

# Golden hello guidance

Financial year 2006–07

**Contents**

Summary..... 3

Eligibility ..... 3

ITT eligibility ..... 4

Application eligibility ..... 5

Teaching eligibility..... 6

Reciprocal agreements with Wales ..... 7

EU applicants ..... 7

Teacher application process..... 8

Payment process ..... 9

Local authority reimbursement ..... 9

[www.tda.gov.uk/goldenhellos](http://www.tda.gov.uk/goldenhellos)

## Summary

1. The current golden hello scheme was introduced in 2000 as part of a package of incentives to encourage potential teachers to train and take up teaching roles in schools. This package of financial incentives also included the training bursary scheme. The golden hello scheme has always been directed at priority subjects and certain routes to qualified teacher status (QTS) and teaching roles.
2. The original system, published in May 2000, ran from 2000 to 2005 with a flat rate golden hello of £4,000. This flat rate of golden hello changed for trainee teachers from August 2005, when special measures were introduced for trainees and teachers in mathematics or science. Mathematics and science teachers now attract a golden hello of £5,000, while all other eligible teachers receive £4,000.
3. The review of financial incentives for potential trainee teachers during 2005 demonstrated the need to further differentiate financial incentives between priority areas. As a result, changes were made to both the golden hello and training bursary schemes.
4. The changes only affect those starting their initial teacher training (ITT) course after 1 August 2006. For trainees who started their ITT course before this time, the previous eligibility rules and amounts apply. The changes made are:
  - mathematics and science teachers continue to be eligible for a £5,000 golden hello (as well as a £9,000 training bursary during ITT)
  - all other priority subjects attract a £2,500 golden hello (as well as an increased training bursary of £9,000 during ITT)
  - trainees and teachers in music and/or religious education become eligible for a golden hello
  - the training bursary and golden hello schemes remain closely tied. Only teachers in receipt of a £9,000 training bursary can be considered for a golden hello.
5. In using this guidance it is recommended that special attention is paid to the:
  - year in which teacher started ITT course
  - type of ITT course taken by the teacher
  - amount of TDA training bursary received, and
  - main secondary subject in which teacher trained and teaches.

## Eligibility

6. To be eligible to apply for a golden hello a teacher must comply with:
  - ITT eligibility
  - application eligibility, and
  - teaching eligibility.
7. If any part of this eligibility criteria is not satisfied the teacher is not eligible to claim a golden hello.

### ITT eligibility

8. The golden hello is only available to teachers who completed a TDA-funded postgraduate ITT course leading the award of QTS. All applicants to the golden hello scheme must have received a training bursary during this course. Most postgraduate routes offer a postgraduate certificate in education (PGCE) alongside QTS, but it is not a requirement for a teacher to have a PGCE to be eligible for a golden hello.
9. Any training routes that do not attract the TDA training bursary do not qualify for a golden hello. Specifically these include employment-based teacher training schemes and all undergraduate routes.
10. Depending on when the teacher started their ITT course and the subject in which they specialised, there are three golden hello rates: £2,500, £4,000 or £5,000. The rate in which a teacher is eligible to claim is primarily dependant on the training bursary level received.

### £4,000 golden hello

11. Eligible teachers must have received a £6,000 training bursary and begun their ITT course between 1 August 2000 and 31 July 2006 (or in the case of mathematics or science teachers between 1 August 2000 and 31 July 2005).
12. The teacher must have taken an ITT course that covered teaching in at least one of the following: key stage 3, key stage 4 or post-16.
13. The ITT course undertaken by the teacher must have comprised at least 50 per cent of one of these subjects:
  - design and technology
  - English (including drama, dance and performing arts)
  - ICT
  - mathematics
  - modern languages
  - science.
14. Any subject not in this list is not eligible for a golden hello. ITT courses that offer joint subject areas can be considered, but the majority (at least 50 per cent) of the course must be in one of the subjects listed.

### £5,000 golden hello

15. The teacher must have received a training bursary of either £7,000 or £9,000.
16. The teacher must have begun their ITT course after 1 August 2005.
17. The teacher must have taken an ITT course that covered teaching at either key stage 3, key stage 4 or post-16. The course must have comprised at least 50 per cent of either mathematics or science.
18. ITT courses that offer joint subject areas can be considered, but at least 50 per cent of the course must be in either mathematics or science.

**£2,500 golden hello**

19. Eligible teachers must have received a £9,000 training bursary and begun their ITT course after 1 August 2006.
20. The ITT course undertaken by the teacher must have covered teaching in at least key stage 3, key stage 4 or post-16.
21. Eligible teachers must have completed their ITT in one of these secondary priority subjects:
  - modern languages
  - English (including drama, dance and performing arts)
  - design and technology
  - information and communication technology
  - religious education
  - music.
22. Any subject not listed above is not eligible for a golden hello. ITT courses that offer joint subject areas can be considered, but at least 50 per cent of the course must be in one of these subjects.

**Summary table**

23. The table below summarises the golden hello amounts that eligible teachers may apply for based on the year in which they began their ITT course and the subject in which they trained and subsequently teach. For the purpose of golden hellos, all academic years begin on 1 August and end on 31 July.
24. To be eligible teachers must comply with the other eligibility criteria set out in this document.

<b>Subject (trained in and taught)</b>	<b>AY2000/01 to AY2004/05</b>	<b>AY2005/06</b>	<b>AY2006/07</b>
Mathematics	£4,000	£5,000	£5,000
Science	£4,000	£5,000	£5,000
Applied ICT	£4,000	£4,000	£2,500
Applied science	£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	£0	£2,500
Religious education	£0	£0	£2,500
Other subjects not listed above	£0	£0	£0

**Application eligibility**

25. To be considered eligible teachers must ensure their applications are made to the local authority (LA) within 12 months of completing their NQT induction year.

26. The application time is extendable to 24 months in case 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.
27. Applicants must not have previously received a golden hello in England or Wales.

### Teaching eligibility

28. Eligible teachers must be a qualified school teacher, and hold the QTS award.
29. Eligible teachers must have successfully completed their induction. Visit [www.tda.gov.uk/teachers/induction](http://www.tda.gov.uk/teachers/induction) for further details on induction.
30. Eligible teachers must be employed as a qualified school teacher in:
  - a maintained secondary school (including middle-deemed-secondary)
  - a maintained or non-maintained special school
  - an academy in England, or
  - a supply capacity (see notes below).
31. The contract held must be on either on a permanent or fixed-term basis of at least one term's duration.
32. The teaching post held by the teacher must contract them to teach more than 50 per cent of their teaching time in the subject in which they are applying for a golden hello. Please refer to the table in paragraph 24 above.
33. The teacher must continue to hold an eligible role until receipt of the golden hello. As the golden hello payment can only be made through the standard LA payroll (see payment section) an applicant must remain in post for at least the period from application to payment. Applicants who leave before payment of the golden hello will forfeit this payment. However, teachers who forfeit their golden hello payment in this way are not precluded from reapplying provided that they fully satisfy the eligibility criteria.

### Background notes

34. Teachers working in a primary or middle-deemed-primary school are not eligible for a golden hello.
35. Supply teachers are eligible for golden hellos on the same terms as permanent teachers, provided that their contract with a school or LA is for at least one term. Supply teachers employed by private agencies are not eligible.
36. City technology colleges (CTCs) receive funding for golden hellos as part of the standards fund grant which is included in their unit of funding. Therefore, teachers at CTCs are 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 golden hello scheme. However, teachers should check with the relevant CTC on its policy for paying golden hellos.
37. Sixth-form colleges are classified as further education institutions and are therefore not eligible to claim the secondary subject golden hello.

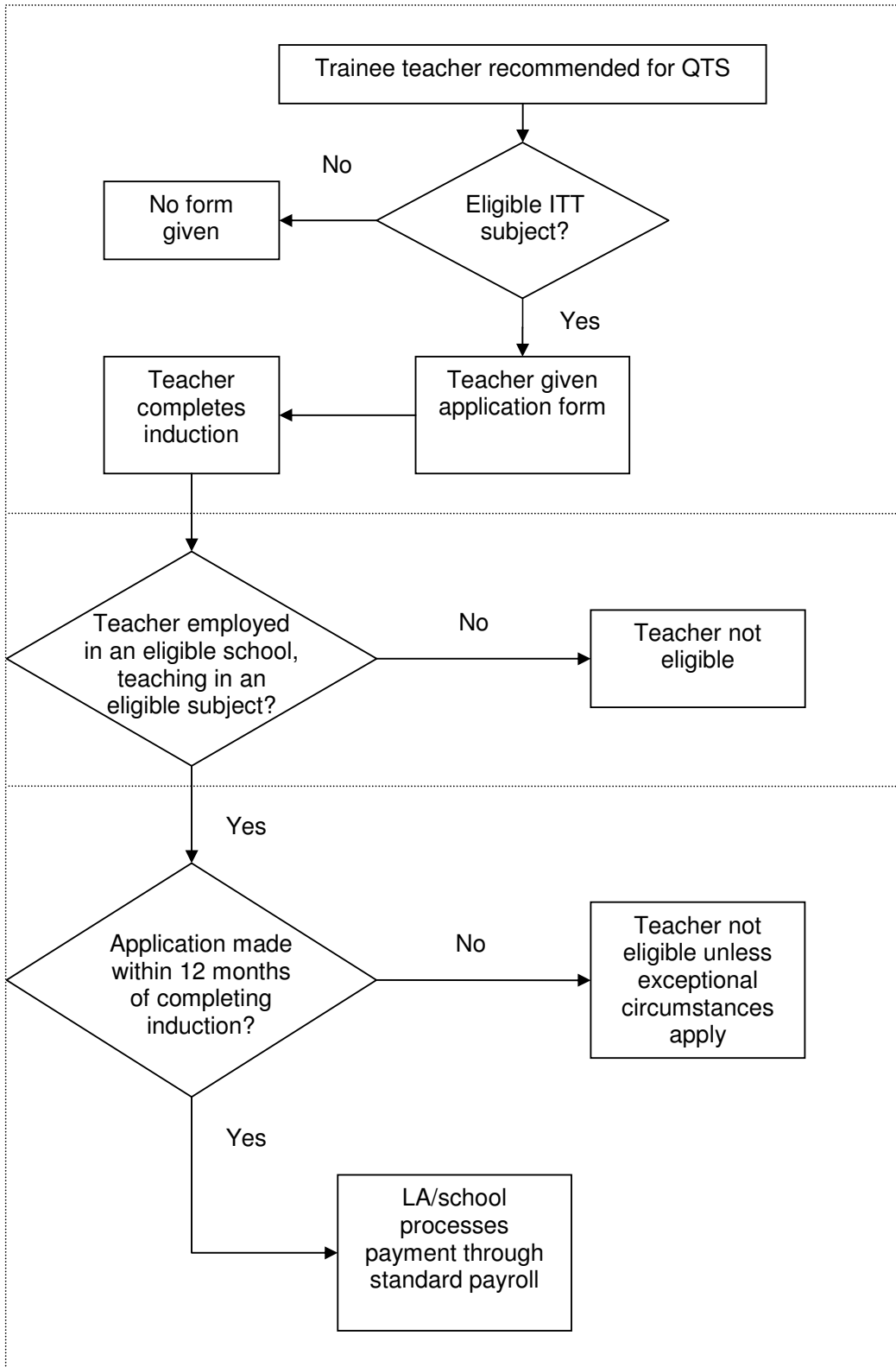
## Reciprocal agreements with Wales

38. There is a reciprocal agreement between England and Wales for the golden hello, known as the teaching grant in Wales. The golden hello will be payable to eligible teachers either in Wales, or in England, but not in both.
39. Teachers who trained in England and satisfy the eligibility criteria as set out in this document will be able to apply to the Welsh Assembly if they take up an eligible post in a Welsh school. The golden hello amount will be dependant on the eligibility criteria set out above. Eligible teachers will need to send their application form to Practitioners Division 1, Department for Education Lifelong Learning and Skills, Welsh Assembly Government, Cathays Park, CARDIFF, CF10 3NQ.
40. Teachers who trained in Wales and received a training grant from the Welsh Assembly may be eligible for a golden hello from the TDA after their first year in a school in England if they satisfy all the eligibility criteria as set out in the guidance issued by the Welsh Assembly. Eligible teachers will need to apply to the LA responsible for their payroll.

## EU applicants

41. 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:
  - mathematics or science on or after 1 May 2000
  - modern languages, technology, information technology, design and technology or English on or after 1 October 2000
  - music and religious education on or after 1 August 2006.
42. Teachers who believe they are eligible under these conditions need to apply to their LA providing copies of their teaching qualification, their QTS certificate and written confirmation of their current contract. Following the same basis as English-trained teachers, EU applicants must apply for the golden hello within 12 months of receiving QTS.
43. Teachers who became a qualified school teacher by training at either a Scottish or Northern Ireland institution are not eligible for a golden hello, despite their subsequent teaching in a school in England. The EU ruling above does not count in these instances, because the reciprocal arrangements between EU countries do not apply automatically across all countries within the United Kingdom. The arrangements allow the individual UK countries to make different provisions for incentives. For those who trained in Wales, there are reciprocal agreements for teachers to access a golden hello if working in either England or Wales. Scotland and Northern Ireland have separate arrangements in place for the recruitment and retention of teachers to their schools.

Teacher application process



### Payment process

44. When a teacher wishes to apply for a golden hello, they need to use the form issued by their ITT provider. If the form cannot be found, the teacher should contact their training provider for another copy. The form needs to be completed in full by the:
- training provider
  - teacher making the application, and
  - headteacher or deputy headteacher at the teacher’s school.
45. Once completed, the form should be forwarded to the LA responsible for the school’s payroll. Where the teacher is employed in a school that manages its own payroll (for example, a foundation school or academy), the school is asked to pay the teacher the golden hello and to arrange for reimbursement from the LA. In exceptional circumstances, these schools can claim reimbursement direct from the TDA.
46. 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.

### Local authority reimbursement

47. LAs are reimbursed for golden hello payments by the TDA. These reimbursements are made by submitting a claim form (which can be downloaded at [www.tda.gov.uk/goldenhellos](http://www.tda.gov.uk/goldenhellos)) to the TDA.
48. The TDA will use the following timetable to make golden hello reimbursements to LAs during the financial year 2006–07

Date claim received by TDA	TDA guaranteed payment date
15 April 2006	30 March 2006
15 May 2006	31 May 2006
15 June 2006	30 June 2006
15 July 2006	31 July 2006
15 August 2006	31 August 2006
15 September 2006	30 September 2006
15 October 2006	31 October 2006
15 November 2006	30 November 2006
15 December 2006	31 December 2006
15 January 2007	31 January 2007
15 February 2007	28 February 2007
9 March 2007	31 March 2007

### Accessibility commitment

The TDA is committed to providing accessible information. If you need this item in another language or format, contact TDA corporate communications at the address below (or e-mail [corporatecomms@tda.gov.uk](mailto:corporatecomms@tda.gov.uk)). Please specify what you require, and we will consider with you how your needs can be met.

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