<u>Teachers Working Longer Review – Meeting of the Amalgamated Steering and</u> Sub-groups on 7 June 2016

Minutes

Attendees

DfE – Jeff Rogerson (Chair), Michelle Thompson-Smith, Fiona Laundy, Kathryn Symms and Ian Taylor.

Group members – Andrew Morris (NUT), Anita Jermyn (LGA), Dave Wilkinson (NASUWT), Deborah Simpson (Voice), Donna Saby (GDST), Gillian Allcroft (NGA), Graham Baird (SFCA), Jackie Wood (LGA), Mererid Lewis-Davies (UCAC), Suzanne Beckley (ATL) and Valentine Mulholland (NAHT).

HR Specialists - Kanta Hirji (ACAS) and Rachel Suff (CIPD).

Apologies

Stephen Baker and Helen Wood (DfE), Pat Moran (Welsh Government), Mandy Coalter (United Learning), Duncan Baldwin (ASCL), Joan Binder (FASNA) and Jonathan Lloyd (WLGA).

Notes from meeting		Action By	Action Deadline
1.Welcome and introductions			
Jeff Rogerson (JR) welcomed the group. He introduced Kanta Hirji (ACAS) and Rachel Suff (CIPD) who were attending for agenda items 3 and 4 and thanked them for attending.	Information		
JR advised that Tricia Howarth has left the WLR group and took the opportunity to thank her for the valuable contribution she has made to the Review.			
JR introduced new DfE associates, Kathryn Symms, who is the new Lead of the Evidence of Impact Strand and Fiona Laundy, who has taken over Secretariat responsibilities.			
2. Minutes of the Amalgamated Steering and Sub-groups meeting of 17 March and update on action points			
The group agreed the minutes as a true record and JR advised that DfE would publish the minutes on the group's page on gov.uk.	Action	DfE	1 July
JR gave an update on the actions from the previous meeting:			
DfE published the minutes of the 9 February amalgamated steering			

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and sub-groups meeting on gov.uk.		
DfE issued a copy of the final pacification for the "staying in the		
specification for the "staying in the profession past NPA" project to		
group members on 18 March;		
 DfE issued the finalised Interim 		
Report to group members on 18		
March;		
DfE are continuing to work to		
secure a publication date for the		
Review's Interim Report; and		
DfE circulated proposed dates for		
June and July meetings to group		
members on 18 March.		
3. Overview of ACAS's work and their		
current experience / knowledge of		
people working longer.		
Kanta Hirji, Senior Adviser Conciliator from	Information	
ACAS, gave a presentation on the		
organisation's work, relevant research they		
had undertaken and their key findings.		
Key points included (NB these include		
findings from discussions with		
caseworkers so do not constitute research		
findings as such):		
 Cultures and perceptions whereby 		
the value of older workers is not		
properly appreciated are		
surprisingly commonplace;		
Employers are concerned about		
the financial commitments required		
to support an older workforce;		
 Employers have concerns about how to treat older workers 		
differently if required, they worry		
about moves that could be seen as		
discriminating against the older or		
younger workers;		
 Older workers appear to have less 		
absences but more chronic		
conditions;		
 Employers need to look at flexible 		
working including for employees		
with caring responsibilities;		
Discussions on career and		
retirement throughout a teachers		
career are helpful;		
There is a challenge in how to manage the changing ampleyor.		
manage the changing employer		

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landscape; andNeed to look at how to encourage			
employers to look at the benefits to			
them of retaining older teachers.			
4. Overview of CIPD's work and their			
current experience / knowledge of			
People working longer. Rachel Suff, Public Policy Adviser from	Information		
ACAS, gave a presentation on the organisation's work, relevant research they had undertaken and their key findings.	IIIIOIIIIatioii		
Key findings included:			
 Europe's ageing population, comparing and contrasting policies from five European countries and looking at supporting the health and well-being of older workers; Evidence found that a significant number of teachers' leave the profession due to them becoming full-time carers and consideration should be given to how carers can be supported within the workforce; Discussing career and retirement planning earlier on in a member's career to distinguish aspirations, directions and planning would be useful; and Flexibilities around retirement options, such as job-sharing, partial retirement, reduced working hours, etc would also be beneficial, but employers need to be supported to provide these flexibilities. 			
Rachel Suff agreed to provide electronic copies of the presentation and links to the key documents discussed. DfE to circulate these to the group.	Action	RS/DfE	19 July
5. Q&A on ACAS and CIPD presentations			
Kanta and Rachel answered questions	Information		
from the group, around the presentations and the research conducted by the organisations. The group agreed that we should use their reports as part of the evidence base for the final report.	Action	DfE	19 July
Kanta Hirji and Rachel Suff advised that they would like to continue to be involved in the Review and JR agreed to have a			

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separate conversation with them to facilitate this. They then left the meeting.		
6. Update on research projects.		
lan Taylor (IT) provided an update on the two research projects.	Information	
Key Points for the Staying in the profession beyond NPA project:		
 The contract was awarded to Sarah Gibson of CooperGibson Research; Topic guides have been agreed and all the sample contacted-8 schools, 1 Independent and 1 sixth form have agreed to take part and care has been taken to ensure that all types of institution have been included; Fieldwork started W/C 23 May; and Sarah will attend the next WLR meeting on 19 July and give a presentation of initial findings, with the first draft of her report expected for comment in early August. 		
One Review Group member did raise concerns about whether looking at working beyond NPA was the right project to prioritise. It was noted that the aim was to pull in good examples of flexible working and supportive practices and that this was felt to be the best way of doing that in advance of the final report.		
Key Points for the Impact of Role project:		
 The contract was awarded to Nick Coleman, an independent researcher with a strong background in social research and analysis, on 25 May; Set-up meeting took place on Thursday 9 June; and Nick will attend the next WLR meeting on 19 July and give a presentation of initial findings, with the first draft of his report expected for comment in mid-August. 		

7 Discussion on notantial atrusture			
7. Discussion on potential structure and content for the Final Report.			
Michelle Thompson-Smith (MTS) lead the discussion by requesting the group to share their initial thoughts on the Final Report, to allow the Department to construct a skeleton draft for the next meeting, using those comments.	Action	DfE	19 July
 The Group's key points were: The interim report should be used as a template to build on, but should include a summary of the interim report with recommendations All existing and additional evidence should be included in the appendices; It would be useful for group members to have sight of the NHS Report to assist in developing the Final Report. DfE to recirculate; It should be made clear in the Final report that support for the SPA/NPA increase should not be implied by an organisation's involvement in the Review; and The group would prefer to discuss iterations of the Final Report face to 	Information		
face, at least in the early stages. DfE to circulate potential dates for 1 st and 3 rd week of September to facilitate this. Final agreement will be by email.	Action	DfE	19 July
8. Next steps			
JR reminded the group of the importance of maintaining momentum throughout the remainder of the Review, due to the tight timescales.	Information		
He asked if members could further consider what content they would like to see, including potential final recommendations, in time for the next meeting.	Action	Group Members	19 July
9. AOB	1.6		
None	Information		
10. Next meeting – 19 July from 11am to 1.30pm – Sanctuary Buildings			
The group confirmed that this date remained appropriate.	Information		