<u>Teachers' Working Longer Review – Meeting of the Evidence of the Impact of Working</u> <u>Longer Sub-Group, 15 September 2015</u>

<u>Minutes</u>

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).

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Notes from meeting		By	Deadline
1.Welcome and introductions		-	
Jeff Rogerson (JR) welcomed the group and introduced Shane Beadle (SB) from ICF.	Information		
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.			
2. Presentation from ICF and Q&A session			
 SB delivered a presentation on ICF's draft final report. A summary of the presentation is as follows: 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 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		

•	health and age; 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.			
for Sha	ed the group if they have any questions ane. A summary of the group's questions scussion is as follows:-			
•	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
•	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
•	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	Action	ICF	Next meeting
•	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;			

 Whether the ICF had looked at occupational health in other professions? SB advised that to date they have only looked at education but will investigate whether any data/studies are available in other sectors; Whether making things better locally would mean they would eventually work nationally; What would be the incentives for employers to adopt any recommendations?; The group suggested that the 80 case studies undertaken as part of the Department's ill health review may be useful; and It was acknowledged that as teachers have not been working longer as of yet 	Action	ICF	Next meeting
(other than by choice), there will be a lack of evidence, but the review can look at this further, possibly as part of additional research.			
SB asked for the group's feedback on the report and presentation.	Information		
ICF will further review the literature, the quality of evidence, any contradictions in the materials, evidence gaps and the areas suggested by group members.	Action	ICF	Next meeting
JR thanked SB for attending, at which point, SB left the meeting.	Information		
3. Discussion on presentation and Q&A			
JR asked the group whether there was anything further that they wished to discuss with regards to the report and presentation without ICF present. Group members did not and agreed to provide comments on the report by 23 September to enable ICF to meet the deadline for the next iteration of the report.	Action	Sub-group members/DfE	23 September
4. Minutes and action points from the meeting of 9 July 2015			
Draft minutes of the 9 July meeting, which included suggested amendments submitted by group members to date, were circulated ahead of this meeting. The Sub-group agreed these minutes as a true record. JR advised that DfE would arrange for these to be published on the group's page on gov.uk.	Action	DfE	25 September
• JR gave an update on the actions from the previous meeting:-DfE looked into whether it would be possible to upload documents to the group page, but was advised that this would go against gov.uk protocols. However, MTS arranged for text to be included on the	Information		

 Working Longer Review mailbox; 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	Information		
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.	Information		
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.	Action	Sub-group members	Up to 9 October
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.	Information		
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.			
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		