

**Westminster Education Forum policy conference:  
Next steps for teacher recruitment and retention in England**

*Timing: Morning, Wednesday, 10<sup>th</sup> December 2025*

**\*\*\*Taking Place Online\*\*\***



*Draft agenda subject to change*

- 8.30 Registration
- 9.00 **Chair's opening remarks**  
Senior Parliamentarian
- 9.05 **Priorities for teacher recruitment and retention in England and the current state of play**  
**Jack Worth**, School Workforce Lead, National Foundation for Educational Research  
Questions and comments from the floor
- 9.25 **Assessing progress in meeting national workforce targets**  
*implications for subject shortages and geographical disparities / meeting demand for specialist teachers in STEM and other key subjects, and in rural and disadvantaged areas / improving diversity and inclusion in the teaching workforce / balancing long-term workforce planning with immediate recruitment pressures / widening access to training routes and postgraduate apprenticeships / assessing the impact of targeted incentives, national campaigns, and apprenticeship pathways*  
Senior representative, school  
Senior representative, local authority  
Senior representative, FE  
Senior commentator  
Questions and comments from the floor
- 10.10 **Supporting workload reduction, the role of AI, staff wellbeing, and mental health**  
*tackling workload pressures, supporting resilience, and preventing burnout / strengthening support structures within schools and colleges / the role of digital tools and innovation in wellbeing support / impact of inspection frameworks and pupil behaviour on staff morale and retention / practical measures to reduce administrative burdens / use of AI and digital planning platforms / approaches to flexible and part-time working / supporting career development and progression pathways / ensuring effective use of technology to free up teacher time*  
**Iona Jackson**, Managing Director, Edurio  
Senior representative, school  
Senior representative, FE  
Senior representative, union  
Questions and comments from the floor
- 10.55 **Chair's closing remarks**  
Senior Parliamentarian
- 11.00 Break
- 11.10 **Chair's opening remarks**  
Senior Parliamentarian
- 11.15 **Assessing the current secondary school and further education teaching workforce**  
**Emma Willson**, Director, Education Value for Money, National Audit Office
- 11.25 **Developing long-term workforce stability through pay, incentives, and funding arrangements**  
*implementation of the 4% pay award and targeted retention payments / funding available to support schools and colleges / comparisons in pay progression across sectors and subjects / implications for long-term teacher supply*  
Senior representative, school  
Senior representative, union
- 11.35 Questions and comments from the floor
- 11.55 **Next steps for professional development and Qualified Teacher Status reforms**  
*embedding high-quality CPD across all career stages / ensuring access to training in shortage subjects / role of leadership development in retention / supporting consistency and quality in ITT and induction / implications of extending Qualified Teacher Status requirements under the Children's Wellbeing and Schools Bill / rollout of the Early Career Teacher entitlement and impact on retention / priorities from the National Professional Qualification Framework Review*  
**James Coleman**, Head, Operations, NASBTT  
Senior representative, school  
Senior representative, CPD  
Questions and comments from the floor
- 12.35 **Policy priorities for development of the teaching workforce moving forward**  
Senior representative, policy  
Questions and comments from the floor
- 12.55 **Chair's and Westminster Education Forum closing remarks**  
Senior Parliamentarian  
**Sean Cudmore**, Westminster Education Forum