

Teachers Working Longer Review

1 October 2019 minutes

Attendees

DfE – Jeff Rogerson (Chair), Kathryn Symms, Clare Kennedy (Secretariat), Aaysha Zina (DfE), Jen Halmshaw (DfE) and Ehsan Uddin (DfE).

Group members – Nick Kirby (NEU), Ian Hartwright (NAHT), Jo Taylor (AOC), Chris Mason (UCU), Dave Wilkinson (NASUWT), Patrick Moran (Welsh Gov), Dilwyn Roberts-Young (UCAC), Jackie Wood, (Local Gov), Sara Ford (ASCL), Selena Lansley (LGA), and Donna Saby (GDST).

Guest Speaker – Muriel Tersago (Timewise).

Apologies

Diana Wray (DfE), Graham Baird (SFCA), Deborah Simpson (VOICE), J Binder (FASNA), Claire McCartney (CPID), Mandy Coalter (United Learning), Jonathan Lloyd (WLGA) and Sam Henson (NBA)

1. Welcome and introductions

| Note from meeting | Information or action | Action by | Action deadline |
|--|-----------------------|-----------|-----------------|
| The Chair welcomed the group to the meeting and introduced the guests. | Information | | |

2. Timewise Presentation

| Note from meeting | Information or action | Action by | Action deadline |
|---|-----------------------|-----------|-----------------|
| MT took the group through her presentation on building flexibility into secondary schools. There was a general group discussion about the information presented and suggestions about how it could assist the group going forward. | Information | | |
| AZ provided the group with an update on the flexible working project being undertaken by the department, and the group provided suggestions on future phases of this work. It was agreed that the group would become involved in checking | Action | Group | Next meeting |

| Note from meeting | Information or action | Action by | Action deadline |
|--|-----------------------|-----------|-----------------|
| materials and feeding into the work of AZ's team, where required. | | | |
| It was agreed the evidence obtained in the rapid assessment undertaken previously by the group, would be shared with AZ and her team. It was also agreed that AZ's team would attend future meetings to provide updates on the flexible working project. | Action | DfE | Next meeting |

3. Review of the minutes of the Group's last meeting of 18 June 2019 – update and action points

| Note from meeting | Information or action | Action by | Action deadline |
|---|-----------------------|-----------|---------------------|
| The group agreed the minutes from the 18 June 2019 meeting and confirmed that all action points are complete, with the exception of the Occupational Health action, which is to be carried forward to the next meeting, and the provision of the ill health data, which will be provided to the group as soon as it is available. | Action | DfE | Next meeting |
| New action to upload June 2019 minutes to the Gov.uk website. | Action | DfE | As soon as possible |

4. Retirement Type Analysis

| Note from meeting | Information or action | Action by | Action deadline |
|--|-----------------------|-----------|-----------------|
| <p>The group discussed the analysis of retirement types paper.</p> <p>An action was taken for the department to provide:</p> <ul style="list-style-type: none"> Investigate the members taking phased retirement in more detail eg older members, split teachers/headteachers if possible | Action | Group/DfE | Next meeting |

| Note from meeting | Information or action | Action by | Action deadline |
|--|-----------------------|-----------|---------------------|
| <ul style="list-style-type: none"> • A breakdown of retirement type by earnings into regions • The position for each year 2012-2018, in sequence, for Sector type data - combining free schools, Academies and Multi Academy Trusts • To check with SPA their apparent increase in Phased retirements | | | |
| The group requested an electronic copy of the document AAB Awards – Service After Award, along with a copy of the age retirement tables for 2012-2018. | Action | DfE | As soon as possible |
| <p>An action was taken to investigate</p> <ul style="list-style-type: none"> • ways of making the information about phased/AAB retirement more accessible and understandable to teachers, and to determine if a broader piece of work is required to educate teachers about the pension scheme | Action | DfE | Next meeting |
| <p>An action was taken to investigate</p> <ul style="list-style-type: none"> • why phased retirement is more successful in the FE/HE sector | Action | DfE | As soon as possible |

5. Recommendations Update

| Note from meeting | Information or action | Action by | Action deadline |
|---|-----------------------|-----------|-----------------|
| It was agreed the group would examine the recommendations update after the meeting and contact the department with any questions. | Action | Group | After meeting |

6. Next steps

| Note from meeting | Information or action | Action by | Action deadline |
|--------------------------------|-----------------------|-----------|-----------------|
| Reconfirmed the actions agreed | Action | Group | Next meeting |

7. Any other business

None identified.

8. Date of next meeting

| Note from meeting | Information or action | Action by | Action deadline |
|---|-----------------------|-----------|---------------------|
| It was agreed that the next meeting will be in January 2020. An action was taken to arrange the meeting. | Action | Group/DfE | As soon as possible |