

## **The New and Reformed National Professional Qualifications (NPQs) FAQs**

### **What are NPQs?**

National Professional Qualifications (NPQs) are the most widely recognised qualifications in the education sector for current and aspiring leaders. NPQs are open to all teachers and leaders in schools and educational settings in England and Wales.

Accredited by the Department for Education (DfE), NPQs provide training and support for teachers and school leaders at all levels. From those who want to develop expertise in high-quality teaching practice, such as behaviour management, to those leading educational settings or multiple schools across trusts.

**Teach First** is one of a select group of national providers accredited by the DfE to design, deliver and assess the reformed National Professional Qualifications (NPQs) for school and education setting leadership. **The Leicester & Leicestershire Teaching School Hub** are working in collaboration with Teach First to lead the NPQs in our region, including delivering seminars and conferences, sharing guidance and support and acting as your main point of contact for your NPQs.

### **What are the reformed NPQs?**

From September 2022 there will be four specialist NPQs for teachers and school leaders who want to broaden their expertise in particular areas.

#### **Specialist NPQs**

**NPQ in Leading Teaching (NPQLT)**

**NPQ in Leading Behaviour and Culture (NPQLBC)**

**NPQ in Leading Teacher Development (NPQLTD)**

**NPQ in Leading Literacy (NPQLL)**

For those looking to progress into senior leadership and beyond, the following NPQs build foundational knowledge to rapidly progress your school educational setting or trust's key improvement priorities – all while creating and embedding a culture that allows your school/educational setting, staff and pupils to thrive:

#### **Leadership NPQs**

**NPQ in Senior Leadership (NPQSL)**

**NPQ in Headship (NPQH)**

**NPQ for Early Years Leadership (NPQEYL)**

**NPQ in Executive Leadership (NPQEL)**

### **Who is each programme for?**

**NPQ in Leading Teaching (NPQLT)** is for teachers and school leaders who have, or are aspiring to have, responsibilities for leading teaching in a subject or year. For example, head of subject, key stage head or head of department

**NPQ in Leading Behaviour and Culture (NPQLBC)** is for teachers and school leaders who have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school. For example, head of year or roles with other pastoral responsibilities.

**NPQ in Leading Teacher Development (NPQLTD)** is for teachers and school leaders who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school, for example CPD lead or ITT lead.

**NPQ in Leading literacy (NQLL)** is for teachers and school/educational setting leaders who have, or are aspiring to have, responsibilities for leading literacy across a school, year group, key stage or phase.

**NPQ in Senior Leadership (NPQSL)** is for school leaders who are, or are aspiring to be, a senior leader with cross-school responsibilities.

**NPQ for Early Years Leadership (NPQEYL)** for leaders qualified to at least Level 3 with a full and relevant qualification who are, or are aspiring to be, managers of Private, Voluntary and Independent nurseries, headteachers of school-based and maintained nurseries, or childminders with leadership responsibilities.

**NPQ in Headship (NPQH)** is for school leaders who are, or are aspiring to be, a headteacher or head of school with responsibility for leading a school.

**NPQ in Executive Leadership (NPQEL)** is 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.

### **Where can I find out more information about the Teach First NPQ programmes?**

Please use the NPQ overview page and the six currently available individual programme webpages below – to find out more about the programmes.

**Main Teach First introduction page:** [www.teachfirst.org.uk/NPQs](http://www.teachfirst.org.uk/NPQs)

**NPQLT:** [www.teachfirst.org.uk/npgs/leading-teaching](http://www.teachfirst.org.uk/npgs/leading-teaching)

**NPQLBC:** [www.teachfirst.org.uk/npgs/leading-behaviour-culture](http://www.teachfirst.org.uk/npgs/leading-behaviour-culture)

**NPQLTD:** [www.teachfirst.org.uk/npqs/leading-teacher-development](http://www.teachfirst.org.uk/npqs/leading-teacher-development)

**NPQLL:** [www.teachfirst.org.uk/npqs/leading-literacy](http://www.teachfirst.org.uk/npqs/leading-literacy)

**NPQSL:** [www.teachfirst.org.uk/npqs/senior-leadership](http://www.teachfirst.org.uk/npqs/senior-leadership)

**NPQEYL :** [www.teachfirst.org.uk/npqs/early-years-leadership](http://www.teachfirst.org.uk/npqs/early-years-leadership)

**NPQH:** [www.teachfirst.org.uk/npqs/headship](http://www.teachfirst.org.uk/npqs/headship)

**NPQEL:** [www.teachfirst.org.uk/nps/executive-leadership](http://www.teachfirst.org.uk/nps/executive-leadership)

### **How long are the NPQ programmes?**

All the new specialist programmes consist of 12 months of delivery followed by a 3-month assessment window.

All leadership programmes consist of 18 months of delivery followed by a 3-month assessment window.

### **How will I learn on the programme?**

Each programme will consist of a series of courses made up of online modules and group seminars. A diagnostic activity at the start of each module will support programme members to engage with a number of choice elements and clear core and extension content. A formative task towards the end of each module will encourage learning to be put into practice.

The final stage of each programme is focused on implementation where programme members will have the opportunity to plan, practice and carry out implementing a strategy in their context.

There will also be two in-person conferences and a launch event.

The leadership programmes (NPQSL, NPQH and NPQEL) also include a school visit to a contrasting context.

### **How will the NPQs be assessed?**

The assessment process for all NPQs has been refreshed to reduce the workload burden on teachers while still providing an opportunity to apply their knowledge. To pass the programme, you'll need to engage with at least 90% of the module and pass one summative assessment in the form of a case study covering the content of the relevant NPQ Content Framework and represent a likely situation to be faced by a teacher at the relevant NPQ qualification level or role.

Assessment takes place within three months of you completing your NPQ programme. Detailed dates will be shared with you when the programme starts.

### **Is there any DfE funding available to support the cost of the programmes?**

The DfE have announced that all teachers and leaders employed in state-funded schools and education settings in England that offer 16-19 places will be able to access a fully funded NPQ from Autumn 2021 to support teachers and pupils following the disruption to learning faced as a result of COVID-19.

**The NPQH Early Headship Coaching Offer** is fully funded if you:

- are in your first 5 years of headship
- are employed in a state-funded school, or are employed in a state-funded school or organisation that offers 16 to 19 places in England upon starting the training
- have either completed a national professional qualification for headship (NPQH) before taking up your first headship post or are currently taking the NPQH with teach First or another provider

It provides structured unassessed face to face support for 12 months and involves five coaching calls with an experienced former school leader

### **What is the cost of each NPQ if my school is not eligible for funded places?**

For applicants who do not work in a state-funded school, programme costs are as follows.

|                                      |        |
|--------------------------------------|--------|
| NPQ in Leading Teaching              | £840   |
| NPQ in Leading Behaviour and Culture | £840   |
| NPQ in Leading Teacher Development   | £840   |
| NPQ in Leading Literacy              | £840   |
| NPQ in Senior Leadership             | £1,045 |
| NPQ for Early Years Leadership       | £1,045 |
| NPQ in Headship                      | £1,690 |
| NPQ in Executive Leadership          | £3,245 |

### **What can NPQs do for your school/educational setting?**

Teach First's NPQ programmes provide great development opportunities and ongoing support to help teachers thrive. They help to keep talented teachers and leaders in their schools/educational settings for the long term and equip them with the expertise to make a difference to their pupils.

Teach First's NPQs support motivated teachers who want to take the next step on their leadership journey. They help teachers to develop core knowledge and skills to prepare

them for the long-term, as well as gaining the tools, examples and practice to start making a positive impact in their school/educational setting straight away. As part of this programme members will plan and implement a strategic improvement project, focused on your context and your pupils. They'll also become part of a wider network of leaders, all attempting to give young people from the poorest backgrounds the best shot at success.

### **Why have we chosen Teach First as our NPQ lead provider?**

Teach First has a strong and proven track record in leadership development.

- For nearly 20 years they've trained and developed more than 19,000 teachers and leaders, including 10,000 trainees on their teacher training programme rated 'Outstanding' by Ofsted.
- 100% of headteachers were satisfied with their Leading Together programme (which works with a school's senior leadership team) and Headship First programme (which supports those new to headship).
- Right now, Teach First is working with over 1,000 school leaders across the country, developing their expertise and impact in challenging environments.
- 90% of Teach First's NPQ alumni said they can now implement improvements in their school.
- Teach First was awarded 10/10 in an external review of its NPQs for both the programme design and support of its programme members.
- 91% of NPQ programme members rated their one-to-one support from us as 'good' or 'very good'.

### **Why does supporting school/educational setting leadership matter?**

- 91% of programme members rated the quality of support from their development lead (a former school leader) as 'good' or 'very good'.
- Programme members have an impressive 89% pass rate.

### **Is my school eligible for free Teach First one-to-one support alongside the NPQs?**

Teach First is offering free one-to-one support for teachers and leaders working in schools serving disadvantaged communities. This free support runs alongside the NPQ of your choice and comes in the form of an experienced former school leader who will coach and guide you throughout the programme.

Teach First is able to provide free coaching to a limited number of NPQ programme members. Places will be prioritised for those schools serving in areas of socio-economic and educational deprivation.

### **How do I apply for an NPQ with Leicester & Leicestershire Teaching School Hub?**

Please refer to our application process ([here](#)) and our guidance for completing the NPQ application form which can be found [here](#)

### **What information do I need in order to apply?**

NPQ applicants should have the following information to hand when applying:

- Your TRN (Teacher Reference Number)
- Your School/educational setting URN (Unique Reference Number)

If you need a reminder of your Teacher Reference Number, please follow the process [here](#).