

# NPQ Programmes Prospectus 2021-25



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# We are delighted that the Church of England (in partnership with the Catholic Education Service) will offer the full suite of NPQs to teachers and school leaders nationwide from November 2021.

## Why take an NPQ?

National Professional Qualifications (NPQs) are a reformed suite of nationally recognised suite of qualifications for teachers and school leaders at all levels; from those who want to develop expertise in high quality teaching practice, to those leading multiple schools across a trust or other group of schools.

NPQ courses are designed to help you hone and expand the abilities you already have, helping you become a more effective leader inside and outside the classroom. Completing an NPQ will support you on the next step in your career by offering practical support and guidance, and the core knowledge you need to help your school improve further. Wherever your teaching career takes you, having an NPQ can help you demonstrate your continued commitment to and expertise in school leadership and specialist areas of teaching practice.

The updated suite of NPQs launched in November 2021. The courses have been revised to reduce the workload burden on teachers, while still providing the opportunity to develop and apply their learning.

The three existing NPQs in Senior Leadership, Headship and Executive Leadership have been refreshed, ensuring that they are underpinned by the latest evidence of what makes effective teaching.

To better address the broad range of responsibilities of current and aspiring middle leaders, the existing Middle Leadership NPQ has been replaced with three new specialist NPQs. These specialist areas cover:

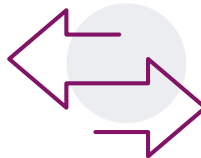
- Supporting the training and development of others, including early career teachers;
- Developing teachers who are subject leads or responsible for improving teaching practice in a subject or phase; and
- Developing teachers who have responsibilities for leading behaviour and culture.

These changes will ensure that NPQs continue to offer the best possible support to teachers and leaders in developing effective professional knowledge, skills and understanding.

Learn from a rich curriculum founded  
on evidence-based practice



Complete your learning in a  
**flexible** way - both virtually and  
in regional face to face groups



Gain a nationally recognised  
qualification

Transfer your learning as and  
when you change schools



# Our Mission

Together, the Church of England and the Catholic Education Service operate 34% of the country's schools (6791), including over 70% of all small/rural schools. We are a current successful national NPQ provider and have trained over 500 leaders on the NPQH, with a 98% success rate.

Our mission is to develop school leaders to be **CALLED** to a lifegiving vocation, **CONNECTED** to a thriving learning community, and **COMMITTED** to evidence-informed excellence in education. This mission is outlined in our core leadership document: 'Called, Connected, Committed' (2020) available at [www.cefel.org.uk/cc](http://www.cefel.org.uk/cc)

Whether you are teaching a mixed-age class in a small rural primary school or leading a large MAT across a region, the new NPQ frameworks represent a return to the core purpose of educational leadership – leading a culture of teacher excellence.

Creating and sustaining such a culture means we can fully realise our vision for education that ensures every child flourishes, particularly those from disadvantaged backgrounds. Indeed, to pursue excellence in teaching is the most effective way to enact social justice for any community.



## CALLED



### #1 Teacher excellence at the heart of Leadership

Your first calling as a School Leader is to lead great teaching through building a culture of teacher excellence. The programme will inspire you afresh to place the art and craft of teaching at the heart of your vision for headship, and secure the best outcomes for children through the most effective approaches to classroom practice.



### #2 Culture which shapes Leadership Practices

You will set the culture and define it by your expectations, actions and decision-making. Across all the specialist units, your leadership of culture will enable and equip your teams to secure the very best outcomes for every child in your care. Putting your ambitious vision into practice is complex, but each unit will help you to bring this vision alive.

## CONNECTED



### #3 Creating and sustaining Communities of Practice

We flourish together not alone. While leadership can be isolating at times, your training will embed you in vibrant professional networks, ensuring that your wisdom and wellbeing are strengthened by the community in which you are learning.



### #4 An Expert Coach for Every Leader

A significant proportion of all programmes will be spent with your expert coach, who will guide you through the programme, enhance your understanding of the research and enable you to deliberately practice all the new skills you are acquiring through the knowledge-rich curriculum.

## COMMITTED



### #5 Effective Role-Specific Application of Knowledge

This programme is not just about acquiring knowledge, but applying it effectively. That has to be specific to your role as a school leader, enabling you to understand deeply the research evidence of what works, and then put into practice in new and unfamiliar contexts.



### #6 Social Justice and Serving the Common Good

Ultimately, what is this all for? Our Vision for Education (for all schools, not just church schools) is centred on the flourishing of children and adults through Educating for Wisdom, Hope, Community and Dignity. Leading excellence in teaching is the most effective way to enact social justice for any community.

# Why complete your NPQ with us?

The core principles of our approach are domain-specific knowledge entitlement, expert-led coaching, evidence-based knowledge application leading to a culture of teacher excellence.

All of this is underpinned by a rigorous approach to research, overseen by our Expert Research Challenge Group. This group is made up of leading academics working with us on programme design, expert input and challenge: Toby Greany (chair), Sam Twiselton, Cat Scutt, Tanya Ovenden-Hope, Bill Lucas and Philippa Cordingley.

In addition, we will offer the Early Headship Coaching Offer (a fully funded programme of support for new headteachers) in partnership with our regional networks of Diocese Education Teams, and our Peer Support Network. These networks are currently home to over 1200 member schools and focus on a variety of leadership issues and contexts, including those especially for secondary schools, rural schools and MAT leaders.

Our programmes will also ensure a strong combination of instructional and transformational leadership approaches to ensure that participants engage strongly with the knowledge base and are also inspired to bring it life in their vision-driven leadership practices and ethical decision making.



Creating and sustaining a culture of teacher excellence means we can fully realise our vision for education for every child.

**Nigel Genders, Chief Education Officer for the Church of England and Paul Barber, Director of the Catholic Education Service**

Completing your NPQ with the Church of England (in partnership with the Catholic Education Service) will give you the added benefits of:



**Small group expert coaching** for every leader on every programme, accredited in partnership with Chartered College of Teaching and Leadership Matters



Learning alongside peers with **shared commitment to vision-driven education** (including focus on rural and small schools)



**Expert facilitators** from high-performing MATs/schools, Teaching School Hubs supported by **leading academics** bringing the research base alive



**Support for your wellbeing and personal growth** through our extensive Peer Support Networks and Diocesan Education teams

What a joy it was to hear the journeys and the impact the course had on the participant's own leadership. It is also great that four out of five are now headteachers within the Diocese which is really positive from a succession point of view.

**Andrew Smith, Diocesan Director of Education, Diocese of York.**



The Church of England's offer is integral to our vision for the professional development over the next 4 years. We are thrilled to be working with such a high quality partner and look forward to many of our leaders developing with the Church of England in their career pathway through the full suite of qualifications.

**Laurie Kwissa, CEO, Liverpool Diocese Schools Trust**



The best CPD I have ever received. My leadership thinking and practice have been challenged, informed and transformed – this programme has had a major impact on my knowledge, confidence and vision as a leader.”

**NPQH Participant 2021, West Midlands**



As a leader of a small rural school, I often feel that CPD offers are so focused on bigger school contexts in cities. It's quite different leading in a rural community. These programmes have been so excellent for helping me lead in this context effectively and see the opportunities (rather than the challenges!) of amazing rural education.

**Rural School Leader, Cornwall**



I would like to thank you for the amazing communications that support the programme. Your reminders are keeping me really organised compared to other courses I've been on. The support organisation is first class and the resources are such high quality that, although times are difficult in education, the course is keeping me positive!”

**NPQH Participant 2021, North East**





# How you will learn

Our delivery will be a blend of virtual and face to face on every programme, based on our evidence-led 4-stage learning model:



# Course Overview

ALL teachers and leaders employed in state funded schools and state funded organisations including those that offer 16-19 places in England will be able to access a fully funded NPQ. For more information about the individual programmes, [click here](#)

Programme	Who is this programme for?	Total Course Duration	Self-Led Hours	Live Teaching Hours	Coaching Hours	Where will learning take place?	DFE Funded?
<b>NPQ Leading Teaching</b>	Subject/Curriculum/Key Stage leaders <ul style="list-style-type: none"> <li>• Securing subject/phase specific excellence in teaching</li> <li>• Collective application of cognitive science</li> </ul>	15 months	24	28	8	Virtually/ F2F in 18 local areas (covering every part of the country)	✓
<b>NPQ Leading Behaviour &amp; Culture</b>	Pastoral/Behaviour Leaders, SENDCOs, Heads of Year/House, Chaplains <ul style="list-style-type: none"> <li>• Ensuring consistent behaviour practice/ intervention</li> <li>• Evaluating underlying causes of pupil behaviour</li> </ul>	15 months	18	25	8	Virtually/ F2F in 18 local areas (covering every part of the country)	✓
<b>NPQ Leading Teacher Development</b>	CPD Leads, ECF mentors, <ul style="list-style-type: none"> <li>• Designing effective teacher development programmes</li> <li>• Matching improvement priorities with PD frameworks</li> </ul>	15 months	12	22	8	Virtually/ F2F in 18 local areas (covering every part of the country)	✓

# Course Overview

Programme	Who is this programme for?	Total Course Duration	Self-Led Hours	Live Teaching Hours	Coaching Hours	Where will learning take place?	DFE Funded?
<b>NPQ Senior Leadership</b>	Aspiring/current Senior Leaders <ul style="list-style-type: none"> <li>• Whole-school Improvement planning</li> <li>• Ensuring collective accountability</li> </ul>	21 months	30	45	10	Virtually/F2F both Nationally & Regionally	✓
<b>NPQ Headship</b>	Aspiring/new Headteachers/Principals <ul style="list-style-type: none"> <li>• Whole-school Improvement planning</li> <li>• Ensuring collective accountability</li> </ul>	21 months	30	52.5	10	Virtually/F2F both Nationally & Regionally	✓
<b>Early Headship Coaching Offer</b>	For Headteachers in the first five years of headship who are studying the NPQH or who have previously completed the NPQH	12/24 months	Self-defined	36	10	Virtually/F2F in regional groups	✓
<b>NPQ Executive Leadership</b>	Aspiring/current Executive Leaders, MAT CEOs, Trust Improvement Directors, Executive Heads, Federation Leads <ul style="list-style-type: none"> <li>• Whole-school Improvement planning</li> <li>• Ensuring collective accountability</li> </ul>	21 months	25	62	20	Virtually/National Residentials	✓

# Regional Locations

NPQ learning takes place within a series of teaching cycles, allowing participants to engage with world-class expertise and apply new knowledge and skills to make a difference to the teams and pupils they lead.

Our programme delivery will take place in every part of the country, serving all schools (not just Church of England/Catholic schools), organised into 18 regional areas. In each area, we will deliver the 6 NPQs and the Additional Support Offer, to an expected 2500 leaders nationally each year.

<b>North East A:</b> Northumberland and Durham	<b>Eastern A:</b> Norfolk and Suffolk
<b>North East B:</b> Yorkshire (North, East & West)	<b>Eastern B:</b> Cambridgeshire, Essex and East London
<b>North West A:</b> Cumbria and Lancashire	<b>South East A:</b> Kent, Sussex and Hampshire
<b>North West B:</b> Greater Manchester	<b>South East B:</b> Rest of London and Westminster
<b>North West C:</b> Merseyside and Cheshire	<b>South East C:</b> Oxfordshire, Berkshire, Surrey, Hertfordshire, Bedfordshire and Buckinghamshire
<b>East Midlands A:</b> Derbyshire and South Yorkshire	<b>West Midlands A:</b> Herefordshire, Gloucestershire, Worcestershire and Shropshire
<b>East Midlands B:</b> Lincolnshire and Nottinghamshire	<b>West Midlands B:</b> Staffordshire, Birmingham and Warwickshire
<b>East Midlands C:</b> Leicestershire and Northamptonshire	<b>South West A:</b> Somerset and North Wiltshire
	<b>South West B:</b> Dorset and South Wiltshire
	<b>South West C:</b> Cornwall and Devon



# Beyond the Classroom

## Peer Support Networks

The power of school leaders working together to support one another has never been more important. We have created a range of different Peer Support Networks to further build a movement of leaders committed to transformational change, through collaborative coaching, challenge and research.

The extensive networks we offer seek to 'develop inspirational leaders, who are called, connected and committed to delivering the Church of England's vision for education'. The Foundation's Peer Support Network is now working with over 1200 member schools.

## Research and resources

The Church of England Foundation for Educational Leadership is committed to underpinning all of its work with an academically rigorous approach to research at all levels. Through a range of strategic Higher Education partnerships, it commissions and resources research projects on a range of leadership development issues.

Find out more at [www.cefel.org/networks](http://www.cefel.org/networks)





# How to Apply

There are three steps you must take to successfully apply for one of our NPQs

## Step 1 - Register with the DfE

To confirm your eligibility to complete an NPQ, you should first complete the Department for Education online registration process. To complete this form you will need to have your Teacher Reference Number (TRN) and School Unique Reference Number (URN) to hand.

## Step 2 - Complete your Application Form

Once you have been validated by the DfE, you will automatically receive our application form in your inbox. Sometimes this does appear in the spam folder, so please keep an eye out in there. You can begin to complete the form as soon as you receive this.

## Step 3 - Sponsor Endorsement

Finally, on this form, you will also be asked to input your sponsor's details. This is typically your headteacher (or Governor if you are a headteacher). Please let them know in advance that you have used their details because once you have submitted your form, they will receive the sponsor form to complete.

Begin your application today on our website: [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq)



Follow us on Twitter for all the latest information at **@CofE\_EduLead**

Church House,  
Great Smith Street,  
London, SW1P 3AZ  
E: CEFEL@churchofengland.org

The Church of England Foundation  
for Education Leadership operates  
within the National Society, a charity  
with number 313070



Department  
for Education



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OF ENGLAND  
EDUCATION OFFICE

FOUNDATION FOR  
EDUCATIONAL  
LEADERSHIP

