



# The Reformed National Professional Qualifications Beginning November 2021

## What are NPQs?

NPQs support the government's golden thread for teacher and school leader development. They are nationally recognised, trusted, transferable qualifications that equip teachers with the expertise to lead sustainable improvement across their schools.

## How have they changed?

As part of the DfE's wider reforms the main changes to NPQs are:

- The National Professional Qualification for Middle Leaders (NPQML) has been discontinued.
- Three new NPQs focusing on specialist areas: NPQ for Leading Behaviour and Culture (NPQLBC), NPQ for Leading Teaching (NPQLT), NPQ for Leading Teacher Development (NPQLTD).
- The remaining NPQs (Senior Leadership NPQSL, Headship NPQH and Executive Leadership NPQEL) have been refreshed based on an evidence base approved by the Education Endowment Foundation (EEF).

## Why have they changed?

The new NPQ frameworks support evidence-informed practice throughout every stage of a teacher's career. Schools and trusts can have confidence that all their educators, from Early Career Teachers to leaders of multiple schools, are building and developing their practice from the same strong evidence-base.

Educational theory on how children learn, what impacts their behaviour and how they are assessed, alongside what makes effective continuous professional development for teachers and leaders are covered. There is a clear focus on what teachers need to know and be able to do.

Leadership CPD has often focused on personal traits, such as the qualities of dynamic and charismatic leadership. The new and reformed NPQs pay less attention to generic management and leadership styles and more to the knowledge and skills that teachers and school leaders need to tackle persistent problems in their daily roles.

## Costs and durations of the programmes

The specialist NPQs are 12 month programmes with a three month assessment window. The Senior Leadership, Headship and Executive Leadership NPQs are 18 month programmes with a three month assessment window. The specialist NPQ for Leading Teacher Development and the NPQ for Headship are expected to be fully funded by the DfE. The NPQs for Senior Leadership, Leading Teaching and Leading Behaviour and Culture are also expected to be fully funded for the top 30% of schools for pupil premium nationally. The DfE will be publishing the list of schools who meet this criteria.



## Delivery partners



We are proud to announce that we will be working in partnership with Ambition Institute to deliver the specialist NPQs and the Executive Leadership NPQ. We believe that Ambition Institute's system-led leadership programme offers the best experience for colleagues embarking on these qualifications. The blend of clinics, conferences and communities offers a high-quality CPD experience.

### The specialist NPQs

£900 per delegate

### The Executive Leadership NPQ

£4,099 per delegate



We are also very excited to announce that we will be working in partnership with The Church of England, who have partnered with the Catholic Education Service, to deliver the Senior Leadership NPQ and the Headship NPQ. The unique benefits of expert coaching for every leader on every programme and shared commitment to vision-driven education makes these qualifications really shine through. This coupled with expert facilitators and leading academics bringing the research base alive makes this an exciting offer.

### The Senior Leadership NPQ

£995 per delegate

### The Headship NPQ

£1,595 per delegate

## About our partners

Here are the details of two more organisations which make up the key partners within Pathfinder Teaching School Hub.



Ebor Academy Trust comprises 24 schools, mainly primary, across York, Selby, on the Yorkshire Coast and in the East Riding and Hull. We celebrate the diversity of our range of community and Church of England schools, large and small, in both urban and rural areas. A true family of schools, with cross-trust initiatives, Ebor puts the best interests of children at the heart of every decision. Our commitment to wellbeing has been cited as an example of best practice in Parliament and our apprenticeship programme has been awarded Ofsted's maximum "significant progress" in all three judgement areas – a rare achievement only shared by between five and ten per cent of training providers across the country.



Hope Learning Trust is a thriving, successful multi academy trust for both primary and secondary schools and was home to the first Teaching School in York. A Church of England trust established to bring together church and community schools, Hope was originally formed in 2015. In September 2021, Hope will formally merge with Hull-based Sentamu Academy Learning Trust, to create the Hope Sentamu Learning Trust. The new MAT, which holds inclusivity and collaborative working at its heart, will comprise 15 schools across Yorkshire and Humberside. The Hope Sentamu vision is to provide a place where all children and young people can flourish and have a great education, irrespective of geography and circumstance.

If you would like more information on the content of the refreshed NPQ frameworks:



**Department  
for Education**

The DfE review document can be found by [clicking here](#).

The NPQ Frameworks themselves can be found by [clicking here](#).



More information on Ambition's NPQ offer can be found by [clicking here](#).



More information on the Church of England's NPQ offer can be found by [clicking here](#).

## Dates for your diary

JUNE		<b>An Introduction to the reformed suite of NPQs</b> <b>For Headteachers, Senior Leaders and CPD Coordinators</b> Hear about the new reformed suite of NPQs which form a key part of the DfE Golden Thread for teacher development.
9	4.30PM	<a href="#">BOOK 9 JUNE</a> <a href="#">VIRTUAL EVENT</a>
JUNE		<b>Pathfinder Teaching School Hub Welcome Event</b> Meet the team and find out more about our partners and the offer to colleagues in our region.
22	4.30PM	<a href="#">BOOK 22 JUNE</a> <a href="#">VIRTUAL EVENT</a>
JUNE	JUNE	<b>An Introduction to the Early Career Framework</b> <b>For School Leads and NQT Coordinators</b> These two identical sessions will provide more information regarding the role of the ECF Lead in your school and how you can champion the programme to support ECTs and Mentors.
23	24	<a href="#">BOOK 23 JUNE</a> <a href="#">BOOK 24 JUNE</a> <a href="#">VIRTUAL EVENTS</a>
JUNE	JULY	<b>An Introduction to the Early Career Framework</b> <b>For Mentors</b> These two identical sessions will unpack your role as a Mentor and explain how the programme will be delivered.
30	1	<a href="#">BOOK 30 JUNE</a> <a href="#">BOOK 1 JULY</a> <a href="#">VIRTUAL EVENTS</a>

## Pathfinder NPQ Lead

Following on from the successful delivery of National Professional Qualifications (NPQs) in the Yorkshire-Humber region over the last 4 years, I am delighted to be involved in the leading and delivery of the new reformed NPQ's on behalf of Pathfinder Teaching School Hub and in collaboration with a range of regional partners.

Our programmes will be delivered locally, offering a blended learning model, carefully constructed to maximise learning and development, whilst being flexible enough to allow participants to respond to the challenges they encounter in their own school contexts.

These new NPQs offer an exciting opportunity for us to collaborate across the region to further improve teaching and leadership in our schools so that pupils can be taught by an expert teacher and led by expert leaders.



**John Winter**  
NPQ Lead