

WCB and Teach First

April 2025 Update Report



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What have we been up to?

It has been another busy quarter for Teach First as we cross the halfway point of the financial and academic year, and move closer to seeing another cohort of teachers graduate from our flagship training programme. We are delighted to share some updates with the company. This includes:

- » A change in leadership as Russell Hobby steps down after 8 years at the helm of Teach First;
- » Visits to Aubrey Allen, Harper Adams University and Porky Whites confirmed for the summer term; and
- » Strong showings in the satisfaction ratings for our Leadership programmes.

As always we are incredibly grateful for the support of all members of the Company, in whatever way it is shown. We are stronger, together, and your commitment to providing opportunities for children and young people from disadvantaged communities is welcomed and appreciated.



Our Partnership

Leadership Update

Across our leadership suite, we have seen encouraging retention figures for our National Professional Qualifications (NPQs), positive responses to end-point surveys for the Careers Leaders Programme and Leading Together, and strong representation across all our networks.

NPQs

The retention rates for the NPQs are outstanding, with every cohort maintaining a rate above 92%. This metric represents the most recent cohort recruited, consisting of 2,096 members across all eleven NPQ subjects we offer, well above our initial target.

Leading Together

We had a strong final quarter of 2024, marked by impressive reports from Achievement Partners (APs). Initial results from our Cohort 6 (Spring 2023 – Spring 2025) endpoint survey show high satisfaction with the programme. Cohort 2023's evaluation scores for Leading Together quality and programme member satisfaction exceeded 90%.

Careers Leaders Programme

We have witnessed the successful completion of Cohort 8 of the Careers Leader Programme, alongside the initiation of Cohort 9, which began in October 2024. Cohort 8 (C8) commenced with 97 enrolments. At the conclusion of the programme, 81 participants remained engaged, while 11 opted to defer to the 2024-25 cohort, and 5 withdrew due to illness and personal circumstances. A total of 98% of respondents indicated that the programme has increased their confidence in planning a career strategy for their school. Satisfaction rates have increased by 5 percentage points for this cohort.

Headship Next

Over the past 12 months the programme has moved from concept to mobilisation. Following an initial design sprint and testing with focus groups, Teach First partnered with *Big 8 Education* to help create course content, video support materials, and a coaching framework. We are currently deep into the recruitment phase of our first cohort of programme members who will attend a two-day residential event in June 2025 once complete.

Our leadership programmes are progressing as planned and are expected to achieve their intended outcomes. We are confident that our transformational programmes will continue to deliver as intended as we transition into the upcoming year.

Key Priorities 2024/25-2025/26

Headship Next—To successfully recruit a cohort of programme members and Leadership Allies. To ensure high levels of engagement, satisfaction, and retention. To carry out robust monitoring and evaluation to inform planning for subsequent cohorts.

Leading Together – Maintaining delivery to 30 school leadership teams from Cumbria to Plymouth, representing a mix of both urban and rural education settings.

Careers Leader Programme – Over 100 Careers Leaders submitting their careers and implementation strategy in Summer 2025

NPQs – Continued commitment to providing additional 1:1 support directly from Teach First to on-programme beneficiaries. Review of phased delivery to see if one wave per year can maximise programme collaboration.

Organisational Update.

We are delighted to be announcing the appointment of James Toop as Teach First's new CEO. James will join Teach First from his current role as the CEO of Bite Back, having previously served as the CEO at Ambition Institute and its predecessor Teaching Leaders.

Having originally trained as a teacher in Teach First's inaugural 2003 cohort, James has continued to tackle disadvantage through a variety of leadership and governance roles in the sector. He is also currently Chair of Orion Education, a multi-academy trust.

Following a competitive selection process led by the Teach First Board of Trustees, James emerged as the standout candidate, bringing exceptional leadership experience in the education and charity sector, alongside a deep personal connection to the charity's mission. He demonstrated a strong understanding of the challenges faced by Teach First's partner teachers and pupils and a clear vision of the actions needed to better support them.

As well as his sense of mission, James is an experienced Chief Executive Officer, having led two charities focused on social justice. Most recently, working with Celebrity Chef Jamie Oliver, he has launched and grown Bite Back, a youth-led movement to improve food access for children. Prior to that, he spent a decade at the helm of the teacher and school leadership development charities, Teaching Leaders and Ambition Institute, both of which target schools serving children from disadvantaged backgrounds.



Our Chair, Dame Vivian Hunt said of James:

"I am delighted that an ambassador takes the helm at Teach First, and particularly one with such deep expertise in teaching, leadership and charity operations. James is an outstanding choice to take Teach First forward on the next phase of its journey. His commitment to the mission of tackling education disadvantage is rock solid."

We look forward to having the opportunity to introduce James to members of the Company at the earliest opportunity.

School Visit Update

We are very excited to have engaged with both Aubrey Allen and Harper Adams University to create opportunities for students from Teach First partner schools to visit both institutions, learning more about the trade of Butchery and Agricultural education respectively.

We are delighted to have a school in place for the visit to Aubrey Allen, with the date set for June 17th. We are co-ordinating internally to finalise the itinerary and timings and look forward to updating you all on the visit in our next missive.

We also have confirmation of the Marches Academy Trust's intent to visit Harper Adams. We have a request into the University to make sure we have all the relevant paperwork in place for a visit over the summer—again, looking forward to providing an update on this later in the year.

Porky Whites x Teach First

Following on from our news that Porky Whites have renewed their commitment to supporting Teach First this year, we are delighted that they have also agreed to host a visit from one of our partner schools. Jubilee High School of Addlestone, Surrey, will be visiting Porky Whites on July 8th. We will be arranging a check in with the team shortly to make sure the day runs smoothly. You will hear more about this visit as with the others, later this year.

Teach First Coaching Programme

We are delighted that Gerald Shortland has continued his remarkable efforts in taking part in Teach First's coaching programme, this year offering his time, experience, and expertise in mentoring **two** of our teacher training cohort.

Run The River 2025

It is fast approaching the time of year where over 1,000 runners take to the streets of London on a sunny (hopefully!) September evening with the aim of raising money and awareness for the work of Teach First. The Company have been incredible supporters of this event, and we are hopeful that a team of walkers will enjoy their customary perambulation around the City alongside the main event. I would be delighted to once again greet the team, should there be one, to present medals.



Thank you!

Once again, to the Committee and all members of the Company who have been present since the beginning of our relationship with the Worshipful Company of Butchers. Your support has been an invaluable tool in our work, **together**, to ensure that no child is left behind.

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