

Teachers Working Longer Review – Meeting of the Steering Group

1 December 2015

Minutes

Attendees

DfE – Stephen Baker (Chair), Jeff Rogerson, Michelle Thompson-Smith, Daniel Metcalfe and Ian Taylor.

Steering Group members – Andrew Morris (NUT), Adrian Prandle (ATL), Dave Wilkinson (NASUWT), Anita Jermyn (LGA), Donna Saby (GDST), Graham Baird (SFCA), Suzanne Beckley (ATL), Deborah Simpson (Voice), Tricia Howarth (United Learning), Pat Moran (Welsh Government) and David Binnie (ASCL).

Apologies

Valentine Mulholland (NAHT), Gillian Allcroft (NGA), Dilwyn Roberts-Young (UCAC), Joan Binder (FASNA) and 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 17 November and update on action points			
The steering group requested that amendments be made to reflect that discussions under agenda item 6 were initial discussions and not final decisions, and to clarify conclusions on a couple of points. DfE will recirculate an amended version for approval.	Action	DfE	27 November
SB gave an update on the actions from the previous meeting:	Information		
<ul style="list-style-type: none"> • DfE have published the minutes of the 20 October meeting on gov.uk; • DfE have made further investigations into alternative website arrangements to publish the WLR documentation. Michelle Thompson-Smith (MTS) updated the group on the latest advice provided by Communications and Publishing colleagues. DfE will continue to work on this and will provide an update at the next meeting; • ACAS have advised that they will unfortunately be unable to attend the meeting on 1 December and DfE have offered alternative dates. A response is awaited; • A response is yet to be received from CIPD and DfE will follow up on this; • DfE's action point on developing the timeline will be carried forward to the 	Action	DfE	Next meeting
	Action	DfE	Next meeting
	Action	DfE	Next meeting

<ul style="list-style-type: none"> • It could be useful to look in detail at particular categories or roles of teachers, particularly to identify health impacts; • It might be useful to undertake research on sickness absence data throughout teachers' careers to see if there are any whole career issues to address; • Case studies on a range of schools with a particular culture, such as flexible working, could be commissioned; • It might be useful to conduct research into why teachers take actuarially adjusted benefits; and • As evidence into culture and attitudes to older teachers is out-dated, fresh research in this area may be useful; however, it was suggested that this may not be feasible in the short term and that it is difficult to see how this data could be collected other than anecdotally. <p>SB asked group members to further consider this topic ahead of the next meeting and to bring proposals of areas which could be commissioned. DfE will also look at this further, and produce proposals for discussion at the next meeting.</p>	Action	Steering group members/ DfE	Next meeting
5. Planning session on preparing the interim report			
<p>SB advised that a draft skeleton interim report was circulated with the papers for this meeting and asked group members to give their initial comments on the structure. The group welcomed and agreed the proposed structure, but proposed that further iterations could be dated to aid version control.</p> <p>SB asked group members to send further comments on the structure by 8 December to allow DfE to incorporate any changes in the next iteration of the report.</p> <p>SB advised that DfE would also add today's discussions on conclusions/recommendations to the report in readiness to circulate before the next meeting.</p>	Action	DfE	Next meeting
	Action	Steering group members	8 December
	Action	DfE	Next meeting
6. Timeline			
The group discussed changes to be made to the timeline. The proposed changes are as follows:			

<ul style="list-style-type: none"> • Group members to provide comments on the draft interim report by 8 December; • Updates made to the report in time for the meeting on 15 December in order for group members to review the report; • The report to be signed off at the meeting on 5 January; and • The report to be sent to the Secretary of State by the end of January. <p>SB advised that the timeline will be updated and circulated in time for the next meeting.</p>	Action	DfE	Next meeting
	Action	Steering group members	5 January
	Action	DfE	End of January
	Action	DfE	Next meeting
7. Review of meeting including any action points			
SB summarised discussions, including action points, and thanked everyone for attending.	Information		
8. Next meeting – 5 January between 11am and 1:30pm – Sanctuary Buildings			
SB advised that the next steering group meeting is due to take place on 5 January between 11am and 1:30pm.	Information		
The group proposed that the amalgamated sub group meeting on 15 December could be a combined steering/sub group meeting, which would enable all group members to be involved in agreeing the conclusions/recommendations for the draft interim report. DfE will circulate the proposal to all group members for their consideration.	Action	DfE	4 December