

DfE Teachers Working Longer Review

The Department for Education (DfE) has produced the Final Report of its Teachers Working Longer Review.

The aims of the Review were:

- i. to explore the health and deployment implications of teachers working longer, to consider possible options to mitigate these implications where necessary, and to make recommendations to the Secretary of State for Education; and
- ii. to provide evidence that can be used by stakeholders to contribute to any Government reviews of the state pension age (SPA) and the link between the normal pension age (NPA) and SPA in public sector schemes.



The NASUWT secured the inclusion of the second aim in the Review's remit. It remains a priority for the Union to ensure that teachers do not have to work up to an ever-accelerating pension age, which the Government has already forecast could reach 70 for teachers now in their 20s.

The Report recommendations are:

1. there needs to be greater recognition and celebration of older teachers as an important part of the teaching workforce;
2. Teachers' Pension Scheme (TPS) Information and Communication should be more effective;
3. there needs to be consistent and effective support for teachers' physical, mental and emotional health and wellbeing throughout their career;
4. managers need more support in managing an age-diverse workforce and getting the best out of older teachers;
5. there should be greater promotion and implementation of flexible working across all schools to support a more inclusive age-diverse culture;
6. the Teachers Working Longer Review Group should continue and should carry out more research.

These recommendations are not, in themselves, unhelpful, but without any meaningful strategy to bring about positive change within schools, the Report is a wasted opportunity.

The NASUWT will continue to press the Government on the key issues which the Final Report has not covered.

Continued overleaf

The NASUWT submitted detailed and comprehensive evidence to the Review. The Review has some interesting and helpful conclusions but the National Executive is unable to support the Review's Final Report, or its conclusions, for the following reasons:

- the Review has over-run by two years and has therefore not contributed to the Government's review of the future of the pension age which took place in 2017;
- the Review is silent on the issue of an unacceptable and unrealistic teachers' pension age;
- the Review has failed to make any contribution to the teacher supply crisis. The evidence is that younger teachers are not prepared to stay in the profession until they are 30, let alone 68 plus;
- research carried out by the DfE, which the NASUWT secured, showed that, since 2010, fewer than half of teachers retiring are working to their NPA. Nearly half of teachers are taking actuarially reduced benefits, as soon as they can afford to retire;
- the Report acknowledges that teachers' workload, the way they are managed, and the refusal of schools to respond supportively to requests for flexible working, are key reasons why teachers are leaving the profession but does not provide any positive solutions to these issues;
- the solutions presented in the Report advocate current DfE strategies on teacher retention, such as the DfE's flexible working and workload strategies. Schools are not implementing these strategies.

FREE Membership

JOIN NASUWT TODAY
The Teachers' Union
first year FREE
from the date you join*

Online
www.nasuwat.org.uk
or call **03330 145550**



Already a member?

Generous Love2shop voucher rewards for all members who successfully invite other teachers to join them in the NASUWT.

Just give them your name and membership number to quote when they join.

*New members joining the NASUWT get the first year free when opting to pay future subscriptions by direct debit.

INVITE A FRIEND TO JOIN



03330 145550
E-mail: advice@mail.nasuwat.org.uk
Website: www.nasuwat.org.uk

October 2018