

Teachers working longer review

**Terms of reference for the Employment
Practices Sub Group**

October 2014

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Overview

Introduction

The working longer review group is a tripartite partnership review group between nationally recognised teaching trade unions, employers and Department of Education representatives. The group will report and provide recommendations to the Secretary of State for Education, whose predecessor commissioned this review. The employment practice sub group reports directly to the main working longer review group. The terms of reference were drawn up in consultation with the steering group and with reference to their terms of reference.

Remit

In order to fulfil the requirements of the objectives outlined below, the group is required to support the work of, and use the findings of, the evidence of working longer sub group and examine further qualitative information from a wide and robust range of sources.

Within that, the sub group will recommend the commissioning of specific work to provide additional data and modelling, where it identifies those as being required to carry out the objectives below. Any costs of research will be met by, and must be approved in advance by, the Department for Education.

Objectives

The group is required to consider the following:

- a) The various career pathways which could support teachers working longer, and the extent to which teachers are prepared throughout their careers for moving on to alternative pathways;
- b) What good employment practices look like, which would support teachers to work longer, and how these practices could be developed, promoted and shared;
- c) The extent to which and the reasons why older teachers drop out of the labour market, including the employment experience of older teachers;
- d) The extent to which TPS flexibilities (e.g. phased retirement) are understood and utilised by employers and teachers to support working longer, and any barriers to their usage – reflecting that teachers and employers will have to understand the different provisions of the separate sections of the TPS; and
- e) The extent of current flexible working within the teaching profession (e.g. managed re-deployments between schools, part-time working), the potential options for further flexible working, and how existing and new practice could be used to support teachers working longer.

Outcomes

The sub group will be required to report its findings to the main working longer review group. The main group will then use these findings to develop interim and final reports to the Secretary of State, including recommendations to mitigate the impact on staff, standard of teaching provided and employers of teachers working longer.

Membership

The sub group will include trade union representatives, employer representatives and English Education department and Welsh Government representatives. Expertise from relevant bodies will be called upon as required.

The project management and secretariat for the group will be provided by the Department for Education and the sub-group will report to the Secretary of State for Education via the main working longer review group.

Observers from the Scottish and Northern Ireland Government, employers and trade unions are welcome to attend. Review of membership will take place, if appropriate, depending on their local progress on pension discussions.

Due to employers committing time outside of their substantive roles, should an employer representative be unable to attend they are able to nominate a deputy to attend in their absence provided they are fully briefed prior to the meeting.

Ways of working

The group will initially meet monthly, commencing in December 2014.

As project management support, the Department for Education must ensure that the main and sub groups are fully briefed and updated regularly on progress. As potentially different representatives sit on different groups, it is essential to ensure everyone is up to date on progress.

Communications

The group recognises that this work will be subject to immense scrutiny. Each meeting will seek to identify key communication points to help facilitate our work and the

dissemination of information. We will work in a transparent way and seek to engage both employers and staff during our project.

Time table

The overall review will aim to reach recommendations within two years. An interim report will be published with preliminary findings after one year. Further milestones, including specific timescales for the sub groups, will be agreed by the main review group.

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