
STATUTORY INSTRUMENTS

2021 No. 385

The Education (Coronavirus) (School Teachers' Qualifications, Induction, Inspection Arrangements, Etc) (Amendment) Regulations 2021

Amendments to the Education (Induction Arrangements for School Teachers) (England) Regulations 2012

5.—(1) The Education (Induction Arrangements for School Teachers) (England) Regulations 2012⁽¹⁾ are amended as follows.

(2) In regulation 3 (interpretation)—

(a) for the definition of “teaching school” substitute—

““teaching school hub” means a school which has been designated as such by the Secretary of State”; and

(b) for “Education (Induction Arrangements for School Teachers) (Wales) Regulations 2005” substitute “Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015.”

(3) In regulation 4 (appropriate body), in paragraphs (2)(c) and (3) after “teaching school” in each place it occurs insert “hub”.

(4) In regulation 7 (length of induction period)—

(a) in paragraph (1), for “three school terms of the institution in which induction is begun” substitute “six school terms, divided into two parts each consisting of three school terms of the institution in which induction is begun”;

(b) after paragraph (1) insert—

“(2) Where an induction period started before 1st September 2021 and is completed by 1st September 2023, it must be served for a period equivalent to no less than three school terms of the institution in which induction is begun, based on a school year of three terms.”

(5) In regulation 8 (extension of an induction period before completion)—

(a) for paragraph (1) substitute—

“(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”;

(b) in paragraph (2) after sub-paragraph (b) insert—

“(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.”
- (6) In regulation 10 (supervision, training and assessment), for paragraph 4 substitute—
 - “(4) A person serving an induction period in a relevant school must not—
 - (a) during the first three school terms of that induction period, teach for more than 90 per cent of the time that a teacher at the school would be expected to teach; and
 - (b) during the second three school terms of that induction period, teach for more than 95 per cent of the time that a teacher at the school would be expected to teach.”
- (7) In regulation 12 (termination of employment following failure satisfactorily to complete an induction period)—
 - (a) in paragraph (1) for “regulation 14(3)(c)” substitute “regulation 13(3)(c)”;
 - (b) in paragraph (2)(a) for “General Teaching Council for Wales” substitute “Education Workforce Council”; and
 - (c) in paragraph (3)(b) for “Schedule 2” substitute “Schedule 3”.
- (8) In Schedule 1 (cases in which a person may be employed as a qualified teacher in a relevant school without having satisfactorily completed an induction period)—
 - (a) in paragraph 2(b), for “regulation 14(3)” substitute “regulation 13(2)”;
 - (b) in paragraph 6, after “section 19 of the Teaching and Higher Education Act 1998” insert “or under section 17 of the Education (Wales) Act 2014”.
- (9) In Schedule 1A (special provisions applying to qualified teachers for whom the requirement to pass a numeracy skills test has been abolished), in paragraph 3 omit the words “(also see regulation 1(5)),”.