

ETHNIC MINORITY ITE INCENTIVE SCHEME

Summary of 2022/23 scheme to support the implementation of the scheme for academic year 2023/24

Background of the Scheme:

The Welsh Government is committed to making Wales an Anti-racist nation and to increase the diversity of the teaching workforce to better support our learners in schools. The ITE incentives available reflect current recruitment priorities within the teaching workforce in Wales.

The Minister for Education and Welsh Language, Jeremy Miles, announced his intention for an ITE incentive to attract more people from Black, Asian and Minority Ethnic backgrounds into teaching in October 2021. This scheme is available to students who started their ITE Programme with Qualified Teacher Status in September 2022. Students must meet the [eligibility criteria](#) (WG23-04) to be able to apply for the incentive scheme.

A total of £5,000 is available to eligible students. This is paid in two instalments. The first is following successful completion and award of Qualified Teacher Status (QTS) and the second on completion of induction.

When applying for the Ethnic Minority ITE Incentive we ask students for information about their ethnicity. This enables Welsh Government to establish eligibility for the scheme, to understand the overall diversity of the student cohort, and to attempt to estimate the diversity of the future workforce. Students are asked to choose from a list of ethnic groups which mirror those used by the [Higher Education Statistics Agency](#) (HESA). By following HESA's categories, we hope to ensure a consistent approach to understanding ethnic / racial diversity within higher education in Wales.

A full integrated impact assessment of the Ethnic Minority Initial Teacher Education Incentive was undertaken in October 2022. The relevant sections are [published online](#) along with the [legal scheme](#), [student](#) and [Partnership/EWC guidance](#) and [Privacy Notice](#) on the Welsh Government website.

The Ethnic Minority Scheme for academic year 2022/23:

Students who enrolled onto a Postgraduate Certificate in Education (PGCE) (full-time and part-time) with QTS from September 2022 can apply for this scheme provided they meet the criteria for this grant.

ITE Grant offer Letters were issued to Partnerships on 1st March 2023 with a return date of 31st March 2023. Partnerships were required to provide a list of eligible students along with student registration forms to Welsh Government by 28th April 2023.

Welsh Government have not received documentation from all ITE Partnerships. We are outstanding information from Aberystwyth University and Bangor University and are therefore unable to confirm the full take up of the 2022/23 scheme. Our current figures (May 2023) show that 39 students have applied for the scheme.

Welsh Government worked with ITE Partnerships during March and April in relation to general queries and queries regarding specific student eligibility. A full record of issues and outcomes have been recorded for transparency and consideration for the 2023/24 Academic year.

- Individual specific queries / decisions around eligibility
- generic scheme queries

It should be noted that these are working documents and both are restricted due to the personal sensitive data they contain however should access be required for review WG ITE team can be contacted to discuss further.

Ethnicities or ethnic groups:

For the academic year 2022/23 students had to identify and declare to their ITE Partnership as an ethnic minority student under one of the following ethnicities or ethnic groups:

Asian:

- Bangladeshi or Bangladeshi British
- Chinese or Chinese British
- Indian or Indian British
- Pakistani or Pakistani British
- Any other Asian background

Black, Black British, Caribbean or African:

- African or African British
- Caribbean or Caribbean British
- Any other Black background

Mixed or multiple ethnic groups:

- White or White British and Asian or Asian British
- White or White British and Black African or Black African British
- White or White British and Black Caribbean or Black Caribbean British
- Any other Mixed or Multiple ethnic background

White:

- White - Gypsy or Irish Traveller
- White - Roma

Other ethnic group:

- Arab

Issues raised and changes proposed for the 2023/24 academic year:

1. Eligible ethnicities added:

The Welsh Government has identified that persons with a protected characteristic of race are participating in low numbers in initial teacher education in Wales and thereafter the teaching profession. As such the minority ethnic incentive scheme is intended to encourage minority ethnic applicants to apply for ITE programmes in Wales.

In the first year of the scheme the following two options were excluded from the potential list of eligible ethnicities and ethnic groups:

White:

- Any other White background

Other ethnic group:

- Any other ethnic background

These options were problematic because whilst they had the potential to encompass an ethnicity we would consider eligible for the scheme (e.g. White - Jewish), they also had the potential to encompass ethnicities we would not consider eligible (e.g. White – British and White – Polish) making operational delivery of the scheme against its objectives unachievable.

For this reason, we chose to leave these options out and to consider queries about eligibility on a case-by-case basis using this working rationale:

- Students who identify as being from an ethnic group or background which is not white are eligible.
- Students who identify as being from a white ethnic group or background are not eligible, unless they can define their ethnicity without reference to nationality or national ancestry.

The Government Analytical service ([Ethnicity harmonised standard – Government Analysis Function \(civilservice.gov.uk\)](#)) describes Ethnicity as the following (our emphasis added):

“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.**”

Addressing racial, ethnic, and religious intolerance that is systemic and institutional is one of Welsh Government’s key goals under the Anti-racist Wales Action Plan and

forms a part of the wider work Welsh Government is taking forward to ensure future generations can live in a diverse, safe, and cohesive Wales. We reason that the purpose of the Minority Ethnic incentive scheme is to diversify the teaching workforce in terms of ethnicity and within the context of the Anti-racist Wales agenda, is to incentivise students who do not benefit from 'white privilege' and have **experienced racism due to their ethnicity**. This rationale works on the assumption that most White ethnicities described using nationality will share in this privilege (e.g White-[European nationality], White-American). However, as noted by the Government Analytical service, ethnicity is a complex concept and can be interpreted differently by different individuals.

Using this rationale, and based on the queries received, the following decisions have been made:

Eligible	Not eligible
White: Jewish	White: Spanish
Other ethnic group: Kurdish	Any other Mixed or Multiple ethnic background: Polish, Welsh (White)
	Any other Mixed or Multiple ethnic background: American, British (White)

In the next iteration of the legal scheme we propose to add 'White: Jewish' and 'Other ethnic group: Kurdish' ethnicities into the eligible list. We will continue to consider queries around eligibility on a case-by-case basis, with the intention of increasing the eligible list when it is necessary and appropriate.

The ethnicities we intend to add are not listed as a tick box category by HESA (or by the ONS) however in the absence of an 'Other White/ Ethnic group' in this scheme (which would have been accompanied with the option to write-in their ethnicity under the ONS data collections; the operational delivery of this scheme does not permit a write-in option due to the added complexities, lack of data standardisation for evaluative purposes and resource implications of doing so), they will need to be included in the scheme's list. Doing so will therefore mean that the scheme's list will no longer match the HESA codes we had originally used. However, it is still possible to align with HESA by grouping the added ethnicities under the HESA codes 'Any other White/ Ethnic background' for data analysis purposes.

2. Recorded ethnicity differs from HESA student record

We have cases where a student's ethnicity, as given on the scheme registration form, does not match their University records when they work with the ITE Partnership to submit their claim for the incentive. This scenario was anticipated when the scheme was created, and permitted, so as not to fetter a student's freedom to express their ethnicity as they choose, when they choose. Some minority ethnic students may not wish to provide their ethnicity to the University during their application process (which forms the basis of their student record); we through the Anti-racist Wales work will continue to work with our ITE providers to ensure minority ethnic students feel comfortable disclosing their ethnicity during their application

process. It remains a requirement that students identify as one of the ethnicities eligible for the incentive and that HEIs will continue to check the incentive claims against their records and work with their students to feel confident in disclosing their identity. We do not intend to change this aspect of the scheme currently.

The Ethnic Minority Scheme for academic year 2023/24 & Data / Benchmarking

The Minister has agreed to continue the Minority Ethnic incentive scheme for AY2023/24 and the financial implications.

The current [Schools Workforce Annual Census](#) data (2021) shows that 305 teachers (1.1%) were of Black, Asian, Mixed or Other ethnicity [Including Black/African/Caribbean/Black British, Asian/Asian British, Mixed/Multiple ethnic groups and Other ethnic groups]. There was a smaller proportion of teachers from an ethnic minority background in leadership (0.5%).

The current published Welsh Government data ([Initial teacher education: September 2021 to August 2022 | GOV.WALES](#) – taken from current HESA Data) shows that for AY2021/22 5% of new ITE students in Wales whose ethnicity was known were from a Black, Asian or Minority Ethnic group in 2021/22, the same as in 2020/21.

Official published HESA data for all students undertaking postgraduate study in Wales shows that approximately 15% identify as Black, Asian, mixed or other ethnicity. HESA data from the same year shows that approximately 13% of undergraduates studying in Wales identify as Black, Asian, mixed or other ethnicity. The scheme is intended to incentivise undergraduates into postgraduate ITE programmes however there continues to be a gap in relation to the ‘pool’ of eligible graduates and those that choose to enter postgraduate ITE programmes (PGCEs). It should be noted that the most current available data to ascertain the impact of the incentive is from academic years where the scheme was not available. This is a limitation and cannot be mitigated. Data source - [Who's studying in HE? | HESA](#)

Unofficial data into the pan-Wales applications data for ITE into AY23/24 as of April 2023 shows that there were:

- 114 Minority Ethnic Applications to ITE programmes
- 38 Offers made by ITE providers to Minority Ethnic applicants
- 32 acceptances by Minority Ethnic applicants for entry into ITE Programmes.

In comparison the equivalent data from the previous year (April 2022) shows that there were:

- An issue with the collection at that time means that we recorded 0 Minority Ethnic Applications to ITE programmes
- An issue with the collection at that time means that we recorded 0 Offers made by ITE providers to Minority Ethnic applicants
- 19 acceptances by Minority Ethnic applicants for entry into ITE Programmes.

The scheme could therefore be argued (alongside other initiatives to encourage and promote the teaching profession in Wales to Minority Ethnic individuals) to be

working to its aim of increasing interest in ITE from this demographic. We are unable to parse the role and impact of the scheme however without a formal evaluation and research into the role of incentives into minority ethnic student teachers' decision making when applying for ITE programmes. Such research should be considered after several cohorts have gone through the scheme as this will provide a subject pool large enough to draw some conclusions on the scheme's impact.

The data sets we currently hold regarding the demographics of the teaching workforce continue to show that there is a lack of representation of teachers from Black, Asian and Minority Ethnic backgrounds in the workforce. The scheme therefore has not yet fulfilled its purpose and should be continued for a second year.

The IIA will be reviewed and updated, if and where appropriate, in relation to the current data and the changes proposed to the legal scheme.