FURTHER EDUCATION

Mathematics Teachers Golden Hello Scheme

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Overview of the mathematics teachers Golden Hello scheme in Further Education

What is the Golden Hello scheme?

A Golden Hello Scheme for new graduate mathematics teachers in Further Education (FE) has been introduced to support the recruitment and retention of good mathematics teachers. The scheme provides a one off payment made after completion of the second year of employment for graduates who are newly qualified teachers and have undertaken a mathematics ITT programme allowing them to teach in FE.

This scheme is aimed at attracting appropriately qualified graduate teachers to consider teaching mathematics in FE and to encourage them to stay in the sector.

The scheme is only available if (a) they are a graduate and (b) they have completed a relevant ITT programme which enables them to teach mathematics at GCSE level or above in FE. The teaching qualification must be at least level 5 i.e. Diploma in Education and Training (DET) or higher i.e. Post Graduate Certificate in Education (PGCE). To be eligible the applicant must be in continuous employment teaching mathematics to GCSE level or above for at least two years.

How much is it worth?

Eligible teachers will receive a basic payment of up to £7,500. Individuals who in addition to successfully completing a mathematics initial teacher training programme have also achieved an appropriate qualification that enables them to support students with identified special educational needs (SEN), will be eligible for an additional payment of £2,500 (on top of the basic award). This SEN qualification must be achieved before the end of the two year employment period.1

The Golden Hello scheme is being administered by the Education and Training Foundation (the Foundation). The payments will be made to the teacher, via their employer, after the end of their second year of employment.

Scope of this scheme

The scheme is available to all recently qualified teachers who are graduates, who have completed an Initial Teacher Training (ITT) programme and are employed in a publically funded FE provider to teach GCSE level and above mathematics in an FE setting; this includes general FE colleges and independent training providers. Publicly funded FE providers are those in receipt of funding from the Skills Funding Agency and/or the Education Funding Agency. The scheme is not available to those employed to teach in sixth form colleges2.

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1 Holding an appropriate qualification ie the level 5 45 credit standalone specialist Diploma in Teaching Disabled Learners or equivalent

2 It is not available to teachers in Sixth Form Colleges who fall within the remit of the Initial Teacher Training support available to schools and can access relevant support from the Department for Education. It is also not available to those who are employed by an organisation not in receipt of public funding for example working for an agency and working temporarily in a college.
**Duration of the scheme**

This current scheme is ONLY for mathematics teachers recruited to their first qualified (mathematics) teaching post in FE between 1 April 2014 and 30 September 2015, who meet the eligibility criteria set out in this guidance and who register their eligibility with the Foundation by 30 September 2015.

**Eligibility criteria for pre-service ITT trained teachers**

Only those meeting the following criteria will be eligible for a Golden Hello worth £7,500:

- The applicant must be a graduate.
- They must have successfully completed a relevant Initial Teacher Training programme in mathematics at an appropriate level\(^3\) after 1 April 2012.
- They must have commenced their **first** qualified teaching post (in mathematics) after 1 April 2014.
- They must be continuously employed for at least two years in their first ever qualified teaching post either full or part time\(^4\).
- Employment must be with a publicly funded FE institution. Those who change jobs during the two year period will need to provide evidence of continuous employment.
- Only one Golden Hello payment will be made to each eligible teacher.
- They must be employed to teach mathematics at GCSE level or above (e.g. level 3 or core mathematics programmes) for more than half of their contracted teaching hours.

To be eligible for the enhanced payment of an additional £2,500 applicants must:

- Meet the criteria set out above, and
- Have undertaken an appropriate training course to enable them to support students who have identified special educational needs and completed the course before they became eligible for the Golden Hello.

If the same teacher goes on to complete an in-service programme to enable them identify and to teach students with special educational needs and this programme is finished before August 2016, they will be eligible for the higher level award of £10,000.

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3 The teaching qualification must be at least level 5 i.e. Diploma in Education and Training (DET) or higher i.e. Post Graduate Certificate in Education (PGCE)

4 Teachers employed on a part time basis will receive Golden Hello payments on a pro rata basis
**Eligibility criteria for in-service ITT trained teachers.**

The eligibility criteria for teachers who have undertaken an in-service ITT programme is the same as for pre-service applicants. However because in-service trainees are unlikely to have a break of service between qualifying and commencing their qualified teaching employment, they will be eligible for registration for the Golden Hello scheme at the point at which they pass their ITT programme, at which point they are deemed to be working as a qualified mathematics teacher.

For the purposes of this scheme, this means that an in-service trained graduate mathematics teacher will usually have completed their training after 1 April 2014 and commenced their first qualified teaching post at the point of qualification.

Any in-service trainee who does not continue teaching immediately after completing their ITT will only become eligible to register for this programme at the point at which they do commence teaching. They will be required to explain the gap in their employment and submit relevant evidence for the period prior to taking up the qualified post.

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**Example In-service eligibility**

An in-service teacher was employed on a part time teaching contract whilst completing their ITT programme. They have a 2:1 degree in chemical sciences and have undertaken a level 5 ITT programme which has a specialist mathematics component. They complete their ITT course in August 2014 and their employer continues to employ them on a full time basis to teach GCSE mathematics for 60% of their teaching time, the remaining 40% is devoted to science.

They are eligible to register for the Golden Hello because they completed their ITT in August 2014 and are therefore considered to be a qualified post graduate teacher of mathematics from that date. They will be eligible for the GH payment when they have undertaken two years of continuous employment as a maths teacher.

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**Accessing the Golden Hello Scheme**

Eligible teachers will be required to register with the Education and Training Foundation for the scheme during their first year of employment and provide information to confirm that they meet the eligibility criteria set out above. Employers will be asked to confirm that the individual is employed by them in a relevant post. Further details on registration are available at [www.feadvice.org.uk/next-steps/funding-information-and-incentives](http://www.feadvice.org.uk/next-steps/funding-information-and-incentives).

Teachers will have the opportunity to update their information during their employment, particularly to confirm completion of any SEN programme of study that makes them eligible for the enhanced award; and to notify any changes in circumstances (for example change of employer or teaching role during this period, which may affect their eligibility for the payment).

At the end of the second year of employment, the Foundation will make a single payment via the employing organisation for the amount claimed. This will usually be in the 24th month after starting teaching and will be subject to verification of the information.
provided. The employer will be responsible for passing the payment on to the teacher. The payment will be subject to tax and National Insurance in the normal arrangements.

Teachers who change jobs during their first two years of employment will continue to be eligible for the scheme where they can provide evidence of continuous employment as a maths teacher and the eligibility of their new post(s). Those who take statutory leave, for example maternity or paternity leave remain eligible for the scheme. Career breaks and similar breaks in-service will disqualify teachers from receipt of the Golden Hello payments.

Teachers employed on a part time contract will receive the Golden Hello payment on a pro rata basis dependent upon their employment contract; we will expect employers to confirm the contractual arrangements for individual teachers. Where a teacher is employed by more than one organisation we will seek to pay the Golden Hello award on the basis of the FTE equivalent of the combined contracts. They will only be eligible for one Golden Hello payment regardless of the number of posts held, the payment will be made through their current employer at the end of the second year of employment.

For teachers who hold two or more teaching posts, for example working part time for two employers, their eligibility will be dependent upon providing evidence that at least 50 per cent of their combined teaching time is delivering GCSE mathematics or above. Payment will be made through one employer in these circumstances.

Teachers who are not in a qualifying teaching post at the point of eligibility for payment will not be entitled to receive the Golden Hello award, regardless of the time spent in such a role previously. For those eligible teachers who move between full time and part time work a decision will be made about the amount of award available based on their working pattern over the two year period.

Example employment circumstances

A graduate student completes a pre-service Post Graduate Certificate in Education (PGCE) in mathematics in June 2014. They secure an initial post as an agency employed (supply) teacher in August 2014 and work in an FE college delivering mathematics courses to a range of students. The college recruits them to a full time teaching post in March 2015. They are not eligible for the scheme as their first teaching post was not in the publicly funded FE sector; it was with a private organisation.

All decisions about eligibility and amounts will be based on the full information made available by the claimant, or otherwise validated by the scheme administrators. Full details of the process for managing any dispute in relation to eligibility decisions for this scheme will be made available by the Foundation in due course.

Further information

For further information about this scheme, contact the Education and Training Foundation: www.feadvice.org.uk/next-steps/funding-information-and-incentives.
**Detailed Q and A**

**Why have you introduced this scheme?**
We know that there are not enough well qualified mathematics teachers currently working in the FE sector to be able to deliver GCSE programmes to all learners who will need them. The scheme is intended to support the recruitment and retention of more well qualified mathematics teachers in the publicly funded FE sector who can deliver GCSE level and above. It will reward teachers who teach GCSE maths for at least two years for the majority of their contracted teaching hours.

**Salaries are comparatively lower in some FE institutions, why don’t you just pay maths teachers more to attract them?**
Government is not responsible for pay in the FE sector. FE providers are independent organisations and pay rates are set by employers.

**What are the criteria for getting the Golden Hello payment?**
In order to be eligible for the scheme you must:
- be a graduate;
- have completed your initial teacher training within two years of starting teaching as a qualified teacher;
- be qualified to teach mathematics to at least GCSE level and have taken up your first qualified teaching post between 1 April 2014 and 30 September 2015; and
- be teaching GCSE mathematics or above for at least 50 per cent of your contracted teaching hours.
You can meet these criteria either by training before you take up employment in the FE sector or by training whilst employed by an FE institution to teach maths. If you meet these criteria then you can register with the Education and Training Foundation (the Foundation) for this scheme.

**Is this scheme only for those who train to teach before they take up employment?**
No, we know that the FE sector also trains teachers whilst they are employed (in-service trainee teachers). This scheme is also available to them. In order to meet the requirement for a first qualified teaching post, we will accept the date at which it is confirmed that you are qualified to teach having completed your ITT programme. This means that you do not need to take up a new post once qualified, as long as you are employed to teach GCSE maths we will accept this as your first qualified teaching post following completion of your teacher training, and therefore the date at which you become eligible for the scheme.

**I’m an existing maths teacher, can I apply?**
The scheme is open to new maths teachers appointed after 1st April 2014.

**How many hours do I need to teach maths to become eligible?**
You need to be teaching GCSE mathematics or above for at least 50 per cent of your contracted teaching hours.
I teach another subject, if I swap and start teaching maths, can I apply?
No, this scheme is only open to newly qualified mathematics teachers who take up their first teaching post in the qualifying period. If you have already been teaching another subject then this is considered your first teaching post.

Is it only for teaching maths at certain levels?
Yes. You must be teaching GCSE mathematics or above

I am employed to teach maths part time and doing my initial teacher training at the same time, I won’t finish my ITT until August 2016, when I will be ‘qualified’, am I eligible for this scheme?
No, the current scheme is only available to teachers who are qualified and employed in teaching before September 2015. Decisions about continuation and eligibility in future years will be subject to future funding decisions.

What if I change jobs during the two years?
We have tried to make the scheme as flexible as possible and we recognise that people will change jobs for a variety of reasons. You will remain eligible for the scheme if you change jobs and continue to teach GCSE maths for the majority of your teaching time in publicly funded FE. You will need to provide information about your new job to the Foundation and evidence that you meet the continuous employment requirement.

I want to take a break during my employment; does this mean I can’t get the payment?
The scheme is designed to encourage retention in the FE sector and is available to those who remain employed for at least two years. There are circumstances in which people may take leave from their post but are considered to still be employed for example maternity leave, people in these circumstances remain eligible for the golden hello payment. Other types of break e.g. career breaks are not considered as continuous employment, people in these circumstances are not eligible for the scheme as they do not have continuous employment for the two year period.

I am employed on a fixed term contract which is renewed each year, am I eligible?
The scheme is open to those who can demonstrate continuous employment as a teacher for two years. This will generally exclude those on fixed term contracts; however we recognise that there are some teachers who are employed on an academic year fixed term contract, running from September to July, which is renewed by their college. For teacher in these circumstances we will consider an application but will require detailed information from their employer with regards to the arrangements for these contracts.

I am employed by my college part time and my contract is to teach maths for 100% of my hours. Am I eligible?
Yes.

I work part time, and my contract is to teach maths for 50% of my hours. Am I eligible?
Yes.
I work part time, and my contract is to teach maths for 40% of my hours. Am I eligible?
No. You must be teaching GCSE mathematics or above for at least 50 per cent of your contracted teaching hours.

Is the payment reduced if I work part time?
Yes, the full payment of £7,500 or £10,000 is available to full time teaching staff, those employed on part time contracts will be paid on a pro rata basis.

Why can’t people employed by an agency access the golden hello scheme?
The scheme is designed to support those who are directly employed by FE providers, so those employed by a third party organisation are not eligible.

Why are the basic payments up to £7,500?
The payment of £7,500 will be available to teachers who work full time for the two year qualifying period. Those working part time will be eligible to a proportion of that amount based on their employment, e.g. a 0.5fte teacher will be awarded 50 per cent of the total amount. If you have changed contracts during the two year period we will calculate the amount you are entitled to, this will be based on the information you and your employer provide to the Foundation.

Why are you paying a supplement up to £2,500?
Statistics show that a lot of learners who access the FE sector and are poor in maths have additional needs. Some may have already been identified as having special educational needs, and others may not. We want to encourage mathematics teachers to be able to identify, support and respond to those needs in the classroom.

What do I have to do to get the full £10,000?
The additional payment of £2,500 will be made to any new maths teacher who trains to support students with additional needs during their first year of employment. The supplement is paid on top of the basic payment.

What do you mean by ‘appropriate training course’ is there a list of courses you have to complete in order to get this payment?
No, we have given some guidance on what might be considered appropriate, for example a level 5, 45 credit standalone specialist Diploma in Teaching Disabled Learners or equivalent. It is ultimately for your employer to decide which course is most suitable to support your professional development. What is important is that the course you do helps you to support your students to achieve the best that they can.

If I leave after getting the payment, do I have to pay it back?
No.

Why is this scheme only available to publicly funded FE providers?
We know there is currently a shortage of qualified mathematics teachers in publicly funded FE providers who can deliver GCSE courses to learners. This scheme is specifically targeted to recruit and retain teachers in this area, so that learners can benefit from the best teachers available.
How do I apply for the scheme?
The scheme is managed by the Education and Training Foundation; you can register your interest with them via their website: www.feadvice.org.uk/next-steps/funding-information-and-incentives. They will provide further guidance on what you need to do to access the scheme and what information they will need to make an award to you.

When will I get the payment?
Golden Hello payments will be made after eligible teachers have completed two years of employment. The payment will be made to your employer, who will pass it on to you; it will be subject to any tax and NI requirements.

Who makes the decisions about who can and can’t get the payments?
The Foundation will make decisions based on the eligibility criteria and the information that you and your employer provide to them. It is essential that you provide them with as much accurate and up to date information as you can so that they can make decisions fairly; they may request further information in order to reach their decision and it is essential that you respond to these requests.

Can I appeal if I’m told I’m not eligible?
The Foundation will publish details of the process for resolving any disagreement about decisions made in awarding Golden Hello payments.