

## SCHEDULE 1

Regulation 5

Cases in which a person may be employed as a qualified teacher in a relevant school without having satisfactorily completed an induction period under these Regulations

1. A person who on 7th May 1999 was a qualified teacher.
2. A person who—
  - (a) is serving an induction period (including an extended induction period); or
  - (b) has completed such an induction period and is being employed to work as a teacher pending a decision of the appropriate body pursuant to regulation 11(5) of these Regulations or [<sup>F1</sup>regulation 13(2)] of the Welsh Induction Regulations.

### Textual Amendments

**F1** Words in Sch. 1 para. 2(b) 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(8)(a)**

3. A person who has failed satisfactorily to complete an induction period who continues to be employed pending the outcome of that person's appeal.

4. A person who is employed for one or more periods of less than one school term as a supply teacher during the period of five years starting on the date on which that person becomes a qualified teacher.

5. A person who can no longer be employed under paragraph 4 of this Schedule but who is employed for a period as a supply teacher while serving an induction period in part-time service.

6. A person who has satisfactorily completed an induction period under regulations made from time to time under [<sup>F2</sup>or under section 17 of the Education (Wales) Act 2014] in relation to teachers in Wales.

### Textual Amendments

**F2** Words in Sch. 1 para. 6 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(8)(b)**

7. A person—
  - (a) who qualified as a teacher in England on or after 7th May 1999 but on or before 1st April 2003;
  - (b) whose first post as a teacher (including as a supply teacher) following that person's qualification was in a school in Wales; and
  - (c) who on or before 1st April 2003 has completed not less than two school terms' service in such a post.

- [<sup>F3</sup>8. A person who—
- (a) has, or is eligible for, full registration as a teacher of primary or secondary education with the General Teaching Council for Scotland; and
  - (b) unless the person had, or was eligible for, such registration immediately before 1st February 2023, has successfully completed a probationary period in Scotland.]

### Textual Amendments

**F3** Sch. 1 para. 8 substituted (1.2.2023) by [The Education \(School Teachers' Qualifications and Induction Arrangements\) \(Amendment\) \(England\) Regulations 2022 \(S.I. 2022/1256\)](#), regs. 1(1), **4(2)**

9. A person who—

- (a) has successfully completed the induction stage of teacher education in Northern Ireland; or
- (b) was employed as a teacher in Northern Ireland at any time prior to the introduction of the induction stage of teacher training in Northern Ireland.

<sup>F4</sup>10.—<sup>F5</sup>(1) A person who is a qualified teacher who became so qualified by virtue of regulation 5 of, and paragraph 8 or paragraph 8A of Schedule 2 to, the 2003 Qualifications Regulations <sup>F6</sup>—

- (a) before 1st February 2023 and remains so qualified; or
- (b) pursuant to—
  - (i) a decision taken or determination made under the 2007 Regulations in accordance with paragraph 50 or paragraph 51 of Schedule 1 to the 2019 Regulations in respect of a transitional application; or
  - (ii) a decision taken or determination made under the 2015 Regulations in accordance with paragraph 44 of Schedule 1 to the 2019 Regulations <sup>F7</sup>or paragraphs 1, 2(2) and (3) of Schedule 1 to the Professional Qualifications Act 2022 (Commencement No. 3) Regulations 2023] in respect of a transitional application]

<sup>F8</sup>(2) In this paragraph “transitional application” means an application made, but not finally determined, before the transition end date—

- (a) under, or relying on an entitlement under, Chapters 1 and 2 of Part 3 of the 2007 Regulations;
  - (b) for recognition of a relevant qualification (within the meaning of paragraph 51 of Schedule 1 to the 2019 Regulations); or
  - (c) under, or relying on an entitlement under, Chapters 1 and 2 of Part 3 of the 2015 Regulations.
- (3) For the purposes of sub-paragraph (2)—
- (a) “transition end date” means—
    - (i) in the case of an application made for recognition of a relevant qualification, the end of the period of four years beginning with IP completion day;
    - (ii) in any other case, 1st February 2023;
  - (b) an application is finally determined if the competent authority has notified, or is deemed to have notified, the applicant of its decision and either—
    - (i) the period for appeal against that decision under regulation 36 of the 2007 Regulations or, as the case may be, regulation 68 of the 2015 Regulations has expired without an appeal being made; or
    - (ii) where an appeal was made against that decision, that appeal has been finally determined or withdrawn;
  - (c) “competent authority” has the meaning that it has for the purposes of the 2007 Regulations or, as the case may be, the 2015 Regulations.

(4) In this paragraph—

“the 2007 Regulations” means the European Communities (Recognition of Professional Qualifications) Regulations 2007;

“the 2015 Regulations” means the European Union (Recognition of Professional Qualifications) Regulations 2015;

“the 2019 Regulations” means the Recognition of Professional Qualifications (Amendment etc.) (EU Exit) Regulations 2019.]]

#### Textual Amendments

- F4** Sch. 1 para. 10 substituted (31.12.2020) by The Recognition of Professional Qualifications (Amendment etc.) (EU Exit) Regulations 2019 (S.I. 2019/312), reg. 1(3), **Sch. 2 para. 2**; 2020 c. 1, Sch. 5 para. 1(1)
- F5** Sch. 1 para. 10 renumbered as Sch. 1 para. 10(1) (1.2.2023) by The Education (School Teachers’ Qualifications and Induction Arrangements) (Amendment) (England) Regulations 2022 (S.I. 2022/1256), regs. 1(1), **4(3)(a)**
- F6** Sch. 1 para. 10(1)(a)(b) inserted (1.2.2023) by The Education (School Teachers’ Qualifications and Induction Arrangements) (Amendment) (England) Regulations 2022 (S.I. 2022/1256), regs. 1(1), **4(3)(b)**
- F7** Words in Sch. 1 para. 10(1)(b)(ii) inserted (1.12.2023) by The Recognition of Professional Qualifications and Implementation of International Recognition Agreements (Amendment) Regulations 2023 (S.I. 2023/1286), reg. 1, **Sch. 4 para. 2(2)**
- F8** Sch. 1 para. 10(2)-(4) inserted (1.2.2023) by The Education (School Teachers’ Qualifications and Induction Arrangements) (Amendment) (England) Regulations 2022 (S.I. 2022/1256), regs. 1(1), **4(3)(c)**

**11.** A person who has successfully completed a probationary period for teachers under arrangements approved and supervised by the Director of Education of Gibraltar.

**12.** A person who has successfully completed the States of Jersey Induction Programme for Newly Qualified Teachers.

**13.** A person who has been approved by the States of Guernsey Education Department as having successfully completed an induction period for teachers.

**14.** A person who has successfully completed an induction period for teachers under arrangements approved and supervised by the Isle of Man Department of Education and Children.

**15.** A person who on or before 7th May 1999—

(a) was employed as a teacher at a relevant school in England or Wales; and

(b) either—

(i) had successfully completed a course of initial training for teachers in schools at an educational institution in Scotland; or

(ii) was registered as a teacher of primary or secondary education with the General Teaching Council for Scotland.

**16.** A person who on or before 7th May 1999—

(a) was employed as a teacher at a relevant school in England or Wales; and

(b) either—

(i) had successfully completed a course of initial training for teachers in schools at an educational institution in Northern Ireland; or

(ii) had been awarded confirmation of recognition as a teacher in schools in Northern Ireland by the Northern Ireland Department of Education, that confirmation not having been withdrawn at any time subsequent to the award.

17. A person who is a qualified teacher and who became so qualified by virtue of regulation 5 of, and paragraph 12 of Schedule 2 to, the 2003 Qualifications Regulations.

18. A person who—

- (a) has successfully completed a programme of professional training for teachers in any country outside the United Kingdom and which is recognised as such by the competent authority in that country;
- (b) has not less than two years' full-time teaching experience, or its equivalent, in the United Kingdom or elsewhere;
- (c) is a qualified teacher who became so qualified on or after 26th April 2001 by virtue of regulation 5 of, and paragraph 9 or 10 of Schedule 2 to, the 2003 Qualifications Regulations; and
- (d) has been assessed by a person approved by the Secretary of State as meeting the standards mentioned in regulation 10(5).

19. A person who is a qualified teacher who became so qualified by virtue of regulation 5 of, and paragraph 13 of Schedule 2 to, the 2003 Qualifications Regulations.

[<sup>F9</sup>20. A person who has successfully completed an induction programme for teachers in a school which is administered or maintained by, or on behalf of, the Secretary of State for Defence and outside the United Kingdom.]

#### Textual Amendments

**F9** Sch. 1 para. 20 substituted (1.2.2023) by [The Education \(School Teachers' Qualifications and Induction Arrangements\) \(Amendment\) \(England\) Regulations 2022 \(S.I. 2022/1256\)](#), regs. 1(1), **4(4)**

21. A person who on or before 1st September 2003 has successfully completed a course of initial teacher training in an educational institution in Wales.

22. A person who is a qualified teacher and became so qualified by virtue of regulation 5 of, and paragraph 13A of Schedule 2 to, the 2003 Qualifications Regulations.

23. A person who is a qualified teacher and became so qualified by virtue of regulation 5 of, and paragraph 13B of Schedule 2 to, the 2003 Qualifications Regulations.

24.—(1) A person —

- (a) who has been informed in error by the General Teaching Council for England or the Secretary of State that they are exempt from the requirement to complete an induction period; or
- (b) who has satisfactorily completed an induction period but is unable to produce verifying data,

and in relation to whom the appropriate body are satisfied, on the basis of the information referred to in sub-paragraph (2), that they have met the standards referred to in regulation 10(5).

(2) The information referred to is the person's most recent available appraisal report, covering a period of one year within the previous five years, from an institution referred to in regulation 6.

(3) For the purposes of this paragraph, an appraisal report means a report of an appraisal or its equivalent carried out under the School Teacher Appraisal (Wales) Regulations 2002 <sup>M1</sup>, the Education (School Teacher Performance Management) (England) Regulations 2006 <sup>M2</sup> or the Education (School Teachers' Appraisal) (England) Regulations 2012 <sup>M3</sup>.

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### Marginal Citations

- M1** S.I. 2002/1394, as amended by S.I. 2007/944 and further amended by S.I. 2009/2159, 2009/2864 and 2010/1142.
- M2** S.I. 2006/2661, as amended by S.I. 2010/1172.
- M3** S.I. 2012/115.

[<sup>F10</sup>25.—(1) A person who—

- (a) is a qualified teacher and became so qualified on or after 1st February 2023 by virtue of—
- (i) regulation 5 of, and paragraph 8 or 8A of Schedule 2 to, the 2003 Qualifications Regulations, otherwise than following a transitional application (within the meaning given in paragraph 10 of this Schedule); or
- (ii) regulation 5 of, and paragraph 13E [<sup>F11</sup>or 13F] of Schedule 2 to, the 2003 Qualifications Regulations, and
- (b) has not less than two years' full-time teaching experience, or its equivalent, in the United Kingdom or elsewhere.]

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### Textual Amendments

- F10** Sch. 1 para. 25 inserted (1.2.2023) by The Education (School Teachers' Qualifications and Induction Arrangements) (Amendment) (England) Regulations 2022 (S.I. 2022/1256), regs. 1(1), **4(5)**
- F11** Words in Sch. 1 para. 25(1)(a)(ii) inserted (1.12.2023) by The Recognition of Professional Qualifications and Implementation of International Recognition Agreements (Amendment) Regulations 2023 (S.I. 2023/1286), reg. 1, **Sch. 3 para. 5(2)**

**Changes to legislation:**

There are currently no known outstanding effects for the The Education (Induction Arrangements for School Teachers) (England) Regulations 2012, SCHEDULE 1.