

---

## EXPLANATORY NOTE

*(This note is not part of the Regulations)*

These Regulations revoke and replace the Education (Induction Arrangements for School Teachers) (England) Regulations 2008.

Subject to the exceptions set out in Schedule 1, no qualified teacher may be employed in a maintained school or a non-maintained special school unless they have satisfactorily completed an induction period in accordance with these Regulations (regulation 5).

The Regulations provide for the institutions in which induction may be served, and the conditions which apply in relation to those (regulation 6). The length of an induction period will normally be the equivalent to three school terms of the institution in which induction is begun, although this may be reduced in certain circumstances (regulation 7) and may also be extended before its completion (regulation 8).

Regulation 10 makes provision for a person's supervision, training and assessment when serving induction. It provides that a person serving induction in a relevant school must not teach for more than 90 per cent of the time that a teacher at the school would be expected to teach.

The Secretary of State sets standards which must be met in order for a person to complete the induction period satisfactorily (regulation 10). On completion of that period, the head teacher or principal of the institution where induction is completed must make a recommendation to the appropriate body as to whether those standards have been met (regulation 11). The appropriate body in respect of each institution where induction may be served is specified in regulation 4.

The appropriate body must then decide whether (i) the person has achieved the standards and satisfactorily completed induction, (ii) the induction period should be extended, or (iii) the person has failed satisfactorily to complete induction.

A person whose induction period is extended, or who has failed to complete induction satisfactorily, may appeal that decision to the Secretary of State (regulation 14). Schedule 3 sets out the procedure for such appeals.

Section 141C(1)(b) of the Education Act 2002 (inserted by the Education Act 2011) provides that the Secretary of State must keep a list containing the names of persons who have begun, but who have failed satisfactorily to complete, an induction period in prescribed circumstances.

Regulation 13 provides that the name of any person who has failed satisfactorily to complete an induction period must be included on that list. The name cannot be added until the time for appeal has expired or the appeal has been dismissed.

Any person exercising functions under these Regulations must have regard to any guidance given by the Secretary of State.

An impact assessment has not been prepared for these Regulations as no impact on businesses or civil society organisations is foreseen. The impact on the public sector is minimal.

**Changes to legislation:**

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