevention agencies. It doesn't list anyone else.

12.c - We consider that the legitimate interest of the correspondent does not outweigh that of the data subject. This is because:

a. **Legitimate interest of correspondent:** The main part of the report that is being released provides information requested. The part withheld (about student ethnicities and course) does not provide the information requested (which is about the teaching workforce).

b. **Data subject's interests/ rights:** Same as for 3 and 4 above.

As release of the information would not be legitimate under Article 6(1)(f), 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. 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.