



Department for Education

CONTRACT FOR 'EVIDENCE ON EMPLOYMENT PRACTICE FOR THE TEACHERS' WORKING LONGER REVIEW' PROJECT REFERENCE NO: EOR/SBU/2014027 (2)

This Contract is dated 5th March 2015

Parties

- 1) The Secretary of State for Education whose Head Office is at Sanctuary Buildings, Great Smith Street, LONDON, SW1P 3BT ("the Department"); and
- 2) **Institute for Employment Studies** whose registered office is **City Gate, 185 Dyke Road, Brighton, BN3 1TL** ("the Contractor").

Recitals

The Contractor has agreed to undertake the Project on the terms and conditions set out in this Contract. The Department's reference number for this Contract is **EOR/SBU/2014027 (2)**.

Commencement and Continuation

The Contractor shall commence the Project on the date the Contract was signed by the Department (as above) and, subject to Schedule Three, Clause 10.1 shall complete the Project on or before **8th September 2015**.

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1. Interpretation

1.1 In this Contract the following words shall mean:-

"the Project"	the project to be performed by the Contractor as described in Schedule One;
"the Project Manager"	Leila Allsopp Department for Education, ESEDD 2nd Floor, Sanctuary Buildings, 20 Great Smith Street, London, SW1P 3BT Tel: 020 7783 8270 Email: Leila.Allsopp@education.gsi.gov.uk
"the Contractor's Project Manager"	Emma Pollard, City Gate, 185 Dyke Road, Brighton, BN3 1TL Tel: 01273 763446 Email: Emma.pollard@employment-studies.co.uk
"the Act and the Regulations"	means the Copyright Designs and Patents Act 1988 and the Copyright and Rights in Databases Regulations 1997;
"Affiliate"	in relation to a body corporate, any other entity which directly or indirectly Controls, is Controlled by, or is under direct or indirect common Control with, that body corporate from time to time;
"Commercially Sensitive Information"	information of a commercially sensitive nature relating to the Contractor, its IPR or its business or which the Contractor has indicated to the Department that, if disclosed by the Department, would cause the Contractor significant commercial disadvantage or material financial loss;
"Confidential Information"	means all information which has been designated as confidential by either party in writing or that ought to be considered as confidential (however it is conveyed or on whatever media it is stored) including but not limited to information which relates to the business, affairs, properties, assets, trading practices, services, developments, trade secrets, Intellectual Property Rights, know-how, personnel, customers and suppliers of either party and commercially sensitive information which may be regarded as the confidential information of the disclosing party;
"Contracting Department"	any contracting authority as defined in Regulation 5(2) of the Public Contracts (Works, Services and Supply) (Amendment) Regulations 2000 other than the Department;
"Contractor Personnel"	all employees, agents, consultants and contractors of the Contractor and/or of any Sub-contractor;

"Contractor Software"	software which is proprietary to the Contractor, including software which is or will be used by the Contractor for the purposes of providing the Services;
"Control"	means that a person possesses, directly or indirectly, the power to direct or cause the direction of the management and policies of the other person (whether through the ownership of voting shares, by contract or otherwise) and " Controls " and " Controlled " shall be interpreted accordingly;
"Copyright"	means any and all copyright, design right (as defined by the Act) and all other rights of a like nature which may, during the course of this Contract, come into existence in or in relation to any Work (or any part thereof);
"Copyright Work"	means any Work in which any Copyright subsists;
"Crown Body"	any department, office or agency of the Crown;
"Data"	means all data, information, text, drawings, diagrams, images or sound embodied in any electronic or tangible medium, and which are supplied or in respect of which access is granted to the Contractor by the Department pursuant to this Contract, or which the Contractor is required to generate under this Contract;
"Data Controller"	shall have the same meaning as set out in the Data Protection Act 1998;
"Data Processor"	shall have the same meaning as set out in the Data Protection Act 1998;
"Data Protection Legislation"	the Data Protection Act 1998, the EU Data Protection Directive 95/46/EC, the Regulation of Investigatory Powers Act 2000, the Telecommunications (Lawful Business Practice) (Interception of Communications) Regulations 2000 (SI 2000/2699), the Electronic Communications Data Protection Directive 2002/58/EC, the Privacy and Electronic Communications (EC Directive) Regulations 2003 and all applicable laws and regulations relating to processing of personal data and privacy, including where applicable the guidance and codes of practice issued by the Information Commissioner;
"Data Subject"	shall have the same meaning as set out in the Data Protection Act 1998;
"Department Confidential Information"	all Personal Data and any information, however it is conveyed, that relates to the business, affairs, developments, trade secrets, know-how, personnel, and suppliers of the Department, including all IPRs, together with all information derived from any of the above, and any other information clearly designated as

	being confidential (whether or not it is marked "confidential") or which ought reasonably be considered to be confidential;
"Department Data"	<p>(a) the data, text, drawings, diagrams, images or sounds (together with any database made up of any of these) which are embodied in any electronic, magnetic, optical or tangible media, and which are:</p> <p>(i) supplied to the Contractor by or on behalf of the Department; or</p> <p>(ii) which the Contractor is required to generate, process, store or transmit pursuant to this Contract; or</p> <p>(b) any Personal Data for which the Department is the Data Controller;</p>
"Effective Date"	the date on which this Contract is signed by both parties;
"Environmental Information Regulations"	the Environmental Information Regulations 2004 together with any guidance and/or codes of practice issues by the Information Commissioner or relevant Government Department in relation to such regulations;
"FOIA"	the Freedom of Information Act 2000 and any subordinate legislation made under this Act from time to time together with any guidance and/or codes of practice issued by the Information Commissioner or relevant Government Department in relation to such legislation;
"ICT"	information and communications technology;
"ICT Environment"	the Department's System and the Contractor System;
"Information"	has the meaning given under section 84 of the Freedom of Information Act 2000;
"Intellectual Property Rights"	means patents, trade marks, service marks, design (rights whether registerable or otherwise), applications for any of the foregoing, know-how, rights protecting databases, trade or business names and other similar rights or obligations whether registerable or not in any country (including but not limited to the United Kingdom).
"Malicious Software"	any software program or code intended to destroy, interfere with, corrupt, or cause undesired effects on program files, data or other information, executable code or application software macros, whether or not its operation is immediate or delayed, and whether the malicious software is introduced wilfully, negligently or without knowledge of its existence;

"Original Copyright Work"	means the first Copyright Work created in whatever form;
"Personal Data"	shall have the same meaning as set out in the Data Protection Act 1998;
"Regulatory Bodies"	those government departments and regulatory, statutory and other entities, committees and bodies which, whether under statute, rules, regulations, codes of practice or otherwise, are entitled to regulate, investigate, or influence the matters dealt with in this Contract or any other affairs of the Department and "Regulatory Body" shall be construed accordingly;
"Request for Information"	a request for information or an apparent request under the Code of Practice on Access to Government Information, FOIA or the Environmental Information Regulations;
"Staff Vetting Procedures"	the Department's procedures and departmental policies for the vetting of personnel whose role will involve the handling of information of a sensitive or confidential nature or the handling of information which is subject to any relevant security measures, including, but not limited to, the provisions of the Official Secrets Act 1911 to 1989;
"Sub-contractor"	the third party with whom the Contractor enters into a Sub-contract or its servants or agents and any third party with whom that third party enters into a Sub-contract or its servants or agents;
"Third Party Software"	software which is proprietary to any third party [other than an Affiliate of the Contractor] which is or will be used by the Contractor for the purposes of providing the Services, and
"Work"	means any and all works including but not limited to literary, dramatic, musical or artistic works, sound recordings, films, broadcasts or cable programmes, typographical arrangements and designs (as the same are defined in the Act) which are created from time to time during the course of this Contract by the Contractor or by or together with others at the Contractor's request or on its behalf and where such works directly relate to or are created in respect of the performance of this;
"Working Day"	any day other than a Saturday, Sunday or public holiday in England and Wales.

- 1.2 References to "Contract" mean this contract (and include the Schedules). References to "Clauses" and "Schedules" mean clauses of and schedules to this Contract. The provisions of the Schedules shall be binding on the parties as if set out in full in this Contract.

- 1.3 Reference to the singular include the plural and vice versa and references to any gender include both genders. References to a person include any individual, firm, unincorporated association or body corporate.

SCHEDULE ONE**1 BACKGROUND**

In September 2012 the NHS launched an “audit of existing research” as part of their review to assess the implications of the NHS workforce working to a later, raised retirement age. This is one of two REAs commissioned to support the equivalent Teachers’ Working Longer Review – a tripartite review between DfE, teacher unions and employers which aims to:

- i. 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; and
- ii. provide evidence that can be used by stakeholders to contribute to any Government reviews of the state pension age (SPA) and the link between normal pension age and SPA in public sector schemes.

The Working Longer Review has been set up to determine the nature and extent of the impact on teachers, their employers and the pupils they teach of working longer and to address the challenges arising from this. Robust data and evidence will be crucial to the success of the review and the ability of the steering group to make effective recommendations to the Secretary of State.

The review and its effectiveness are a key part of implementing reform of the Teachers’ Pension Scheme. It will help ensure the changes to normal pension age do not impact detrimentally on the workforce. It will also help provide a baseline for consideration of any future changes in pension age, in terms of impact on the workforce and standards.

2 AIM

The Contractor shall use all reasonable endeavours to achieve the following aims:

- To complete a thorough and robust Rapid Evidence Assessment (REA) to identify and assess relevant existing evidence that addresses the objectives of this element of the Teachers’ Working Longer Review.
- To identify key gaps in the evidence base and indicate what future research may best seek to address these.
- To identify any appropriate secondary analysis of existing data sets which may be undertaken in order to fill evidence gaps uncovered through the REA.

If fewer than 50 reports appropriate for inclusion are uncovered, the shortfall will be considered and time saved will be allocated to allow the study to address the aim below:

- To undertake any secondary analysis of existing data sets where appropriate and as agreed with the Department within the available capacity for the project.

3 OBJECTIVES

The Contractor shall use all reasonable endeavours to achieve the objective of this commission, which is to conduct a rapid evidence assessment of the existing literature both within and beyond the educational research arena to establish the existing evidence on:

- the various career pathways which could support teachers working longer, and the extent to which teachers are prepared throughout their careers for moving on to alternative pathways;
- what good employment practices look like which would support teachers to work longer, and how these practices could be developed, promoted and shared;
- the extent to which and the reasons why older teachers drop out of the labour market, including the employment experience of older teachers;
- the extent to which Teachers' Pension Scheme (TPS) flexibilities (e.g. phased retirement) are understood and utilised by employers and teachers to support working longer, and any barriers to their usage - reflecting that teachers and employers will have to understand the different provisions of the separate sections of the TPS; and
- the extent of current flexible working within the teaching profession (e.g. managed re-deployments between schools, part-time working), the potential options for further flexible working, and how existing and new practice could be used to support teachers working longer.

In considering these issues and possible recommendations the Working Longer Review will take into account the public sector Equality Duty which requires that public bodies:

- have due regard to the need to eliminate discrimination;
- advance equality of opportunity; and
- foster good relations between different people when carrying out their activities.

The primary focus of the REA is evidence that specifically relates to teachers, including evidence specifically relating to groups of teachers with protected characteristics, for example - but not limited to - gender, ethnic group and disability. The equivalent NHS review found a "relative absence of dedicated studies of older UK health sector employees", the REA will also need to cover relevant research related to the general population where the findings are generalisable to the teaching profession.

4 TASKS AND METHODOLOGY

Project inception

The contractor will attend a project inception meeting in order to discuss and confirm with the Department:

- The research questions and search terms to be used, elaborating on and clearly defining the key areas highlighted in the objectives above.
- The scope and boundaries of the project by agreeing inclusion and exclusion criteria.
- Search terms and inclusion/ exclusion criteria will be reviewed during the searching process and amended where required in order to help address any shortage or excess of evidence uncovered. These amendments will be agreed with the Department.

Rapid evidence assessment (REA)

The contractor will undertake a comprehensive rapid evidence assessment (REA) to address the objectives set out above. The REA will prioritise literature published in English

but can accommodate a small number of papers, if appropriate, in other languages from 1990 to the current time. The REA will review the existing evidence of relevance to address the research questions, and identify where gaps exist in the evidence base.

The initial search and sift will be conducted by Research Officers at IES. In addition to searching traditional academic databases the search will also include 'grey literature', through additional database searches and website search. The full papers of all the studies that come through the initial screening process will be retrieved and appraised, using checklists to ensure quality and relevance and the data extracted and synthesised. The project team will draw on the expert advice that Dilys Robinson can provide on good employment practices, and retaining older workers while expertise on teacher and state pension provisions and implications, will be provided by Chris Curry and his team. Although the precise number of relevant documents to be uncovered is currently unknown, where available, around 50 documents will be included in the detailed review stage after the initial sift. The contractor will provide regular updates on progress and agree any changes to the approach with the Department. If fewer than 50 documents are identified, the shortfall will be considered and time saved allocated to secondary analysis of existing evidence. Prior to undertaking any secondary analysis the contractor will identify existing datasets appropriate for this analysis and agree with the Department which gaps in the evidence can be filled through this analysis and prioritise these as necessary. This will be subject to access to/availability of suitable databases within the research timeframe. The contractor will also contact the administrators of the appropriate datasets to gather further information about access and sample sizes.

Review of Reviews

The contractor will undertake a 'Review of Reviews' as a starting point for information on good employment practices, careers pathways, flexible working and the influence of pension schemes and the extent to which and reasons why older workers drop out of the labour market in respect of working longer in other (non-teaching) occupations and sectors. The anticipated total of 50 papers for full review will include any relevant review of reviews. Using synthesised reviews to develop scope and outcomes (amongst other factors), the discussion sections will identify opportunities and challenges within the broad topic areas and offer an analysis of the sufficiency of the existing evidence base to key questions. This approach will allow the contractor to maximise the benefits of research already completed, such as the audit of research relating to impacts on NHS employees in respect of extending working lives (Weyman et al, 2013), and to avoid duplication of effort. In many respects the methodology for the review of reviews will emulate the REA approaches although will prioritise literature and evidence reviews over primary sources.

Call for evidence

The Department will be issuing a call for evidence specifically asking for details of published research articles/ reports and grey literature as well as information on relevant studies that may be underway. The responses from the call for evidence will be provided to the contractor for review and inclusion where appropriate.

The sources gathered by the Department as a result of its evidence call will be considered by the contractor. Each source will be checked against the long list of references generated by the search and where it has not appeared and crucially meets the quality and inclusion criteria for review will be added to the shortlist of papers for detailed reviewed.

Searching

The contractor will primarily focus the search on evidence which is readily accessible online. While this may introduce bias, this is unlikely as publications are now routinely made available online. The search strategy will be two-pronged: searches of databases and searches of websites.

Searches would be conducted on a restricted number of relevant databases as there are diminishing returns to searching a large number of databases which cover the same sources. The contractor will search for academic and other robust evidence. The use of Google Scholar will be complemented by searches from a limited number of useful/relevant databases¹ selected to cover the main areas in research relevant to the Teachers' Working Longer Review. The contractor has full access to the full standard range of academic journals in online and print formats as a result of its association with the University of Brighton. However, a small Literature Purchase Fund is included in the cost of this study to allow the purchase of key publications (including those not available online) to which they do not have full text access.

The contractor will further identify publications from government departments and agencies which are salient to the studies aims. In addition, they will examine the websites of the UK Commission for Employment and Skills, the CIPD, ACAS, the NHS, CBI, HM Treasury, Pensions regulator and relevant Commons Select Committees. The contractor will also explore the websites of other research agencies who publish on employment such as the Work Foundation, for relevant sources.

The proposed REA will be targeted toward English evidence primarily to maximise, and enable the Department to capitalise on, the value of our work. However, in order to capture appropriate international examples the contractor will include publications from a selected number of relevant international sources such as the European Commission, OECD, and Cedefop. Often these organisations support the production of comparative analyses which will be helpful in determining key lessons that might be transferred to the English context.

Determining the most appropriate search terms is vital. Keywords can be used singly or in combination, using Boolean operators and truncation. The distinction between primary and secondary search terms will allow the research team to construct tailored search strings and proceed in a systematic way. In a departure from standard methodologies for REAs, this study will notably require the use of combinations of primary search terms during the first stage of the search.

The first trawl will include the keyword 'teacher', in order to develop the evidence base specific to the teaching profession. Only where such restricted searches fail to produce sufficient numbers of high-quality results, this filter will be removed in order to deliver results relating to other professions. This strategy will ensure that the review focuses on the teachers where evidence is available, whilst including broader evidence to address questions in relation to which there is little evidence concerning the teaching profession.

The search terms will be agreed with DfE during the inception phase; however, these will be further refined as the search is undertaken to ensure search time is maximised. For example, where primary search terms generate a low number of returns these will be supplemented with secondary search terms.

Sifting

To conduct a successful review, it is necessary to agree clear criteria for inclusion. Once a long list of potential materials for review has been compiled, it will be necessary to determine a final list for a full review as part of an iterative process. The contractor will sift the long list of articles by assessing the abstracts and summaries against a set of inclusion/exclusion criteria agreed with the Department including, whether the study was published in English; publication date; whether the study focused on the education sector and if not, the

¹ Education Resources Information Center (ERIC); British Education Index; Teacher Reference Center; PsychINFO; and Educational Administration Abstracts.

relevance/transferability of lessons based on whether the employment sector/occupation shares characteristics with teaching, and/or had directly relevant findings.

Additionally the sift criteria must include a) an assessment of the quality of methodology: i.e. is the evidence explicit/not an opinion piece? Is the methodology transparent? Is the method robust? Generalisable (i.e. not small samples); and b) are the findings relevant to the research questions? For the review of reviews element, the contractor will check bibliographies and only those studies which rely on novel primary sources (not generated by the trawl) will be included. The main output from this stage will be a sub-set of the search database tagged as 'for review'. Articles that are not considered relevant will be identified and reasons for their exclusion noted. This database will be provided to the Department and sub-group for review. Following this the contractor will construct a shortlist of around 50 articles and reports for detailed review, using a standardised pro-forma to extract evidence in a way that ensures consistency across the research team. The extraction template will be structured around the key research questions and analytic framework used for the project.

Review phase

Following the construction of a short list of evidence for review, the contractor will use the pro-forma to ensure consistency of approach in reviewing the literature and extraction of evidence, based on the research questions. In addition, the contractor will provide an assessment of the level of 'scientific rigour' of each article, based primarily on the following criteria: whether detail of method and sample are provided; nature and rigour of the methods (i.e. whether the research is repeatable and generalisable); whether the findings reported support the conclusions drawn. In the proposed study, the contractor will evaluate evidence by the review of review on the basis of the type of literature review method applied and the general adequacy of data available on key questions which can guide a decision on inclusion.

This review phase will enable the contractor to assign a 'weight' to the various pieces of evidence (i.e. each report) which will then be used to gauge the relative confidence that a reader may have in each study.

Analysis and synthesis

The report process will start with a synthesis of the REA evidence, drawing out key themes of relevance to the research questions. This will involve: compiling a 'map' of the different types of evidence against the analytic framework and synthesising these 'qualitative' summaries into a relatively concise report, following the narrative structure of the research objectives. The review of review evidence will be mapped in the same way and the wider evidence will be used to provide a contextual framework for the evidence on the teaching workforce. Where the evidence for teachers is limited or non-existent, the wider evidence can come into its own, although the report will highlight the gap in specific evidence available to the Teachers' Working Longer review.

During this phase, the contractor will work closely with their partner, the Pensions Policy Institute who will provide guidance on the Teachers' and state pension arrangements that have implications for the findings and recommendations. The report will include a tabular presentation of REA sources in an annex to be used by readers as a reference point. It will clearly state the author, date, country, and summarise the relevant key findings and methods.

SCHEDULE OF WORK

Please note that these dates are subject to change dependent upon the date at which the purdah period ends.

Task	Output	Responsibility	Date Required
Inception meeting	Set up of regular communication between IES and the Department, agreement of inclusion and exclusion criteria.	DfE/IES	10 th March 2015
Development of review protocol and proforma	Review protocol and proforma provided to the Department for review.	IES	16 th March 2015
Protocol and proforma reviewed by the Department	Sign-off from the department	DfE	19 th March 2015
Results of the DfE call for evidence provided to the contractor	The Department to provide all responses from the call for evidence to the contractor.	DfE	31 st March 2015
Conducting searches and sifts (13/03/15-15/04/15)	Search database including indication of whether evidence is to be included or excluded (with reasons for exclusion) provided to the Department for review.	IES	15 th April 2015
Feedback from the Department	The Department will provide feedback on the database results to the contractor	DfE	23 rd April 2015
Review of results from DfE call for evidence (31/03/15-15/04/15)	Evidence provided checked against database of search/sift work completed. Any new evidence brought to light assessed for possible inclusion.	IES	15 th April 2015
Mapping and shortlisting (15/04/15-29/04/15)	Second sift of all evidence, final shortlist provided to the Department for review	IES	29 th April 2015
Preparation of the interim report (29/04/15-13/05/15)	Interim report provided to the Department for review	IES	12 th May 2015
Presentation of finding from interim	Presentation of findings from mapping and shortlisting to the Department via telephone/	IES	14 th May 2015

Task	Output	Responsibility	Date Required
report	video conference		
The Department and sub-group to review interim report	Comments collated and returned to the contractor	DfE	22 nd May 2015
Full review of around 50 reports (30/04/15-29/05/15)	Reports reviewed using proforma. If fewer than 50 reports appropriate for inclusion are uncovered, the shortfall will be considered and time saved allocated to relevant secondary analysis of existing datasets.	IES	29 th May 2015
Analysis and synthesis of evidence (14/05/15-24/06/15)		IES	24 th June 2015
Preparation of final draft report (15/06/15-13/07/15)	Final draft submitted to the Department for review	IES	13 th July 2015
Presentation of draft final findings	The contractor to present the final findings of the study to the Department and the sub-group	IES	w/c 13 th July 2015
The Department and sub-group to review (14/07/2015-22/07/2015)	Comments collated and returned to the contractor	DfE	22 nd July 2015
Report amended based on comments as agreed with the Department (23/07/15-04/08/15)	Submission of second draft of the final report	IES	4 th August 2015
The Department and sub-group to review second draft report (05/08/2015-12/08/15)	Comments collated and returned to contractor	DfE	12 th August 2015

Task	Output	Responsibility	Date Required
Report finalised to publication standard (13/08/15-24/08/15)	Final publication ready, externally proof read report provided to the Department for final sign off	IES	31 st August 2015
Final report signed off for publication	Final review of quality by the Department and sub-group – report signed off for publication	DfE	8 th September 2015

6. STAFFING

Institute of Employment Studies

Dr Annette Cox is an Associate Director at IES and will be Project Director for this research.

Emma Pollard, IES Senior Research Fellow, leads the Institute's work on higher education and will be Project Manager.

Dilys Robinson, IES Principal Research Fellow, will provide expert advice to this study.

Sam Swift BA (Oxon.) MSc, IES Research Officer, will be the Deputy Project Manager taking a lead in the search and sift procedures.

Anna Forbeck joined IES as a Research Officer in January 2015 and will work closely with Sam and Emma.

Pensions Policy Institute

Chris Curry, will direct the PPI team. He joined the PPI as Research Director in July 2002 and was responsible for the research programme for 11 years prior to being appointed Director in June 2013.

John Adams has been the PPI's Senior Policy Analyst since 2008 and he leads the quantitative analysis and modelling research.

Daniela Silcock is a Senior Policy Researcher at PPI, which she joined in 2008. She has conducted quantitative and qualitative research in a variety of areas and is experienced in all levels of policy engagement.

Department for Education

Leila Allsopp, Project Manager, shall oversee the project for the Department. Leila shall oversee all aspects of the project including being the main point of contact for the contractor, monitoring the report's progress and milestones, and quality assuring outputs including research instruments and reports.

Ian Taylor shall provide additional analytical support as necessary.

Helen Kemplay, Policy Lead, shall provide specialist policy advice and support.

7 STEERING COMMITTEE

The Steering Committee for the Project will consist of representatives from the Department, the Contractor, and members of the Teachers' Working Longer Review's Employment Practice sub-group. The function of the Steering Committee shall be to review the scope and direction of the Project against its aims and objectives, monitor progress and efficiency, and assess, manage and review expected impact and use of the findings from the Project against an agreed Project Communication Plan, through the standard Department Communication Plan Template. The Committee shall meet at times and dates agreed by the parties, or in the absence of agreement, specified by the Department. The Contractor's representatives on the Steering Committee shall report their views on the progress of the Project to the Steering Committee in writing if requested by the Department. The Contractor's representatives on the Steering Committee shall attend all meetings of the Steering Committee unless otherwise agreed by the Department.

8. RISK MANAGEMENT

Description of risk	Consequences	Impact (I) 0-5	Likelihood (L) 0-5	Risk level (IxL)	Comment/controls to mitigate/ eliminate risk
Search generates too many sources	Unable to assess literature fully and consider implications in the defined timetable	5	2	10	Increase stringency of sift criteria to reduce no. of articles/reports. Contractor to draft in additional staff resource.
Evidence is backward looking/weighted towards the early part of the date span	The review does not take sufficient account of changed political, economic and social context	3	3	9	Careful quality assessment during sift; examine Review of Review materials for material of greater salience
Evidence is patchy in its coverage of the key questions	Some themes receive greater attention than others	4	2	8	Mapping evidence demonstrates coverage.

Description of risk	Consequences	Impact (I) 0-5	Likelihood (L) 0-5	Risk level (IxL)	Comment/controls to mitigate/ eliminate risk
Evidence from the literature is contradictory	Mixed findings	2	3	6	Analyse literature chronologically to identify changes in body of opinion; examine quality to assess relative merits.
Staff sickness/ turnover	Delay to project timetable and loss of expertise	2	3	6	IES has around 40 staff, of which around 15 would be able to contribute to this project in the event of staff absence. The relatively short timescale for the project means that turnover is unlikely but again other staff with relevant expertise could be substituted. The Project Director and expert advisor could take on project management and enable a smooth handover if necessary.
Timescale	The indicative timetable allows little time for contingencies, risking the achievement of final delivery date	2	3	6	Large, experienced team.

9 DATA COLLECTION

The Department seeks to minimise the burdens on Schools, Children's Services and Local Authorities (LAs) taking part in surveys.

When assessing the relative merits of data collection methods the following issues should be considered;

- only data essential to the project shall be collected;
- data should be collected electronically where appropriate/preferred;
- questionnaires should be pre-populated wherever possible and appropriate;
- schools must be given at least four working weeks to respond to the exercise from the date they receive the request; and
- LAs should receive at least two weeks, unless they need to approach schools in which case they too should receive 4 weeks to respond;

The Contractor shall clear any data collection tools with the Department before engaging in field work.

The Contractor shall check with the Department whether any of the information that they are requesting can be provided centrally from information already held.

10. CONSENT ARRANGEMENTS

The Department and the contractor shall agree in advance of any survey activity taking place the consent arrangements that shall apply for each of the participant groups. All participants should be informed of the purpose of the research, that the Contractor is acting on behalf of the Department and that they have the option to refuse to participate (opt out). Contact details should be provided including a contact person at the Department. Children who are 16 or over will usually be able to give their own consent but even where this is so, the Contractor, in consultation with the Department, should consider whether it is also appropriate for parents, guardians or other appropriate gatekeepers (e.g. schools, Local Authorities) to be informed when a child has been invited to participate in research.

11. PROJECT COMMUNICATION PLAN

The Contractor shall work with the Project Manager and Steering Group to agree the content of the Project Communication Plan on the standard Department Communication Plan Template at the start of the Project, and to review and update at agreed key points in the Project and at the close of the Project. The Communication Plan shall set out the key audiences for the Project, all outputs intended for publication from the Project, the likely impact of each output, and dissemination plans to facilitate effective use by the key audiences.

End of Schedule One

SCHEDULE TWO**1 Eligible expenditure**

1.1 The Department shall reimburse the Contractor for expenditure incurred for the purpose of the Project, provided that:-

- (a) the expenditure falls within the heading and limits in the Table below; and
- (b) the expenditure is incurred, and claims are made, in accordance with this Contract.

Table

Project Milestone	Payment Amount	Payment Date
Milestone 1: Inception meeting completed, review protocol and proforma produced by the contractor and signed off by the Department. Searches and sifts underway.	£8,400	25th March 2015
Milestone 2: Searches and sifts completed, results of call for evidence reviewed, mapping and shortlisting completed, interim report provided and presented via telephone or v/c. Data reviews completed (including any appropriate secondary analysis if limited quantity of suitable evidence is uncovered). Analysis and synthesis underway.	£15,000	16th June 2015
Milestone 3: Analysis and synthesis completed, report drafts produced and amended, presentation of the findings to the Department and sub-group, final publication ready report signed off.	£20,000	1st September 2015

Expenditure for the financial year 2014-2015 shall not exceed **£8,400** exclusive of VAT.
 Expenditure for the financial year 2015-2016 shall not exceed **£35,000** exclusive of VAT.

Total Project expenditure shall not exceed **£43,400** exclusive of VAT.

2 The allocation of funds in the Table may not be altered except with the prior written consent of the Department.

- 3 The Contractor shall maintain full and accurate accounts for the Project against the expenditure headings in the Table. Such accounts shall be retained for at least 6 years after the end of the financial year in which the last payment was made under this Contract. Input and output VAT shall be included as separate items in such accounts.
- 4 The Contractor shall permit duly authorised staff or agents of the Department or the National Audit Office to examine the accounts at any reasonable time and shall furnish oral or written explanations of the accounts if required. The Department reserves the right to have such staff or agents carry out examinations into the economy, efficiency and effectiveness with which the Contractor has used the Department's resources in the performance of this Contract.
- 5 Invoices shall be submitted on the invoice dates specified in the Table, be detailed against the task headings set out in the Table and must quote the Department's Order Number. **The Purchase order reference number shall be provided by the department when both parties have signed the paperwork.** The Contractor or his or her nominated representative or accountant shall certify on the invoice that the amounts claimed were expended wholly and necessarily by the Contractor on the Projects in accordance with the Contract and that the invoice does not include any costs being claimed from any other body or individual or from the Department within the terms of another contract.
- 6 Invoices shall be sent to the **SSCL Accounts Payable Team, Room 6124, Tomlinson House, Norcross, Blackpool, FY5 3TA.** The Department undertakes to pay correctly submitted invoices within 10 days of receipt. The Department is obliged to pay invoices within 30 days of receipt from the day of physical or electronic arrival at the nominated address of the Department. Any correctly submitted invoices that are not paid within 30 days may be subject to the provisions of the Late Payment of Commercial Debt (Interest) Act 1998. A correct invoice is one that: is delivered in timing in accordance with the contract; is for the correct sum; in respect of goods/services supplied or delivered to the required quality (or are expected to be at the required quality); includes the date, supplier name, contact details and bank details; quotes the relevant purchase order/contract reference and has been delivered to the nominated address. If any problems arise, contact the Department's Project Manager. The Department aims to reply to complaints within 10 working days. The Department shall not be responsible for any delay in payment caused by incomplete or illegible invoices.
- 7 The Contractor shall have regard to the need for economy in all expenditure. Where any expenditure in an invoice, in the Department's reasonable opinion, is excessive having due regard to the purpose for which it was incurred, the Department shall only be liable to reimburse so much (if any) of the expenditure disallowed as, in the Department's reasonable opinion after consultation with the Contractor, would reasonably have been required for that purpose.
- 8 If this Contract is terminated by the Department due to the Contractor's insolvency or default at any time before completion of the Projects, the Department shall only be liable under paragraph 1 to reimburse eligible payments made by, or due to, the Contractor before the date of termination.
- 9 On completion of the Project or on termination of this Contract, the Contractor shall promptly draw-up a final invoice, which shall cover all outstanding expenditure incurred for the Project. The final invoice shall be submitted not later than 30 days after the date of completion of the Projects.

- 10 The Department shall not be obliged to pay the final invoice until the Contractor has carried out all the elements of the Projects specified as in Schedule 1.
- 11 It shall be the responsibility of the Contractor to ensure that the final invoice covers all outstanding expenditure for which reimbursement may be claimed. Provided that all previous invoices have been duly paid, on due payment of the final invoice by the Department all amounts due to be reimbursed under this Contract shall be deemed to have been paid and the Department shall have no further liability to make reimbursement of any kind.

End of Schedule Two

SCHEDULE THREE

1. Contractor's Obligations

- 1.1. The Contractor shall promptly and efficiently complete the Project in accordance with the provisions set out in Schedule One.
- 1.2. The Contractor shall comply with the accounting and information provisions of Schedule Two.
- 1.3. The Contractor shall comply with all statutory provisions including all prior and subsequent enactments, amendments and substitutions relating to that provision and to any regulations made under it.
- 1.4. The Contractor shall inform the Department immediately if it is experiencing any difficulties in meeting its contractual obligations.

2. Department's Obligations

- 2.1. The Department will comply with the payment provisions of Schedule Two provided that the Department has received full and accurate information and documentation as required by Schedule Two to be submitted by the Contractor for work completed to the satisfaction of the Department.

3. Changes to the Department's Requirements

- 3.1. The Department shall notify the Contractor of any material change to the Department's requirement under this Contract.
- 3.2. The Contractor shall use its best endeavours to accommodate any changes to the needs and requirements of the Department provided that it shall be entitled to payment for any additional costs it incurs as a result of any such changes. The amount of such additional costs to be agreed between the parties in writing.

4. Management

- 4.1. The Contractor shall promptly comply with all reasonable requests or directions of the Project Manager in respect of the Services.
- 4.2. The Contractor shall address any enquiries about procedural or contractual matters in writing to the Project Manager. Any correspondence relating to this Contract shall quote the reference number set out in the Recitals to this Contract.

5. Contractor's Employees and Sub-Contractors

- 5.1 Where the Contractor enters into a contract with a supplier or contractor for the purpose of performing its obligations under the

Contract (the "Sub-contractor") it shall ensure prompt payment in accordance with this clause 5.1. Unless otherwise agreed by the Department in writing, the Contractor shall ensure that any contract requiring payment to a Sub-contractor shall provide for undisputed sums due to the Sub-contractor to be made within a specified period from the receipt of a valid invoice not exceeding:

5.1.1 10 days, where the Sub-contractor is an SME; or

5.1.2 30 days either, where the sub-contractor is not an SME, or both the Contractor and the Sub-contractor are SMEs,

The Contractor shall comply with such terms and shall provide, at the Department's request, sufficient evidence to demonstrate compliance.

- 5.2 The Department shall be entitled to withhold payment due under clause 5.1 for so long as the Contractor, in the Department's reasonable opinion, has failed to comply with its obligations to pay any Sub-contractors promptly in accordance with clause 5.1. For the avoidance of doubt the Department shall not be liable to pay any interest or penalty in withholding such payment.
- 5.3. The Contractor shall immediately notify the Department if they have any concerns regarding the propriety of any of its sub-contractors in respect of work/services rendered in connection with this Contract.
- 5.4. The Contractor, its employees and sub-contractors (or their employees), whilst on Departmental premises, shall comply with such rules, regulations and requirements (including those relating to security arrangements) as may be in force from time to time.
- 5.5. The Contractor shall ensure the security of all the Property whilst in its possession, during the supply of the Project, in accordance with the Department's reasonable security requirements as required from time to time.
- 5.6. If the Department notifies the Contractor that it considers that an employee or sub-contractor is not appropriately qualified or trained to perform the Project or otherwise is not performing the Project in accordance with this Contract, then the Contractor shall, as soon as is reasonably practicable, take all such steps as the Department considers necessary to remedy the situation or, if so required by the Department, shall remove the said employee or sub-contractor from performing the Project and shall provide a suitable replacement (at no cost to the Department).
- 5.7. The Contractor shall take all reasonable steps to avoid changes of employees or sub-contractors assigned to and accepted to perform the Project under the Contract except whenever changes are unavoidable or of a temporary nature. The Contractor shall give at least four week's

written notice to the Project Manager of proposals to change key employees or sub-contractors

6. Ownership of Intellectual Property Rights and Copyright

- 6.1. Ownership of Intellectual Property Rights including Copyright, in any guidance, specifications, instructions, toolkits, plans, data, drawings, databases, patents, patterns, models, designs or other materials prepared by or for the Contractor on behalf of the Department for use, or intended use, in relation to the performance by the Contractor of its obligations under the Contract shall belong to the Contractor
- 6.2. The Contractor hereby grants to the Department a non-exclusive licence without payment of royalty or other sum by the Department in the Copyright to:
 - 6.2.1 do and authorise others to do any and all acts restricted by the Act as amended from time to time or replaced in whole or part by any statute or other legal means in respect of any Copyright Work in the United Kingdom and in all other territories in the world for the full period of time during which the Copyright subsists; and
 - 6.2.2 exercise all rights of a similar nature as those described in Clause 6.1 above which may be conferred in respect of any Copyright Work by the laws from time to time in all other parts of the world.
- 6.3. Each party will at the request and reasonable expense of the other execute all such documents and do all such acts as may be reasonably necessary in order to vest in the other the rights granted to the other under this Clause 6.

7. Data Protection Act

- 7.1. With respect to the parties' rights and obligations under this Contract, the parties agree that the Department is the Data Controller and that the Contractor is the Data Processor. For the purposes of this Clause 7, the terms "Data Controller", "Data Processor", "Data Subject", "Personal Data", "Process" and "Processing" shall have the meaning prescribed under the DPA.
- 7.2. The Contractor shall:
 - 7.2.1 Process the Personal Data only in accordance with instructions from the Department (which may be specific instructions or instructions of a general nature as set out in this Contract or as otherwise notified by the Department to the Contractor during the period of the Contract);

- 7.2.2 Process the Personal Data only to the extent, and in such manner, as is necessary for the provision of the Services or as is required by law or any Regulatory Body;
- 7.2.3 Implement appropriate technical and organisational measures to protect the Personal Data against unauthorised or unlawful processing and against accidental loss, destruction, damage, alteration or disclosure. These measures shall be appropriate to the harm which might result from any unauthorised or unlawful Processing, accidental loss, destruction or damage to the Personal Data and having regard to the nature of the Personal Data which is to be protected;
- 7.2.4 Take reasonable steps to ensure the reliability of any Contractor Personnel who have access to the Personal Data;
- 7.2.5 Obtain prior written consent from the Department in order to transfer the Personal Data to any Sub-contractors or Affiliates for the provision of the Services;
- 7.2.6 Ensure that all Contractor Personnel required to access the Personal Data are informed of the confidential nature of the Personal Data and comply with the obligations set out in this Clause 7;
- 7.2.7 Ensure that none of Contractor Personnel publish, disclose or divulge any of the Personal Data to any third party unless directed in writing to do so by the Department;
- 7.2.8 Notify the Department within five Working Days if it receives:
 - 7.2.8.1 a request from a Data Subject to have access to that person's Personal Data; or
 - 7.2.8.2 a complaint or request relating to the Department's obligations under the Data Protection Legislation;
- 7.2.9 Provide the Department with full cooperation and assistance in relation to any complaint or request made, including by:
 - 7.2.9.1 providing the Department with full details of the complaint or request;
 - 7.2.9.2 complying with a data access request within the relevant timescales set out in the Data Protection Legislation and in accordance with the Department's instructions;
 - 7.2.9.3 providing the Department with any Personal Data it holds in relation to a Data Subject (within the

timescales required by the Department); and

7.2.9.4 providing the Department with any information requested by the Department;

7.2.10 Permit the Department or the Department's Representative (subject to reasonable and appropriate confidentiality undertakings), to inspect and audit the Contractor's data processing activities (and/or those of its agents, subsidiaries and Sub-contractors) and comply with all reasonable requests or directions by the Department to enable the Department to verify and/or procure that the Contractor is in full compliance with its obligations under this Contract;

7.2.11 Provide a written description of the technical and organisational methods employed by the Contractor for processing Personal Data (within the timescales required by the Department); and

7.2.12 Not Process or otherwise transfer any Personal Data outside the European Economic Area. If, after the Commencement Date, the Contractor (or any Sub-contractor) wishes to Process and/or transfer any Personal Data outside the European Economic Area, the following provisions shall apply:

7.2.12.1 the Contractor shall submit a request for change to the Department which shall be dealt with in accordance with any Change Control Procedure.

7.2.12.2 the Contractor shall set out in its request for change details of the following:

- (a) the Personal Data which will be Processed and/or transferred outside the European Economic Area;
- (b) the country or countries in which the Personal Data will be Processed and/or to which the Personal Data will be transferred outside the European Economic Area;
- (c) any Sub-contractors or other third parties who will be Processing and/or transferring Personal Data outside the European Economic Area; and
- (d) how the Contractor will ensure an adequate level of protection and adequate safeguards (in accordance with the Data Protection Legislation and in particular so as to ensure the Department's compliance with the Data Protection Legislation) in respect of the Personal Data that will be Processed and/or transferred outside the

European Economic Area;

7.2.12.3 in providing and evaluating the request for change, the parties shall ensure that they have regard to and comply with then-current Department, Government and Information Commissioner Office policies, procedures, guidance and codes of practice on, and any approvals processes in connection with, the Processing and/or transfers of Personal Data outside the European Economic Area and/or overseas generally; and

7.2.12.4 the Contractor shall comply with such other instructions and shall carry out such other actions as the Department may notify in writing, including:

- (a) incorporating standard and/or model clauses (which are approved by the European Commission as offering adequate safeguards under the Data Protection Legislation) in this Contract or a separate data processing agreement between the parties; and
- (b) procuring that any Sub-contractor or other third party who will be Processing and/or transferring the Personal Data outside the European Economic Area enters into a direct data processing agreement with the Authority on such terms as may be required by the Department, which the Contractor acknowledges may include the incorporation of standard and/or model clauses (which are approved by the European Commission as offering adequate safeguards under the Data Protection Legislation).

7.3 The Contractor shall comply at all times with the Data Protection Legislation and shall not perform its obligations under this Contract in such a way as to cause the Department to breach any of its applicable obligations under the Data Protection Legislation.

8. Department's Data

8.1 The Contractor shall employ appropriate organisational, operational and technological processes and procedures to keep the Department's Data safe from unauthorised use or access, loss, destruction, theft or disclosure. The organisational, operational and technological processes and procedures adopted are required to comply with the requirements of ISO/IEC 27001 as appropriate to the services being provided to the Department.

- 8.2 The Contractor shall not delete or remove any proprietary notices contained within or relating to the Department's Data.
- 8.3 The Contractor shall not store, copy, disclose, or use the Department's Data except as necessary for the performance by the Contractor of its obligations under this Contract or as otherwise expressly authorised in writing by the Department.
- 8.4 To the extent that the Department's Data is held and/or processed by the Contractor, the Contractor shall supply that the Department's Data to the Department as requested by the Department in the format specified by the Department.
- 8.5 The Contractor shall take responsibility for preserving the integrity of the Department's Data and preventing the corruption or loss of the Department's Data.
- 8.6 The Contractor shall ensure that any files containing the Department's Data are stored on the Contractor's secure servers and/or secured IT equipment. The Contractor shall ensure that the Department's Data relating to the project is segregated from other data on their IT systems.
- 8.7 The Contractor shall not keep the Department's Data on any laptop or other removable drive or device unless that laptop, other removable drive or device is protected by being fully encrypted and password protected, and the use of the device or laptop is necessary for the provision of the services set out in the Contract. Laptops should have full disk encryption using either a CESSG (Communications Electronic Security Group) CAPS approved product or alternatively a product that complies with the FIPS 140-2 Standard. USB devices used for transferring the Department's Data should be encrypted to the FIPS 140-2 Standard.
- 8.8 The Contractor shall keep an audit trail of where the Department's Data is held, including hardware, laptops, drives and devices.
- 8.9 The Contractor shall ensure that the Department's Data is stored in locked cabinets.
- 8.10 The Contractor shall ensure that the Department's Data is securely removed from their systems and any printed copies securely destroyed at the end of this work, or on termination of the contract. In complying with this clause, electronic copies of the Department's Data shall be securely destroyed by either physical destruction of the storage media or secure deletion using appropriate electronic shredding software, using a minimum setting of US DOD overwriting standard (7 passes). Any hard copy shall be destroyed by cross-cut shredding and secure re-cycling of the resulting paper waste.

- 8.11 The Contractor shall perform secure back-ups of all the Department's Data and shall ensure that up-to-date back-ups are stored off-site. The Contractor shall ensure that such back-ups are available to the Department at all times upon request.
- 8.12 The Contractor shall ensure that any of the Department's Data to be sent between the Contractor's offices/staff, and/or the sub-contractors, and/or any other third party are sent by CD or DVD and are fully encrypted and password protected. The Contractor shall ensure that the password for files is sent separately from the data to the named recipient of the data. The Department's Data shall be transferred by a secure courier or registered postal service (special delivery) and not by e-mail or on USB pens.
- 8.13 If the Department's Data is corrupted, lost or sufficiently degraded as a result of the Contractor's Default so as to be unusable, the Department may:
 - 8.13.1 require the Contractor (at the Contractor's expense) to restore or procure the restoration of the Department's Data shall do so as soon as practicable and/or
 - 8.13.2 itself restore or procure the restoration of the Department Data, and shall be repaid by the Contractor any reasonable expenses incurred in doing so.
- 8.14 If at any time the Contractor suspects or has reason to believe that the Department's Data has or may become corrupted, lost or sufficiently degraded in any way for any reason, then the Contractor shall notify the Department immediately and inform the Department of the remedial action the Contractor proposes to take.

9. Warranty and Indemnity

- 9.1. The Contractor warrants to the Department that the obligations of the Contractor under this Contract will be performed by appropriately qualified and trained personnel with reasonable skill, care and diligence and to such high standards of quality as it is reasonable for the Department to expect in all the circumstances. The Department will be relying upon the Contractor's skill, expertise and experience in the performance of the Project and also upon the accuracy of all representations or statements made and the advice given by the Contractor in connection with the performance of the Project and the accuracy of any documents conceived, originated, made or developed by the Contractor as part of this Contract. The Contractor warrants that any goods supplied by the Contractor forming part of the Services will be of satisfactory quality and fit for their purpose and will be free from defects in design, material and workmanship.
- 9.2. Without prejudice to any other remedy, if any part of the Project is not

performed in accordance with this Contract then the Department shall be entitled, where appropriate to:

- 9.2.1. require the Contractor promptly to re-perform or replace the relevant part of the Project without additional charge to the Department; or
- 9.2.2. assess the cost of remedying the failure ("the assessed cost") and to deduct from any sums due to the Contractor the Assessed Cost for the period that such failure continues.
- 9.3. The Contractor shall be liable for and shall indemnify the Department in full against any expense, liability, loss, claim or proceedings arising under statute or at common law in respect of personal injury to or death of any person whomsoever or loss of or damage to property whether belonging to the Department or otherwise arising out of or in the course of or caused by the performance of the Project.
- 9.4. Without prejudice to any other exclusion or limitation of liability in this Contract, the liability of the Contractor for any claim or claims under this Contract shall be limited to such sums as it would be just and equitable for the Contractor to pay having regard to the extent of his responsibility for the loss or damage giving rise to such claim or claims etc.
- 9.5. All property of the Contractor whilst on the Department's premises shall be there at the risk of the Contractor and the Department shall accept no liability for any loss or damage howsoever occurring to it.
- 9.6. The Contractor shall ensure that it has adequate insurance cover with an insurer of good repute to cover claims under this Contract or any other claims or demands which may be brought or made against it by any person suffering any injury damage or loss in connection with this Contract. The Contractor shall upon request produce to the Department, it's policy or policies of insurance, together with the receipt for the payment of the last premium in respect of each policy or produce documentary evidence that the policy or policies are properly maintained.

10. Termination

- 10.1. This Contract may be terminated by either party giving to the other party at least 30 days notice in writing.
- 10.2. In the event of any breach of this Contract by either party, the other party may serve a notice on the party in breach requiring the breach to be remedied within a period specified in the notice which shall be reasonable in all the circumstances. If the breach has not been remedied by the expiry of the specified period, the party not in breach may terminate this Contract with immediate effect by notice

in writing.

10.3. In the event of a material breach of this Contract by either party, the other party may terminate this Contract with immediate effect by notice in writing.

10.4. This Contract may be terminated by the Department with immediate effect by notice in writing if at any time:-

10.4.1 the Contractor passes a resolution that it be wound-up or that an application be made for an administration order or the Contractor applies to enter into a voluntary arrangement with its creditors; or

10.4.2 a receiver, liquidator, administrator, supervisor or administrative receiver be appointed in respect of the Contractor's property, assets or any part thereof; or

10.4.3 the court orders that the Contractor be wound-up or a receiver of all or any part of the Contractor's assets be appointed; or

10.4.4 the Contractor is unable to pay its debts in accordance with Section 123 of the Insolvency Act 1986.

10.4.5 there is a change in the legal or beneficial ownership of 50% or more of the Contractor's share capital issued at the date of this Contract or there is a change in the control of the Contractor, unless the Contractor has previously notified the Department in writing. For the purpose of this Sub-Clause 10.4.5 "control" means the power of a person to secure that the affairs of the Contractor are conducted in accordance with the wishes of that person by means of the holding of shares or the possession of voting power.

10.4.6 the Contractor is convicted (or being a company, any officers or representatives of the Contractor are convicted) of a criminal offence related to the business or professional conduct

10.4.7 the Contractor commits (or being a company, any officers or representatives of the Contractor commit) an act of grave misconduct in the course of the business;

10.4.8 the Contractor fails (or being a company, any officers or representatives of the Contractor fail) to fulfil his/their obligations relating to the payment of Social Security contributions;

10.4.9 the Contractor fails (or being a company, any officers or representatives of the Contractor fail) to fulfil his/their obligations relating to payment of taxes;

10.4.10 the Contractor fails (or being a company, any officers or representatives of the Contractor fail) to disclose any serious

misrepresentation in supplying information required by the Department in or pursuant to this Contract.

- 10.5 Nothing in this Clause 10 shall affect the coming into, or continuance in force of any provision of this Contract which is expressly or by implication intended to come into force or continue in force upon termination of this Contract.

11. Status of Contractor

- 11.1 In carrying out its obligations under this Contract the Contractor agrees that it will be acting as principal and not as the agent of the Department.
- 11.2 The Contractor shall not say or do anything that may lead any other person to believe that the Contractor is acting as the agent of the Department.

12. Freedom of information

- 12.1 The Contractor acknowledges that the Department is subject to the requirements of the FOIA and the Environmental Information Regulations and shall assist and cooperate with the Department to enable the Department to comply with its information disclosure obligations.
- 12.2 The Contractor shall and shall procure that its Sub-contractors shall:
- 12.2.1 transfer to the Department all Requests for Information that it receives as soon as practicable and in any event within two Working Days of receiving a Request for Information;
 - 12.2.2 provide the Department with a copy of all Information in its possession, or power in the form that the Department requires within five Working Days (or such other period as the Department may specify) of the Department's request; and
 - 12.2.3 provide all necessary assistance as reasonably requested by the Department to enable the Department to respond to the Request for Information within the time for compliance set out in section 10 of the FOIA or regulation 5 of the Environmental Information Regulations.
- 12.3 The Department shall be responsible for determining in its absolute discretion and notwithstanding any other provision in this Contract or any other agreement whether any Information is exempt from disclosure in accordance with the provisions of the FOIA or the Environmental Information Regulations.

- 12.4 In no event shall the Contractor respond directly to a Request for Information unless expressly authorised to do so by the Department.
- 12.5 The Contractor acknowledges that (notwithstanding the provisions of Clause 13) the Department may, acting in accordance with the Ministry of Justice's Code of Practice on the Discharge of the Functions of Public Authorities under Part 1 of the Freedom of Information Act 2000 ("**the Code**"), be obliged under the FOIA, or the Environmental Information Regulations to disclose information concerning the Contractor or the Project:
- 12.5.1 in certain circumstances without consulting the Contractor; or
 - 12.5.2 following consultation with the Contractor and having taken their views into account;
 - 12.5.3 provided always that where 12.5.1 applies the Department shall, in accordance with any recommendations of the Code, take reasonable steps, where appropriate, to give the Contractor advanced notice, or failing that, to draw the disclosure to the Contractor's attention after any such disclosure.
- 12.6 The Contractor shall ensure that all Information is retained for disclosure and shall permit the Department to inspect such records as requested from time to time.

13. CONFIDENTIALITY

- 13.1 Except to the extent set out in this clause or where disclosure is expressly permitted elsewhere in this Contract, each party shall:
- 13.1.1 treat the other party's Confidential Information as confidential and safeguard it accordingly; and
 - 13.3.2 not disclose the other party's Confidential Information to any other person without the owner's prior written consent.
- 13.2 Clause 13 shall not apply to the extent that:
- 13.2.1 such disclosure is a requirement of Law placed upon the party making the disclosure, including any requirements for disclosure under the FOIA, Code of Practice on Access to Government Information or the Environmental Information Regulations pursuant to clause 12 (Freedom of Information);
 - 13.2.2 such information was in the possession of the party making the disclosure without obligation of confidentiality prior to its disclosure by the information owner;
 - 13.2.3 such information was obtained from a third party without

obligation of confidentiality;

13.2.4 such information was already in the public domain at the time of disclosure otherwise than by a breach of this Contract; or

13.2.5 it is independently developed without access to the other party's Confidential Information.

- 13.3 The Contractor may only disclose the Department's Confidential Information to the Contractor Personnel who are directly involved in the provision of the Services and who need to know the information, and shall ensure that such Contractor Personnel are aware of and shall comply with these obligations as to confidentiality.
- 13.4 The Contractor shall not, and shall procure that the Contractor Personnel do not, use any of the Department's Confidential Information received otherwise than for the purposes of this Contract.
- 13.5 At the written request of the Department, the Contractor shall procure that those members of the Contractor Personnel identified in the Department's notice signs a confidentiality undertaking prior to commencing any work in accordance with this Contract.
- 13.6 Nothing in this Contract shall prevent the Department from disclosing the Contractor's Confidential Information:
- 13.6.1 to any Crown Body or any other Contracting Department. All Crown Bodies or Contracting Authorities receiving such Confidential Information shall be entitled to further disclose the Confidential Information to other Crown Bodies or other Contracting Authorities on the basis that the information is confidential and is not to be disclosed to a third party which is not part of any Crown Body or any Contracting Department;
- 13.6.2 to any consultant, contractor or other person engaged by the Department or any person conducting an Office of Government Commerce gateway review;
- 13.6.3 for the purpose of the examination and certification of the Department's accounts; or
- 13.6.4 for any examination pursuant to Section 6(1) of the National Audit Act 1983 of the economy, efficiency and effectiveness with which the Department has used its resources.
- 13.7 The Department shall use all reasonable endeavours to ensure that any government department, Contracting Department, employee, third party or Sub-contractor to whom the Contractor's Confidential Information is disclosed pursuant to clause 13 is made aware of the Department's obligations of confidentiality.

- 13.8 Nothing in this clause 13 shall prevent either party from using any techniques, ideas or know-how gained during the performance of the Contract in the course of its normal business to the extent that this use does not result in a disclosure of the other party's Confidential Information or an infringement of IPR.
- 13.9 The parties acknowledge that, except for any information which is exempt from disclosure in accordance with the provisions of the FOIA, the content of this Contract is not Confidential Information. The Department shall be responsible for determining in its absolute discretion whether any of the content of the Contract is exempt from disclosure in accordance with the provisions of the FOIA.
- 13.10 Subject to Clause 13.9, the Contractor hereby gives his consent for the Department to publish the Contract in its entirety, including from time to time agreed changes to the Contract, to the general public.
- 13.11 The Department may consult with the Contractor to inform its decision regarding any redactions but the Department shall have the final decision in its absolute discretion.
- 13.12 The Contractor shall assist and cooperate with the Department to enable the Department to publish this Contract.

14. Access and Information

- 14.1 The Contractor shall provide access at all reasonable times to the Department's internal auditors or other duly authorised staff or agents to inspect such documents as the Department considers necessary in connection with this Contract and where appropriate speak to the Contractor's employees.

15. Transfer of Responsibility on Expiry or Termination

- 15.1 The Contractor shall, at no cost to the Department, promptly provide such assistance and comply with such timetable as the Department may reasonably require for the purpose of ensuring an orderly transfer of responsibility upon the expiry or other termination of this Contract. The Department shall be entitled to require the provision of such assistance both prior to and, for a reasonable period of time after the expiry or other termination of this Contract.
- 15.2 Such assistance may include (without limitation) the delivery of documents and data in the possession or control of the Contractor which relate to this Contract, including the documents and data, if any, referred to in the Schedule.
- 15.3 The Contractor undertakes that it shall not knowingly do or omit to do

anything that may adversely affect the ability of the Department to ensure an orderly transfer of responsibility.

16. Tax indemnity

- 16.1 Where the Contractor is liable to be taxed in the UK in respect of consideration received under this contract, it shall at all times comply with the Income Tax (Earnings and Pensions) Act 2003 (ITEPA) and all other statutes and regulations relating to income tax in respect of that consideration.
- 16.2 Where the Contractor is liable to National Insurance Contributions (NICs) in respect of consideration received under this contract, it shall at all times comply with the Social Security Contributions and Benefits Act 1992 (SSCBA) and all other statutes and regulations relating to NICs in respect of that consideration.
- 16.3 The Department may, at any time during the term of this contract, ask the Contractor to provide information which demonstrates how the Contractor complies with Clauses 16.1 and 16.2 above or why those Clauses do not apply to it.
- 16.4 A request under Clause 16.3 above may specify the information which the Contractor must provide and the period within which that information must be provided.
- 16.5 The Department may terminate this contract if-
 - (a) in the case of a request mentioned in Clause 16.3 above if the Contractor:
 - (i) fails to provide information in response to the request within a reasonable time, or
 - (ii) provides information which is inadequate to demonstrate either how the Contractor complies with Clauses 16.1 and 16.2 above or why those Clauses do not apply to it;
 - (b) in the case of a request mentioned in Clause 16.4 above, the Contractor fails to provide the specified information within the specified period, or
 - (c) it receives information which demonstrates that, at any time when Clauses 16.1 and 16.2 apply, the Contractor is not complying with those Clauses.
- 16.6 The Department may supply any information which it receives under Clause 16.3 to the Commissioners of Her Majesty's Revenue and Customs for the purpose of the collection and management of revenue for which they are responsible.

- 16.7 The Contractor warrants and represents to the Department that it is an independent contractor and, as such, bears sole responsibility for the payment of tax and national insurance contributions which may be found due from it in relation to any payments or arrangements made under this Contract or in relation to any payments made by the Contractor to its officers or employees in connection with this Contract.
- 16.8 The Contractor will account to the appropriate authorities for any income tax, national insurance, VAT and all other taxes, liabilities, charges and duties relating to any payments made to the Contractor under this Contract or in relation to any payments made by the Contractor to its officers or employees in connection with this Contract.
- 16.9 The Contractor shall indemnify Department against any liability, assessment or claim made by the HM Revenue and Customs or any other relevant authority arising out of the performance by the parties of their obligations under this Contract (other than in respect of employer's secondary national insurance contributions) and any costs, expenses, penalty fine or interest incurred or payable by Department in connection with any such assessment or claim.
- 16.10 The Contractor authorises the Department to provide the HM Revenue and Customs and all other departments or agencies of the Government with any information which they may request as to fees and/or expenses paid or due to be paid under this Contract whether or not Department is obliged as a matter of law to comply with such request.

17. Amendment and variation

- 17.1 No amendment or variation to this Contract shall be effective unless it is in writing and signed by or on behalf of each of the parties hereto. The Contractor shall comply with any formal procedures for amending or varying contracts that the Department may have in place from time to time.

18. Assignment and Sub-contracting

- 18.1 The benefit and burden of this Contract may not be assigned or sub-contracted in whole or in part by the Contractor without the prior written consent of the Department. Such consent may be given subject to any conditions which the Department considers necessary. The Department may withdraw its consent to any sub-contractor where it no longer has reasonable grounds to approve of the sub-contractor or the sub-contracting arrangement and where these grounds have been presented in writing to the Contractor.

19. The Contract (Rights of Third Parties) Act 1999

- 19.1 This Contract is not intended to create any benefit, claim or rights of any kind whatsoever enforceable by any person not a party to the Contract.

20. Waiver

- 20.1 No delay by or omission by either Party in exercising any right, power, privilege or remedy under this Contract shall operate to impair such right, power, privilege or remedy or be construed as a waiver thereof. Any single or partial exercise of any such right, power, privilege or remedy shall not preclude any other or further exercise thereof or the exercise of any other right, power, privilege or remedy.

21. Notices

- 21.1 Any notices to be given under this Contract shall be delivered personally or sent by post or by facsimile transmission to the Project Manager (in the case of the Department) or to the address set out in this Contract (in the case of the Contractor). Any such notice shall be deemed to be served, if delivered personally, at the time of delivery, if sent by post, forty-eight hours after posting or, if sent by facsimile transmission, twelve hours after proper transmission.

22. Dispute resolution

- 22.1 The Parties shall use all reasonable endeavours to negotiate in good faith and settle amicably any dispute that arises during the continuance of this Contract.
- 22.2 Any dispute not capable of resolution by the parties in accordance with the terms of Clause 21 shall be settled as far as possible by mediation in accordance with the Centre for Dispute Resolution (CEDR) Model Mediation Procedure.
- 22.3 No party may commence any court proceedings/arbitration in relation to any dispute arising out of this Contract until they have attempted to settle it by mediation, but any such mediation may be terminated by either party at any time of such party wishing to commence court proceedings/arbitration.

23. Law and Jurisdiction

- 23.1 This Contract shall be governed by and interpreted in accordance with English Law and the parties submit to the jurisdiction of the English courts.

24. Discrimination

- 24.1 The Contractor shall not unlawfully discriminate within the meaning and scope of any law, enactment, order, or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation or otherwise) in employment.

- 24.2 The Contractor shall take all reasonable steps to secure the observance of Clause 24.1 by all servants, employees or agents of the Contractor and all suppliers and sub-contractors employed in the execution of the Contract.

25. Safeguarding children who participate in research

- 25.1 The Contractor will put in place safeguards to protect children from a risk of significant harm which could arise from them taking part in the Project. The Contractor will agree these safeguards with the Department before commencing work on the Project.
- 25.2 In addition, the Contractor will carry out checks with the Disclosure and Barring Service (DBS checks) on all staff employed on the Project in a Regulated Activity. Contractors must have a DBS check done every three years for each relevant member of staff for as long as this contract applies. The DBS check must be completed before any of the Contractor's employees work with children in Regulated Activity. Please see <https://www.gov.uk/crb-criminal-records-bureau-check> for further guidance.

26. Project outputs

- 26.1 Unless otherwise agreed between the Contractor and the Project Manager, all outputs from the Project shall be published by the Department on the Department's research website.
- 26.2 The Contractor shall ensure that all outputs for publication by the Department adhere to the Department's Style Guide and MS Word Template, available to download from:
<https://www.gov.uk/government/publications/eoi-guide>
- 26.3 Unless otherwise agreed between the Contractor and Project Manager, the Contractor shall supply the Project Manager with a draft for comment at least eight weeks before the intended publication date, for interim reports, and eight weeks before the contracted end date, for final reports.
- 26.4 The Contractor shall consider revisions to the drafts with the Project Manager in the light of the Department's comments. The Contractor shall provide final, signed off interim reports and other outputs planned within the lifetime of the Project to the Department by no later than four weeks before the intended publication date, and final, signed off reports and other outputs at the end of the Project to the Department by no later than the contracted end date for the Project.
- 26.5 Until the date of publication, findings from all Project outputs shall be treated as confidential, as set out in the Clause 13 above. The Contractor shall not release findings to the press or disseminate them

in any way or at any time prior to publication without approval of the Department.

- 26.6 Where the Contractor wishes to issue a Press Notice or other publicity material containing findings from the Project, notification of plans, including timing and drafts of planned releases shall be submitted by the Contractor to the Project Manager at least three weeks before the intended date of release and before any agreement is made with press or other external audiences, to allow the Department time to comment. All Press Notices released by the Department or the Contractor shall state the full title of the research report, and include a hyperlink to the Department's research web pages, and any other web pages as relevant, to access the publication/s. This clause applies at all times prior to publication of the final report.
- 26.7 Where the Contractor wishes to present findings from the Project in the public domain, for example at conferences, seminars, or in journal articles, the Contractor shall notify the Project Manager before any agreement is made with external audiences, to allow the Department time to consider the request. The Contractor shall only present findings that will already be in the public domain at the time of presentation, unless otherwise agreed with the Department. This clause applies at all times prior to publication of the final report.

End of Schedule Three

Authorised to sign for and on
behalf of the Secretary of
State for Education

Signature



Name in CAPITALS

VICARY PETRIE

Position and Address

Head of Research.

DFE

Level 5, 2 St Paul's Place

Date 125 Northern St.

10/3/15 Sheffield
SI 2FJ

Authorised to sign for and on
behalf of the Contractor

Signature



Name in CAPITALS

JANE HART

Position and Address

Director, Finance + Admin.
ICS, City Gate, Dyke Rd

Date Brighton BN3 1TL

6 March 2015.