

Teachers Working Longer Review: final report

**Annex C: Details of documents
submitted in response to the calls for
evidence**

**Produced by the Teachers Working
Longer Review Steering Group**

Stage 1 Call for Evidence

Organisation submitting evidence	Title of document	Detail
NAHT	NAHT response to the Working Longer Review stage 1 call for evidence	<p>Summary of NAHT's knowledge of research and evidence in this area, specifically:</p> <ul style="list-style-type: none"> • "Who Gets Ahead?: The Effect of Age, Disability, Ethnicity and Gender on Teachers' Careers and Implications for School Leaders " by Valerie Wilson, Janet Powney, Stuart Hall and Julia Davidson, published in Educational Management Administration & Leadership in April 2006.
NAHT	NAHT Leadership Survey Report	NAHT survey of member's regarding their pay and working conditions.
NASUWT	Age Discrimination in Employment	NASUWT evidence submission to the House of Commons Education and Skills Select Committee Enquiry into age discrimination in employment.
NASUWT	Teachers Working Longer Review Call for Evidence Stage 1	<p>Summary of NASUWT's knowledge of research and evidence in this area, specifically:</p> <ul style="list-style-type: none"> • Teacher Support Network: Education Staff Health Survey 2014 Report; • 'File on 4' documentary on teachers suffering from work-related stress, 'Sick of School': http://www.bbc.co.uk/programme/s/b055g8zh; and • NASUWT's annual 'Big Question' survey about teachers' working lives.
NASUWT	The experience of prejudice-related bullying and harassment amongst teachers and headteachers in schools	Perpetuity Research and Consultancy International's report, commissioned by NASUWT, on the experience of prejudice-related bullying and harassment amongst teachers and headteachers in schools. This report incorporates a literature review, an online survey and an examination of BNP education-related material.

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NASUWT	Teachers' Satisfaction and Wellbeing in the Workplace 2014	ComRes study of satisfaction and wellbeing of teachers in England - interviewed teachers between 6 November and 25 November 2014 with regards to their satisfaction and wellbeing.
NASUWT	No Job for a Woman? The Impact of Gender in School Leadership	Research to investigate gendered patterns in SLTs, conducted on behalf of the NASUWT by the University of Manchester, in collaboration with Education Data Surveys (EDS).
NASUWT	Sink or Swim? Learning Lessons from Newly Qualified and Recently Qualified Teachers	Perpetuity Research and Consultancy International's study, commissioned by NASUWT, examining how initial teacher training and in-school support prepares teachers for their careers.
NASUWT	The leadership aspirations and careers of black and minority ethnic teachers	Research by McNamara, Howson, Gunter and Fryers into the career experiences of black and minority teachers, commissioned by NASUWT and the National College for Leadership of Schools and Children's Services. This research incorporates a literature review and a survey.
NASUWT	Unions and researchers work together to lift a ton of feathers: Gaining recognition of women's OHS problems in Quebec	L'invisible qui fait mal, a partnership between 3 trade unions and a multi-disciplinary research group at the Université du Québec à Montréal, on occupational health support for women.
NASUWT	The 120-S Minute: Using Analysis of Work Activity to Prevent Psychological Distress Among Elementary School Teachers	Article published in 1997, in the Journal of Occupational Health Psychology, by researchers from the Université du Québec à Montréal. This article discusses research into stressful elements in the classroom, including the Quebec Health Survey and classroom observations.
NASUWT	Counting the minutes: Administrative control of work schedules and time management of secondary school teachers in Quebec	A study by a group from the Université du Québec à Montréal into high levels of stress for teachers and difficulties achieving a work-family balance. Work of teachers was observed and additional teachers were interviewed.

Organisation submitting evidence	Title of document	Detail
NUT	Working Longer Review – Stage One Call for Evidence	Submission from NUT providing an overall summary of the findings of the separate documents detailed below.
NUT	Summary of Pensions Survey November 2011	Summary of responses to NUT's Pensions survey, conducted in November 2011.
NUT	Health Expectancies at Birth and at Age 65 in the United Kingdom, 2009-11	Statistical bulletin by the Office for National statistics, published on 18 November 2014, into national estimates of disability-free and healthy life expectancy estimates for 2009– 11, both at birth and age 65 for the UK and constituent countries.
NUT	Misuse of Capability Survey	Results of a survey of NUT's division secretaries, conducted in February 2013, into the extent to which capability procedures, both formal and informal, were being misused in schools and what the reasons behind such misuse were.
Teacher Support Network	Teachers' Working Longer Review – TSN Group Initial evidence submission	<p>Summary of TSN's knowledge of research reports and ongoing studies that may be relevant.</p> <ul style="list-style-type: none"> • Health survey by TSN; • TSN service data – case studies available if required; • TSN market research on issues including occupational health services and support networks; • University of Nottingham research into why teachers leave and sometimes return to the profession; • YouGov poll on teacher training and development; • TSN experience on what good employment practices look like; • Mervyn Hutchin's 2011 research on those leaving the teaching profession; and • Anecdotal evidence on the use of retired teachers to provide supply cover.

Stage 2 Call for Evidence (NB Details of documents submitted under stage 1 are not repeated here)

Organisation submitting evidence	Title of document	Detail
ASCL	ASCL Members: Ill Health Benefits Applications	ASCL evidence submission on an overall increase in ill-health applications for ASCL members.
ASCL	Key Points from the Survey undertaken by ASCL, ATL, NAHT, NUT, UCAC and Voice	ASCL evidence submission on the key points from the Survey undertaken by ASCL, ATL, NAHT, NUT, UCAC and Voice.
LGA	LGA Survey of Good Practice Measures That May Assist Teachers to Work Longer	Details of responses to a survey focusing on working longer including occupational health, career pathways and employment practices.
NAHT	Survey undertaken by ASCL, ATL, NAHT, NUT, UCAC and Voice	Details of responses to a survey on teachers' and school leaders' views on working longer including challenges, potential barriers and ways to support teachers to work to a later age.
NASUWT	NASUWT Submission to the School Teachers' Review Body October 2014	NASUWT evidence submission to the School Teachers' Review Body on the matters referred to it by the Secretary of State for Education in her letter of 10 September 2014, particularly regarding teachers' pay.
NASUWT	Age Immaterial: Women Over 50 in the Workplace	TUC report on women over 50 in the labour market. This report incorporates a literature review and includes research derived from the 2012 Labour Force Survey.
NASUWT	Working Longer Review - Stage 2 Call for Evidence NASUWT Response	NASUWT evidence submission for the stage 2 call for evidence.
NUT	Working Longer Review – NUT Response to Stage 2 Call for Evidence	NUT evidence submission for the stage 2 call for evidence.

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