



**Teach
First**

**NPOs
(National Professional
Qualifications)**

What are NPQs?

- The most widely recognised qualifications in the education sector for current and aspiring leaders
- Training and support for teachers and school leaders at all levels
- Based on the Department for Education's content [frameworks](#)



Our programmes

- Combine expert training with tailored support to strengthen leadership and culture in your school.
- Support pupils from disadvantaged backgrounds
- Evidence-based online content
- Reduced workload

Specialist NPQs

For teachers and school leaders who have, or are aspiring to have, responsibilities for...

<p>NPQ in Leading Teaching (NPQLT)</p>	<p>leading teaching in a subject, year group, key stage or phase</p>
<p>NPQ in Leading Behaviour and Culture (NPQLBC)</p>	<p>leading behaviour and/or supporting pupil wellbeing in their school</p>
<p>NPQ in Leading Teacher Development (NPQLTD)</p>	<p>leading the development of other teachers in their school</p>
<p>NPQ in Leading Primary Mathematics (NPQLPM)</p>	<p>leading mathematics across a school, year group, key stage or phase.</p>
<p>NPQ in Leading Literacy (NPQLTD)</p>	<p>leading literacy across a school, year group, key stage or phase.</p>

Leadership NPQs

For leaders who are, or are aspiring to be...

<p>NPQ in Senior Leadership (NPQSL)</p>	<p>a senior leader with cross-school responsibilities</p>
<p>NPQ in Early Years Leadership (NPQEYL)</p>	<ul style="list-style-type: none"> • nursery managers • headteachers of school-based or maintained nurseries • childminders with leadership responsibilities
<p>NPQ for Special Educational Needs Co-ordinators (NPQ for SENCOs)</p>	<p>a SENCO or other senior leader with responsibility for leading SEND in the school.</p>
<p>NPQ in Headship (NPQH)</p>	<p>a headteacher or head of school with responsibility for leading a school</p>
<p>NPQ in Executive Leadership (NPQEL)</p>	<p>an executive headteacher or have a school trust CEO role with responsibility for leading several schools</p>

Why does school leadership matter?

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



It'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



Why does school leadership matter?



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



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

What can NPQs do for your school?

Great development opportunities and ongoing support...

- » helps teachers thrive
- » keeps talented teachers around for the long term
- » equips teachers with practical skills that they will bring back to impact your school



Benefits

- ✓ Broaden and deepen **expertise** in your specialist area
- ✓ High-quality, **evidence-led training** designed by education experts and school leaders
- ✓ Strengthen **leadership and culture** in your school
- ✓ **Flexible** training that fits around your schedule and prior knowledge
- ✓ Free **one-to-one support** and funding options for schools most in need
- ✓ Join a passionate **network** striving for educational equality



Funding



The DfE have announced that NPQ funding from Autumn 2024 will now be targeted to those teachers and leaders working in the most challenging schools or educational settings, serving more disadvantaged 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 attract 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. 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
- SENCO
- Headship
- Early Headship Coaching Offer

For October 2024, the DfE have committed to funding up to 10,800 places in total. This encompasses the full suite of NPQs and individuals from both groups outlined above.

For full details, visit [Funding for national professional qualifications \(NPQs\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/funding-for-national-professional-qualifications-npq)

The costs for those not able to access a funded place are provided on the following slides by each individual programme.

Specialist NPQs (LT, LBC, LTD, LL, LPM)

Learning activity	Hours
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Practical implementation cycle	5
Conference 1	6
Conference 2	5.5
Summative assessment: written case study	Fixed 8-day window at the end of the programme

Cost and funding

Limited funded spaces are available across all programmes. For more information refer to slide 11 of this deck or visit the [DfE website](#) for full details.

For applicants not in receipt of a funded space, the programme cost is **£899**.

Key Asynchronous **Synchronous**

Time commitment: **55 hours** over **12 months**

NPQ in Leading Teaching (NPQLT)

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.

Modules include...

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

Programme benefits

- ✓ Develop as a specialist in your role.
- ✓ Gain the skills for successful leadership.
- ✓ Learn to effectively support colleagues.
- ✓ Free one-to-one support and coaching if you work in a school serving disadvantaged communities.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQ in Leading Behaviour and Culture (NPQLBC)

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, heads of year or roles with other pastoral responsibilities.

Modules include...

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

Programme benefits

- ✓ Take your career to the next level.
- ✓ Broaden and deepen expertise in your specialist area.
- ✓ Create a culture in which staff and pupils thrive.
- ✓ Free one-to-one support and coaching if you work in a school serving disadvantaged communities.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQ in Leading Literacy (NPQLL)

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.

Modules include...

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

Programme benefits

- ✓ Develop as a specialist in your role.
- ✓ Gain the skills for successful leadership.
- ✓ Learn to effectively support colleagues.
- ✓ Free one-to-one support and coaching.
- ✓ Join a passionate network striving for educational equality.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQ in Leading Primary Mathematics (NPQLPM)

For teachers and school leaders who have, or are aspiring to have, responsibilities for **leading mathematics** across a school, year group, key stage or phase.

Modules include...

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

Programme benefits

- ✓ Develop as a specialist in your role.
- ✓ Gain the skills for successful leadership.
- ✓ Learn to effectively support colleagues.
- ✓ Free one-to-one support and coaching.
- ✓ Join a passionate network striving for educational equality.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQ in Leading Teacher Development (NPQLTD)

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.

Modules include...

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

Programme benefits

- ✓ Gain a prestigious professional qualification.
- ✓ Increase your expertise in leading successful teacher development.
- ✓ Get practical skills to take you to the next level as a school leader.
- ✓ Free one-to-one support and coaching if you work in a school serving disadvantaged communities.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQLTD for ITT lead mentors

The NPQLTD is also aimed at current and future initial teacher training (ITT) lead mentors based in other settings such as universities who are looking to effectively mentor trainee teachers. You will be following the same programme as anyone in the NPQLTD but take on some ITT-specific content to equip lead mentors with the knowledge they need to effectively mentor trainee teachers.

Why choose our additional ITT content as part of your NPQLTD?

- Our bonus content is developed by curriculum experts
- We're the largest ITT provider in the country, with 20 years' experience in designing high quality training for early career teachers.

Topics covered include:

- Understanding and applying the Core Content Framework to your ITT offer
- ITT reforms and what they mean for you
- What ITT is and isn't – common misconceptions
- Mentoring and coaching for initial teacher trainees / novice teachers
- Equality, diversity and inclusion in ITT
- Partnership working in ITT.

Leadership NPQs* (SL, H, EYL *not EL)

Learning activity	Hours
Introduction module	1
Introduction call	0.5
Online learning modules	40
Seminars	11.5
Practical implementation cycle	5
Conference 1	6
Trust/school or setting visits	7
Conference 2	6
Summative assessment: written case study	Fixed 8-day window at the end of the programme

Cost and funding

Limited funded spaces are available across all programmes. For more information refer to slide 11 of this deck or visit the [DfE website](#) for full details.

For applicants not in receipt of a funded space, the programme cost is:

- SL **£1,090**
- EYL **£1,090**
- H **£1,885**

Key

Asynchronous

Synchronous

Time commitment: **77 hours** over **18 months**

NPQ for Special Educational Needs Co-ordinators (NPQ for SENCOs)



Learning activity	Hours
Introduction module	1
Introduction call	0.5
Online learning modules	45
Seminars	11.5
Implementation plan	5
Conference 1	6
Trust/school or setting visits	10
Conference 2	6
Summative assessment: written case study	Fixed 8-day window at the end of the programme

Cost and funding

Limited funded spaces are available across all programmes. For more information refer to slide 11 of this deck or visit the [DfE website](#) for full details.

For applicants not in receipt of a funded space, the programme cost is **£1,265**.

Key Asynchronous Synchronous

Time commitment: **85 hours** over **18 months**

NPQ in Executive Leadership (NPQEL)

Learning activity	Hours
Introduction module	1
Introduction call	0.5
Online learning modules	40
Seminars	11.5
Practical implementation cycle	5
Conference 1	6
Trust/school or setting visits	7
Conference 2	6
Additional one-to-one calls	3
Summative assessment: written case study	Fixed 8-day window at the end of the programme

Cost and funding

Limited funded spaces are available across all programmes. For more information refer to slide 11 of this deck or visit the [DfE website](#) for full details.

For applicants not in receipt of a funded space, the programme cost is **£3,890**.

Key

Asynchronous

Synchronous

Time commitment: **80 hours** over **18 months**

NPQ in Senior Leadership (NPQSL)

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

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 benefits

- ✓ Grow your expertise as a senior school leader.
- ✓ Create a culture where all pupils can succeed.
- ✓ Build a supportive environment for colleagues and school leaders.
- ✓ Free one-to-one support and coaching if you work in a school serving disadvantaged communities.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQ in Early Years Leadership (NPQEYL)



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.**

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 benefits

- ✓ Deliver meaningful change in your setting
- ✓ Join a network of like-minded leaders
- ✓ Grow your expertise
- ✓ Build a supportive environment for colleagues
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQ for Special Educational Needs Co-ordinators (NPQ for SENCOs)



For leaders who are, or are aspiring to be, a SENCO or other senior leader with responsibility for leading SEND in the school.

Modules include...

- Culture
- Implementation
- Statutory Framework
- Identification and assessment
- Teaching
- Behaviour
- Partnership working
- Leading and managing provision
- Professional development

Programme benefits

- ✓ Grow your expertise as a leader of SEND
- ✓ Create a culture where pupils with SEND can thrive
- ✓ On-going support through seminars and professional networks
- ✓ Learn about the statutory framework for SEND
- ✓ Free one-to-one support and coaching
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

NPQ in Headship (NPQH)

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

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 benefits

- ✓ Deliver meaningful change in your setting.
- ✓ Access free ongoing support for your first year of headship.
- ✓ Join a network of like-minded leaders.
- ✓ Free one-to-one support and coaching if you work in a school serving disadvantaged communities.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

Early Headship Coaching Offer

Previously known as the Additional Support Offer, this targeted package of support is for headteachers new to the role of headship.

Who's eligible?

Those who:

- work in a state-funded school
- are in their 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.

Programme benefits

- ✓ 12 months of one-to-one support from an experienced school leader.
- ✓ Coaching sessions are tailored to you and your needs.
- ✓ Practical guidance focused on your school's particular circumstances.
- ✓ No assessment and minimal preparation time for sessions.



Unassessed programme

NPQ in Executive Leadership (NPQEL)

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.

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 benefits

- ✓ Gain a prestigious qualification to take your career to the next level.
- ✓ Develop specialist expertise in running a multi-school organisation.
- ✓ Connect with and learn from other executive leaders in the field.
- ✓ Free one-to-one support and coaching if you work in a school serving disadvantaged communities.
- ✓ DfE funding will target teachers and leaders serving schools in more deprived communities

Why choose Teach First?

1

We've got a strong and **proven track record in leadership development**

2

We've been an accredited NPQ provider for several years with **excellent feedback** from programme members

3

We've been supporting schools serving disadvantaged communities for **20 years**

4

We know how to leverage networks within the sector and across sectors to support leaders in schools – we currently work with over **1,700 schools**

5

We offer a **flexible and personalised approach**, including free one-to-one support for eligible teachers and leaders

Teach First one-to-one support

- Additional one-to-one support for schools working with the most disadvantaged communities
- Some programme members may be eligible to receive additional free one-to-one support from Teach First
- The support comes in the form of an experienced former school leader to coach and guide the programme member throughout the NPQ
- Offered to a limited number of priority schools on a first come, first served basis. Applicants can express an interest in receiving this support when they sign up to a programme



How are we working with Teach First?

Curriculum design

We support the design process and feed into the quality of the programmes

Programme delivery

We facilitate all training and support school visits

We will lead the NPQs in this region:

- facilitating seminars and conferences
- sharing guidance and support
- as your main point of contact

What our programme members say

“My course leaders are exceptional, and are more than just leaders, but also mentors and confidants.

The programme is so much more than I expected.”

Rhoda McPherson, Headteacher
at Queen Elizabeth School, NPQEL

- **99%** of surveyed Teach First programme members were satisfied with their NPQ.
- **91%** felt the NPQ conferences were effective or very effective at building their knowledge and equipping them to be a school leader.
- **89%** felt the NPQ had prepared them to take on a position of greater responsibility.
- **84%** said the NPQ had equipped them to better meet the demands of their current role.

Programme impact

92% of our NPQ alumni said they can now implement improvements in their school.

We were awarded **10/10** in an external review of our NPQs for both the programme design and support of our programme members.

96% of our programme members rated their one-to-one support from us as 'good' or 'very good'.





How to apply and next steps

To apply, please *insert application instructions for your schools*

For more information

For all the latest information on the NPQs, visit www.teachfirst.org.uk/npqs

Contact us

We're here to help. If you've got any questions or would like to talk through your options, email *insert email or other contact details*

Powering

potential

since 2003





Thank you.

teachfirst.org.uk

Thank you to the pupils at our partner schools who supported us with the photography in this presentation. All images within the presentation are licensed to Teach First and for the use only for Teach First employees when talking about our work.

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