

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

Timing: Morning, Wednesday, 10th 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
Helena Marsh, Principal, Linton Village College
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