

PAYMENT OF GOLDEN HELLOS:

GUIDANCE FOR LOCAL EDUCATION AUTHORITIES

This document explains how and to whom £4,000 Golden Hellos are paid by Local Education Authorities (LEAs). **This guidance only applies to teachers who started their initial teacher training course in academic year 2005/06 or before.**

If you have any questions about Golden Hellos that this document fails to answer please contact the Training and Development Agency's (TDA) Teaching Information Line (formerly known as the Teacher Training Agency) Tel No: **0845 6000 991**

Introduction

Golden Hellos are paid through the salaries of eligible teachers by the LEA or school that is responsible for the payroll in question. From 1 April 2005 the TDA will fund LEAs for the payments which they or schools in their areas have made. Details of how this reimbursement process will work shall be published on this website in mid-March

Who is eligible?

Someone is eligible for a new-style Golden Hello if they:

- trained as a teacher of maths or science on a Postgraduate Certificate in Education (PGCE) course in academic year 1999/2000, received a £2,500 training incentive from the Government and have elected to receive a new-style rather than old-style Golden Hello; **or**
- started a part-time maths or science PGCE course before September 1999 and achieved Qualified Teacher Status (QTS) between May and July 2000 [1], but did not receive a Government incentive while training; **or**
- started a part-time PGCE course in modern languages or technology between September 1999 and August 2000, but did not receive a Government incentive while training; **or**
- trained as a teacher of modern languages on a PGCE course in academic year 2000/01 and received either a £2,500 training incentive or a £6,000 training bursary from the Government; **or**
- completed a PGCE / SCITT or another postgraduate course as a teacher of maths, science, modern languages, technology, information technology, design and technology or English (including drama) in either academic year 2000/01, 2001/02, 2002/03, 2003/04, 2004/05 or 2005/06 and received a £6,000 training bursary from the Government; **and**

- has successfully completed the statutory induction period (three school terms or equivalent) in teaching; **and**

- within 12 months [2] of completing induction is employed in a relevant post in a maintained school, a maintained or non-maintained special school, or an Academy in England on a permanent basis or a fixed-term contract of one term or more. The claim for payment must be made within this 12 month period unless exceptional circumstances apply.

NB: Teachers who gained Qualified Teacher Status through the employment-based routes (Graduate Teacher Programme, Registered Teacher Programme and the Overseas-Trained Teacher Programme) are not eligible to receive the Golden Hello payment.

Supply teachers are eligible for Golden Hellos on the same terms as permanent teachers, provided that their contract with a school or LEA is of at least one term's duration. Supply teachers employed by private agencies are not eligible.

People who trained and received a £6,000 training grant from the National Assembly for Wales will be eligible for a £4,000 Golden Hello from the DfES after their first year as a teacher if they are working in a relevant post in England. A reciprocal arrangement applies to English-trained teachers taking up posts in Wales. The £4,000 will be payable to an eligible individual either in Wales, or in England, but not in both.

Persons 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 new-style Golden Hellos on the same basis as English-trained teachers provided that they obtained their qualifications to teach maths or science on or after 1 May 2000; or to teach modern languages, technology, information technology, design and technology or English on or after 1 October 2000.

What is a relevant post?

A relevant post is in the subject in which the teacher trained and is either permanent or occupied under a contract of at least one term's duration in a maintained secondary school, a maintained or non-maintained special school, or an Academy in England. Teachers employed in maintained primary schools may also be eligible if they are responsible under their contract for teaching the shortage subject in which they trained to classes or groups other than their own.

How are Golden Hellos paid?

When a teacher wishes to claim a new-style Golden Hello, they should use the form issued to them when they originally claimed their training incentive from their initial teacher training provider [3]. If the form cannot be found, it will be necessary for the training provider to be contacted for a further copy. The

form should be signed by the Head of Department, Headteacher or Deputy Head confirming that the teacher concerned is working in a relevant post and has successfully completed the induction period of three school terms or equivalent. The form should then be forwarded to the responsible LEA [4]. Where the teacher is employed, for example, in a Foundation School or Academy, the institution will need to arrange payment of the Golden Hello to the teacher and for the payment to be reclaimed from the LEA. From 1 April 2005 LEAs will be funded for Golden Hello payments.

The Golden Hello should be paid in one instalment through the teacher's salary. It is subject to both tax and national insurance contributions but is not pensionable or consolidated. It should be shown as a separate entry on the wages slip.

LEAs are now reimbursed for Golden Hello payments by the Training and Development Agency (formerly the Teacher Training Agency). Full details on how LEAs should make their claims to the TDA can be found on their website at <http://www.tda.gov.uk/partners/funding/fundingallocations/goldenhellos.aspx>.

Eligible supply teachers may claim their Golden Hello in the same way as permanent teachers by passing their form to the school or LEA which pays their salary.

[1] Extendable in certain circumstances, including illness and the need to retake part of the course.

[2] Extendable to 24 months in cases of pregnancy or full-time caring responsibilities, and for any period during which a person is certified by a doctor as medically unfit to work as a teacher.

[3] Where an eligible teacher falls into one of the categories that did not qualify for an incentive during training, certification from the training provider will be needed of the teacher's course dates and the subject in which they qualified.

[4] A copy of the letter confirming successful completion of the induction period should also be supplied where this was achieved in another school.

[5] Ministers have determined that under the revised funding arrangements which apply to Academies from 2003-04, those institutions should have access to all Standards Fund grants which are available to maintained schools.