

Teachers Working Longer Review – Meeting of the Amalgamated Steering and Sub-groups on 17 March 2016

Minutes

Attendees

DfE – Ian Taylor (Chair), Jeff Rogerson, Daniel Metcalfe, Michelle Thompson-Smith and Helen Wood.

Group members – Valentine Mulholland (NAHT), Dave Wilkinson (NASUWT), Anita Jermyn (LGA), Donna Saby (GDST), Graham Baird (SFCA), Andrew Morris (NUT), Suzanne Beckley (ATL), Lisa Drury-Lawson (Welsh Government) and Sandra Bennett (NUT).

Apologies

Stephen Baker (DfE), Joan Binder (FASNA), Jonathan Lloyd (WLGA), Dilwyn Roberts-Young (UCAC), Gillian Allcroft (NGA), Tricia Howarth and Mandy Coalter (United Learning), Jackie Wood (LGA), Deborah Simpson (Voice), Pat Moran (Welsh Government), and Duncan Baldwin (ASCL).

Notes from meeting		Action By	Action Deadline
1. Welcome and introductions			
Ian Taylor (IT) welcomed the group.	Information		
2. Minutes of the Amalgamated Steering and Sub-groups meeting of 9 February and update on action points			
<p>The group agreed the minutes as a true record, with one minor amendment, and IT advised that DfE would publish the minutes on the group's page on gov.uk.</p> <p>JR/MTS gave an update on the actions from the previous meeting:</p> <ul style="list-style-type: none"> • DfE have started work on commissioning the projects looking at teachers remaining in employment after NPA and the relationship between roles and ill-health. This was discussed under agenda item 3; • The group discussed whether it could carry out a project looking at supply teaching under agenda item 4; • DfE issued a revised draft of the Interim Report on 11 February, following the comments made at the 9 February meeting. This draft was agreed by group members via email on 12 February. DfE are currently working on securing a date for publication; • DfE published the minutes of the 26 January amalgamated steering and sub-groups meeting on gov.uk; • The PID has now been published on 	<p>Action</p> <p>Information</p>	DfE	24 March

<p>the group page on gov.uk;</p> <ul style="list-style-type: none"> • ACAS have provided resource to review the Interim Report and are looking at this currently. CIPD are still considering how best to contribute to the Review; and • The meeting planned for 1 March was considered after the last meeting and the group agreed that it would be appropriate to move this meeting to 17 March. 			
3. Update on research projects being commissioned			
<p>IT advised that following discussions at the amalgamated steering and sub-group meeting on 9 February, DfE have started to commission two projects looking at teachers working past NPA and links between roles and ill-health.</p> <p>Helen Wood (HW) gave an update on the two research projects being commissioned:</p> <ul style="list-style-type: none"> • The teachers working past NPA project is being commissioned through the associate pool; • The commissioning document for this project was circulated to group members at the beginning of March. • HW noted that the Department commissions research from the associate pool for small-scale, well-defined projects. This constraint – and the available time – meant there was limited opportunity to expand the project scope but the Department has sought to accommodate as many of the suggested amendments as possible where the constraints permitted; • The specification was issued to 18 potential associate contractors on 16th March, some recent projects received no bids so the decision was taken to go out to as many associates as possible. A copy of the final specification will be circulated to group members for information; • DfE expect to receive tenders on 12 April, if group members wish to help assess bids (on 19th April) they should contact DfE by 1st April. DfE do not anticipate interviewing potential contractors, the project will be awarded on paper application only; 	<p>Information</p>		
	<p>Action</p>	<p>DfE</p>	<p>24 March</p>

<ul style="list-style-type: none"> • The DfE expects the successful bidder to visit five or six schools where they will interview the teachers who are working beyond NPA and the school leadership team. DfE will identify the schools using the School workforce Census. This will be a purposeful sample so not intended to produce results that are generalisable. Instead it will provide case study evidence of motivations and working practices that have enabled individual classroom teachers to work past their NPA. • The second project to investigate any relationship between ill-health retirement and teaching roles is also being commissioned through the associate pool. A specification is currently being drafted which DfE will issue to the group after Easter for comment. 			
<p>4. Discussion on research project to be undertaken by group members including analytical advice</p>			
<p>IT explained that the purpose of this session was for the group to discuss whether they would be interested in working together to undertake further research on supply teaching, particularly to look at the drivers for moving into supply teaching as teachers neared retirement age.</p> <p>Group members held an in depth discussion on the potential project.</p> <p>A summary of the group's discussions is as follows:</p> <ul style="list-style-type: none"> • Concerns were voiced on its delivery, particularly in relation to scope creep into other projects' remits and away from the Review's core objectives after discussions suggested that it would be a much larger piece of work than originally envisaged; • If the scope were to be restricted this might impact on the value of the research and ultimately not provide any additional evidence to that already in the Interim report; • It was suggested this may be more suited as a recommendation to be included in the Final Report; and • Rather than primary research, could a review of existing evidence held by group members be useful? 	<p>Information</p>		

Group members agreed that further research on supply teaching should not be undertaken by the group in the short term, but that this could be considered for inclusion in the recommendations in the Final Report.			
5. Next steps			
JR recapped actions agreed in the meeting. JR advised that DfE are currently working to secure a publication date for the Interim Report and will advise the group as soon as a date is agreed. DfE will also arrange for the finalised report to be circulated to the group.	Information Action Action	DfE DfE	Before end of March 18 March
6. AOB			
None	Information		
7. Next meeting – 12 April between 11am and 1:30pm – Sanctuary Buildings			
Group members agreed that the next meeting should not take place until June in order to begin discussions on the content of the final report. They further agreed that a meeting should be arranged for July where the findings of the two commissioned research projects could be presented. DfE to circulate proposed dates for the meetings in June and July.	Information Action	DfE	31 March