
STATUTORY INSTRUMENTS

2008 No. 657

The Education (Induction Arrangements for School Teachers) (England) Regulations 2008

Length of an induction period

- 9.—(1) —Subject to paragraph (2), the length of the induction period is—
- (a) in the case of an induction period served wholly in one or more schools where the school year consists of 3 terms, 3 terms;
 - (b) in the case of an induction period served wholly in one or more schools where the school year consists of 6 terms, 6 terms.
- (2) Where in a case falling within paragraph (1)—
- (a) the person concerned serves an induction period which is a single continuous period beginning on a date other than the first day of a school term;
 - (b) the person concerned serves an induction period which is not a single, continuous period and where one or more of the separate parts of that period begins on a date other than the first day of a school term; or
 - (c) the person concerned is employed to work part-time at any time during the induction period,

the length of the induction period is to be determined in accordance with paragraph (4).

(3) In any case not falling within paragraph (1) (including a case where the person serves the whole or part of the induction period in a further education institution), the length of the induction period is to be determined in accordance with paragraph (4).

(4) The induction period is completed when the person has completed one or more periods of continuous employment falling within regulation 10 and the periods when taken together consist of not less than—

- (a) the number of operating days in the school year of the school in which that person starts the induction period; or
- (b) where that person starts that period in a further education institution, 189 operating days.

(5) The appropriate body may reduce a person's induction period (the induction period as reduced being referred to as "the reduced period") by a period which does not consist of more than 29 operating days if the conditions set out in paragraph (7) apply to that person.

(6) Where the person is absent from work on one or more days during the induction period, being days on which the person is required to work under the terms of that person's contract of employment or terms of engagement, the reference to 29 operating days in paragraph (7) is to have effect instead as a reference to the number of days left after subtracting the number of days of absence from 29.

(7) The conditions are that—

- (a) the person was engaged to provide services as a teacher, whether under a contract of employment or otherwise, and was serving the induction period in an institution during the reduced period so as to meet the requirements of paragraph (1) or (4) but failed to do so;

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- (b) the head teacher of that institution has made a recommendation to the appropriate body that the person has met the standards mentioned in regulation 15 during the reduced period;
- (c) the appropriate body has decided that the person has achieved the standards mentioned in regulation 15 during the reduced period; and
- (d) that person agrees to the reduced period in place of the prescribed induction period.