

ITE Funding Information 2024-25

For Principals/Headteachers

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Section 1: Salary Grants 2024-25

School Direct (SD) Salary Grants

- The DfE provides Salary Grants to the schools of School Direct salaried trainees (for certain Secondary subjects) to contribute to the costs.
- Salary Grant funding will be paid for each salaried trainee depending on their subject, there are no regional funding variations.
- You should use this grant to offset the **salary, oncosts and fees** (more detail in table 1).

For 2024 to 2025 the following **SD Salary Grants** are available:

- **£28,000** in Chemistry, Computing, Mathematics and Physics
- **£25,000** in Biology, Design Technology, Geography and Languages (including ancient languages)
- **£10,000** in Art & Design, English, Music and Religious Education.

Grant Funding Agreements (GFA): All lead schools with permission to recruit to funded School Direct (salaried) courses must enter a GFA with the DfE, grant funding will only be paid once a GFA is in place.

You can find out more information on salary grants, GFA's, grant conditions and payment here:

<https://www.gov.uk/government/publications/school-direct-salaried-funding-manual/school-direct-salaried-funding-manual-2024-to-2025-academic-year>

Postgraduate Teaching Apprenticeship (PGTA) Salary Grants

- For the PGTA training route, the DfE gives grants to contribute to the training and trainee salary and oncosts.
- This grant contributes to the apprentice's salary and oncosts **and is in addition to** funding available from the apprenticeship levy of up to **£9,000**, which is for training and assessment costs only.
- Please contact us if you **don't** currently pay into the levy.

For 2024 to 2025 the following **PGTA Salary Grants** are available:

- **£28,000** in Chemistry, Computing, Mathematics and Physics
- **£25,000** in Languages (French, German, or Spanish only)
- **£16,000** in Biology, Design & Technology, Geography and other Languages (including Ancient Languages)
- **£1,000** in Art and Design, English, Music and Religious Education

*Schools can then draw down a maximum of **£9,000** from the levy fund towards training costs.

NB. This is a maximum as, in some (rare) cases, apprentices may have too much experience in some areas of the KSB and will therefore have a reduction in funding and an altered training plan – we will work with you to elicit this for your apprentice.

You can find out more information on PGTA funding here:

<https://www.gov.uk/government/publications/postgraduate-teaching-apprenticeships-funding-manual/postgraduate-teaching-apprenticeship-funding-manual-2024-to-2025-academic-year>

Section 2: DfE Bursaries and Scholarships

- DfE Bursaries and Scholarships are available to NIoT trainees on the fee-paying based route (for certain Secondary subjects – see list below).
- The following subjects/phases have no DfE funding: history; primary; and primary with maths.
- These are tax-free amounts of money paid to the trainee which they do not need to pay back.
- The trainee does not need to apply for a bursary. If they're eligible, they'll automatically receive it.
- If they are eligible for a DfE Scholarship, they must apply through the relevant scholarship body (see below).
- They cannot receive a scholarship or bursary if their teacher training course is salaried.
- Their DfE bursary or scholarship will be paid in 10 equal monthly instalments over the duration of the course by the NIoT (as their teacher training provider).
- The NIoT will confirm the payment dates and amounts at the start of the course.
- The trainee will be responsible for paying for their own training fee (£9,250 full time). They may apply for Student Finance, via SFE, if they have access to public funds or may choose to pay for this privately*.

Eligibility Criteria is based upon:

- subject choice;
- academic award grade;
- access to public funds;
- they must be eligible for student finance to receive a bursary or scholarship.*
**Unless they're training to teach Physics or Languages where different rules apply*

For 2024 to 2025 the following DfE bursaries are available:

- **£28,000** in Chemistry, Computing, Mathematics and Physics
- **£25,000** in Biology, Design & Technology, Geography and Languages (including ancient languages)
- **£10,000** in Art and Design, English, Music and Religious Education

Applicants may be eligible for a bursary if they have a 1st, 2:1, 2:2, PhD or Master's.

For 2024 to 2025 the following DfE scholarships are available:

- **£30,000** in Chemistry, Computing, Mathematics and Physics
- **£27,000** in French, German and Spanish (no other languages)

DfE scholarships are usually available to applicants with a 1st, 2:1, Master's or PhD. In exceptional circumstances they may be awarded to a graduate with a 2:2 and significant relevant experience.

DfE Scholarships are offered by **independent institutions**. They set their own eligibility criteria and the trainee will need to apply through the relevant scholarship body:

- Royal Society of Chemistry (RSC)
- The Chartered Institute for IT (BCS)
- British Council (BC) (languages – French, German and Spanish only)
- Institute of Mathematics and its Applications (IMA)
- Institute of Physics (IOP)

NB. DfE scholarships, if awarded, are instead of the bursary, not in addition to the bursary.

Section 3: NIoT Additional costs and Scholarships

Salaried School Direct Trainees:

As aforementioned, for **School Direct Salaried Trainees**, salary grants are available from the DfE of between £10,000 - £28,000. However, **your academy/school may still incur a cost** dependent on the subject, to cover the full salary cost including on-costs and the training fee of £9,250, of these trainees during their training year (see table 1 column 6).

The NIoT proposes the following funding schemes, for fee-paying trainees, in order to remain competitive and attract high quality fee-paying candidates in 2024-25.

Fee-Paying School Direct Trainees:

In the **high priority** subjects of **physics, maths, computing, chemistry**, fee-paying trainees will receive a £28,000 bursary (and are free to the school). To remain competitive and attract high quality fee-paying candidates, schools could consider offering to pay the full tuition fee (or part thereof) of **£9,250**. Therefore, higher quality trainees will pay less fees and this trainee will still be at minimal cost to your school.

In the **high-mid priority** subjects of **biology, geography, D&T and languages**, fee-paying trainees receive a bursary of £25,000. To remain competitive and to attract higher quality fee-paying candidates, schools may offer to pay the tuition fee (or part thereof) of **£9,250**. Therefore, higher quality trainees will pay less fees and this trainee will still be at minimal cost to your school.

In the **mid-low priority** subjects of **art & design, English, music and religious education**, fee-paying trainees receive a bursary of £10,000. To attract higher quality fee-paying candidates, schools should consider offering to pay the tuition fee (or part thereof) of **£9,250**. Therefore, higher quality trainees will pay less fees and this trainee will still be at minimal cost to your school.

For the **low priority** subjects of **history, PE and drama**, in which there are no salary grants or bursaries available, to remain competitive and attract high quality fee-paying candidates, schools should consider offering to pay the full tuition fee of **£9,250 plus a NIoT scholarship** to strong candidates. We suggest a sum of £3,000 per term therefore totalling **£9,000 as a NIoT Scholarship**. This is entirely down to the discretion of the Headteacher and is not a requirement. It may however encourage a high-quality candidate to accept the offer of placement at your school.

For **Primary Trainees**, for whom there are no salary grants or bursaries available, in order to be competitive and attract high quality fee-paying candidates, schools may offer to pay the full tuition fee of **£9,250 plus a NIoT scholarship** to strong candidates. We suggest a sum of £2,000 per term therefore totalling **£6,000 as a NIoT Scholarship**. This is entirely down to the discretion of the Headteacher and is not a requirement. It may however encourage a high-quality candidate to accept the offer of placement at your school.

Section 4: Funding Overview (table 1)

Funding Categories	Subjects	2024-25 Salary Grant to school	Region	UQT1 Salary** incl. On-cost (not including fees)	Net Cost to Academies (If Salaried SD)	Net Cost to Academies (If high quality Fee-paying SD)	Suggested additional finance and/or scholarship costs
High Priority Subjects	Physics, Maths, Computing, Chemistry	£28,000	Inner London	£32,289	£4,289	Nil or £9,250 or part thereof	<ul style="list-style-type: none"> • Salaried & Fee-paying routes open for all four subjects. • For high quality Fee-paying candidates, schools may offer to pay training fee (or part) of £9,250. NB: Physics trainees that are not eligible for other types of financial support due to immigration status may still be eligible for bursaries and scholarships.
			Outer London	£30,519	£2,519		
			London Fringe	£27,416	+£584		
			England excl. London	£25,748	+£2,252		
High-Mid Priority Subjects	Biology, Geography, Design & Technology Languages	£25,000	Inner London	£32,289	£7,289	Nil or £9,250 or part thereof	<ul style="list-style-type: none"> • Salaried & Fee-paying routes open only for Biology and Languages. • Fee paying route only for Geography and Design & Technology. • For high quality Fee-paying candidates, schools may offer to pay training fee (or part) of £9,250. NB: Languages trainees that are not eligible for other types of financial support due to immigration status may still be eligible for bursaries and scholarships.
			Outer London	£30,519	£5,519		
			London Fringe	£27,416	£2,416		
			England excl. London	£25,748	£748		
Mid-Low Priority Subjects	Art & Design, English, Music, Religious Education	£10,000	Inner London	£32,289	£22,289	Nil or £9,250 or part thereof	<ul style="list-style-type: none"> • Fee paying route only for Art & Design, Music and Religious Education • Possibility of opening English salaried if required for a specific school • For high quality Fee-paying candidates, schools may offer to pay training fee (or part) of £9,250.
			Outer London	£30,519	£20,519		
			London Fringe	£27,416	£17,416		
			England excl. London	£25,748	£15,748		
Low Priority Subjects	History, PE, Drama	£0	Inner London	£32,289	£32,289	Nil or £18,250 or part thereof	<ul style="list-style-type: none"> • Salaried route for all Low Priority Subjects is closed; this can be opened later if subject is in demand; • Fee-paying places are open to all. <p>*In order to be competitive - for high quality Fee-paying candidates', academies may like to offer to:</p> <ol style="list-style-type: none"> 1. Pay training fee (or part) of £9,250. 2. Pay, via NIoT, a £3k per term NIoT Scholarship to candidates with previous classroom experience and demonstrating reflective teaching practice each term (success criteria to be agreed).
			Outer London	£30,519	£30,519		
			London Fringe	£27,416	£27,416		
			England excl. London	£25,748	£25,748		
Primary		£0	Inner London	£32,289	£32,289	Nil or £15,250 or part thereof	<ul style="list-style-type: none"> • Salaried route for Primary & Primary with Maths is closed; this can be opened later if subject is in demand. • Fee-paying places are open to all. <p>*In order to be competitive - for high quality Fee-paying candidates', academies may like to offer to:</p> <ol style="list-style-type: none"> 1. Pay training fee (or part) of £9,250. 2. Pay, via NIoT, a £2k per term NIoT scholarship to candidates with previous classroom experience and demonstrating reflective teaching practice each term. 3. If you have a HLTA who you would like to support in training to teach within your school, you may offer a scholarship equivalent to their current salary (or similar). Please discuss with your Regional Principal.
			Outer London	£30,519	£30,519		
			London Fringe	£27,416	£27,416		
			England excl. London	£25,748	£25,748		
Primary with Maths		£0	Inner London	£32,289	£32,289	Nil or £15,250 or part thereof	<ul style="list-style-type: none"> • Salaried route for Primary & Primary with Maths is closed; this can be opened later if subject is in demand. • Fee-paying places are open to all. <p>*In order to be competitive - for high quality Fee-paying candidates', academies may like to offer to:</p> <ol style="list-style-type: none"> 1. Pay training fee (or part) of £9,250. 2. Pay, via NIoT, a £2k per term NIoT scholarship to candidates with previous classroom experience and demonstrating reflective teaching practice each term. 3. If you have a HLTA who you would like to support in training to teach within your school, you may offer a scholarship equivalent to their current salary (or similar). Please discuss with your Regional Principal.
			Outer London	£30,519	£30,519		
			London Fringe	£27,416	£27,416		
			England excl. London	£25,748	£25,748		

** NB. We are using UNQ1 pay scales for 2023-24 as these have been published by the DfE, costs are likely to increase for 2024-25.

Section 5: PGTA Funding (table 2)

The PGTA is a Level 6 Apprenticeship leading to the award of QTS. The minimum training period is 12 months (not including End Point Assessment EPA) and employers can draw down a maximum of £9,000 of levy funding, which includes the cost of EPA at approximately £800.

Funding Categories	Subjects	2024-25 PGTA Salary Grant (SD Salary grant)	Region	UQT 1 salary apprentice will receive**	UQT 1 salary including 25% on-costs	Net cost to schools for PGTA (incl. on-costs) NB. £9000 from your levy is not included in this amount
Higher Priority Subjects	Physics, Maths, Computing, Chemistry	£28,000 (£28,000)	Inner London	£25,831.00	£32,288.75	+£4,711.25
			Outer London	£24,415.00	£30,518.75	+£6,481.25
			London fringe	£21,933.00	£27,416.25	+£9,583.75
			England excl London	£20,598.00	£25,747.50	+£11,252.50
Middle Priority Subjects	Languages (French, German and Spanish)	£25,000 (£25,000)	Inner London	£25,831.00	£32,288.75	+£1,711.25
			Outer London	£24,415.00	£30,518.75	+£3,481.25
			London fringe	£21,933.00	£27,416.25	+£6,583.75
			England excl London	£20,598.00	£25,747.50	+£8,252.50
	Geography, Languages (including Ancient Languages)	£16,000 (25,000)	Inner London	£25,831.00	£32,288.75	£7,288.75
			Outer London	£24,415.00	£30,518.75	£5,518.75
			London fringe	£21,933.00	£27,416.25	£2,416.25
			England excl London	£20,598.00	£25,747.50	£747.50
Biology, D&T	£16,000 (£25,000)	Inner London	£25,831.00	£32,288.75	£ 7,288.75	
		Outer London	£24,415.00	£30,518.75	£ 5,518.75	
		London fringe	£21,933.00	£27,416.25	£ 2,416.25	
		England excl London	£20,598.00	£25,747.50	£ 747.50	
Lower Priority Subjects	English	£1,000 (£10,000)	Inner London	£25,831.00	£32,288.75	£22,288.75
			Outer London	£24,415.00	£30,518.75	£20,518.75
			London fringe	£21,933.00	£27,416.25	£17,416.25
			England excl London	£20,598.00	£25,747.50	£15,747.50
	Art and Design	£1,000 (£10,000)	Inner London	£25,831.00	£32,288.75	£22,288.75
			Outer London	£24,415.00	£30,518.75	£20,518.75
			London fringe	£21,933.00	£27,416.25	£17,416.25
			England excl London	£20,598.00	£25,747.50	£15,747.50
	Music, Religious Education	£1,000 (£0)	Inner London	£25,831.00	£32,288.75	£22,288.75
			Outer London	£24,415.00	£30,518.75	£20,518.75
			London fringe	£21,933.00	£27,416.25	£17,416.25
			England excl London	£20,598.00	£25,747.50	£15,747.50
History, Primary, PE, Drama	£0	Inner London	£25,831.00	£32,288.75	£23,288.75	
		Outer London	£24,415.00	£30,518.75	£21,518.75	
		London fringe	£21,933.00	£27,416.25	£18,416.25	
		England excl London	£20,598.00	£25,747.50	£16,747.50	

** NB. We are using UNQ1 pay scales for 2023-24 as these have been published by the DfE, costs are likely to increase for 2024-25.

Table 2 explained:

As aforementioned, PGTA trainee salary grants are available of between £1,000 - £28,000, and this is **in addition to** funding available from the apprenticeship levy of up to **£9,000**, for training and assessment costs only. When compared to the salaried route, the full cost incurred to your school for a PGTA apprentice, for those in the **lower, middle and higher priority subjects** will be equivalent. See final column for draft figures net cost – please not, those in **green font** are money received (net gain) by the school.

However, in the **lower** priority subjects of **History and Primary**, as salaried grants are not available, but levy funding is, the net cost incurred to your school to place an apprentice will be around 25% less than an equivalent salaried SD trainee would be. In addition to this, PGTA apprentices will start on a higher loading in their timetable as they will have had prior school-experience.

The PGTA route will aim to encourage graduate TA/HLTA's in these subjects/phases.

Section 6: PGTA Timetable (table 3)

Potential Teaching Timetable across a full week						
Dates (Half terms)	Solo Teaching	Collaborative Teaching (wherever possible)	Observation of expert colleagues	Professional Activities (PPA) ^{nb}	Off the Job Training approximate allocated hours per week	Total hours for time period specified
1st – 5 th July (Flying Start)			Flying Start		30	30
15 th -25 th July	0%	20%	In School Induction		26	52
July – Aug (Summer Hols)			Pre course tasks, reading and research		Summer holidays	
27 th -30 th August (IT&P)			Intensive Training and Practice		30	30
Sept – Oct Autumn 1	60%	10%	0% (part of OJT)	10%	8*	56
Nov – Dec Autumn 2 (Potential for SSP)	60%	5%	0% (part of OJT)	10%	8*	56
Jan – Feb Spring 1	65%	5%	0% (part of OJT)	10%	8*	48
Mar – April Spring 2	70%	0%	0% (part of OJT)	10%	8*	48
April – May Summer 1	70%	0%	0% (part of OJT)	10%	8*	48
June-July Summer 2	80%	0%	0% (part of OJT)	10%	6	36
Total Off the Job Training					404 hours (min 288)	

*1 day (6.5 hours) + Mentor Meeting (1 hour) + observations of others (0.5 hours) = 8 hours OTJ weekly

NB: Professional activities may include research for assignments, planning and preparation, weekly reflective tasks etc. This is not an exhaustive list.

Table 3 explained:

PGTA Apprentice teachers' (PGTAs) timetables are decided at the discretion of the individual academy, based on the Initial Assessment, individual experience and needs, and are agreed with the ITE team.

PGTAs can teach a 60% teaching timetable from the start of the course, rising to 80% at the end of training. All PGTAs must have **at least** 6 hours per week Off the Job Training (OJT). Care must be taken to ensure that teaching loads are always appropriate for the apprentice teacher's individual stage of development.

Apprentice teachers' timetables must allow time for regular, timetabled mentor meetings, collaborative working and observations of others, plus remain below the loading of an ECT.

Apprentice teachers must experience teaching for progression in two key stages. They must have taught in at least two schools. Apprentices will need to be released from their employing schools to teach in a second placement school (SSP).

The apprentice's timetable should also consider mentor availability for observations.

We expect all apprentice teachers to be given experience of working with, and observing, expert colleagues in their host academy and, where relevant, in other academies.

Section 7: NIoT and DfE Mentor payments

Each mentor allocated to a NIoT trainee teacher will be trained across the year. This will take the form of online synchronous training, asynchronous training, as well as face-to-face training in the placement school. We will pay each school £400 per mentor. This will be paid to your school directly towards the end of the training year.

Also available is mentor funding from the DfE, per mentor:

- Up to £876 (£43.80 per h) – Schools outside of London
- Up to £902 (£45.10 per h) – Fringe
- Up to £965 (£48.25 per h) – Outer London
- Up to £1072 (£53.60 per h) – Inner London

NB. Schools will have to claim this money through the DfE – a new system is being trialled in 2023-24 where claims are made May – July 2023 for payment in September 2023 (for the previous year). We will have to have evidence of the mentor's attendance at training to be able to claim (as a school) and 'approve' claims (as a provider) to ensure release of the DfE funding.