

Golden hello FAQs

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Disclaimer

These questions and answers are designed to provide simple guidance to applicants and local authorities on eligibility questions regarding golden hellos. In all cases applicants and local authorities should use the full guidance available at www.tda.gov.uk/goldenhellos

Applicants must satisfy all the golden hello eligibility criteria to be eligible for the golden hello.

Where to get the teacher's application form

I have just completed my NQT year and wish to apply for a golden hello but I don't know where to get the application form.

When you complete your postgraduate ITT course your ITT provider will have issued you with an application form for the golden hello. If you did not receive this you may not be eligible for the golden hello and should consult the eligibility guidance at www.tda.gov.uk/goldenhellos

I have lost my application form. How can I get another copy?

If you lose your application form you will need to contact your ITT provider for another copy. The application form can only come from the provider where you undertook your course as the training provider needs to complete the first section which confirms that you undertook an eligible ITT course.

Which ITT courses are eligible

I paid overseas fees during my PGCE training and didn't receive a bursary. Am I eligible for the golden hello?

Teachers who paid fee as overseas students will not attract a golden hello when they qualify because the scheme is a financial package for which applicants need to satisfy all the eligibility criteria. Overseas fee-paying students are not funded by the TDA, do not receive a training bursary during their PGCE and are therefore not eligible for the golden hello.

I trained on the graduate teacher programme (GTP); I am employed as a newly qualified teacher and I teach a priority subject in a secondary school. Am I eligible to apply for the golden hello?

No. Teachers trained on the GTP, RTP or OTTP are not eligible for a golden hello. The golden hello is part of a package of financial incentives, which includes the training bursary, aimed at a specific route into teaching. This route requires trainees to undertake a postgraduate ITT course in a priority subject.

I trained on an undergraduate ITT course; I am employed as a newly qualified teacher and I teach a priority subject in a secondary school. Am I eligible to apply for the golden hello?

No. Teachers trained on an undergraduate route to ITT are not eligible for a golden hello. The golden hello is part of a package of financial incentives, which includes the training bursary, aimed at a specific route into teaching. This route requires trainees to undertake a postgraduate ITT course in a priority subject.

I trained in Wales but am teaching in England. Am I eligible for the golden hello?

There is a reciprocal agreement between England and Wales for the golden hello, known as the teaching grant in Wales. Teachers who trained in a priority subject at institutions in Wales and received a training grant from the Welsh Assembly will be eligible to apply for the golden hello after their NQT year as a teacher if they take up a relevant post in England. A reciprocal arrangement applies to teachers who trained in England and take up relevant posts in Wales. The golden hello can be paid to an eligible individual either in Wales or in England, but not in both.

I trained in Scotland or Northern Ireland as a teacher and am presently teaching in a secondary school in England. Am I eligible to apply for the golden hello?

Teachers who trained in Scotland or Northern Ireland on a postgraduate ITT course which started between 1 August 2006 and 31 July 2008 may be eligible for a golden hello. These teachers are subject to the same eligibility criteria as those trained in England. This is a result of Alan Johnston's agreement to remove the anomaly which previously applied to teachers trained in Scotland and Northern Ireland. However, this

change was never retrospective, and as such teachers trained on or before 31 July 2006 in Scotland or Northern Ireland are not eligible for the golden hello.

I trained elsewhere in the European Economic Area but am teaching in a secondary school in England. Am I eligible to apply for the golden hello?

Teachers entitled under European Community law to have teaching qualifications obtained elsewhere in the European Economic Area recognised as equivalent to QTS are entitled to receive a TDA golden hello on the same basis as teachers trained in England. This is provided that they obtained their qualifications to teach:

- mathematics or science on or after 1 May 2000
- modern languages, technology, information and communications technology or English on or after 1 October 2000
- music and religious education on or after 1 August 2006

I am from the EU. My ITT provider does not seem to have heard of the golden hello scheme for priority subjects and I am finding it difficult to make an application.

EU teachers settled in England and teaching in English schools should contact the local authority in which their school is situated in order to apply for the golden hello.

I qualified as a business administration teacher and work in a maintained school teaching ICT. Am I eligible to apply for the golden hello?

Unless the course provider can confirm that the course contained more than 50 per cent ICT, business administration teachers are not eligible for a golden hello. An indication of a suitable course would be that you received the £9,000 training bursary.

I am PGCE primary trained, but my NQT induction has been in a secondary school in a priority subject. Am I eligible to apply for the golden hello?

No, you cannot claim a golden hello as a primary trained teacher. The scheme is only open to postgraduate secondary trained teachers who teach the priority subject in which they have trained in secondary schools.

I trained as a non-priority subject teacher but am teaching a priority subject in a secondary school. Am I eligible to apply for the golden hello?

No, you are not eligible even though you are employed as a priority subject teacher in a secondary school. You must be trained in and teaching a priority subject in order to be eligible for the golden hello.

Which teaching roles are eligible?**I am a supply teacher, employed directly through the local authority. Am I eligible to apply for the golden hello?**

Yes, supply teachers are eligible for the golden hello provided they are trained and contracted as priority subject teachers with a school or LA for at least one term.

I work with a private teacher supply agency. Am I eligible to apply for the golden hello?

No, you are not eligible for the golden hello. The golden hello can only be paid through the LA payroll and therefore teachers employed by private agencies are not eligible to apply. The golden hello is an incentive for teachers to take up permanent positions within maintained schools.

I work in a middle-deemed-secondary school. Am I eligible for the golden hello?

Yes, middle schools are regarded as secondary schools for assessing eligibility for golden hellos. Teachers working in middle schools teaching the priority subject in which they trained are eligible for a golden hello.

What type of school will I need to be employed at to be eligible for the golden hello?

Teachers must be employed in a maintained secondary school, non-maintained or maintained special school or academy in England to be able to apply for the golden hello.

How can I find out what my school is defined as?

You can find out information about your school by contacting your local authority or by checking on EduBase, the DCSF database of schools (www.edubase.gov.uk).

I trained as a modern foreign languages teacher but found a job teaching English. Am I eligible to apply for the golden hello?

No. You must teach the priority subject in which you trained to be eligible for the golden hello. The golden hello is a bonus for following a specific route into teaching. This bonus is to encourage teachers to train in priority subjects and teach the subject in which they were trained.

I am a science teacher in a city technology college. Am I eligible for a golden hello?

City technology colleges (CTCs) receive funding for golden hellos as part of the standards fund grant which is included in their unit of funding. Teachers at CTCs are therefore not eligible for the national golden hello scheme. CTCs are not required to spend their grant on golden hellos but are expected to meet the cost of golden hellos

following the same principles as the national scheme. You should check your CTC's policy for paying golden hellos.

I am a further education teacher in a college. Can I apply for a TDA golden hello?

No. Further education teachers cannot apply for the TDA golden hello but may be eligible for the further education golden hello as administered by the Learning and Skills Council. Further information on this scheme can be found at www.teachernet.gov.uk/fegoldenhellos

I teach mathematics in a sixth form college. Will I be eligible for a golden hello?

No. Sixth form colleges are regarded as further education institutions which means you would not meet the eligibility criteria. However, you may be eligible for the further education golden hello as administered by the Learning and Skills Council. Further information on this scheme can be found at www.teachernet.gov.uk/fegoldenhellos

The golden hello rates

Which golden hello rate applies to me?

The golden hello rate depends on two factors: the subject in which you trained and now teach, and the year in which you started your postgraduate course. The table below shows the different rates that apply.

Subject (trained in and taught)	Academic year (August–July) in which training began		
	2000/01 to 2004/05	2005/06	2006/07 and 2007/08
Mathematics	£4,000	£5,000	£5,000
Science	£4,000	£5,000	£5,000
Applied science	£4,000	£5,000	£5,000
Applied ICT	£4,000	£4,000	£2,500
Design and technology	£4,000	£4,000	£2,500
Engineering	£4,000	£4,000	£2,500
English	£4,000	£4,000	£2,500
ICT	£4,000	£4,000	£2,500
Manufacturing	£4,000	£4,000	£2,500
Modern languages	£4,000	£4,000	£2,500
Drama, dance and performing arts	£4,000	£4,000	£2,500
Music	£0.00	£0.00	£2,500
Religious education	£0.00	£0.00	£2,500
Other subjects not listed above	£0.00	£0.00	£0.00

How application forms and payments are processed

How does the application process work?

- The teacher obtains a golden hello application form from their ITT provider. The ITT provider must sign and date the relevant section
- The teacher notifies their employer (school) of their eligibility for a golden hello payment. The headteacher must sign and date the relevant section
- The school submits the application form to the local authority for the golden hello payment to be made.

Who is responsible for assessing golden hello applications and making payments?

The local authority is responsible for assessing golden hello applications and making payments. They assess claims against the guidance available on www.tda.gov.uk/goldenhellos and make payments through the payroll. They then submit a claim form to the TDA for reimbursement of golden hellos paid.

My school's payroll is handled by an LA other than that within which it is located. Where should I send my application?

You should send it to the LA responsible for the payroll.

Timing of golden hello applications

When should I apply for the golden hello?

Golden hello applications should be made within 12 months of completing induction (NQT) year. Applications made later than this will not be paid unless exceptional circumstances occur.

I was a priority subject teacher but did not claim for a golden hello while teaching. I no longer teach but can I apply retrospectively?

You cannot claim the golden hello retrospectively if you fail to apply for it while teaching. However, if you secure another teaching post before the 12-month standard deadline for applications, you can still apply for a golden hello.

Exceptional circumstances

I am trained to teach a priority subject and have successfully completed my induction but am unable to start an eligible teaching role within the 12-month limit. Does this mean I will not be able to apply for the golden hello?

Teachers applying after the 12-month deadline will normally not be eligible for the golden hello as they do not satisfy the eligibility criteria. However, where there are

exceptional circumstances which have caused the teacher to be unable to apply in the standard time, the 12-month deadline can be extended:

- by a maximum of a further 12 months in case of pregnancy or full-time caring responsibilities, and
- by any period during which a person is certified by a doctor as medically unfit to work as teacher

Golden hellos and the tax aspect

Is the golden hello taxable?

Yes, as is standard for bonuses derived from employment, the golden hello is subject to tax and national insurance.

Is the golden hello subject to student loan repayment deductions?

As is standard for any taxable bonus, where the recipient has outstanding student loan debt, the golden hello is liable to form part of the student loan deduction calculation.

Does the golden hello form part of a teacher's statutory pay and conditions?

No, the golden hello does not form part of a teacher's statutory pay and conditions.

Is the golden hello pensionable?

No, the golden hello is not pensionable.

Local authority queries

Can local authorities claim back the employer's national insurance payments on golden hellos from the TDA?

Yes, this claim should be included in the reimbursement form submitted to the TDA for golden hello payments.

Where can my local authority find the golden hello claim form and guidance?

The golden hello claim form for reimbursement of payments and the guidance are available at www.tda.gov.uk/goldenhellos

NB: This claim form is for Local Authority use only. Claims from schools should be made via the local authority. Application form for teachers must be obtained from the teacher's ITT provider.

Acronyms

ITT: Initial Teacher Training

NQT: Newly Qualified Teacher

PGCE: Post Graduate Certificate of Education

GTP: Graduate Teacher Programme

RTP: Registered Teacher Programme

OTTP: Overseas Teacher Training Programme