

Golden hello

Eligibility criteria



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01. Eligibility criteria are used in assessing all applications for a TDA golden hello, and should be read and referred to by applicants and administrators. Additional information for administrators is available at www.tda.gov.uk/goldenhellos

Teachers must ensure their applications are made to the LA within 12 months of completing their induction year.

Eligibility

- 02.** To be eligible to apply for a golden hello a teacher must comply with:
- ITT eligibility – relating to the type of initial teacher training (ITT) undertaken
 - application eligibility – relating to the timing of the application, and
 - teaching eligibility – relating to the type of teaching post occupied.
- 03.** If any part of these eligibility criteria is not satisfied, the teacher is not eligible to receive a golden hello.

ITT eligibility

- 04.** The golden hello is only available to teachers who completed a TDA funded postgraduate course of ITT leading to the award of qualified teacher status (QTS). All golden hello applicants must have received a training bursary during their initial teacher training.
- 05.** Teachers who gained QTS through an undergraduate or employment-based ITT route do not qualify for a golden hello. Employment-based ITT routes include the graduate and registered teacher programmes, the overseas trained teacher programme, and the Teach First programme.
- 06.** The teacher must have taken an ITT course that covered teaching in either or both of key stage 3 or key stage 4 (KS3 or KS4).

Application eligibility

- 07.** Teachers must ensure their applications are made to the local authority (LA) within 12 months of completing their newly qualified teacher (NQT) induction year.
- 08.** This 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.

- 09.** Applicants must not have previously received a TDA golden hello in England or the equivalent in Wales.

Teaching eligibility

- 10.** Eligible teachers must be a qualified school teacher and hold QTS, awarded by the General Teaching Council for England (GTCE).
- 11.** Eligible teachers must have successfully completed their induction. Visit www.tda.gov.uk/teachers/induction for further details on induction.
- 12.** 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, or
 - an academy in England.
- 13.** The teacher's employment contract must be on either a permanent or fixed-term basis of at least one term's duration.
- 14.** The teaching post held by the teacher must contract them to teach at least 50 per cent of their teaching time in the subject in which they specialised during ITT.
- 15.** The teacher must continue to be employed in an eligible role until receipt of the golden hello. As the golden hello payment can only be made through the standard LA payroll, 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. In such instances, teachers may re-apply for a golden hello at a future date, provided that they fully satisfy the eligibility criteria, including the application eligibility, at the time of a subsequent application.

How much is the golden hello?

16. Depending on when the teacher started their ITT course and the secondary subject in which they specialised, there are three golden hello rates: £2,500, £4,000 or £5,000. These rates are before tax and national insurance.
 17. The rate at which a teacher is eligible to claim is primarily dependent on the year the teacher undertook their ITT, the training bursary level received during that year, and the teacher's secondary subject specialism.
 18. Golden hellos are subject to income tax and national insurance, and are regarded by HM Revenue and Customs as taxable income. Teachers who are claiming state benefits (working tax credits, etc) are advised to discuss with their local Jobcentre Plus office the impact the golden hello may have on such benefits.
- £5,000 golden hello**
19. To receive a £5,000 golden hello, the teacher must have begun their ITT course on or after 1 August 2005.
 20. The teacher must have received a training bursary of either £7,000 or £9,000 during their ITT.
 21. The ITT course must have comprised at least 50 per cent of either mathematics or science (including applied science). 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 (including applied science).

Golden hello rates are based on the year in which teachers began their ITT course and the subject in which they trained and teach.

£2,500 golden hello

22. Teachers are eligible for a £2,500 golden hello if they have received a £9,000 training bursary and began their ITT course on or after 1 August 2006.
23. Eligible teachers must have completed their ITT in one of the following secondary subjects:
 - modern languages
 - English (including drama, dance and performing arts)
 - design and technology
 - engineering
 - manufacturing
 - information and communication technology (ICT)
 - applied information and communication technology (ICT)
 - religious education, or
 - music.
24. ITT courses that offer joint subject areas can be considered, but at least 50 per cent of the course must be in one of the subjects listed above.

£4,000 golden hello

25. Teachers who began 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) and received a £6,000 training bursary may be eligible to apply for the golden hello under the previous guidance.
26. The ITT course undertaken by the teacher must have comprised at least 50 per cent of one of these subjects:
 - design and technology (including engineering and manufacturing)
 - English (including drama, dance and performing arts)
 - information and communication technology (ICT)
 - mathematics
 - modern languages, or
 - science.
27. Full eligibility guidance for this scheme can be accessed at Golden hello guidance 2005/06 and before from www.tda.gov.uk/goldenhellos

Summary table

28. 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.

29. For the purpose of golden hellos, all academic years begin on 1 August and end on 31 July. To be eligible, teachers must comply with the other eligibility criteria set out in this document.

Secondary subject specialism (trained in and taught)	Academic year initial teacher training began		
	AY2000/01 to AY2004/05	AY2005/06	AY2006/07 and AY2007/08
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	£0	£2,500
Religious education	£0	£0	£2,500
Other subjects not listed above	£0	£0	£0

Additional information

30. 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.
31. 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.
32. Sixth form colleges are classified as further education institutions and teachers working there are not eligible to claim the TDA golden hello.

Reciprocal agreements with Wales

33. 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.
34. 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 in Wales 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. Do not submit your claim form until you have actually started work in your eligible post. If you have any queries or would like advice from the Welsh Assembly please call 02920 826749 or email teachingenquiries@wales.gsi.gov.uk
35. 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

36. 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 a TDA golden hello on the same basis as English-trained teachers. This is provided that they obtained their qualifications to teach:
 - mathematics or science on or after 1 May 2000
 - modern languages, technology, information and communication technology, design and technology or English on or after 1 October 2000, or
 - music and religious education on or after 1 August 2006.
37. 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.
38. Teachers who became a qualified school teacher by training at an institution in either Scotland or Northern Ireland 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. As mentioned above, 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.

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