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W E L S H S T A T U T O R Y  
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**2020 No. 623 (W. 143)**

**EDUCATION, WALES**

**The Education (Induction  
Arrangements for School Teachers)  
(Wales) (Amendment)  
(Coronavirus) Regulations 2020**

**EXPLANATORY NOTE**

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

These Regulations amend the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015 (S.I. 2015/484 (W. 41)) (“the 2015 Regulations”). The 2015 Regulations, together with sections 17 and 19 of the Education (Wales) Act 2014 (“the 2014 Act”), deal with the requirements for school teachers to undertake a period of induction.

Regulations 3 and 4 provide that regulations 5 to 9 will continue to have effect following the expiry of these Regulations in prescribed, limited circumstances. Otherwise, as provided for by in regulation 2, these Regulations will expire on 31 August 2021.

The Welsh Ministers will be required to review the effectiveness of these Regulations during the period they have effect (regulation 2).

These Regulations amend the 2015 regulations in two ways:

(1) They allow the appropriate body to reduce the induction period which the person is required to serve to a minimum of 110 school sessions provided the person consents (see regulation 8). The person will still be required to achieve the standards mentioned in section 18 of the 2014 Act.

(2) Regulation 8(d) inserts a new regulation 8(6) and 8(7) into the 2015 Regulations. These regulations allow sessions of professional learning to count towards a person’s induction period, provided those sessions meet the conditions set out in new regulation 7A (see regulation 7). These professional learning sessions must not exceed 16% of the total length of the induction period.

These Regulations are considered necessary as newly qualified teachers may not have been able to attend a school in order to complete their induction period due to spread of severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) in Wales.

The Welsh Ministers' Code of Practice on the carrying out of Regulatory Impact Assessments was considered in relation to these Regulations. As a result, a regulatory impact assessment as to the likely costs and benefits of complying with these Regulations has been undertaken and a copy can be obtained from the Pedagogy, Professional Standards and A level branch, the Pedagogy, Leadership and Professional Learning Division, Welsh Government, Cathays Park, Cardiff, CF10 3NQ or [inductioninfo@gov.wales](mailto:inductioninfo@gov.wales).

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<i>Made</i>	<i>22 June 2020</i>
<i>Laid before Senedd Cymru</i>	<i>23 June 2020</i>
<i>Coming into force</i>	<i>15 July 2020</i>

The Welsh Ministers make the following Regulations in exercise of the powers conferred on them by sections 17 and 47(1) of the Education (Wales) Act 2014<sup>(1)</sup>.

**Title, coming into force and interpretation**

**1.**—(1) The title of these Regulations is the Education (Induction Arrangements for School Teachers) (Wales) (Amendment) (Coronavirus) Regulations 2020.

(2) These Regulations come into force on 15 July 2020.

(3) In these Regulations, “the 2015 Regulations” means the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015<sup>(2)</sup>.

**Review and the expiry of regulations 5 to 9**

**2.**—(1) The Welsh Ministers must review the effectiveness of regulations 5 to 9 during the period for which they have effect.

(2) Subject to regulations 3 and 4, regulations 5 to 9 cease to have effect on 31 August 2021.

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(1) 2014 anaw 5.  
(2) S.I. 2015/484 (W. 41).

### **Saving provisions**

3. Where a person undertakes a session of professional learning which satisfies the conditions of regulation 7A of the 2015 Regulations (as inserted by regulation 7) then such sessions may count towards that person's induction period as if they were school sessions after the expiry of these Regulations provided that the maximum number of such sessions is 18.

4. The expiry of regulations 5 to 9 under regulation 2 does not affect the validity of anything done in accordance with these provisions before the expiry date.

### **Amendment of the 2015 Regulations**

5. The 2015 Regulations are amended as follows.

6. In regulation 3(2)(b) after “(comprising only periods of employment which count towards an induction period under regulation 9)” insert “or regulation 8(5) (appropriate body determination where standards met)”.

7. After regulation 7 insert—

#### **“Professional learning that may count towards an induction period**

7A. A session of professional learning undertaken by a person may count towards that person's induction period where that session of professional learning is—

- (a) undertaken between 26 March 2020 and 31 August 2021,
- (b) a minimum of 3 hours (whether consecutive or not), and
- (c) approved by the appropriate body.”

8. In regulation 8—

- (a) In paragraph (1), after “and (4)” insert “and (5)”;
- (b) After sub-paragraph (3)(e) insert—  
“f) where paragraph (5) applies.”;
- (c) In sub-paragraph (4)(b) for “in all other cases” substitute “where paragraph (3)(a), (b), (c) or (e) applies”;
- (d) After paragraph (4) insert—

“(5) The appropriate body may, with the consent of the person concerned, reduce the length of an induction period which the person is required to serve to a minimum of 110 school sessions if the appropriate body is satisfied that the person has achieved the standards mentioned in section 18 of the 2014 Act.

(6) In paragraphs (4) and (5) a “school session” may include a session of professional learning that satisfies the conditions of regulation 7A.

(7) The sessions of professional learning that may count as school sessions must not exceed 16% of the total length of an induction period.”

**9.** In regulation 13 (completion of an induction period) —

(a) After sub-paragraph (1)(b) insert—

“(c) at the completion of the induction period, that person has undertaken a session of professional learning referred to in regulation 7A.”

*Kirsty Williams*

Minister for Education, one of the Welsh Ministers

22 June 2020