

Accredited NPQ provider



Department
for Education



Leadership matters

Unlock your potential – and the potential
of future generations – with our NPQs



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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 training and support for teachers and school leaders at all levels. They will support you to develop the skills and knowledge to progress in your career and to support your school.

We're delighted to be one of a select group of national providers to design, deliver and assess eight reformed NPQs and the Early Headship Coaching Offer.

Specialist NPQs

There are four specialist NPQs for teachers and school leaders who want to broaden their expertise in particular areas. The following programmes are for those who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase, leading behaviour and/or supporting pupil wellbeing in their school, leading literacy across a school, year group, key stage or phase, or leading the development of other teachers in their school.

- NPQ in Leading Teaching (NPQLT)
- NPQ in Leading Behaviour and Culture (NPQLBC)
- NPQ in Leading Literacy (NPQLL)
- NPQ in Leading Teacher Development (NPQLTD)

Leadership NPQs

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

- NPQ in Senior Leadership (NPQSL)
- NPQ in Early Years Leadership (NPQEYL)
- NPQ in Headship (NPQH)
- Early Headship Coaching Offer
- NPQ in Executive Leadership (NPQEL)



What NPQs can do for your school

Great development opportunities and ongoing support helps teachers thrive. That's why our NPQ programmes are so valuable - they keep talented teachers and leaders in their school for the long term, equipping them with the expertise to make a difference to their pupils.

Our NPQs support motivated teachers who want to take the next step on their leadership journey. Teachers will 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 straight away.

Not only do members of the programme add expertise and practical skills to your team, during the programme they will plan a strategic improvement, focused on your context and pupils. They'll also become part of a wider network of leaders and schools, all attempting to give young people from the poorest backgrounds the best shot at success.

Effective leadership makes schools ten times more likely to improve at their next Ofsted inspection.

Programme benefits

- High-quality, evidence-led training designed by education experts and school leaders.
- Strengthen leadership and culture in your school.
- Teachers will broaden and deepen expertise in their specialist area.
- Flexible training that fits around teachers' schedules and prior knowledge.
- Free one-to-one support for schools most in need.
- Join a passionate network striving for educational equality.



90%

of teachers say leadership development opportunities encourage them to stay in a school.

Around 850,000 young people are not benefiting from good or outstanding leadership, according to Ofsted.

Teach First's NPQ programmes

Leadership matters. We want to make sure schools teaching the most disadvantaged pupils get the best leadership training and support to succeed.

That's good for young people, who get 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.

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

Each programme includes:

- evidence-based online content to refresh and build knowledge
- formative assessment tasks to support learning
- face-to-face seminars with a group of peers, facilitated by an expert leader.
- the opportunity to record reflections and consolidate learning
- school/trust/early years setting visits* and conferences

*NPQSL, NPQEYL, NPQH and NPQEL

Our programmes have a practical focus. You'll be supported to make specific, important changes to your and others' practice throughout the programme. This will conclude with the implementation module and practical implementation cycle of the programme.

Programme length

PROGRAMME	Learning period	Assessment period of up to (months)	Maximum total duration (months)
NPQLT	12	3	15
NPQLBC	12	3	15
NPQLL	12	3	15
NPQLTD	12	3	15
NPQSL	18	3	21
NPQEYL	18	3	21
NPQH	18	3	21
EARLY HEADSHIP COACHING OFFER	12	No assessment	12
NPQEL	18	3	21

Assessment

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, programme members will need to engage with at least 90% of the course and pass one summative assessment in the form of a written case study. The case study will be based on an area covered in the programme.

Assessment takes place within three months of completing the NPQ programme. Detailed dates will be shared before the start of the programme.

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.

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:

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

Programme breakdown

Designed with busy teachers in mind, the NPQLT is delivered using a blend of online seminars, flexible online learning and conferences.

Over 12 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	15
	Seminars	5
	Conference 1	6
Term 3	Learning modules	9
	Seminars	3
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle	5
	Conference 2	5.5
Total		55 (21 synchronous, 11.5 in person)

KEY

Asynchronous

Synchronous

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.



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.

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
- School culture
- Enabling conditions for good behaviour
- Complex behavioural needs
- Professional development
- Implementation

Programme breakdown

Designed with busy teachers in mind, the NPQLBC is delivered using a blend of online seminars, flexible online learning and conferences.

Over 12 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	15
	Seminars	5
	Conference 1	6
Term 3	Learning modules	9
	Seminars	3
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle	5
Conference 2		5.5
Total		55 (21 synchronous, 11.5 in person)

KEY

Asynchronous

Synchronous

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.

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.

What will I learn?

You'll develop as a specialist in areas related to your role, including developing reading, writing, language and developing others. Module titles are still being confirmed. Content will include core elements of the framework:

- Teaching
- Developing language
- Developing reading
- Developing writing
- Professional development
- Implementation



Programme breakdown

Designed with busy teachers in mind, the NPQLL is delivered using a blend of online seminars, flexible online learning and conferences.

Over 12 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	15
	Seminars	5
	Conference 1	6
Term 3	Learning modules	9
	Seminars	3
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle	5
	Conference 2	5.5
Total		55 (21 synchronous, 11.5 in person)

KEY	Asynchronous	Synchronous
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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.

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.

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
- Designing professional development
- Delivering professional development
- Implementation



Programme breakdown

Designed with busy teachers in mind, the NPQLTD is delivered using a blend of online seminars, flexible online learning and conferences.

Over 12 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	15
	Seminars	5
	Conference 1	6
Term 3	Learning modules	9
	Seminars	3
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle	5
	Conference 2	5.5
Total		55 (21 synchronous, 11.5 in person)

KEY	Asynchronous	Synchronous
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How will I benefit?

- ✓ Develop as a specialist in areas related to your role, including designing and delivering continual 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.

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.

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:

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



Programme breakdown

Designed with busy school leaders in mind, the NPQSL is delivered using a blend of online seminars, flexible online learning and conferences. Over 18 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	4 x 4 hours = 16
	Seminars	4
	Conference 1	6
Term 3	Learning modules	3 x 4 hours = 12
	Seminars	3
	School visits	7
Terms 4-5	Learning modules	2 x 4 hours = 8
	Seminars	2
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle (level-appropriate focus)	5
	Conference 2	5.5
	Group seminar	1.5
Total	77 (31 synchronous, 12 in person)	

KEY	Asynchronous	Synchronous
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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.

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.

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.

Module titles are still being confirmed. Content will include core elements of the framework:

- Culture
- Child development, curriculum and assessment
- Additional and special educational needs
- Professional development
- Organisational management
- Working in partnership
- Implementation



Programme breakdown

Designed with busy leaders in mind, the NPQEYL is delivered using a blend of online seminars, flexible online learning and conferences. Over 18 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	4 x 4 hours = 16
	Seminars	4
	Conference 1	6
Term 3	Learning modules	3 x 4 hours = 12
	Seminars	3
	School visits	7
Terms 4-5	Learning modules	2 x 4 hours = 8
	Seminars	2
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle (level-appropriate focus)	5
	Conference 2	5.5
	Group seminar	1.5
Total	77 (31 synchronous, 12 in person)	

KEY	Asynchronous	Synchronous
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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 such as culture, child development, curriculum and assessment, and organisational management.
- ✓ Be supported to effectively implement change and improvement in an area you identify as a setting priority.

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.

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



Programme breakdown

Designed with busy school leaders in mind, the NPQH is delivered using a blend of online seminars, flexible online learning and conferences. Over 18 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	4 x 4 hours = 16
	Seminars	4
	Conference 1	6
Term 3	Learning modules	3 x 4 hours = 12
	Seminars	3
	School visits	7
Terms 4-5	Learning modules	2 x 4 hours = 8
	Seminars	2
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle (level-appropriate focus)	5
	Conference 2	5.5
	Group seminar	1.5
Total	77 (31 synchronous, 12 in person)	

KEY	Asynchronous	Synchronous
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How will I benefit?

- ✓ Develop as a leader with whole-school responsibility.
- ✓ Access content across a breadth of areas such as school culture, curriculum and assessment, and organisational management.
- ✓ Be supported to effectively implement change and improvement in an area you identify as a school priority.

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.

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 twelve 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.

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.



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.

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:

- Trust culture
- Teaching
- Curriculum and assessment
- Behaviour
- Additional and special needs
- Professional development
- Organisational management
- Working in partnership
- Governance and accountability
- Implementation

How will I benefit?

- ✓ Develop as a leader with trust-level responsibility.
- ✓ Access content across a breadth of areas such as organisational management, working in partnership, and additional and special educational needs and disabilities.
- ✓ Effectively implement change and improvement in an area you identify as a trust priority.

Programme breakdown

Designed with busy school leaders in mind, the NPQEL is delivered using a blend of online seminars, flexible online learning and conferences.

Over 18 months, you'll take part in the following learning activities:

TIMESCALE	LEARNING ACTIVITY	TOTAL HOURS
Terms 1-2	Introduction module	1
	Introduction session	0.5
	Learning modules	4 x 4 hours = 16
	Seminars	4
	Conference 1	6
Term 3	Learning modules	3 x 4 hours = 12
	Seminars	3
	School visits	7
Terms 4-5	Learning modules	2 x 4 hours = 8
	Seminars	2
	Implementation learning module	4
	Implementation seminar	1
	Practical implementation cycle (level-appropriate focus)	5
	Conference 2	5.5
	Group seminar	1.5
Total	77 (31 synchronous, 12 in person)	

KEY	Asynchronous	Synchronous
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Cost and funding

State-funded schools

Full DfE funding, with no cost to the participant, is available to staff from:

- state-funded schools in England
- state-funded organisations that offer 16 to 19 places in England.

Scholarship funding for the NPQEYL is also available to early years practitioners and leaders working in the following settings:

- Childcare providers registered on the Ofsted Early Years Register, providing childcare on domestic or non-domestic premises.
- Childminders registered on the Ofsted Early Years Register or with an Ofsted-registered childminder agency, caring for early years children.

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

Other schools

If you do not work in a state-funded school, or if you are funding your own NPQ, the following costs will apply to you.

PROGRAMME	COST
NPQLT	£840
NPQLBC	£840
NPQLL	£840
NPQLTD	£840
NPQSL	£1,045
NPQEYL	£1,045
NPQH	£1,690
NPQEL	£3,245

NB The Early Headship Coaching Offer is only available to those working in state-funded schools.



Our mission

Society is failing too many children from disadvantaged backgrounds. They don't start with the same chances and the inequality continues throughout childhood. It's not their fault, and it isn't fair. We're fighting to make our education system work for every child.

We work with schools to make three things happen:

Great teachers

We help people develop into inspiring teachers. And we support them every step of the way as they discover their potential.

Brilliant leaders

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

Thriving schools

We connect schools to networks of support. And we work hard to create a positive policy environment. All so schools can make an even bigger difference.

“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

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 **Leicester &
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Teaching School Hub