

Education and Lifelong Learning Committee

Information Note for Members

Teacher Training Incentive Scheme

Summary

1. The Welsh Assembly Government utilises powers available to the Assembly to pay grants by way of incentives for eligible persons to undergo a postgraduate initial teacher training course and by way of incentives for eligible persons to take up particular teaching posts for given minimum periods of time.
2. The 2005-06 academic year will be the sixth year these incentive grants have been offered. In previous years the detailed eligibility and other grant criteria, conditions, etc, were set out under written guidance issued to accredited providers of initial teacher training in Wales and to students on postgraduate courses.
3. However, these grants are now made under different legislation and recent legal advice has indicated that they now fall within the ambit of subordinate legislation and therefore should be subject to Standing Order 29 procedures.
4. Notification that this specific Teacher Training Incentive Scheme would need to be made under Standing Order 29 category legislation arose too late for it to be included in the normal list of forthcoming legislation that was submitted to the Education and Lifelong Learning Committee's last meeting. As the Committee's next meeting is not until 13 October, this Information Note is being issued.

Background

5. The incentives for eligible persons to undergo a postgraduate teacher training course (training grants) and for eligible persons to take up particular teaching posts (teaching grants) have been paid for many years. Prior to the 2004-05 academic year, these training and teaching grants were offered under the Teacher Training Incentive (Wales) Regulations 2000, which were made by the National Assembly for Wales using its powers under sections 50 and 63(3) of the Education (No. 2) Act 1986. The eligibility and other grant criteria, conditions, etc, were set out in guidance that was issued separately. The Education (No.2) Act 1986 was repealed by the Education Act 2005, with effect from 1 September 2005, and the Regulations have now lapsed.
6. Therefore, in the 2004-05 academic year these grants were paid using the National Assembly for Wales's powers under sections 14-17 of the Education Act 2002, in anticipation that the Regulations were to be repealed. As before, the detailed eligibility and other grant criteria, conditions, etc, were set out under written guidance issued to accredited providers of initial teacher training in Wales and to students on postgraduate courses.

7. However, recent legal advice has indicated that the detailed eligibility criteria constitute subordinate legislation and should, therefore, be the subject of a Scheme made under Standing Order 29 rather than being detailed in written guidance alone as previously.
8. This Scheme does not introduce new grants. It does not amend the eligibility or other grant criteria and does not introduce any new duties for the initial teacher training providers who deliver the training grants to the students. The Scheme merely places the eligibility and other criteria and grant conditions on a clearer statutory footing.
9. As the Scheme is non-contentious and there is a need to ensure the prompt payment of students, it is proposed to disapply the procedures under Standing Order 29.3(i) (consideration by the Subject Committee) and 29.3(ii) (consideration by the Legislation Committee) in this instance. However, because the Subject Committee have not previously been notified of this legislation, it is proposed that the Scheme will be considered in Plenary, under Standing Order 29.3(iii), on 11 October 2005 to give Members the opportunity to debate it. Subject to approval, the Scheme is due to come into force on 12 October 2005.

Details of the Scheme

10. The Welsh Assembly Government offers training and teaching incentives in specific areas in order to:
 - (a) help attract the best quality, highly committed graduate students to train and teach in Wales, particularly onto courses where there is or may be difficulty recruiting; and
 - (b) provide an incentive for those studying priority subjects at postgraduate secondary level to go on to teach those subjects.
11. The priority subjects at postgraduate secondary level may vary from year to year. For the 2005-06 Scheme they are defined as mathematics; science; modern foreign languages; technology (including: information technology, design and technology); English (including drama); and Welsh (as a second language).
12. The eligibility criteria and grant levels are detailed in the attached Scheme at paragraphs 4-13. Additional conditions are set out in paragraphs 14-19.

Financial Implications

13. There are no additional financial implications for the Assembly. Costs for the incentives themselves are provided for in the existing Teacher Recruitment and Training for Qualified Teacher Status Budget Expenditure Line for 2006-07 of £11m.

Jane Davidson AM

Minister for Education and Lifelong Learning
Gweinidog dros Addysg a Dysgu Gydol-Oes



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Cardiff Bay / Bae Caerdydd
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CF99 1NA

Our ref: MB/JD/1052/05

Your ref:

Peter Black AM
Chair
Education and Lifelong Learning Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

3 October 2005

Dear Peter,

Teacher Training Incentive Scheme

I am writing to enclose an information note for all members of the Education and Lifelong Learning Committee which gives the background to the attached draft Teacher Training Incentive Scheme that is going forward to plenary for consideration on 11 October. I am afraid that it has not been possible to announce this scheme earlier, or to include the Scheme before now in the list of proposed legislation.

Members will know that initial teacher training (ITT) incentives have been offered for several years now. I announced the value of the grants and the eligibility criteria for the 2005-06 academic year in a press notice in July 2004.

Previously, details of the eligibility criteria and other grant conditions would have been conveyed to the Welsh ITT providers (who disburse the grant on behalf of the Assembly) and to students in the form of written guidance issued by the Welsh Assembly Government. However, as indicated in the attached note, recent legal advice has indicated that the eligibility criteria and other conditions of the grants now fall within the ambit of subordinate legislation.

I should emphasise that this proposed Scheme does not introduce any new grants. It does not amend the eligibility or other grant criteria and does not introduce any new



duties for the initial teacher training providers who deliver the training grants to the students. It merely places the eligibility and other criteria and grant conditions on a clearer statutory footing under present legislation.

We are therefore bringing forward legislation under Standing Order 29 procedures to address this new requirement. However, we need to do this as soon as possible in order to avoid delaying the payment of these grants in the 2005-06 academic year to some 1,600 trainee teachers on eligible postgraduate ITT courses across Wales. The first payment is due in October and officials cannot issue guidance materials and claim forms to ITT providers until the Scheme is made under Standing Order 29 procedures.

Given the need to meet the reasonable expectations of PGCE students to these grants in October – and in the light of the unforeseen requirement for this legislation and the fact that this Scheme does not alter the nature of this well established grant programme – it is proposed to disapply the requirements of Standing Order 29.3 (i) and (ii) but to provide opportunity for consideration in Plenary.

I hope this letter and the attached information note provides sufficient background and reassurance on this matter. I will of course be happy to provide any additional clarification at the next meeting of the ELL Committee.

We will aim to make sure next year that information will come to Committee in advance of the plenary vote.

A handwritten signature in black ink, reading "Jane Davidson". The signature is written in a cursive style with a large, looping initial "J".

Jane Davidson AM
Minister for Education and Lifelong Learning

TEACHER TRAINING INCENTIVE SCHEME

Summary

The National Assembly for Wales has 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. This Teacher Training Incentive Scheme (“the Scheme”) is made in the exercise of those powers.

The Scheme makes provision for the Assembly to pay grants by way of incentives for eligible persons to undergo a post-graduate teacher training course and by way of incentives for eligible persons to take up particular teaching posts for given minimum periods of time.

The Scheme will take effect from [date] October 2005.

Separate guidance is issued by the Welsh Assembly Government, and those exercising any function under the Scheme must have regard to that guidance.

Interpretation

Except where the context otherwise requires, for the purpose of the Scheme –

“Welsh Assembly Government” means the executive arm of the National Assembly for Wales, which comprises members of the Assembly Cabinet and staff working to them, by whom functions of the National Assembly for Wales are exercisable

“accredited institution” means an institution accredited by the Higher Education Funding Council for Wales as a provider of courses satisfying such provisions as to curricula and other criteria as may be specified from time to time by the National Assembly for Wales

“maintained school” means a community, foundation or voluntary school or a community or foundation special school within the meaning of the School Standards and Framework Act 1998

“postgraduate teacher training course” means a full-time or part-time postgraduate course of initial training for teachers which -

- (a) is provided at an accredited institution in Wales; and
- (b) leads to a person who completes it successfully becoming a qualified teacher

“qualified teacher” 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” (the Regulations currently in force being the Education (School Teachers’ Qualifications) (Wales) Regulations 2004, SI 2004/1729).

TEACHER TRAINING INCENTIVE SCHEME

Incentive grants

1. The Welsh Assembly Government may pay grants under this paragraph (“training grants”) by way of incentives for eligible persons as defined in paragraphs 4-7 to undergo a postgraduate teacher training course.
2. The Welsh Assembly Government may pay grants under this paragraph (“teaching grants”) by way of incentives for eligible persons as defined in paragraphs 8-13 to take up particular teaching posts for given minimum periods of time.
3. Grants made available under this Scheme are subject to the conditions set out in paragraphs 14-19.

Eligibility for training grants

4. To be eligible for a training grant, a person must:-
 - (a) be undertaking training on a postgraduate initial teacher training course in Wales;
 - (b) meet the requirements for “eligible students” under regulations made under section 22 of the Teaching and Higher Education Act 1998;
 - (c) subject to paragraph 5, not be a qualified teacher who has gained that status less than 25 years previous to the date of starting training on a postgraduate initial teacher training course in Wales;
 - (d) not be employed to teach at any school or other education institution in a capacity other than as a qualified teacher;
 - (e) not be a participant in training organised under an Employment Based Teacher Training Scheme made under Regulation 8 of the Education (School Teachers’ Qualifications) (Wales) Regulations 2004; and
 - (f) not be undertaking a further education course of any kind.
5. If in the opinion of the Welsh Assembly Government a person who had become a qualified teacher less than 25 years previous to the date of starting training on a postgraduate initial teacher training course in Wales had obtained a type of degree or qualification such that maintained schools would be unlikely to offer employment without successfully completing a postgraduate initial teacher training course in Wales, the criteria in paragraph 5(c) shall not apply.
6. To be eligible for a training grant of up to £7,000, a person must be undertaking training on a postgraduate teacher training course which commenced after 1st September 2005, studying mathematics or science subjects at secondary level.
7. To be eligible for a training grant of up to £6,000, a person must be undertaking training on a postgraduate teacher training course, other than on a mathematics or science course at secondary level.

Eligibility for teaching grants

8. To be eligible for a teaching grant of up to £5,000, a person must have trained on a postgraduate teacher training course which commenced after 1st September 2005, studying mathematics or science subjects at secondary level as their only or main subject, and must meet the criteria set out in paragraphs 10-12.

9. To be eligible for a teaching grant of up to £4,000, a person must have trained on a postgraduate teacher training course which commenced after 1st September 2005, studying any of the following subjects at secondary level as their only or main subject:-

- (a) any modern foreign language;
- (b) technology (including information technology, design and technology)
- (c) English (including drama);
- (d) Welsh (when studied as a second language);

and must meet the criteria set out in paragraphs 10-12.

10. If a person meets the eligibility criteria described in paragraphs 8 or 9, in order to be eligible for a teaching grant a person must have:-

- (a) received a training grant, or received the full amount of any instalments of grant payable in respect of the period when he or she was undergoing the postgraduate teacher training course under any arrangements applying in England which the Welsh Assembly Government is satisfied correspond to those made in respect of training grants in pursuance of this Scheme; and
- (b) successfully completed the postgraduate teacher training course; and
- (c) successfully completed any Induction period in Wales or England required under regulations made under the Education Act 2002 which are in force at the time; and
- (d) subject to paragraph 15, within 12 months of successfully completing their Induction period, secured employment in and started teaching in a relevant post.

11. For the purposes of paragraph 10, a “relevant post” is:-

- (a) a post in a maintained secondary school or a non-maintained special school in Wales; and is
- (b) a permanent post or one on a single fixed term contract with the school or local education authority of at least four months’ duration, full or part-time; and is
- (c) a post teaching (either only or mainly) a subject in which the teacher successfully completed the postgraduate teacher training course and received a training grant.

12. The 12 month period in paragraph 10(d) will be varied in the following circumstances:-

- (a) if a person does not work because of pregnancy the 12 month period between successfully completing the induction period and taking up a relevant post will be extended to two years;
- (b) if a person is certified by a doctor as medically unfit to work as a teacher, the 12 month period between successfully completing the induction period and taking up a relevant post will be extended for the period during which they are so certified; and
- (c) if someone is caring for a dependent on a full-time basis, the 12 month period between successfully completing the induction period and taking up a relevant post will be extended to two years.

13. In paragraphs 8-11, “postgraduate teacher training course” means a full-time or part-time postgraduate course of initial training for teachers which is provided at an accredited institution in Wales or England and which leads to a person who completes it successfully becoming a qualified teacher.

Conditions

14. No grant will be paid under paragraphs 1 and 2 to a person unless he or she has made an application to the Welsh Assembly Government in such form, at such time and containing such particulars as the Welsh Assembly Government may determine.

15. The Welsh Assembly Government may at its discretion not pay a grant under paragraph 1 to students accepted onto a postgraduate teacher training course after the intake target for that course, as notified by the Higher Education Funding Council for Wales, has been reached.

16. 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 an amount of grant proportionate to the time in periods of whole months that he or she is on the training course.

17. A person who is otherwise eligible to receive a training grant and has also received a training grant of any amount prior to 1st September 2005, or received any amount of any grant payable in respect of a period when he or she was undergoing a postgraduate teacher training course under any arrangements applying in England which the Welsh Assembly Government is satisfied correspond to those made in respect of training grants in pursuance of this Scheme, will only be entitled to a training grant which is reduced by the amount of any previous grant received.

18. In paragraph 16, “postgraduate teacher training course” means a full-time or part-time postgraduate course of initial training for teachers which is provided at an accredited institution in England and which leads to a person who completes it successfully becoming a qualified teacher.

19. 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 only be entitled to a training grant

which is reduced by the amount of any previous grant received under those regulations.

20. The Welsh Assembly Government may require any grant paid in pursuance of paragraphs 1 and 2 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 Assembly Government in relation to a subsequent instalment; or
- (b) it provides for repayment of grant where the recipient has provided in, or in connection with, his or her application for grant information which is false or materially misleading
- (c) there was firm evidence that they had never intended to complete the course or, having completed it, to enter teaching.

Payment of grant

21. Grants under paragraphs 1 and 2 may be paid in a lump sum or in such instalments and at such times as the Welsh Assembly Government may determine, and the Welsh Assembly Government may in particular determine that instalments may be payable on dates which are after the person has taken up a teaching post as a qualified teacher.

22. In the case of any grant payable under paragraph 1 while a person is undergoing a postgraduate teacher training course, the Welsh Assembly Government may provide funds to an accredited institution for payment to that person at such times as it may direct.

23. Grants may be payable under this Scheme where the recipient qualified for a grant under the provisions of the Teacher Training Incentive (Wales) Regulations 2000, at any time before the revocation of those Regulations on 1st September 2005. These regulations were enacted under the Education (No.2) Act 1986, repealed by the Education Act 2005 with effect from 1st September 2005.

Administration

24. The Welsh Assembly Government may provide accredited institutions which receive funds under paragraph 22 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.

Signed

JANE DAVIDSON, AM
MINISTER FOR EDUCATION AND LIFELONG LEARNING