

Teachers Working Longer Review – Meeting of the Amalgamated Steering and 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			
<p>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.</p> <p>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.</p> <p>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.</p>	Information		
2. Minutes of the Amalgamated Steering and Sub-groups meeting of 17 March and update on action points			
<p>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.</p> <p>JR gave an update on the actions from the previous meeting:</p> <ul style="list-style-type: none"> DfE published the minutes of the 9 February amalgamated steering 	Action	DfE	1 July

<p>and sub-groups meeting on gov.uk.</p> <ul style="list-style-type: none"> • DfE issued a copy of the final 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. 			
<p>3. Overview of ACAS’s work and their current experience / knowledge of people working longer.</p>			
<p>Kanta Hirji, Senior Adviser Conciliator from ACAS, gave a presentation on the organisation’s work, relevant research they had undertaken and their key findings.</p> <p>Key points included (NB these include findings from discussions with caseworkers so do not constitute research findings as such):</p> <ul style="list-style-type: none"> • 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 employer 	<p>Information</p>		

<p>separate conversation with them to facilitate this. They then left the meeting.</p>			
6. Update on research projects.			
<p>Ian Taylor (IT) provided an update on the two research projects.</p> <p>Key Points for the Staying in the profession beyond NPA project:</p> <ul style="list-style-type: none"> • 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. <p>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.</p> <p>Key Points for the Impact of Role project:</p> <ul style="list-style-type: none"> • 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. 	<p>Information</p>		

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. The Group's key points were: <ul style="list-style-type: none"> • 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 face, at least in the early stages. DfE to circulate potential dates for 1st and 3rd week of September to facilitate this. Final agreement will be by email. 	Action	DfE	19 July
	Information		
	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. He asked if members could further consider what content they would like to see, including potential final recommendations, in time for the next meeting.	Information		
	Action	Group Members	19 July
9. AOB			
None	Information		
10. Next meeting – 19 July from 11am to 1.30pm – Sanctuary Buildings			
The group confirmed that this date remained appropriate.	Information		

