## <u>Teachers Working Longer Review</u> <u>19 March 2019 Minutes</u>

## **Attendees**

**DfE** - Jeff Rogerson (Chair), Kathryn Symms, Diana Wray (Secretariat)

**Guest speaker -** Dr Katarzyna Wladyslawska (Optima Health)

**Group members** - Nick Kirby (NEU), Graham Baird (SFCA), Neil Welch (Welsh Gov), Dilwyn Roberts-Young (UCAC), Deborah Simpson (VOICE), Ian Hartwright (NAHT), Jackie Wood (LGA), Sara Ford (ASCL), Donna Saby (GDST), Jo Taylor (AOC) and Chris Mason (UCU)

## **Apologies**

Natalie Arnett (NAHT), Mandy Coalter (United Learning), Jon Coles (United Learning), Jonathan Lloyd (WLGA)), Dave Wilkinson (NASUWT), Adrian Prandle (NEU), Patrick Moran (Welsh Gov) and Selena Lansley (LGA)

Notes from meeting	Information or action	Action by	Action deadline	
1.Welcome and introductions				
The Chair welcomed the group to the meeting and introduced the guest speaker to the group.	Information			
2. Review of the minutes of the Group's last meeting of 9 January 2019 – update and action points.				
The group agreed the minutes from the 9 January 2019 and confirmed that all action points are <i>complete</i> .	Information			
Changes made to the new Terms of Reference (TOR) document were agreed.				
New action to upload January 2019 minutes to the Gov.uk website.	Action	DfE	As soon as possible.	
3. Optima Health Presentation				
Dr Wladyslawka took the group through her presentation about the process for considering applications for ill health				

retirement and the findings from some analysis about outcomes. There was a general group discussion about the facts presented and how this compared to information from a previous presentation in 2016.  An action was taken to circulate the 2016 presentation to the group  There was further discussion around finer levels of detail being helpful to the group in its future considerations. For example, a breakdown by sector, age and type of illness, and showing rejections by illness type. Showing data for England and Wales separately might also be useful.  An action was taken to look into what finer level detail could be provided and to make this available to the group	Action	DfE	As soon as possible
An action was taken to provide an electronic copy of Dr Wladyslawska's presentation to the group	Action	DfE	By next meeting
4. Recruitment and Retention Strategy Re	Action	DfE	As soon as possible
Recommendations discussion	port. miks to v	VOIKING E	inger iteview
The work done to identify other project work that covered some of the recommendations in the groups report was welcomed by the group. Discussion mainly centred around areas that needed more action, in particular management information on why people leave the teaching profession, including headteachers, data on pay progression for more aged teachers across the different sectors, and addressing cultural issues to ensure older teachers are seen as an asset rather than a drag on budgets. It was agreed, too, that the group needed to ensure there was connectivity to work done in the other project groups, for			

example on improving the offer for early career teachers or increasing career pathways, and look at ways to promote all retirement options in the Teachers' Pension Scheme.			
An action was taken to seek to arrange for a representative from the Recruitment and Retention Group to present to this group			
	Action	DfE	For next meeting
5. Next Steps			
An action was taken to reflect on discussions and draw up a draft workplan	Action	DfE	For next meeting
6. Welsh Local Authority Good Practice F	Presentation		
Dilwyn Roberts-Young presented an overview of some good practice being followed in Wales. Cardiff schools, in collaboration with the Education Authority and Trade Unions, have developed a Health and Wellbeing Charter which outlines the responsibilities of school governors, managers, employees and pupils in the management of their collective mental health and wellbeing. The group welcomed the presentation.			
charter to the group	Action	DfE	As soon as possible
7. AOB		1	
None identified			

8. Date of Next Meeting			
It was agreed that the next meeting will be in June 2019			
An action was taken to arrange the meeting	Action	DfE	As soon as possible