

Teachers Working Longer Review – Meeting of the Amalgamated Steering and Sub-groups on 5 January 2016

Minutes

Attendees

DfE – Stephen Baker (Chair), Jeff Rogerson, Daniel Metcalfe, Ian Taylor and Andrew Clarke.

Group members – Valentine Mulholland (NAHT), Dave Wilkinson (NASUWT), Anita Jermyn (LGA), Donna Saby (GDST), Adrian Prandle (ATL), Graham Baird (SFCA), Deborah Simpson (Voice), Usman Gbajabiamila (ATL), Andrew Morris (NUT), Tricia Howarth (United Learning), Jackie Wood (LGA) and Sandra Bennett (NUT).

Apologies

Michelle Thompson-Smith (DfE), Pat Moran (Welsh Government), Joan Binder (FASNA), Jonathan Lloyd (WLGA), Dilwyn Roberts-Young (UCAC) and Gillian Allcroft (NGA).

| Notes from meeting | | Action By | Action Deadline |
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| 1. Welcome and introductions | | | |
| Stephen Baker (SB) welcomed the group. | Information | | |
| 2. Minutes of the Amalgamated Steering and Sub-groups meeting of 15 December and update on action points | | | |
| The group agreed the minutes as a true record and SB advised that DfE would publish the minutes on the group's page on gov.uk. | Action | DfE | 12 January |
| SB gave an update on the actions from the previous meeting: | Information | | |
| <ul style="list-style-type: none"> • DfE published the minutes of the 20 October amalgamated sub-group meeting on gov.uk; • DfE published the minutes of the 17 November and 1 December steering group meetings on gov.uk; • DfE have arranged publication of the TORs on gov.uk and work is still ongoing to see if the PID can also be published. A further update will be given at the next meeting; • Responses are still awaited from ACAS and CIPD. DfE will continue to follow up on these; • A revised copy of the draft Interim Report, which incorporates comments made at the last meeting, was circulated with the papers for today's meeting; • DfE circulated the proposal that the planned steering group meeting on 5 January and the planned sub-group | Action | DfE | Next meeting |
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| <p>meetings on 19 January could be combined steering/sub-group meetings; and</p> <ul style="list-style-type: none"> • DfE is working on a proposal for discussion on future research, including costs and methodology. This will be presented at the next meeting. | Action | DfE | Next meeting |
| 3. Final REA reports | | | |
| <p>SB gave an update on the final REA reports:</p> <ul style="list-style-type: none"> • DfE received final copies of both the ICF and IES research reports and circulated these to the group as part of the papers for today's meeting; • The reports have been redrafted to include all previous comments by group members and DfE; and • The changes made to each report since the last iterations are largely cosmetic, i.e. largely corrections of typing errors or cross-references. <p>The group agreed to sign off the current versions as the final reports.</p> | Information | | |
| 4. Discussion on second draft of the Interim Report | | | |
| <p>SB advised that following discussions at the amalgamated steering and sub-group meeting on 15 December, DfE have circulated a revised version of the draft interim report.</p> <p>The purpose of this session was to discuss the revised version and any further possible amendments. SB suggested that this be done on a page by page basis, with group members raising issues as we go through.</p> <p>A summary of the group's discussions is as follows:</p> <ul style="list-style-type: none"> • Each section should contain subheadings to make each theme clear to readers of the report; • Evidence Gaps and Potential Further Research could possibly be combined into one section; • Numbers 14 and 15 should make clear that additional evidence was also submitted, i.e. by unions and employers, which are not included in the report. This could be taken into account when searching for further evidence; • Number 19 should mention the findings of the call for evidence as well as that of the REAs; | Information | | |

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| <ul style="list-style-type: none"> • From number 20 onwards, there could perhaps be more elaboration to aid the understanding of those who have little understanding of the Teachers' Working Longer Review; • Number 22 needs rewording to recognise that health is significant for experienced teachers. It should be made clear that this is the most common reason for ill health retirement; • Number 23, 'inexperienced workers' should be amended to 'less experienced teachers'; • Number 24 could be shortened as there is a lot of detail on occupational health (OH) for an overview; • Number 26, 'enough support' should be amended to 'appropriate support'. There should be separate paragraphs for workload, support from management and pull factors, or the paragraph should at least make clear at the start that these are the reasons for leaving the profession; • Number 28 is too focused on part-time and should cover all flexible working arrangements; • Number 31, OH provision should be separated from ill health provisions; • Number 33, 'administrative data' and 'which schools' should be explained in more detail; • Number 33.5 should be reworded to 'are there examples of good practice that can be shared where OH Services are used effectively and promoted'; • Number 35, the numbers should be lettered and the themes can be drawn in; • Number 35.3, the final sentence should end at 'whole career span'. The rest of the sentence should be removed; • Number 35.5 needs to contain information about the timeliness and proactivity of OH support. 'With the aim of making it universally available' should be followed by 'as part of the normal HR/leadership practice' as OH support needs to be explained and promoted; • Number 35.12 should be more specific for parties. 'Proprietors' should be included; and | | | |
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| <ul style="list-style-type: none"> Annex E should reference the invitation to submit additional evidence. Where evidence has been received, this should be looked at in more detail for the final report. The questions asked should be highlighted more clearly, perhaps by having them all underlined. <p>SB advised that DfE will revise the draft Interim Report following today's discussions and recirculate it to the group before the meeting on 26 January.</p> | Action | DfE | 15 January |
| 5. Next steps | | | |
| <p>Jeff Rogerson reiterated that the report will be further amended in time for 26 January with the aim to agree electronic sign off of the report via email following the meeting and prior to sending to the Secretary of State.</p> <p>Ian Taylor advised that colleagues from the DfE research group are considering what a proposal for further research/case studies should look like. Timing is the main issue as it would depend on whether further research will be done for the final report or as recommendations for future research.</p> <p>The group will need to prioritise from the list of possible research questions. Further research should be considered on 26 January.</p> | Information | | |
| 6. Timeline | | | |
| <p>The discussion in item 5 confirmed the timeline would need further amendments and so this item was not discussed further here.</p> | Information | | |
| 7. AOB | | | |
| <p>The group agreed that the amalgamated meetings should continue for the foreseeable future as there is repetition over both strands.</p> <p>SB advised that DfE will make arrangements for meetings for the next three months and will circulate proposed dates for group meetings in February, March and April.</p> | Information Action | DfE | 15 January |
| 8. Review of meeting including any action points | | | |
| <p>SB summarised discussions, including action points, and thanked everyone for attending.</p> | Information | | |
| 9. Next meeting – 26 January between 11am and 1:30pm – Sanctuary Buildings | | | |
| <p>SB asked if the proposal of moving the next meeting to 26 January between 11am and 1:30pm is suitable for group members. Group members agreed with this proposal.</p> | Information | | |

