

31st March 2025

Dear

ATISN 24493 - Freedom of Information request - Teacher Training Funding

Thank you for your request which I received on 5th March. You asked for: the amount Welsh Government has spent on incentives to encourage people from minority ethnic backgrounds to train as teachers, broken down by year, since the inception of this incentive, and, what Welsh Government classifies as an ethnic minority person?

Our response

The information you requested is enclosed.

In total, since the scheme's introduction, £245,000 has, so far, been paid to participants. The amount paid out per scheme year is as follows:

2022-2023 scheme: £92,500 has been paid to participants who achieved Qualified Teacher Status at the end of their course. This represents the first half instalment of the incentive. The second half instalment is paid once participants have successfully completed their induction within a mainstream school in Wales. Claims for this instalment are still being received, and so far, £32,500 has been paid out. In total, participants of the 2022-23 scheme have received £125,000. The cost of administering the 2022-23 scheme was £1,700.

2023-2024 scheme: £120,000 has been paid to participants who achieved Qualified Teacher Status at the end of their course (first half instalment). Claims for the second half instalment (after completion of induction) are not expected until later this year. Therefore, in total, participants to the 2023-24 scheme have, so far, received £120,000. The cost of administering the 2023-24 scheme was £2,350.

2024-2025 scheme: No incentives have been paid out to participants. They do not receive the first instalment until after they achieve Qualified Teacher Status in the summer of 2025. The Ethnic Minority Initial Teacher Education Incentive Scheme utilises [the Higher Education Statistics Agency](#) (HESA) Ethnicity data categories, except where student and Higher Education Institution staff feedback on the incentive has led to minor changes. Where these amends have occurred we refer to the [Ethnicity harmonised standard – Government Analysis Function \(civilservice.gov.uk\)](#) (further information on this below). We utilise the HESA Ethnicity categories to align with the data fields that higher education institutions already use, ensuring that data collected regarding the incentive can be compared and used against HESA data. The Welsh Government uses HESA data to analyse Wales' student population including student teachers.

The Welsh Government, for the purposes of the collection of ethnicity data more broadly, refers to the [Ethnicity harmonised standard – Government Analysis Function \(civilservice.gov.uk\)](#). The ethnicity harmonised standard provides the following definition:

“What do we mean by ethnicity?”

The Office for National Statistics notes that there is no consensus on [what constitutes an ethnic group](#), and membership is something that is self-defined and subjectively meaningful to the person concerned. Since ethnicity is a multifaceted and changing phenomenon, various possible ways of measuring ethnic groups are available and have been used over time. These include common ancestry and elements of culture, identity, religion, language and physical appearance. What seems to be generally accepted, however, is that ethnicity includes all these aspects, and others, in combination.”

Alongside the Government Statistical Service (GSS) harmonised standard, terminology is also discussed on [page 12 of the Welsh Government’s Anti-racist Wales Action Plan](#). This largely aligns with what is stated in the Government Analysis Function’s harmonised standard above.

Next steps

If you are dissatisfied with the Welsh Government’s handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government’s Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at: Information Commissioner’s Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely