

STATUTORY INSTRUMENTS

2012 No. 1115

The Education (Induction Arrangements for School Teachers) (England) Regulations 2012

Extension of an induction period before completion

8.—^[F1](1) Subject to paragraph (2), where a person serving an induction period is absent from work on 30 or more days in either the first or the second part of an induction period, then the relevant part is to be extended by the aggregate period of that person's absence within that part.]

^[F2](1A) For the purposes of paragraph 1, no account is to be taken of any absence before ^[F3]1st September 2022] which is for a reason relating to the incidence or transmission of coronavirus.]

^[F4](2) Paragraph (1) does not apply where a person is absent from work for more than 30 days for one of, or a combination of, the following reasons—

- (a) the maternity leave period specified in regulation 7(1) of the Maternity and Parental Leave etc Regulations 1999;
- (b) taking parental bereavement leave within the meaning given in regulation 3 of the Parental Bereavement Leave Regulations 2020;
- ^[F5](c) the exercise of the right to parental leave conferred by or under section 76 of the Employment Rights Act 1996;
- (d) the exercise of the right to paternity leave conferred by or under section 80A or 80B of the Employment Rights Act 1996;
- (e) the exercise of the right to adoption leave conferred by or under section 75A or 75B of the Employment Rights Act 1996.]

unless that person requests that the induction period is extended in accordance with paragraph (1).]

(3) Where an induction period is extended under regulation 10 of the Welsh Induction Regulations and the person serving the induction period becomes employed at an institution in England, the induction period is to be treated as having been extended under this regulation.

(4) Except as provided for in this regulation an induction period may not be extended before its completion.

^[F6](5) In paragraph (1A) “coronavirus” means severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).]

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| F1 | Reg. 8(1) substituted (1.9.2021) by The Education (Coronavirus) (School Teachers' Qualifications, Induction, Inspection Arrangements, Etc) (Amendment) Regulations 2021 (S.I. 2021/385) , regs. 1(4), 5(5)(a) |
| F2 | Reg. 8(1A) inserted (21.5.2020) by The Education (School Teachers Qualifications and Induction Arrangements) (England) (Coronavirus) (Amendment) Regulations 2020 (S.I. 2020/464) , regs. 1, 3(2)(a) |
| F3 | Words in reg. 8(1A) substituted (18.4.2022) by The Education (Induction Arrangements for School Teachers) (England) (Coronavirus) (Amendment) Regulations 2022 (S.I. 2022/369) , regs. 1, 2(2) |
| F4 | Reg. 8(2) substituted (6.4.2020) by The Parental Bereavement Leave and Pay (Consequential Amendments to Subordinate Legislation) Regulations 2020 (S.I. 2020/354) , regs. 1, 27(2) |

Changes to legislation: *The Education (Induction Arrangements for School Teachers) (England) Regulations 2012, Section 8 is up to date with all changes known to be in force on or before 21 March 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)*

- F5** Reg. 8(2)(c)-(e) inserted (1.9.2021) by The Education (Coronavirus) (School Teachers' Qualifications, Induction, Inspection Arrangements, Etc) (Amendment) Regulations 2021 (S.I. 2021/385), regs. 1(4), **5(5)(b)**
- F6** Reg. 8(5) inserted (21.5.2020) by The Education (School Teachers Qualifications and Induction Arrangements) (England) (Coronavirus) (Amendment) Regulations 2020 (S.I. 2020/464), regs. 1, **3(2)(b)**

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Changes and effects yet to be applied to :

- reg. 8(2)(e) semicolon substituted for full stop by [S.I. 2024/266 reg. 5\(2\)](#)

Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- reg. 8(2)(f) inserted by [S.I. 2024/266 reg. 5\(2\)](#)