

Teachers' Working Longer Review – Meeting of the Steering Group
2 December 2014

Minutes

Attendees

DfE – Stephen Baker (Chair), Jeff Rogerson, Helen Kemplay, and Ian Taylor.

Sub-Group members - Graham Baird (SFCA), Anita Jermyn (LGA), Nick Kirby (NUT), David Binnie (ASCL), Usman Gbajabiamila (ATL), Kathryn James (NAHT), Jen Allen (United Learning), Dave Wilkinson (NASUWT), Deborah Simpson (Voice), Dilwyn Roberts-Young (UCAC), Zenny Saunders (Welsh Government)

Apologies

Gillian Allcroft (NGA), Joan Binder (FASNA), Jonathan Lloyd (WLGA).

Notes from meeting		Action By	Action Deadline
1. Welcome and introductions			
Stephen Baker (SB) welcomed the group.	Information		
2. Minutes of the meeting of 23 October			
Jeff Rogerson (JR) gave an update on actions from the previous meeting: <ul style="list-style-type: none"> • some members had provided comments on the project documentation and this would be discussed under the next agenda item; • some names had been put forward for representatives on the sub-groups but JR reminded members that it was not too late to nominate members; • the subject of actuarial support to be discussed further under agenda item 4; and • dates for future meetings to be discussed under agenda item 8. 	Information		
3. Project Documentation Update from the steering group meeting of 23 October			
SB thanked group members for considering the updated project documentation and for the comments received. These were discussed in detail as follows:- <ul style="list-style-type: none"> • It was agreed that new objective 2, 'to ensure that teachers continue to be able to meet the educational demands of children', is superfluous as it is implicit in the other objectives that teacher effectiveness is at the centre of the review's aims. 	Action	DfE	Complete

<ul style="list-style-type: none"> Concerns were raised about the extent to which equalities issues are adequately covered in the documentation. A point was also raised that it was not helpful to refer to 'assumptions or bias' in respect of the objective about the employment experience of older teachers (objective 2 of the employment practices group's objectives) as this may influence researchers inappropriately. These matters were discussed in detail and it was agreed that it would be helpful to circulate revised documentation for consideration by the group – covering an addition to the overarching aims to ensure it is clear that equalities issues will be considered appropriately and that the objective about employment experience does not lead researchers to concentrate on some issues at the expense of others. (N.B. Suitably revised documentation has since been circulated to group members and agreed by the group.) 	Action	DfE and group members	Complete
4. Actuarial Support			
<p>JR provided an update on the nature of the actuarial support provided to the NHS review. He explained that the main role of the actuaries involved was to support the work on data analysis and modelling rather than to act as independent quality controllers of the research/project. He added that in the context of this review these would be functions for the researchers, and would be subject to the quality standards and procedures applicable to such work. He added that the Department did not consider that it could justify commissioning additional actuarial/'quality control' work on top of the research work, adding that actuarial firms would, of course, be free to tender for the research work itself.</p> <p>Some group members indicated that they would reflect on this advice and it was agreed that the group could return to this issue at a future meeting as appropriate.</p>	Information		

5. Update from the evidence of the impact of working longer sub-group			
<p>JR gave an update from the meeting of earlier that day. He advised that Dave Wilkinson (DW) had been elected as chair of the sub-group. He explained that the group had discussed in detail a proposed revision to the approach on research, i.e. to adopt a two stage process involving assessment of the available evidence in the first place and then a second stage where modelling and any new research was commissioned.</p> <p>JR further advised that the sub-group had discussed in detail the proposed approach on assessing available evidence and had come down in favour of a rapid evidence assessment on the grounds it was likely to be effective whilst also providing the best fit with the review timetable. This led to discussion of the next agenda item.</p>	Information		
6. Proposed approach on commissioning research.			
<p>Leila Allsopp (LA) and Ian Taylor (IT) explained the two approaches usually adopted for handling evidence gathering, a rapid evidence assessment (REA) and a full systematic review. The pros and cons of each were explained, including the key reasons why a REA was considered the best fit here – i.e. because the NHS review had already looked at available generic evidence and because of the review timetable.</p> <p>A detailed discussion took place during which Concerns were raised that thoroughness was being risked in exchange for speed. LA and IT reassured the group that that was not the case and that a REA was still a robust one, which is likely to uncover what is relevant here. After some further discussion the steering group agreed to proceed on the basis of a two stage research process with a REA being used to assess available evidence.</p>	Information		
7. Timeline for data gathering and next steps			
<p>JR/IT updated the group on the proposed timeline for the research and evidence gathering and advised that we would need to move more quickly than in the timetable circulated as we had now been informed that, due to purdah beginning in March, the research contract would need to be signed by the end of February. This was noted and accepted by</p>	Information		

<p>group members</p> <p>To ensure group members, nevertheless, have the opportunity to feed in appropriately to the various stages of commissioning researchers it was agreed that relevant documents (e.g. the invitation to tender) would be circulated via email for comment prior to distribution to potential researchers.</p>	Action	DfE	Various deadlines
8. Next / future meetings steps			
<p>SB reviewed today's discussion and it was noted that the next meeting is on 20 January at Sanctuary Buildings. Details of future meetings of the steering group and sub-groups were also provided.</p>	Information		