

# Teachers Working Longer Review – Meeting of the Amalgamated Steering and Sub-groups on 26 January 2016

## Minutes

### Attendees

**DfE** – Jeff Rogerson, Michelle Thompson-Smith, Ian Taylor and Helen Wood (Via telephone).

**Group members** – Valentine Mulholland (NAHT), Dave Wilkinson (NASUWT), Anita Jermyn (LGA), Donna Saby (GDST), Andrew Morris (NUT), Nick Kirby (NUT), Mandy Coulter (United Learning), Jackie Wood (LGA), Stephen Casey (ASCL), Gillian Allcroft (NGA) and Suzanne Beckley (ATL).

### Apologies

Stephen Baker, John Brown (DfE), Adrian Prandle (ATL), Graham Baird (SFCA), Pat Moran (Welsh Government), Joan Binder (FASNA), Jonathan Lloyd (WLGA), Dilwyn Roberts-Young (UCAC) and Deborah Simpson (Voice).

Notes from meeting		Action By	Action Deadline
<b>1. Welcome and introductions</b>			
Jeff Rogerson (JR) welcomed the group.	Information		
<b>2. Minutes of the Amalgamated Steering and Sub-groups meeting of 5 January and update on action points</b>			
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	2 February
JR gave an update on the actions from the previous meeting:	Information		
<ul style="list-style-type: none"> <li>DfE published the minutes of the 15 December Amalgamated Steering and Sub-groups meeting on gov.uk;</li> <li>DfE have produced a revised PID in line with gov.uk protocols. Hard copies of this were distributed at today's meeting and the group gave their comments on the document. DfE will make the changes requested and will continue to work on publishing this document;</li> <li>Responses are still awaited from ACAS and CIPD. DfE will continue to follow up on these although the group consider that if no response is received from the next approach then no further action should be taken;</li> <li>A paper on DfE's proposal for further research, which includes cost and methodology, was circulated with the papers for this meeting. This will be further discussed under agenda item 4;</li> </ul>	Action	DfE	Next meeting
	Action	DfE	Next meeting
	Information		

<ul style="list-style-type: none"> <li>• A revised draft of the Interim Report, which took into account the discussions at the last meeting, was circulated with the papers for this meeting and will be discussed further under agenda item 3; and</li> <li>• DfE circulated the proposed dates for steering group meetings in February, March and April.</li> </ul>			
<b>3. Discussions on third draft interim report</b>			
<p>JR advised that following discussions at the amalgamated steering and sub-group meeting on 5 January, DfE have circulated a revised version of the draft interim report.</p> <p>JR explained that the purpose of this session was to discuss the revised version and any further possible amendments. He suggested that this be done by working through the report page by page and discussing potential amendments.</p> <p>A summary of the group's discussions is as follows:</p> <ul style="list-style-type: none"> <li>• There are some minor spelling and grammar issues to correct;</li> <li>• An extra sentence should be added to para 12 to highlight the potential for conclusions to change at final report stage;</li> <li>• Concerns were raised on the use of the term burn-out;</li> <li>• The statement in para 29 on ill health retirees needs to be contextualised;</li> <li>• The last sentence of para 31 should be reworded to "However, evidence suggests that interventions do not generally happen until the point....";</li> <li>• Para 33 should be reworded to clarify that although there are no distinct pathways that support working longer there are two general routes for classroom teachers;</li> <li>• The word "welfare" should be replaced by the word "wellbeing";</li> <li>• There needs to be a link in para 34 to para 37;</li> <li>• In para 37 "things" should be replaced by "factors";</li> <li>• In para 42, rather than refer to managing ill health this should refer to enabling teachers to stay in employment;</li> <li>• References to the "current ill-health</li> </ul>	Information		

<p>provision” should be expanded to clarify that this is TPS pension provision;</p> <ul style="list-style-type: none"> <li>• In 46(II) refer to proprietors and refer to governing bodies instead of governors;</li> <li>• In 46(VI), remove the last eight words of the first sentence;</li> <li>• In 46(XII), replace “beneficial” with “essential”;</li> <li>• In 46(XIII), cross reference should be VII;</li> <li>• The second issue in para 47 should also include addressing barriers; and</li> <li>• The third issue in para 47 should include looking at why supply teaching is attractive to older teachers.</li> </ul> <p>Group members will send any further comments by email and DfE will update the draft in light of these and today’s discussions.</p>	Action	Group members/DfE	2 January/ 9 January
<b>4. Potential research options</b>			
<p>Ian Taylor and Helen Wood talked through the paper circulated on potential research options, setting out the suggested approach that could be undertaken to address different evidence gaps. Each option included information on timescales and costs.</p> <p>IT advised that, due to budget and time constraints, group members would need to make decisions on which areas of research were highest priority.</p> <p>A points discussed by the group were as follows:</p> <ul style="list-style-type: none"> <li>• It was suggested that the LGA survey and stage 2 call for evidence could be used to identify examples of good practice for case studies;</li> <li>• It was agreed that the quality of OH is very important but some group members voiced concerns that the group could be giving this area too much weighting;</li> <li>• Consideration could be given to a recommendation in the final report that longitudinal research be commissioned in some areas; and</li> <li>• It was agreed that further consideration needs to be given to research options and this should be discussed in more detail at the next meeting.</li> </ul> <p>DfE and Group members will further consider research options before the next meeting.</p>	Information		
	Action	Group members/DfE	9 January

<b>5. Next meeting – 9 February between 10.30am and 1:00pm – Sanctuary Buildings</b>			
Group members agreed that the next meeting date, 9 February between 10:30am and 1:00pm remained suitable.	Information		