



Llywodraeth Cymru  
Welsh Government

# Teacher training incentives in Wales – academic year 2020/21

## Information

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# Teacher training incentives in Wales – academic year 2020/21

## **Audience**

Students on initial teacher education (ITE) courses in Wales excluding students on the salaried PGCE and Post Compulsory Education and Training PGCE courses. ITE providers and other interested parties.

## **Overview**

This document provides information on teacher training incentives available in the 2020/2021 academic year. It outlines grant eligibility, funding availability and administration process including payment and deferrals/withdrawals.

## **Action required**

All ITE students intending to claim a Teaching training incentive must read this information document along with its annexes.

## **Further information**

Enquiries about this document should be directed to:

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# 1. Overview

- 1.1 The Welsh Ministers have powers under sections 14–17 of the Education Act 2002 to provide financial assistance for the promotion of the recruitment or retention of teachers or non-teaching staff.
- 1.2 The Teacher Training Incentive Scheme 2020 (2020 No. WG20-005) (“the Scheme”) was made by the Welsh Ministers in the exercise of their powers on 18 February 2020. A copy of the Scheme is attached at Annex A to this guidance.
- 1.3 The Scheme makes provision for the Welsh Ministers to pay grants by way of incentives to eligible persons to undertake a postgraduate initial teacher education (ITE) course in specified subjects. The Scheme comes into effect on 1 September 2020 for the 2020/21 academic year and applies in relation to Wales.
- 1.4 This non-statutory information guide in relation to teacher training incentives is issued by the Welsh Ministers under section 10 of the Education Act 1996; it is referred to in paragraph 3 of the Scheme. This information guide has been prepared to assist students and accredited ITE providers exercising any function under the Scheme. It outlines what funding is available, grant eligibility and how payments will be made. It does not cover every aspect; full information on eligibility and conditions are set out in the Scheme, which should be read alongside this information guide for confirmation of grant availability.
- 1.5 The scheme comes into effect on 1 September 2020. This information guide relates to students in Wales who, between 1 September 2020 and 31 August 2021, start ITE courses leading to Qualified Teacher Status (QTS) in specified subjects. All ITE programmes leading to QTS must be accredited by the Education Workforce Council’s (EWC) Teacher Education Accreditation Board<sup>1</sup>.
- 1.6 This information guide does not cover incentives offered on courses which enable individuals to teach in the Post Compulsory Education and Training Sector (PGCE PCET).

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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

## 2. Teacher Training Incentives – academic year 2020/2021

- 2.1 Teacher training incentives are grants available to eligible persons who undertake a postgraduate ITE course in Wales (“incentive grants”) that lead to Qualified Teacher Status (QTS). Teacher training incentive grants are in place to attract individuals to train to enter and remain in the teaching profession and should not be considered as part of a student finance package.
- 2.2 References in this guidance to postgraduate or PGCE ITE courses include the following qualifications – Postgraduate Certificate in Education, Professional Graduate Certificate in Education and Postgraduate Diploma in Education.
- 2.3 No incentive grant will be paid to a person undertaking any Employment Based Teacher Training Scheme including the Salaried PGCE.
- 2.4 No incentive grant will be paid to a person unless they have made an application by completing relevant forms through their ITE provider. These forms contain such information as the Welsh Ministers require to administer and evaluate the scheme.
- 2.5 Table A & B (page 4) shows the incentive grant amount available dependent on subject/phase and qualification level for the 2020/2021 academic year. Subject to eligibility, incentive grants for postgraduate ITE courses in Wales are available for students who:
- (i) are studying wholly or mainly one or more of the subjects or phases listed in table A or B; and
  - (ii) hold at entry to the postgraduate ITE course a degree or equivalent qualification awarded by a United Kingdom institution, or an equivalent degree or other qualification awarded by a foreign institution, of a classification specified in table A or B.
- 2.6 For eligible persons starting on postgraduate primary courses in academic year 2020/21 there will be an additional £3,000. To be eligible to receive the supplement students will hold in addition to the degree classification shown in table B a degree subject specialism in English, Welsh, Mathematics, or core science. This supplement is an additional payment in order to support subject specialisms in primary school core subjects.
- 2.7 The degree or equivalent qualification specified in table A or B is not required to be in the same subject as that undertaken on the postgraduate ITE course listed.

**Table A - Incentive eligibility and amount available to teach in the secondary sector**

<b>Incentive grant amount</b>	<b>Subject</b>	<b>Degree qualification classification</b>
£20,000	Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or computer science	1 <sup>st</sup> and/or PhD/Masters
£15,000	Postgraduate secondary courses in Modern Foreign Languages	1 <sup>st</sup> and/or PhD/Masters
£10,000	Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or computer science	2.1
£6,000	Postgraduate secondary courses in modern foreign languages	2.1
£6,000	Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or computer science	2.2
£3,000	Postgraduate secondary courses in design & technology, English, biology, history, religious education, art, physical education, music, drama, business studies, outdoor studies, general science or geography	1 <sup>st</sup> and/or PhD/Masters

*Note: The degree or equivalent qualification classification specified above is not required to be in the same subject as that undertaken on the postgraduate ITE course.*

**Table B - Incentive eligibility and amount available to teach in the primary sector**

<b>Incentive grant amount</b>	<b>Subject or Phase</b>	<b>Degree qualification classification</b>
£3,000	Postgraduate primary courses	1 <sup>st</sup> and/or PhD/Masters
Additional Supplement of £3,000	Postgraduate primary courses where the prior degree achieved has a subject specialism of English, Welsh, Mathematics or core science	1 <sup>st</sup> and/or PhD/Masters

**Table A & B Note:** *For the purposes of the qualification classification, honorary degrees of any sort are not recognised as academic qualifications.*

### 3. Grant Eligibility and Administration

3.1 The incentive grants are available to eligible persons starting appropriate postgraduate ITE courses in Wales for the academic year 2020/2021<sup>2</sup>. The course programme must be accredited by the EWC, must lead to Qualified Teacher Status and be run by a provider of an ITE. The incentive grants are available for both full-time and part-time courses, excluding salaried PGCE and PGCE PCET.

3.2 The Welsh Ministers have discretion not to pay an incentive grant to students who have been accepted onto an accredited ITE course after the intake target for that course has been reached (as notified by EWC). Students should seek confirmation from their ITE provider that they are not affected by this.

3.3 To be eligible for an incentive grant, a person must:

- (i) meet the degree qualification classifications specified in table A or table B;
- (ii) be undertaking training on an accredited ITE course in Wales leading to Qualified Teacher Status;
- (iii) be an eligible student 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>3</sup>;
- (iv) not already be a qualified teacher;
- (v) not be employed to teach at a school or other institution as a teacher;
- (vi) not be a participant in training organised under an employment-based teacher training scheme, including the Salaried PGCE; and
- (vii) not be undertaking a further education course of any kind.

#### What grants should be paid and when payments should be made

3.4 For full time courses the incentive grants will be paid termly in three instalments in respect of the period October to June. The amounts are shown in table C (page 6). For part time courses, the incentive grant will be paid termly over 6 instalments over two academic years. The amounts are shown in table D (page 6). All payments will be payable in or around the last week of each month that a payment is stipulated. Save for the month of December where payment may be made early.

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<sup>2</sup> An academic year runs from 1 September to 31 August. If an ITE provider required students to attend a school before the ITE course began formally, provided that the course itself formally started after 31 August 2020, attending the school would not render the student ineligible for the training grant.

<sup>3</sup> The Regulations which currently apply the provision of support to students in relation to the academic year running from 1 September 2018 to 31 August 2019 are the Education (Student Support) (Wales) Regulations 2018 (SI 2018 No. 191 (W. 42)). These regulations will remain extant for academic year 2020/21.

3.5 The payments should be made to students in the last week of each month<sup>4</sup> they are due. It is for providers to decide the exact dates of payment.

3.6 Payments should only be made to those students who are attending the course on the date of payment. If any student has withdrawn or deferred (suspended) a course prior to the payment date, payment should not be made. Section 3.14 refers.

**Table C – Full time incentive grant payment table**

Incentive grant amount	Autumn payment to be paid in December	Spring payment to be paid in March	Summer and final payment to be paid in June
£20,000	£5,000	£5,000	£10,000
£15,000	£3,750	£3,750	£7,500
£10,000	£2,500	£2,500	£5,000
£6,000	£1,500	£1,500	£3,000
£3,000	£750	£750	£1,500

**Table D – Part time Incentive grant payment table:**

Incentive grant amount	Year 1			Year 2		
	Autumn payment to be paid in December	Spring payment to be paid in March	Summer and final payment to be paid in June	Autumn payment to be paid in December	Spring payment to be paid in March	Summer and final payment to be paid in June
£20,000	£2,500	£2,500	£5,000	£2,500	£2,500	£5,000
£15,000	£1,875	£1,875	£3,750	£1,875	£1,875	£3,750
£10,000	£1,250	£1,250	£2,500	£1,250	£1,250	£2,500
£6,000	£750	£750	£1,500	£750	£750	£1,500
£3,000	£375	£375	£750	£375	£375	£750

## How the training grants will be paid

3.7 Eligible students will receive the grant payments from their ITE providers. (Tables A and B on page 4, sets out eligibility criteria).

3.8 For those eligible to the additional supplement, payments will be made alongside the main incentive grant payable.

3.9 All eligible students undertaking a postgraduate ITE course are required to sign a declaration form to enable incentive grants to be paid. The ITE provider will be responsible for obtaining the signed declarations; this will usually take place at the

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<sup>4</sup> The “last week” of a month means the week which includes the last working day of the month. The “last week” in June will be the week which includes the last working day of June or, if earlier, the week the course finishes.

start of a course. ITE providers will share all declarations with Welsh Government in a secure manner.

- 3.10 It should be noted that the declaration form as described in section 3.9 asks the student to confirm that they have read and understood this guidance information. If this confirmation is not made and shared with Welsh Government grant payment cannot be made.

## **Deferment (suspension), withdrawal and resumptions**

- 3.11 Where an eligible person has received an incentive grant in full or part under any previous scheme in Wales, the instalments of this incentive grant will be reduced by the amount of previous payments received. Eligible students are only entitled to the maximum of the incentive grant value as indicated under table A & B. This also applies to grants received 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.
- 3.12 If a student defers (suspends) their studies during a term, they will not be eligible to receive that termly payment. However, if a student resumes their studies within the same academic year, they will be entitled to receive the missed terms payment, up to the maximum amount of the incentive. Under these circumstances payment will be made on completion of and in addition to the following terms payment.
- 3.13 Where a student resumes an ITE course in a different academic year to when they initially started or deferred, payments will be continue to be made at the same rate (if any) which applied in the academic year the student's studies initially started, unless the Welsh Ministers agree otherwise in writing.
- 3.14 Individuals who withdraw from a course before its completion and are eligible for an incentive grant, will only be entitled to the termly payment(s), where they have completed the term in full.

## **Recovery of incentive grants paid**

- 3.15 The Welsh Ministers have powers to recover incentive grants paid, in whole or in part. They have discretion about whether to exercise those powers and will consider all cases on their merits.
- 3.16 These powers may be exercised by the Welsh Ministers where:
- (a) after receiving any instalment of an incentive grant, the recipient fails to meet any eligibility criteria adopted by the Welsh Government and set out in the schedule or information guide in relation to a subsequent instalment; or
  - (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; or there is firm evidence that the recipient had never intended to complete the course or, having completed it, to enter teaching.

## 4. Frequently asked questions

### Is the incentive grant taxable?

4.1 Her Majesty's Revenue and Customs (HMRC) is a non-ministerial department of the UK Government responsible for the collection of taxes. Incentive grants are not normally taxable for full-time students, however, students should seek advice from HMRC on their individual circumstances.

### What will be the effect of the incentive grant on other student support?

4.2 An incentive grant is not considered part of your income for student finance provisions based on household income. Therefore they should not be included when working out your taxable unearned income, however students should seek advice from their student finance provider on their individual circumstances.

### What will be the effect of the incentive grant on benefits?

4.3 The Department for Work and Pensions is a UK Government department responsible for welfare and pension policy, you should seek advice from them on your individual circumstances.

### Will the incentive grant trigger student loan repayments?

4.4 No, not if you are undertaking a full time course. However, if you are undertaking a part-time course, your liability will depend on whether you are also earning a salary (through work not related to ITE) that is high enough to trigger student loan repayments.

Loan repayments may be triggered when you have completed your courses, gained QTS and are earning a salary as a teacher.

### Will I be entitled to the Iaith Athrawon Yfory incentive grant?

4.5 Eligibility to the incentive grants under this scheme does not impact your eligibility for the Iaith Athrawon Yfory incentive grant. It is possible to receive grant funding under both incentive schemes. Further information on the Iaith Athrawon Yfory incentive scheme can be found at [www.gov.wales](http://www.gov.wales)

### Further questions?

If you have a question related to or not covered in this information guide, please contact [ITEIncentives@gov.wales](mailto:ITEIncentives@gov.wales)

# **Annex A: The Teacher Training Incentive Scheme 2020**

## **Education Wales 2020 No. WG20-005.**

### **Background**

1. The Welsh Ministers have powers to provide financial assistance under sections 14-17 of the Education Act 2002 for or in connection with the promotion of the recruitment or retention of teachers or non-teaching staff and the remuneration of, or provision of other benefits to, teachers or non-teaching staff. The Teacher Training Incentive Scheme 2020 (“this Scheme”) is made in the exercise of those powers.
  
2. This Scheme comes into effect on 1 September 2020 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2019 (2019 No: 2) (“the 2019 Scheme”) in respect of those whose training programme commences on or after 1 September 2019 but prior to 1 September 2020. The Provisions of the 2020 scheme will continue to apply to all previous Schemes that commenced prior to 1 September 2020.
  - I. 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.
  - II. 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.
  - III. The provisions of the 2017 Scheme will continue to apply to those whose programme commenced on or after 1 September 2017 but prior to 1 September 2018.
  - IV. The provisions of the 2016 Scheme will continue to apply to those whose programme commenced on or after 1 September 2016 but prior to 1 September 2017.
  - V. The provisions of the 2015 Scheme will continue to apply to those whose training programme commenced on or after 1 September 2015 but prior to 1 September 2016.
  - VI. The provisions of the Teacher Training Incentive Scheme 2014 (2014 No: 7) will continue to apply to those whose training programme commenced on or after 1 September 2014 but prior to 1 September 2015.
  - VII. The provisions of the Teacher Training Incentive Scheme 2013 (2013 No: 53) will continue to apply to those whose training programme commenced on or after 1 September 2013 but prior to 1 September 2014.
  - VIII. The provisions of the Teacher Training Incentive Scheme 2012 (2012 No:24) will continue to apply to those whose teacher training programme commenced on or after 1 September 2012 but prior to 1 September 2013.
  - IX. The provisions of the Teacher Training Incentive Scheme 2011 (2011 No: 19) will continue to apply to those whose teacher training commenced on or after 1 September 2011 but prior to 1 September 2012.
  - X. The provisions of the Teacher Training Incentive Scheme 2010 (2010 No: 27) will continue to apply to those whose teacher training commenced on or after 1 September 2010 but prior to 1 September 2011.
  - XI. The provisions of The Teacher Training Incentive Scheme 2006 (2006 No: 60) as amended by The Teacher Training Incentive Scheme (Amendment) 2008 (2008 No: 34) will continue to apply to those whose training programme commenced prior to 1 September 2010.
  
3. The Welsh Ministers may issue non-statutory guidance on this Scheme under section 10 of the Education Act 1996 to assist students and providers of accredited ITE programmes who exercise any function under this Scheme.

## Summary of this Scheme

4. 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 a postgraduate teacher training course to gain Qualified Teacher Status in Wales in specified subjects.

## Interpretation

5. 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 includes the salaried PGCE (*TAR cyflogedig*);

“qualified teacher” (*“athro cymwysedig neu athrawes gymwysedig”*) 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”<sup>2</sup> made under that section;

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

## Incentive grants

6. The Welsh Ministers may pay grants under this paragraph (“incentive grants”) by way of incentives to persons who satisfy the requirements of paragraphs 8 and 9.
7. Grants made available under this Scheme are subject to the conditions set out in paragraphs 12 to 17.

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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)).

## Eligibility for training grants

8. To be eligible for an incentive grant, a person must:-

- (a) be undertaking a postgraduate teacher training course in Wales which commenced on or after 1 September 2020 but prior to 1 September 2021;
- (b) be an eligible student 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>3</sup>;
- (c) not already be a qualified teacher;
- (d) not be employed to teach at a school or other institution as a teacher;
- (e) not be a participant in training organised under an employment-based teacher training scheme, including the Salaried PGCE; and
- (f) not be undertaking a further education course of any kind.

9. To be eligible for an incentive grant up to one of the amounts listed in table A or B, a person must:-

- (a) be studying wholly or mainly one or more of the subjects or phases listed in table A or B; and
- (b) hold at entry to the postgraduate teacher training course 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 classification specified in table A or B. The first degree or equivalent qualification is not required to be in the same subject as that undertaken on the postgraduate teacher training course.

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<sup>3</sup> The Regulations which currently apply the provision of support to students in relation to the academic year running from 1 September 2018 to 31 August 2019 are the Education (Student Support) (Wales) Regulations 2018 (SI 2018 No. 191 (W. 42)). These Regulations will remain extant for academic year 2020/21.

10. Tables A and B as referred to in paragraph 9 are as follows:-

<b>Table A</b>	Secondary Sector	
<b>Training grant amount</b>	<b>Subject or Phase</b>	<b>First degree qualification classification</b>
£20,000	Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or ICT (computer sciences)	1 <sup>st</sup> and or PhD/Masters
£15,000	Postgraduate secondary courses in modern foreign languages	1 <sup>st</sup> and or PhD/Masters
£10,000	Postgraduate secondary courses in mathematics, physics, chemistry, Welsh, or ICT (computer sciences)	2.1
£6,000	Postgraduate secondary courses in modern foreign languages	2.1
£6,000	Postgraduate secondary courses in mathematics, physics, chemistry, Welsh or ICT (computer sciences)	2.2
£3,000	Postgraduate secondary courses in design & technology, English, biology, history, religious education, art, physical education, music, drama, business studies, outdoor studies, general science or geography	1 <sup>st</sup> and or PhD/Masters

<b>Table B</b>	Primary sector	
<b>Incentive grant amount</b>	<b>Subject or Phase</b>	<b>Degree qualification classification</b>
£3,000	Postgraduate primary courses	1 <sup>st</sup> and/or PhD/Masters
Additional Supplement of £3,000	Postgraduate primary courses with a degree subject specialism of English, Welsh, Mathematics or core science	1 <sup>st</sup> and/or PhD/Masters

11. For persons starting on postgraduate primary courses in academic year 2020/21 there will be an additional £3,000 supplement awarded to eligible primary trainees. To be eligible to receive the supplement students will hold in addition a 1<sup>st</sup> class degree classification and or Masters / PhD in the subject specialism of English, Welsh, mathematics or Core Science. This is in order to raise the standards of literacy and numeracy and support sciences in primary schools.

## **Conditions**

12. No grant will be paid under paragraph 6 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 determine.
13. The Welsh Ministers may at their discretion not pay an incentive grant to persons accepted onto a postgraduate teacher training course after the intake target for that course has been reached (as notified by the Education Workforce Council).
14. A person who is eligible for an incentive grant and joins a postgraduate teacher training course which is already underway, or leaves a course before its completion, will only be entitled to the amount of grant as is due and payable during the time that he or she is on the training course (in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time).
15. Incentive grants for students resuming a course where entry has been deferred (suspended) from a previous academic year will continue to be paid at the incentive grant rate (if any) which applied in the academic year that studies initially started, unless the Welsh Ministers agree otherwise in writing.
16. Eligible students are entitled to receive the maximum of one academic year's incentive grant (prorated for part time students). Where an eligible person has received, in either full or in part, an incentive grant or any grant payable under any previous scheme arrangements, prior to 1 September 2020, will only be entitled to an incentive grant that is reduced by the number of previous instalments received under those other grants. This also applies to grants received 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.
17. Payments for students who withdraw from a course may not be made (in accordance with any guidance and payment schedule produced by the Welsh Ministers from time to time).
18. The Welsh Ministers may require any grant paid in pursuance of paragraph 6 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 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 firm evidence that the recipient had never intended to complete the course or, having completed it, to enter teaching.

## **Payment of grant**

19. Incentive grants under paragraph 6 may be paid in a lump sum or in such instalments and at such times as the Welsh Ministers may determine. The Welsh Ministers will provide funds to an institution which provides an accredited postgraduate teacher training programme at such times as the Welsh Ministers may determine for payment to a person on a postgraduate teacher training course at such times as the Welsh Ministers may direct.

20. The additional supplement to be awarded to eligible students on postgraduate primary courses with a degree subject specialism of English, Welsh, mathematics or Core Science and where the student holds a 1<sup>st</sup> class degree classification and or Masters / PhD. This will be paid alongside the main incentive grant payable to eligible postgraduate primary students as outlined in table B.

**Administration**

21. The Welsh Ministers may provide institutions providing accredited postgraduate teacher training programmes that receive funds under paragraph 18 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. The institutions will be required as part of any grant funding to have regard to any guidance issued by the Welsh Ministers (referred to in paragraph 3).

Signed on behalf of the Welsh Ministers

A handwritten signature in black ink, appearing to read 'Kirsty Williams', is written on a light-colored background.

**Kirsty Williams AM**  
Minister for Education  
Dated 18 February 2020

## Annex B: Privacy Notice



Llywodraeth Cymru  
Welsh Government

### Privacy Notice – Welsh Government For recipients of Teacher Training Incentives - academic year 2020/21

In accordance with General Data Protection Regulation (GDPR) which came into force on 25 May 2018, this notice sets out what the Welsh Government does with the Teacher Training Incentive Scheme related information that it receives.

The information in this notice will be kept under review to incorporate any further changes communicated by the Information Commissioner's Office.

#### 1. Background

The Welsh Government provides a wide range of grant schemes to help deliver our policies and create a fairer, more prosperous Wales. Welsh Government will receive information on the individuals participating in the **Teacher Training Incentive Scheme in Wales**.

Upon receipt of the information given on the claim application form, the Welsh Government becomes the data controller.

#### 2. What information is received by Welsh Government?

Personal information that will be collected and held includes:

- ✓ Some personal information about you, such as:
  - Name
  - ITE course and provider
  - Student Number
  - Teacher Number
  - Degree subject, degree classification and awarding university
  - Incentive amount

#### 3. What is Welsh Government doing with your information?

The Welsh Government is the 'data controller' for any personal data provided in relation to the grant/claim application or request for grant funding, submitted by your university/ITE course provider.

In our remit as the data controller, the Welsh Government uses the information received for the below purposes. These purposes are necessary and in accordance with GDPR Article

6(1)(e) where processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the Controller:-

a. For Incentive Scheme purposes:-

- ✓ To inform, influence and improve policies in relation to undergraduate and postgraduate ITE programmes in Wales
- ✓ To help monitor and target funding effectively

b. For Funding purposes (carried out in a way to ensure you are eligible for the Training Grant and accurate information is received to make payment):-

- ✓ The data above will be used to assess your eligibility for funding
- ✓ The data will be used to undertake checks for the purposes of preventing fraud and money laundering
- ✓ The data will be used to check your identity
- ✓ The data will be used to help monitor and target funding effectively

c. Statistical and research purposes:

- ✓ to inform, influence and improve education policy including our Incentive Schemes;
- ✓ to monitor and target funding effectively;
- ✓ to monitor the performance of the Incentive Schemes as a whole;
- ✓ to link with other Welsh Government and appropriate Third Party datasets, to inform wider education policies

#### **4. Who does Welsh Government share your information with?**

Information held by the Welsh Government about you may be shared and linked to other datasets where the law allows or with a 3<sup>rd</sup> party supplier who has been contracted to act on Welsh Government behalf.

Persons or Organisations Welsh Government share your personal information with:

- ✓ Fraud prevention agencies
- ✓ Education Workforce Council
- ✓ Third Parties contracted to undertake approved research on behalf of Welsh Government

Welsh Government will only provide data for a specific purpose and for a limited time period, after which the organisation must confirm that it has been destroyed.

#### **5. How long will we keep this data?**

Your information will be kept by the Welsh Government for a maximum of 7 years after the date of which all conditions relating to the grant award have been met and all payments have been made. Following that period the data will be anonymised in line with best practices and used only for statistical and research purposes.

## 6. Your rights under the GDPR

You have the right to:

- ✓ Have access to the personal data that Welsh Government are processing about you;
- ✓ Require Welsh Government to rectify inaccuracies in that data;
- ✓ The right (in some circumstances) to object to processing on grounds relating to your particular situation;
- ✓ The right to restrict processing (in some circumstances);
- ✓ Lodge a complaint with the Information Commissioner who is the independent regulator for data protection.

For further information about the information which Welsh Governments holds and its use, or if you wish to exercise your rights under the GDPR, please contact Welsh Government. Alternative contact is the Information Commissioner's Office. Details below:

	<b><i>Initial Teacher Education Policy Officers</i></b>	<b><i>Data Protection Officer:</i></b>	<b><i>Information Commissioner's Office</i></b>
Address:	Welsh Government Cathays Park CARDIFF CF10 3NQ	Welsh Government Cathays Park CARDIFF CF10 3NQ	Wycliffe House Water Lane Wilmslow Cheshire SK9 5AF
Telephone:	03000 615957	0300 0604400	029 2067 8400 (Wales helpline) or 0303 123 1113 (UK helpline)
Email Address / Website:	ITEducationAddysg GA@gov.wales	Data.ProtectionOffi cer@gov.wales	www.ico.gov.uk