

**Teachers' Working Longer Review – Meeting of the Employment Practice of Working
Longer Sub-Group, 9 July 2015**

Minutes

Attendees

DfE – Michelle Thompson-Smith (Chair), Jeff Rogerson, Daniel Metcalfe, Leila Allsopp and Peter Sellen

Sub-Group members – Dave Wilkinson (NASUWT), Anita Jermyn (LGA), Jen Allan (United Learning), Sandra Bennett (NUT) and Graham Baird (SFCA).

Apologies

Ian Taylor (DfE), Valentine Mulholland (NAHT), Usman Gbajabiamila (ATL), Suzanne Beckley (ATL), Deborah Simpson (Voice), Dilwyn Roberts-Young (UCAC), Gillian Allcroft (NGA), Janine Brooks (ISC), Joan Binder (FASNA), Jonathan Lloyd (WLGA) and Pat Moran (Welsh Government).

Notes from meeting		Action By	Action Deadline
1. Welcome and introductions			
<p>Michelle Thompson-Smith (MTS) welcomed the group and passed on apologies received for the meeting. She advised that as the apologies included Valentine Mulholland, she would act as chair for this meeting.</p> <p>MTS advised that Helen Kemplay, DfE lead for the employment practices sub group, has moved roles within the Department and will, therefore, be leaving the working longer review project. MTS thanked Helen for her support and work on this project and announced herself as Helen's replacement.</p> <p>MTS explained that the delay in the meetings was due to the change in Government and the need to review work plans/priorities following that. She added that we hope to minimise any delay to the overall project and this would be discussed further under agenda item 3</p> <p>MTS mentioned that researchers have been working on the first part of their task and that our aim today would be to get to a situation where stage 2 of the call for evidence could be launched as soon as possible. She advised that there would be further discussion on these topics under agenda items 3 and 4.</p>	Information		

2. Action points from the meeting of 27 January 2015			
<p>MTS gave an update on actions from the previous meeting and updates on developments since:</p> <ul style="list-style-type: none"> • Details of the steering group’s discussion of 20 January on priorities was amalgamated with those held by both sub-groups on 27 January and circulated by the DfE on 6 March. • Group members provided suggestions to the DfE for organisations outside of the steering group who should be included in the stage 1 call for evidence. She advised that this stage had now been completed and that submissions made had been passed on to researchers. • The interim report for the Employment Practice REA was received and circulated. • Meetings of the sub and steering groups have not taken place in the meantime. However, we plan to get back to meeting on a regular basis to pick up progress and this will be discussed further under agenda item 8. 	Information		
3. Revised Working Longer Review timetable			
<p>MTS introduced a discussion on the timeline, which has been revised to take into account the meetings cancelled in May and June and the changes to the REA timelines due to this delay.</p> <p>MTS advised that this had been discussed in detail in the evidence of impact sub-group meeting held just before this meeting. She suggested that this item be a continuation of that discussion and recapped the main points for the benefit of sub-group members not in that meeting.</p> <p>The group discussion included:</p> <ul style="list-style-type: none"> • The group was happy with points raised in the evidence sub-group meeting; • The earliest the EP REA contractor could submit a draft final report will be 7 October with final report expected at end of November. LA advised that she would speak to the contractor further on this but if it would not be possible to shorten the timelines the group suggested requesting a pre-report teleconference with them to discuss findings ahead of the first draft; and • It was suggested that work planned for the sub-group for November to look at evidence gaps and identify if additional research/data should be commissioned could be brought forward to September 	Information		

<p>and be based on the REA interim report. This could reduce some pressures on the timeline.</p> <p>DfE agreed to revise the timeline as a result of these discussions and will circulate a revised version ahead of the next meeting.</p>	Action	DfE	Next meeting
4. Research update/ Interim Report from REA			
<p>Leila Allsopp (LA) provided an update on the research process and commented on the Interim Report including:</p> <ul style="list-style-type: none"> • That the IES have provided a very comprehensive report, with the format and content being typical of an REA interim report; • The initial draft was reviewed by DfE in May and amendments were made, these were mainly stylistic; • Initial searches identified a higher number of documents than expected; and • The DfE are currently agreeing a contract variation with the REA contractors to take into account the timetable changes. <p>MTS led a discussion on the report, examining each section. Points raised included:</p> <ul style="list-style-type: none"> • The contractors have put less focus on teachers leaving the profession quickly, however, headlines of any research identified in this area have been captured in case it may prove useful later in the review; • There is a focus on reports/research published in English and from the Teaching Sector, in order to maintain a manageable amount of reports to look at in detail. It was confirmed, however, that researchers could widen their focus if needed – depending on the results of the detailed analysis; • That researchers could expand searches in relation to discriminatory practices to cover all protected characteristics and dual discrimination; and • That researchers could look at movement between schools of older teachers. <p>Group members agreed to provide comments on the Interim Report by 15 July to enable the contractor to meet revised deadlines. DfE will issue an email to absent group members to invite their comments.</p>	Information		
	Action	Sub-group members/DfE	15 July/10 July

5. Call for Evidence – Stage 2			
<p>MTS talked through the call for evidence paper and opened a discussion on the format for stage 2. As this is an area that effects both sub-groups discussions continued across both meetings. The below is therefore a summary of the discussions:</p> <ul style="list-style-type: none"> • Members discussed the suggested launch and deadline dates of the call for evidence of July and August respectively. It was suggested that this was a very tight timescale and would coincide with school holidays, which could impact on the response rate; • Members discussed the format and questions for the stage two call for evidence and it was concluded that there is a real danger of current proposals looking like and being seen as a survey rather than a request for evidence. It was noted that there is therefore the risk of it being counter-productive, i.e. in resulting in a lot of information that amounts to simply views rather than evidence and which cannot be scientifically analysed. It also could get in the way of holding a robust survey as part of the next stage of research, which is one potential way of plugging some of the gaps in evidence that are emerging; • It was also noted that only asking for details of specific research, evidence or documents could significantly limit responses as the majority of these will have already been identified as part of stage 1 and through the REAs. Additionally it was felt that asking for views concentrated on examples of things being done that could help Teachers to work longer and also giving respondents the opportunity to give views on some very specific questions would be helpful in informing what future research is needed; and • It was questioned whether there is value in individual organisations launching separate surveys or should these be incorporated into the call for evidence. During discussions it was agreed that there was nothing to stop organisations doing that but another option may be to launch a survey which sought to look at all the gaps identified as part of the additional research phase. <p>Following these discussions, it was agreed that:</p> <ul style="list-style-type: none"> • the call for evidence could still be launched in July as planned but that the deadline be extended from August to the 	Information		

<p>end of September; and</p> <ul style="list-style-type: none"> DfE officials would draft a proposed document, based on the discussion held and circulate this for comment in time for it to be sent out before the end of term. 	Action	DfE/Group Members	13 July/17 July
6. AOB			
None			
7. Review of meeting including any action points			
MTS summarised today's discussion including action points agreed.	Information		
8. Next meeting – TBC – Sanctuary Buildings			
As a lot of sub-group members were unable to attend, and there is a need to review the timeline following today's discussions, it was decided that dates for the next meetings should be determined via email. DfE will issue potential dates.	Action	DfE	w/c 13 July