

**Teachers Working Longer Review – Meeting of the Amalgamated Steering and Sub-groups on 9 February 2016**

**Minutes**

**Attendees**

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

**Group members** – Andrew Morris (NUT), Anita Jermyn (LGA), Dave Wilkinson (NASUWT), Deborah Simpson (Voice), Donna Saby (GDST), Graham Baird (SFCA), Jackie Wood (LGA), Mandy Coulter (United Learning), Nick Kirby (NUT), Tricia Howarth (United Learning), Usman Gbajabamila (ATL) and Valentine Mulholland (NAHT).

**Apologies**

Dilwyn Roberts-Young (UCAC), Gillian Allcroft (NGA), Joan Binder (FASNA), Jonathan Lloyd (WLGA), Pat Moran (Welsh Government), and Stephen Casey (ASCL).

Notes from meeting		Action By	Action Deadline
<b>1. Welcome and introductions</b>			
Stephen Baker (SB) welcomed the group. He outlined that the main focus of the meeting was future research and the interim report and stressed the urgency of agreeing these due to the timescales involved.	Information		
<b>2. Potential research options</b>			
SB advised that a revised version of the research paper was circulated ahead of this meeting and this session was to further discuss this with a view to reaching agreement on what should be commissioned. He reminded the group that they are able to include research options from the paper which it is not feasible to commission now, due to their timescales, as recommendations in the final report. Ian Taylor (IT) talked through the paper and answered questions from the group. A summary of discussions is as follows: <ul style="list-style-type: none"> <li>• Sufficient resource is available for one or two of the short term projects to be completed within the timescales;</li> <li>• The short term supply teaching project could be expanded to look at barriers and issues;</li> <li>• Sixth form colleges could be included within the project looking at the relationship between roles and ill-health but would need a joined up approach with the organisation</li> </ul>	Information		

<p>providing the sixth form data to ensure consistency;</p> <ul style="list-style-type: none"> <li>The group members rated the short term projects in order of priority, with the project studying teachers who have stayed past NPA as highest priority, the roles/ill-health project as second and the supply teaching project as third. However, it was noted that all are important;</li> <li>Group members offered to undertake one of the projects without DfE resource if that would assist in all three being undertaken. They would, however, like guidance from DfE; and</li> <li>Of the longer term projects, they would all be useful and should be considered further for the final report.</li> </ul> <p>Following these discussions it was agreed that DfE will start work to commission the projects looking at teachers staying past NPA and the relationship between roles and ill-health.</p> <p>The group will undertake work on the supply teaching project, under DfE's guidance and will discuss this further at the next meeting.</p>	<p>Action</p> <p>Action</p>	<p>DfE</p> <p>DfE/Group members</p>	<p>Before next meeting</p> <p>Next meeting</p>
<p><b>3. Discussions on fourth draft interim report</b></p>			
<p>SB advised that following discussions at the amalgamated steering and sub-group meeting on 26 January, DfE have circulated a revised version of the draft interim report.</p> <p>SB explained that the purpose of this session was to discuss the revised version and any further possible amendments, with a view to signing off the document.</p> <p>A summary of the amendments discussed by the group is as follows:</p> <ul style="list-style-type: none"> <li>Para 12 should be reworded to clarify the treatment of evidence in both stages of the call for evidence;</li> <li>As not all evidence summaries in Annex D included details of the number of respondents, where this appears it should be removed for consistency;</li> <li>To give a full picture the final REAs should be added to the report rather than the current placeholders;</li> <li>In the "additional evidence submitted" section of Annex E references to employers should be changed to ensure that this does not lead to the evidence being directly attributable to</li> </ul>	<p>Information</p>		

<p>the LGA survey; and</p> <ul style="list-style-type: none"> <li>The second para in the “additional evidence submitted” section of Annex E should be redrafted to explain that these are views from documents submitted as part of the stage 2 Call for Evidence and not review conclusions.</li> </ul> <p>As group members were unable to fully agree the interim report within the meeting, DfE agreed to redraft in line with the comments and issue a revised draft within the next two days for agreement.</p> <p>Group members agreed that following receipt of the revised draft they will respond to indicate whether they are happy to agree the report by the end of the week.</p>	<p>Action</p>  <p>Action</p>	<p>DfE</p>  <p>Group members</p>	<p>11 February</p>  <p>12 February</p>
<b>4. Minutes of the Amalgamated Steering and Sub-groups meeting of 26 January and update on action points</b>			
<p>The group agreed the minutes as a true record (with two minor amendments) and SB advised that DfE would publish the minutes on the group’s page on gov.uk.</p> <p>SB gave an update on the actions from the previous meeting:</p> <ul style="list-style-type: none"> <li>DfE published the minutes of the 5 January Amalgamated Steering and Sub-groups meeting on gov.uk;</li> <li>DfE are working on a revised PID following comments at the last meeting and will continue to work on publishing this document;</li> <li>DfE have received a response from CIPD, who would like to be involved in the Review. CIPD are currently considering how best to do this and will advise further. A response has also been received from ACAS and DfE are working with them to make arrangements for their involvement;</li> <li>A revised draft of the Interim Report, which took into account the discussions at the last meeting, was circulated with the papers for this meeting and was discussed further under agenda item 3; and</li> <li>DfE further considered the research options following discussions at the last meeting and a revised version of the research paper was circulated with the papers for this meeting. This was further discussed under agenda item 2.</li> </ul>	<p>Action</p> <p>Information</p> <p>Action</p> <p>Action</p>	<p>DfE</p>  <p>DfE</p>  <p>DfE</p>	<p>12 February</p>  <p>Next meeting</p> <p>Next meeting</p>

<b>5. Next Steps</b>			
SB reiterated the steps agreed under agenda items 2 and 3.	Information		
<b>6. AOB</b>			
None	Information		
<b>7. Next meeting – 1 March between 11am and 1.30pm – Sanctuary Buildings</b>			
The group agreed that it should be considered closer to the time whether this meeting is required as it will depend on, amongst other things, how commissioning of research is progressing.	Action	DfE/Group members	End of February