



Education and Skills Act 2008

2008 CHAPTER 25

PART 1

DUTY TO PARTICIPATE IN EDUCATION OR TRAINING: ENGLAND

CHAPTER 3

EMPLOYERS

PROSPECTIVE

Interpretation

19 Contracts to which Chapter applies

- (1) In this Chapter, “relevant contract of employment” means a contract of employment—
- (a) under which the employee is required to work for at least 20 hours per week,
 - (b) which—
 - (i) has a fixed term of 8 weeks or longer, or
 - (ii) does not have a fixed term but can reasonably be expected to be, or has been, in force for at least 8 weeks, and
 - (c) under which the place of work, or one of the places where the employee may be required to work, is in England.
- (2) But a contract is not a “relevant contract of employment” if—
- (a) the employer has undertaken to provide the employee with sufficient relevant training or education in each relevant period, and
 - (b) by virtue of the contract, the employee is in full-time occupation for the purposes of this Part.

Status: This version of this cross heading contains provisions that are prospective.

Changes to legislation: Education and Skills Act 2008, Cross Heading: Interpretation is up to date with all changes known to be in force on or before 20 April 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

20 Appropriate arrangements

- (1) For the purposes of this Chapter, a person to whom this Part applies has made appropriate arrangements for training or education if—
 - (a) the person has enrolled on a course or courses constituting relevant training or education (or arrangements have otherwise been made for the person to receive relevant training or education), or
 - (b) the person is participating in full-time education or training.
- (2) References in this Chapter to appropriate arrangements made by the person are to the arrangements (of whatever kind and whether or not made by the person) for the person to receive the training or education in question.

Status:

This version of this cross heading contains provisions that are prospective.

Changes to legislation:

Education and Skills Act 2008, Cross Heading: Interpretation is up to date with all changes known to be in force on or before 20 April 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

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Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 91(3)(c) inserted by [2022 asc 1 Sch. 4 para. 22\(3\)](#)