



Targeted Recruitment Incentive Payment

The Department for Education is currently running a targeted retention incentive scheme which is not accessible to teaching staff working in St Bede's. To enable St Bede's to be competitive when recruiting new staff, a similar scheme is being operated by the school during 2026.

To be eligible for the targeted one-off recruitment incentive bonus payment of £4,000, new external recruits to the school must meet the following criteria:

- Commence a permanent role at St Bede's in 2026 working as a teacher in Mathematics' or Science.
- You completed your ITT course specialising in mathematics, physics, chemistry or biology, and hold a degree in the relevant subject.
- You must have QTS prior to your role commencing.
- By the end of the first year of employment you have had no adverse conduct, capability, or absence concerns recorded on your personnel file.

Unlike the DfE scheme, the St Bede's scheme is open to all newly recruited teachers to St Bede's who meet the above criteria regardless of the date they obtained their QTS status.

Payment of the £4,000 is via payroll and will be made in the 13th month after employment commenced and will be subject to full payroll deductions applicable at the time the payment is made.