

# **Teachers Working Longer Review: March 2019**

**Terms of Reference for the Steering  
Group**

**March 2019**

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## Introduction

The Working Longer Review (WLR) group's final report which can be found at <https://www.gov.uk/government/publications/teachers-working-longer-review-final-report> made eight recommendations, one of which was that the tri-partite group should continue to meet, in order that it may play a role in carrying out and/or monitoring the progress of their other recommendations.

The final report concluded that there should be efforts to raise awareness that more teachers will be working to older ages, and they will need support in managing their health and careers appropriately. Schools and school leaders need assistance in providing that support and fostering a positive age-diverse culture that values all age groups.

## Scope

The work of the group will continue to focus on teachers who are eligible to be members of the Teachers' Pension Scheme (TPS) and who are employed in state-funded and independent schools and sixth form colleges.

From March 2019, members of the TPS working in Further or Higher Education are represented on the Steering Group because many of the findings and recommendations are likely to apply to those sectors.

The work will continue to take into account the public sector Equality Duty which requires that public bodies:

- have due regard to the need to eliminate discrimination;
- advance equality of opportunity; and
- foster good relations between different people when carrying out their activities.

## Governance

The Department for Education will provide secretariat support, including chairing meetings, commissioning data/research and drafting papers. The employer and union representatives will participate at meetings and provide feedback, as well as monitoring progress, on various products and activities that support the recommendations.

## Work Strands

The recommendations within the final report will be the focus of the steering group's work. They are:

- Consider and implement, where practicable, methods of creating greater recognition and celebration of older teachers as an important part of the teaching workforce;
- Monitor consistency and effectiveness of TPS Information and Communication;
- Consider further research into ways of spreading good practice, with a view to consistent and effective support for teachers' physical, mental and emotional health and well-being throughout their career;
- Consider ways of supporting school leaders in managing an age diverse workforce in the form of guidance and learning packages to ensure managing an age diverse workforce, supporting flexible working, career planning etc. are all normal parts of career and workforce management;
- Further consideration of flexible working practices for teachers, the barriers, and how these can be addressed to support for a more inclusive age-diverse culture;
- Monitor how any pertinent views or findings are being fed into and inform the various programmes across the department, for example, Early Career Framework, Teacher Recruitment and Retention Strategy; and
- Consider what further data collection and analysis should be collated over the coming years. For example, to determine whether the current ill-health arrangements are appropriate to an older working population. Data will also inform government's policy on whether the link between State Pension Age (SPA) and Normal Pension Age (NPA) continues to be appropriate to the teaching profession, and may be used by group members, as appropriate.

## Evidence Gathering Process

The recommendations in the final WLR report are aimed at helping to provide the support that teachers and schools need, and the steering group will continue to monitor developments and support delivery. The group will be ideally placed to assess how gaps in evidence can be addressed and what actions are needed in light of the further evidence.

The availability of evidence will continue to be a challenge and as such, a priority of the group will be to agree the evidence gathering process. External research organisations may be commissioned by the department. Any data will be available for use by any member of the group, unless agreed otherwise in advance by the group.

## **Reporting**

The group will undertake an annual review of its work, commencing spring 2020, following which a summary report will be produced.

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