

Teachers working longer review

**Terms of reference for the Evidence of
Impact Sub Group**

October 2014

Contents

Overview	3
Introduction	3
Remit	3
Objectives	3
Outcomes	4
Membership	4
Ways of working	4
Communications	5
Time table	5

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 evidence of the impact of working longer 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 examine specific quantitative and qualitative information from a range of sources including:

- Data collected by the Department for Education;
- Data collected by Teachers' Pensions;
- The findings of the NHS Working Longer Review; and
- Information provided by employers and unions.

In addition to this further quantitative and qualitative information will be collected and analysed by selected relevant organisations.

Objectives

The group is required to consider the following:

- a) The physical, mental and emotional demands of each role within the teaching profession, and an assessment of the impact of the ageing process on each of these roles, including how any particular issues caused by the ageing process could be addressed;
- b) The medical conditions which underpin applications for ill-health pensions, and how these could be addressed;
- c) The provision, availability and quality of occupational health support and other support and health services (e.g. to assist those with loss of mobility) and how suitable it is for providing appropriate support for teachers who are working longer;
- d) The current teachers' ill-health pensions provision; how suitable it is for teachers who are working longer and how well the provisions are understood by members and employers; and

- e) Synthesising existing evidence across the objectives of both sub-groups, identifying gaps and recommending studies to fill those gaps which will need to include predictive modelling using assumptions agreed by the steering group.

Any costs of research will be met by, and must be approved in advance by, the Department for Education.

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 on future data collection practices.

Additionally, the findings of this group will also be used by the employment practice sub-group to assist in its consideration of good employment practice.

Membership

The sub group will include trade union representatives, employer representatives and English and Welsh Education departments. 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 it will report directly to the Secretary of State for Education.

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.

© Crown copyright 2015

This publication (not including logos) is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

To view this licence:

visit www.nationalarchives.gov.uk/doc/open-government-licence/version/3

email psi@nationalarchives.gsi.gov.uk

write to Information Policy Team, The National Archives, Kew, London, TW9 4DU

About this publication:

enquiries www.education.gov.uk/contactus

download www.gov.uk/government/publications