

**Teachers' Working Longer Review – Meeting of the Evidence of the Impact of Working
Longer Sub-Group, 15 September 2015**

Minutes

Attendees

DfE – Jeff Rogerson (Chair), Daniel Metcalfe, Michelle Thompson-Smith, Ian Taylor, and Leila Allsopp (via telephone).

Sub-Group members – Tim Cox (NASUWT), Nick Kirby (NUT), Jackie Wood (LGA), Graham Baird (SFCA), Deborah Simpson (Voice), Donna Saby (GDST), Janine Brooks (ISC), David Binnie (ASCL), Tricia Howarth (United Learning), Dilwyn Roberts-Young (UCAC), Suzanne Beckley (ATL).

ICF – Shane Beadle

Apologies

David Wilkinson (NASUWT), Gillian Allcroft (NGA), Joan Binder (FASNA), Pat Moran (Welsh Government), Jonathan Lloyd (WLGA), Jen Allan (United Learning).

Notes from meeting		Action By	Action Deadline
1. Welcome and introductions			
<p>Jeff Rogerson (JR) welcomed the group and introduced Shane Beadle (SB) from ICF.</p> <p>JR explained that the main purpose of the meeting was for ICF researchers to make a presentation on their draft final report to the group. He advised that this is the first stage in the review process for the report and that group members will get further opportunities to comment.</p>	Information		
2. Presentation from ICF and Q&A session			
<p>SB delivered a presentation on ICF's draft final report. A summary of the presentation is as follows:</p> <ul style="list-style-type: none"> • A brief outline of how the study was undertaken, which included a rapid evidence assessment and data set analysis; • The report addresses the following questions: how does working longer impact on the ability to continue teaching and what are the considerations?; what policy actions or interventions can influence this consideration to maintain the ability to do the job and motivation of teachers to work for longer?; and have these policy actions or interventions had an effect?; • Limitations and caveats of the report and the evidence found; • An overview of key findings on teachers' health in comparison to other members of the workforce and other occupations; • An overview of key findings on teachers' 	Information		

<p>health and age;</p> <ul style="list-style-type: none"> • An overview of key findings on occupational health services and other interventions; and • Early conclusions suggested by the evidence that could support working longer and the difficulties associated with coming to these conclusions. <p>JR asked the group if they have any questions for Shane. A summary of the group's questions and discussion is as follows:-</p>			
<ul style="list-style-type: none"> • How the ICF can be certain about the conclusions they have made. SB stated that it is a clear that health is a factor when people retire, but he would like to revisit findings from the literature review to see what findings from the data analysis support this.; 	Action	ICF	Next meeting
<ul style="list-style-type: none"> • If there are any common themes between England and international teachers. SB stated that the ICF would need to research this further but to date they haven't found anything contradictory; 	Action	ICF	Next meeting
<ul style="list-style-type: none"> • Some documents are cited in the bibliography but are not included in the body of the report. SB will check to ensure that all documents are included in the main text of the final report; • The group discussed the themes emerging from the report and their experience of these particular issues, signposting ICF to possible other areas for exploration; • The issue of whether teachers who can get their full pension would rather leave the profession than work past their NPA was discussed. JR stated that the average age for age retirements is about 62, so there is evidence that many teachers choose to work past their NPA, but the picture is mixed. It is unclear whether they work on by choice or are influenced by other factors; • Whether there is evidence that teachers are affected by working longer? SB mentioned that there is a lack of evidence on this but did point out that evidence suggests that teachers are not less healthy than other parts of the workforce; • SB stated that the ICF have previously done a study on older workers which was trialled in Denmark. In this study discussions about future careers were introduced into performance reviews, which, over 5 years, which led to an increase in the age of the workforce and reduced early retirements; 	Action	ICF	Next meeting

<p>Working Longer Review mailbox;</p> <ul style="list-style-type: none"> • DfE circulated a revised timeline to reflect the changes agreed at the last sub-group meeting. • Group members had provided comments on the draft interim reports; • No additional data sets, above those already identified by researchers, were proposed; • DfE had drafted and circulated for comment a proposed call for evidence document which reflected discussions at the 9 July meeting; • DfE received a hard copy of LGA's proposed survey to assist with the question design for the stage 2 call for evidence document; and • Proposed future meeting dates were circulated and agreed. 			
5. Call for Evidence – Stage 2			
<p>JR reminded the group that the stage 2 call for evidence was launched on 7 September on the TP website and will run until 9 October. Links to it were also published on the Working Longer Review group page.</p> <p>JR asked group members if they could try to advertise this through their own organisations' routes to ensure that as many people as possible can have the opportunity to respond.</p> <p>He advised that twelve responses had been received by the end of the first week and gave an overview of the themes that seem to be emerging.</p> <p>JR reiterated that the stage 2 call for evidence is not a survey, but will point the review towards areas that may need further research.</p>	<p>Information</p> <p>Action</p> <p>Information</p>	<p>Sub-group members</p>	<p>Up to 9 October</p>
6. AOB			
None			
7. Review of meeting including any action points			
JR summarised today's discussion including action points agreed.	Information		
8. Next meeting – 7 October between 11am and 1pm – Sanctuary Buildings, 3.02			
The group agreed that the proposed date remains suitable.	Information		