



The National Association of
School-Based Teacher Trainers

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“Years of constant change, but always caring deeply about getting it right for trainees and pupils” – NASBTT CEO praises ITT providers in Annual Conference address

“If the past 25 years have shown us anything, it’s that this sector doesn’t just survive change. It *transforms* through it.” That is the message from Emma Hollis, CEO of NASBTT, in her welcome address at the [NASBTT Annual Conference 2025](#).

Speaking to over 250 delegates attending the conference at BMA House in London, Emma revealed her pride in school-centred initial teacher training, its growth into a “thriving and successful sector” and NASBTT’s evolution since it was founded in 2000. “It feels incredibly special that our first face-to-face annual conference since 2019 coincides with our 25th anniversary,” she said. “Twenty-five years of NASBTT – that’s a quarter of a century of collective passion and perseverance – and during that time NASBTT has become the voice, the heart, and often the calm in the storm for our community. But what makes me proudest isn’t what we’ve built as an organisation – it’s who we’ve built it *with*.”

Emma reflected on how NASBTT members have faced “some of the most profound changes the education landscape has ever seen”, and how ITT providers have repeatedly overcome adversity to welcome “thousands of trainees into the profession”.

“The last few years in particular have tested us all – as educators, as leaders, and as human beings,” she commented. “Coming as they did in quick succession, the pandemic and the ITT market review didn’t just disrupt our work; they unsettled routines, communities, and confidence. In 25 years, the policies have shifted, the acronyms have multiplied, and the technology has evolved faster than any of us could have imagined. But the essence of great teacher training hasn’t changed one bit. It’s still built on relationships, mentoring, trust, and a deep belief in the potential of every child.”

Whilst “some of those changes have worked to our benefit: growing our community, increasing our prominence, and amplifying our voice in the national conversation around teacher development policy”, Emma also admitted: “I’m not going to pretend we’re short of challenges.”

She continued: “We know recruitment is tough. We know retention is tougher. We know workloads can be unsustainable and funding rarely stretches as far as it needs to. And we know the expectations on teachers have grown far beyond the classroom – teachers are mentors, counsellors, social workers, and just occasionally magicians who can make 30 children all listen at once. But I’m also endlessly hopeful. I see extraordinary examples every single day of providers, schools, and mentors finding creative solutions – adapting, collaborating, refusing to give up. Whether it’s embedding inclusive practice through ITT curricula, developing exciting and innovative new mentoring programmes or battling the indescribable pain of apprenticeship bureaucracy to offer a new route into teaching for your communities, every one of our members is playing a part in shaping the future of education.”

Emma then turned her attention to NASBTT's manifesto for change, [The Future of Initial Teacher Training: How can we attract more people to the teaching profession and support school-based ITT providers to deliver high-quality training?](#)

“We believe passionately in the five simple but powerful asks our manifesto sets out – and behind every one of those policy asks, there are people,” she explained. “When we talk about making teacher training affordable, we’re not talking about numbers on a spreadsheet, we’re talking about that brilliant career-changer who has dreamed for years of becoming a teacher but can’t afford to take the leap. When we talk about tackling public perceptions of teaching, we’re talking about restoring pride and confidence in a profession that changes lives – making it once again a career that the best and brightest actively aspire to join. And when that happens, diversity, innovation and excellence will follow.

“When we call for incentives that encourage schools to engage in ITT, we’re thinking about the headteachers who *want* to be part of growing the next generation of teachers but simply don’t have the time or capacity to do so. When we advocate for a Teacher Professional Development Lead, we’re talking about the mentors, those unsung heroes who give so much of themselves to nurture new teachers, often without the recognition or structured support they deserve. And when we call for flexible working with less talk and more action, we’re thinking of the brilliant teachers and leaders who love their jobs but can’t always make the hours and demands work for their lives.”

Looking ahead of the next 25 years, and the “choices to make”, Emma added: “We can continue to let change happen *to* us, or we can shape it, together. In the months ahead, we’ll continue to champion affordability in teacher training, push for a system that values inclusion, and strengthen the pathways that bring brilliant, diverse people into teaching. But we’ll do it our way, with thoughtfulness, collaboration, and optimism.”

The conference features keynote addresses from Andrea Shepherd, Senior His Majesty’s Inspector, Ofsted; and Mark Swards, Labour MP and member of the Education Select Committee. Other speakers include the Chartered College of Teaching, MillionPlus, nasen, National Institute of Teaching, NFER, Ofsted, Teacher Development Trust, and Twinkl. Panels cover System Leadership – Big Thinking, SEND and Inclusion in Initial Teacher Training, Delivering a Diverse Workforce of the Future, and The Future of Initial Teacher Training.

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- [Reflections from Jane Cole, the very first administrator for the then newly-fledged NASBTT organisation](#)
- [A ‘deep dive’ into Ofsted and ITE with Kim Francis](#)
- [The ‘early years’ with first Treasurer Alan Fowler](#)
- [The ‘early years’ with first Secretary Janet Winder](#)
- [Reflections on the ITT sector with Derek Boyle and Gill Kendall, Bromley Schools’ Collegiate.](#)
- [Jackie Atkin](#)

- [30 years of reflections and insights with Polly Butterfield-Tracey and Jenna Mehigan, KMT Training](#)

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The National Association of School-Based Teacher Trainers (NASBTT) represents the interests of schools-led teacher training provision in relation to the development and implementation of national policy developments. Our members include School Centred Initial Teacher Training (SCITT) providers, Teaching School Hubs, Higher Education Institutions involved in schools-led teacher training and a range of other organisations engaged in the education and professional development of teachers. We currently have around 175 members, including 100% of the SCITT sector, representing over 10,000 individual trainees and their mentors. NASBTT is a registered charity committed to promoting high quality schools-led programmes of training, education and professional development of teachers.

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