

Accredited NPQ provider



Department
for Education

Leadership matters

Take your teaching career to the next level
and help more pupils thrive with an NPQ

 **Teach
First** | Training
Partner

 **Leicester &
Leicestershire**
Teaching School Hub

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What are NPQs?

National Professional Qualifications (NPQs) are the most widely recognised qualifications in the education sector for current and aspiring leaders.

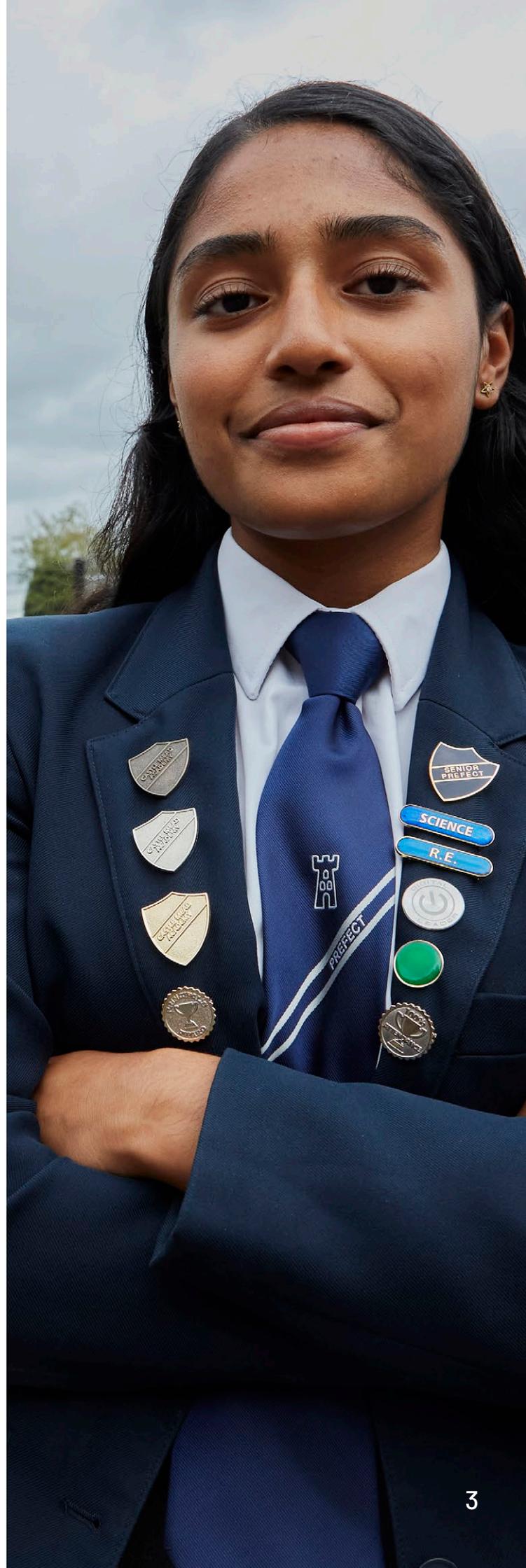
Accredited by the Department for Education (DfE), NPQs provide leadership training for teachers, school leaders and early years professionals at all levels. They'll support you to develop the skills and knowledge to progress in your career and support your school or setting.

At Teach First, we believe that good leadership matters. It's good for young people, who benefit from brilliant leaders. It's good for teachers who want to progress. And it's good for schools who get to develop and keep talented staff.

NPQs give teachers like you the chance to deepen their expertise, implement sustainable change and progress beyond their expectations. While making a greater impact for the pupils who need it most. With expert support at every step.

No matter what stage you're at on your leadership journey, an NPQ can offer the knowledge and skills you need to make a real difference in your setting.

We're delighted to be one of a select group of national providers to design, deliver and assess a range of NPQs. So wherever you're headed in your career, we can help you get there.



What an NPQ can do for you and your school

Great development opportunities and ongoing support help teachers thrive. NPQs support motivated teachers and leaders who want to take the next step on their leadership journey and equip themselves with the expertise to make a difference to their pupils.

As a Teach First NPQ programme member, you will:

- ✓ access high-quality, evidence-led training designed by education experts and school leaders
- ✓ broaden and deepen core knowledge and skills in your specialist area
- ✓ gain the tools, examples and practice to start making a positive impact and strengthen leadership and culture in your school straight away
- ✓ benefit from flexible training designed to fit around your busy schedule and the prior knowledge you have
- ✓ become part of a passionate network striving for educational equality with the common goal of giving young people from the poorest backgrounds the best shot at success.

What our programme members say

- **99%** of surveyed Teach First programme members were satisfied with their NPQ.
- **92%** felt the NPQ conferences were effective or very effective at building their knowledge and equipping them to be a school leader.
- **90%** of our Leadership NPQ alumni said they can now implement improvements in their school.
- **84%** said the NPQ had equipped them to better meet the demands of their current role.

“I have thoroughly enjoyed taking part in this course and feel it has been the most valuable CPD I have participated in. Seminars and online material is spaced out at a pace that is manageable. [Course leaders] were fantastic. They were both approachable and their knowledge of school life was really valuable.”

Specialist NPQ programme member, 2023.

“An excellent, thought-provoking course. It helped me secure a position of middle leadership (Head of Year) in my current school and everything on the course has been directly relevant to my responsibilities in this role.”

Specialist NPQ programme member, 2024.



Our full range of NPQs

DfE accredited

NPQ programmes are based on the [DfE's NPQ frameworks](#), combining expert training with tailored support to strengthen leadership and culture in your school.

Designed and delivered by experts

Our programmes are designed in collaboration with subject-matter experts and schools. Teach First works with a network of locally-based delivery partners (teaching school hubs and multi-academy trusts) to deliver NPQs across the country.

All content is based on high-quality evidence and research, and will equip you with core and specialist knowledge. Seminars and conference sessions will be delivered by facilitators who are experienced school leaders with extensive expertise in their respective fields. Facilitators are regularly quality assured and undergo Continuing Professional Development (CPD) to maintain up-to-date sector expertise.

Programme structure

NPQs are delivered using a blend of online seminars, flexible online learning and two in-person conferences. 'My Teach First' is the online platform you'll use to access study materials and activities on our learning management system, Brightspace.

Our programmes have a practical focus. You'll be supported to make specific, important changes to your and others' practice throughout the programme. This includes a module on implementation and time dedicated to designing an implementation plan that addresses a specific challenge in your setting.

ONE-TO-ONE SUPPORT

Programme members in schools serving deprived communities can register for free access to Teach First one-to-one support. These are a series of coaching calls with experienced teachers and leaders, focused on supporting you to contextualise your learning and implement changes in your school.



Programme components

Our model is delivered through the following components:

Key terms

Asynchronous = flexible in your own time

Synchronous = in real time

LEARNING MODULES

Asynchronous, online

Each module should take around four hours to work through.

Example format:

- **Diagnostic activity** to help identify prior knowledge on which to build learning and signpost how to engage with the module.
- Units to work through, including **foundational or advanced content** and some choice elements to build knowledge. This includes exemplification of practice from school leaders and input from subject matter experts.
- **Formative tasks** that recognise the importance of school context and give you the chance to put your learning into practice.
- **Reflection on learning** (following seminar).

SEMINARS

Synchronous, online or in-person

These will usually consider scenarios and persistent problems leaders are likely to face and give you the chance to work through examples with the **support of peers** and an **expert facilitator**. They will build on the online content and link to the formative task.

IMPLEMENTATION

During the Implementation module, you will put your learning into practice and design an implementation plan to address a specific challenge or problem in your school or setting.

Throughout subsequent modules, you will have further opportunities to action, modify and evaluate this plan.

CONFERENCES

Synchronous, in-person

Each programme will include two conferences designed to:

- **build on knowledge** acquired and provide a choice of practice activities, supporting you to move from novice towards expert and ensuring that actions become habitual for maximum application (for example, simulating precise feedback after a lesson observation)
- **bring insights** from serving school leaders and subject matter experts
- provide opportunities for **focused collaboration**, supporting you to apply your learning
- **build relationships** with peers that will support programme participation and last beyond the programme duration

SCHOOL / TRUST / EARLY YEARS VISITS

For Leadership NPQs, you'll arrange a visit to a different setting in terms 3 and 4 that will broaden your experience and allow you to see good practice examples and other approaches. Guidance will be provided to help you arrange this.

The visits will:

- allow you to **observe and understand** expertise in a contrasting context (for example, observing a senior leader introduce a new policy to the school)
- **be focused** with accompanying guidance and prompt questions, driven by your needs. You can identify the school or trust and the focus of the visit that would benefit you most

NPQ in Leading Teaching (NPQLT)

Who is it for?

Teachers who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase.

How will I benefit?

- ✓ Develop as a specialist in areas related to your role, including by subject and phase (with content such as how to sequence a curriculum and plan effective assessment).
- ✓ Work with serving school leaders and subject matter experts to turn new learning into changes in your own and others' practice.
- ✓ Access a blended learning programme that's full of practical and tangible examples, flexible and tailored to your needs and areas of development and focus.

What will I learn?

You'll develop the knowledge, skills and expertise to lead high-quality teaching and curriculum development in your context.

Modules include:

- Teaching
- Implementation
- School culture
- How pupils learn
- Classroom practice
- Subject and curriculum
- Adaptive teaching
- Assessment
- Professional development

Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	55
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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NPQ in Leading Behaviour and Culture (NPQLBC)

Who is it for?

Teachers who have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school.

How will I benefit?

- ✓ Develop as a specialist in areas related to your role, including behaviour, school culture and developing others.
- ✓ Work with serving school leaders and subject matter experts to turn new learning into changes in your own and others' practice.
- ✓ Access a blended learning programme that's full of practical and tangible examples, flexible and tailored to your needs and areas of development and focus.

What will I learn?

You'll develop the knowledge, skills and expertise to lead effective approaches to behaviour, pupil wellbeing and a whole school culture.

Modules include:

- Teaching
- Implementation
- School culture
- Setting expectations
- Enabling others
- Motivation and self-regulation
- Intensive behaviour support
- Partnership working
- Professional development

Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	55
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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NPQ in Leading Literacy (NPQLL)

Who is it for?

Teachers and school leaders who have, or are aspiring to have, responsibilities for leading literacy across a school, year group, key stage or phase.

How will I benefit?

- ✓ Gain an understanding of the core principles behind developing language, reading and writing. Get practical tools and guidance to lead your school's approach to literacy, and collaborate with other leaders in similar roles.
- ✓ Work with serving school leaders and subject matter experts to turn new learning into changes in your own and others' practice.
- ✓ Access a blended learning programme that is full of practical and tangible examples, flexible and tailored to your needs and areas of development and focus.

What will I learn?

You'll develop as a specialist in areas related to your role, including developing reading, writing, language and developing others.

Modules include:

- Teaching
- Implementation
- Developing language
- Learning to read
- Reading comprehension
- Championing reading
- Learning to write
- Developing writing
- Professional development

Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	55
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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NPQ in Leading Teacher Development (NPQLTD)

Who is it for?

Teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school. They may have responsibilities for the development of all teachers across a school or specifically trainees or teachers who are early in their career.

How will I benefit?

- ✓ Develop as a specialist in areas related to your role, including designing and delivering Continuing Professional Development (CPD) to others across the school.
- ✓ Work with serving school leaders and subject matter experts to turn new learning into changes in your own and others' practice.
- ✓ Access a blended learning programme that's full of practical and tangible examples, flexible and tailored to your needs and areas of development and focus.

What will I learn?

You'll develop the knowledge, skills and expertise to lead the development of teachers, including sequencing and structuring professional development and effective coaching and mentoring.

Modules include:

- Teaching
- Implementation
- Professional learning culture
- Determining priorities
- Building knowledge
- Professional development resources
- Embedding expertise
- Expert-led conversations
- ITT and ECF provision

Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	55
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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NPQ in Leading Primary Mathematics (NPQLPM)

Who is it for?

Teachers who have, or are aspiring to have, responsibilities for leading mathematics across a primary key stage or school, or those who want to build leadership skills in this area.

How will I benefit?

- ✓ Understanding of the core principles behind supporting pupils to understand concepts, gain a secure number sense and build positive attitudes towards mathematics.
- ✓ Get practical tools and guidance to lead your school's approach to mathematics and collaborate with leaders in similar roles.
- ✓ Work with serving school leaders and subject matter experts to turn new learning into changes in your own and others' practice.
- ✓ Access a blended learning programme that's full of practical and tangible examples, flexible and tailored to your needs and areas of development and focus.

What will I learn?

You'll develop the knowledge, skills and expertise that underpin the effective leadership of mathematics.

Modules include:

- Teaching
- Implementation
- School culture
- How pupils learn
- Subject and curriculum
- Classroom practice
- Adaptive teaching
- Assessment
- Professional development

Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	55
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous

NPQ in Senior Leadership (NPQSL)

Who is it for?

School leaders who are, or are aspiring to be, a senior leader with cross-school responsibilities.

How will I benefit?

- ✓ Develop as a leader, with some areas of cross- and whole-school responsibility.
- ✓ Access content across a breadth of areas, such as teaching, behaviour and professional development.
- ✓ Be supported to effectively implement change and improvement in an area related to your role.

What will I learn?

You'll develop expertise in the knowledge, skills and concepts for areas of cross- and whole-school responsibility related to your role.

Modules include:

- School/trust culture
- Implementation
- Governance and accountability
- Organisational management
- Behaviour
- Teaching
- Curriculum and assessment
- Additional special educational needs and disabilities
- Professional development
- Working in partnership

Programme breakdown

Over **18 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	40
Seminars	11.5
Implementation planning (level-appropriate focus)	5
Conference 1	6
Trust/school or setting visits	7
Conference 2	6
	77
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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NPQ in Early Years Leadership (NPQEYL)

Who is it for?

Leaders who are, or are aspiring to be, a nursery manager, headteacher of a school-based or maintained nursery, or childminder with leadership responsibilities.

How will I benefit?

- ✓ Develop as a leader with responsibility across an early years organisation and learn how to create an effective culture in your setting.
- ✓ Access content across a breadth of areas.
- ✓ Be supported to effectively implement change and improvement in an area you identify as a setting priority.

What will I learn?

You'll develop expertise in the knowledge, skills and concepts for leading an early years setting. These include best practice around child development and

additional and special educational needs, as well as culture, organisational management and partnerships you may make as the leader of an early years setting.

Modules include:

- Culture
- Implementation
- Organisational management
- Child development and curriculum
- Communication, language and literacy
- Personal, social and emotional development
- Assessment
- Additional special educational needs and disabilities
- Professional development
- Working in partnership

Programme breakdown

Over **18 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	40
Seminars	11.5
Implementation planning (level-appropriate focus)	5
Conference 1	6
Trust/school or setting visits	7
Conference 2	6
	77
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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NPQ in Headship (NPQH)

Who is it for?

School leaders who are, or are aspiring to be, a headteacher or head of school with responsibility for leading a school.

How will I benefit?

-  Develop as a leader with whole-school responsibility.
-  Access content across a breadth of areas.
-  Be supported to effectively implement change and improvement in an area you identify as a school priority.

What will I learn?

You'll develop expertise in the knowledge, skills and concepts for areas of whole-school responsibility related to your role as an aspiring or current headteacher.

Modules include:

- School/trust culture
- Implementation

- Governance and accountability
- Organisational management
- Behaviour
- Teaching
- Curriculum and assessment
- Additional special education needs and disabilities
- Professional development
- Working in partnership

“Your first headship role can feel like an intense step up. Doing the NPQH is already helping me become a stronger leader.”

Mat Galvin, Headteacher at The Macclesfield Academy, NPQH

Programme breakdown

Over **18 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	40
Seminars	11.5
Implementation planning (level-appropriate focus)	5
Conference 1	6
Trust/school or setting visits	7
Conference 2	6
	77
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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NPQ in Executive Leadership (NPQEL)

Who is it for?

School leaders who are, or are aspiring to be, an executive headteacher or have a school trust CEO role with responsibility for leading several schools.

How will I benefit?

- ✓ Develop as a leader with trust-level responsibility.
- ✓ Access content across a breadth of areas.
- ✓ Effectively implement change and improvement in an area you identify as a trust priority.

What will I learn?

You'll develop expertise in the knowledge, skills and concepts for areas of trust-level responsibility related to your role.

Modules include:

- School/trust culture
- Implementation

- Governance and accountability
- Organisational management
- Behaviour
- Teaching
- Curriculum and assessment
- Additional special educational needs and disabilities
- Professional development
- Working in partnership

“My course leaders are exceptional, and are more than just leaders. The programme is so much more than I expected.”

Rhoda McPherson, Headteacher at Queen Elizabeth School, NPQEL

Programme breakdown

Over **18 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	40
Seminars	11.5
Implementation planning (level-appropriate focus)	5
Conference 1	6
Trust/school or setting visits	7
Conference 2	6
Additional one-to-one calls	3
	80
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous
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Early Headship Coaching Offer

Who is it for?

This is a targeted package of additional support tailored to the needs of headteachers new to the role of headship. It provides structured, unassessed face-to-face support based on the best available evidence about what makes an effective headteacher.

You are eligible for this support package if you:

- work in a state-funded school
- are in your first five years of headship
- have previously done an NPQH / are applying for an NPQH / are currently doing an NPQH – with us or another provider.

How will I benefit?

-  Receive one-to-one coaching to help you face the known challenges new headteachers experience.
-  Access ongoing support from an experienced school leader.
-  Be supported with practical guidance focused on your school's particular circumstances.

What will I learn?

Each session is tailored to you and your needs; there is no set curriculum.

Sessions are led by you and can be focused on your own priorities, e.g. difficult conversations, staffing, self-development, or school priorities such as behaviour, culture and effective implementation.

There is also an opportunity to connect and network with other headteachers where priorities align.

Programme breakdown

The support lasts for **12 months**, and you will receive five coaching calls across that time.

There is no pre-work or preparation needed for sessions other than personal reflection time. The programme is not assessed.

“As I started my second year of headship I was keen to access additional support. The Early Headship Coaching Offer takes what was for me the most powerful part of my NPQH - the one-to-one coaching and mentoring - and makes it the prime focus.”

Matthew Sadler, Headteacher at Hampstead School, EHCO

Cost and funding

State-funded schools

The DfE have announced that NPQ funding for the autumn 2024 cohort will now be targeted to those teachers and leaders working in the schools or educational settings serving the most deprived communities.

Therefore, funding to cover the full NPQ cost will only be available to teachers and leaders from the 50% of schools with the highest proportion of students who are eligible for pupil premium funding. Comparative disadvantage measures will be applied for early years and 16-19 educational settings.

There are different criteria for the NPQs below. Limited funded places will continue to be available to all teachers and leaders from publicly funded schools and settings for the following NPQs:

- Leading Primary Maths (NPQLPM)
- Special Educational Needs Coordinator (NPQ for SENCOs)
- Headship (NPQH)
- Early Headship Coaching Offer

For October 2024, the DfE have committed to offering limited funded spaces. This encompasses the full suite of NPQs and individuals from both groups outlined above.

Full details about NPQ funding are available on the [DfE website](#).

Other NPQs

If you would like to know more about the other NPQs Teach First offer, please visit the [Teach First website](#).



Our vision

One in four UK children live in poverty. They don't get the opportunities they need to thrive.

Teach First is a charity that believes education is the most powerful tool to help a child fulfil their potential.

And we're working with schools to give every child the chances and choices they deserve.

We do this through:

Great teachers

We help people develop into inspiring teachers who transform outcomes for their pupils. And we support them every step of the way.

Brilliant leaders

Behind every great school is a great leadership team. We support talented teachers to become inspiring and effective leaders at every level.

Powerful community

We're growing a strong, supportive community - thousands of people connected and working together towards a better future for our nation's children.

Strong policy

Systemic barriers are stopping children from fulfilling their potential. We speak out on the issues holding children and society back.

“If we are to recruit and retain highly effective and committed teachers to meet the needs of our young people, investment in consistent, high quality professional development is vital.”

Brendan Tapping,
CEO, Bishop Chadwick
Catholic Education Trust

[teachfirst.org.uk](https://www.teachfirst.org.uk)

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 Leicester &
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