

Accredited NPQ provider



Department  
for Education

# Lead change

Advance your teaching career  
with an NPQ and change more lives

 **Teach  
First** | Training  
Partner



Saffron  
Teaching School  
Hub

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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 expert-led leadership training for teachers, school and setting leaders and early years professionals at all levels. They'll support you to develop the skills and knowledge to progress in your career and support your school or setting to thrive.

At Teach First, we believe that good leadership matters. It's good for young people, who benefit from 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.

NPQs give teachers and leaders like you the chance to deepen their expertise, implement sustainable change and progress beyond their expectations. While making a greater impact for the pupils who need it most. With expert support at every step.

No matter what stage you're at on your leadership journey, an NPQ can offer the knowledge, skills and confidence you need to make a real difference in your setting.

We're proud to be one of a select group of national providers to design, deliver and assess a range of NPQs. So wherever you're headed in your career, we can help you get there.

**Please contact Saffron Teaching School Hub for further information and a link to the application form:**  
[saffrontsh@saffron.academy](mailto:saffrontsh@saffron.academy)






Or visit  
[www.saffronteachingschoolhub.net/npq](http://www.saffronteachingschoolhub.net/npq)



# What an NPQ can do for you and your school

Great development opportunities and ongoing support help teachers thrive. NPQs support motivated teachers and leaders who want to take the next step on their leadership journey and equip themselves with the expertise to make a difference to their pupils.

As a Teach First NPQ programme member, you will:

-  access high-quality, evidence-led training designed by education experts and school leaders
-  broaden and deepen core knowledge and skills in your specialist area
-  from the start, gain tools, examples and practice to drive positive change and build a stronger leadership culture in your school
-  benefit from flexible training designed to fit around your busy schedule and the prior knowledge you have
-  become part of a passionate network striving for educational equality with the common goal of giving young people from the poorest backgrounds the best shot at success.

## What our programme members say

- **99%** of surveyed Teach First programme members were satisfied with their NPQ.
- **89%** of our specialist NPQ programme member alumni agreed that the NPQ had given them the confidence to implement change in their school or setting.
- **90%** of leadership NPQ programme members agreed that the NPQ increased their confidence in their current role.
- **Half** of our NPQ alumni respondents have taken on a role with more leadership responsibility since completing their NPQ.

*“The course wasn’t just about gaining maths subject knowledge – it was about becoming a better practitioner and leader. It helps you know your setting, know your pupils, and make decisions that work for them – especially those who face the biggest barriers.”*

Malcolm Watson, NPQLPM,  
Meridian Trust

*“I have used all the information I’ve gained from seminars and training in each of my interviews for senior leadership roles. The way that the NPQs are developed and run has been thought out for teachers – it just fits so well with a teacher’s job.”*

Victoria, NPQ in Leading Teaching (NPQLT) and Senior Leadership (NPQSL)

*“The NPQ has been a valuable experience, strengthening my knowledge and confidence in leading SEND provision. I particularly appreciated the expertise of seminar leaders, the opportunity to connect with peers, and the practical strategies I could apply in my school.”*

NPQ SENCO programme member,  
2025

# Our full range of NPQs

## DfE accredited

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

## Designed and delivered by experts

Our programmes are designed in collaboration with subject-matter experts and setting leaders. Teach First works with a network of locally-based delivery partners (teaching school hubs, multi-academy trusts and professional learning providers) to deliver NPQs across the country.

All content is based on high-quality evidence and research, and will equip you with core and specialist knowledge. Seminars and conference sessions will be delivered by facilitators who are experienced school leaders with extensive expertise in their respective fields. Facilitators are regularly quality assured and undergo Continuing Professional Development (CPD) to maintain up-to-date sector expertise.

## Programme structure

NPQs are delivered using a blend of seminars, flexible online learning and two in-person conferences. Brightspace is the online platform you'll use to access study materials and activities.

Our programmes have a practical focus. You'll be supported to make specific, meaningful changes to your own practice and that of others throughout the programme. This includes a dedicated module on implementation, with time set aside to develop a plan that tackles a specific challenge in your setting.

## ONE-TO-ONE SUPPORT

Programme members in schools serving deprived communities can register for free access to Teach First one-to-one support. This comprises bespoke coaching calls with experienced teachers and leaders, designed to help you contextualise and implement your learning, while also supporting your personal career development.

**Speak to your delivery partner (the local organisation who will deliver your training) to find out more.**



## Programme components

Our model is delivered through the following components:

### Key terms

*Asynchronous* = flexible in your own time

*Synchronous* = in real time

### LEARNING MODULES

#### *Asynchronous, online*

Each module should take around four hours to work through.

Example format:

- **Diagnostic activity** to help identify prior knowledge on which to build learning and signpost how to engage with the module.
- Units to work through, including **foundational or advanced content** and some choice elements to build knowledge. This includes exemplification of practice from school leaders and input from subject matter experts.
- **Formative tasks** that recognise the importance of school context and give you the chance to put your learning into practice.
- **Reflection on learning** (following seminar).

### SEMINARS

#### *Synchronous, online or in-person*

These will usually consider scenarios and persistent problems leaders are likely to face and give you the chance to work through examples with the **support of peers** and an **expert facilitator**. They will build on the online content and link to the formative task.

### IMPLEMENTATION

During the implementation module, you will apply your learning by developing a tailored plan to address a specific challenge or area for improvement in your school or setting.

Throughout subsequent modules, you will have further opportunities to action, modify and evaluate this plan.

### CONFERENCES

#### *Synchronous, in-person*

Each programme will include two conferences designed to:

- **build on knowledge** acquired and provide a choice of practice activities, supporting you to move from novice towards expert and ensuring that actions become habitual for maximum application (for example, simulating precise feedback after a lesson observation)
- **bring insights** from serving school leaders and subject matter experts
- provide opportunities for **focused collaboration**, supporting you to apply your learning
- **build relationships** with peers that will support programme participation and last beyond the programme duration

### SCHOOL / TRUST / EARLY YEARS VISITS

For Leadership NPQs, you'll arrange a visit to a different setting in terms 3 and 4 that will broaden your experience and allow you to see good practice examples. Guidance will be provided to help you arrange this.

The visits will:

- allow you to **observe and understand** expertise in a contrasting context (for example, observing a senior leader introduce a new policy to the school)
- **be focused** with accompanying guidance and prompt questions, driven by your needs. You can identify the school or trust and the focus of the visit that would benefit you most

## Assessment process

To pass the programme, you'll need to engage with at least 90% of the course and pass one summative assessment. The assessment process for all NPQs has been designed to reduce the workload burden on teachers while still providing an opportunity for you to apply your knowledge.

The summative assessment task will consist of a written response to a setting-based case study, which will outline an example context that draws on some of the content you've learnt throughout the programme. You'll be able to apply the knowledge you have gained throughout your NPQ, which is applicable across phases and contexts.

This task takes place over a fixed eight-day window commencing at the end of your programme content and you will be able to complete your response to the case study flexibly within these eight days.



# 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.

## 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.

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

## Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	<b>55</b>
Summative assessment: written case study	Fixed 8-day window at the end of the programme




<b>KEY</b>	Asynchronous	Synchronous
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# 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.

## 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.

## What will I learn?

You'll develop as a specialist in areas related to your role, including developing reading, writing, language and developing others.

Modules include:

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

## Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	<b>55</b>
Summative assessment: written case study	Fixed 8-day window at the end of the programme




<b>KEY</b>	Asynchronous	Synchronous
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# 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.

## How will I benefit?

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

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

## Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	<b>55</b>
Summative assessment: written case study	Fixed 8-day window at the end of the programme

<b>KEY</b>	Asynchronous	Synchronous
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# NPQ in Leading Primary Mathematics (NPQLPM)

## Who is it for?

Teachers who have, or are aspiring to have, responsibilities for leading mathematics across a primary key stage or school, or those who want to build leadership skills in this area.

## How will I benefit?

-  Understanding of the core principles behind supporting pupils to understand concepts, gain a secure number sense and build positive attitudes towards mathematics.
-  Get practical tools and guidance to lead your school's approach to mathematics and collaborate with 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's full of practical and tangible examples, flexible and tailored to your needs and areas of development and focus.

## What will I learn?

You'll develop the knowledge, skills and expertise that underpin the effective leadership of mathematics.

Modules include:

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

## Programme breakdown

Over **12 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	28
Seminars	9
Implementation planning	5
Conference 1	6
Conference 2	5.5
	<b>55</b>
Summative assessment: written case study	Fixed 8-day window at the end of the programme

<b>KEY</b>	Asynchronous	Synchronous
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# 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.

## 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.
-  Be supported to effectively implement change and improvement in an area you identify as a setting priority.

## 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.

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 breakdown

Over **18 months** you'll take part in the following learning activities before completing your summative assessment:

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	40
Seminars	11.5
Implementation planning (level-appropriate focus)	5
Conference 1	6
Trust/school or setting visits	7
Conference 2	6
	<b>77</b>
Summative assessment: written case study	Fixed 8-day window at the end of the programme




<b>KEY</b>	Asynchronous	Synchronous
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# NPQ for Special Educational Needs Co-ordinators (NPQ for SENCOs)

## Who is it for?

Special Educational Needs Co-ordinators (SENCOs), or leaders interested in developing expertise in Special Educational Needs and Disabilities (SEND) or considering a SENCO role in the future.

## How will I benefit?

-  Broaden your knowledge of leading and managing SEND provision across your setting.
-  Create a culture where pupils with SEND can thrive and everyone feels welcome, safe and that they belong.
-  Learn about the statutory framework for SEND, developing confidence to give guidance to colleagues and ensure that school policies and practices take account of the relevant legislation.
-  Access a blended learning programme, designed in collaboration with the National Association for Special Educational Needs (NASEN) and other experts, that is full of practical and tangible examples, flexible and tailored to your needs and areas of development.

## What will I learn?

You'll develop essential knowledge, skills and concepts that underpin successful SEND leadership within a school.

Modules include:

- School culture
- Implementation
- Statutory framework
- Identification of need
- Teaching (parts A and B)
- Behaviour
- Partnership working
- Leading and managing provision
- Professional development

## Programme breakdown

Over **18 months** you'll take part in the following learning activities before completing your summative assessment:

*“The NPQ for SENCOs has supported my current role as a SEND Unit Teacher. The strategies have helped me support other teachers develop their own inclusive practice.”*

NPQ for SENCOs programme member

LEARNING ACTIVITY	TOTAL HOURS
Introduction module	1
Introduction call	0.5
Online learning modules	45
Seminars	11.5
Implementation planning	5
Conference 1	6
Trust/school or setting visits	10
Conference 2	6
	<b>85</b>
Summative assessment: written case study	Fixed 8-day window at the end of the programme

KEY	Asynchronous	Synchronous

# 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, one-to-one 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.

## How will I benefit?

- ✓ Receive bespoke 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.

## 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 **12 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.



# NPQ cost and funding

## Fully funded NPQs for all public funded schools

For November 2026, the following programmes will be fully funded for all eligible teachers and leaders working in public funded schools:

- NPQ for Special Educational Needs Coordinators (NPQ for SENCOs)
- NPQ in Senior Leadership (NPQSL)
- NPQ in Early Years Leadership (NPQEYL)
- NPQ in Headship (NPQH)
- Early Headship Coaching Offer

## Targeted funding for eligible schools and settings

For all other NPQs, the DfE has confirmed that funded places will continue to target teachers and leaders in schools and educational settings serving the most disadvantaged communities. This includes:

- schools in the top 50% for pupil premium
- schools identified for RISE targeted intervention support

- eligible early years and 16–19 settings, using comparable disadvantage measures
- funding for NPQEYL will also be available to all childminders who are on Ofsted's Early Years Register

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

## Other NPQs

To find out more about the NPQs offered by Teach First, visit the [Teach First website](#).

## Costs for self-funding candidates

If funded places are not available or you are not eligible for funding, you can still apply to any NPQ by self-funding your course place.

NPQ PROGRAMME	TYPE	COST (SELF-FUNDED)
NPQ in Leading Teaching (NPQLT)	Specialist	£899 + VAT
NPQ in Leading Behaviour and Culture (NPQLBC)	Specialist	£899 + VAT
NPQ in Leading Teacher Development (NPQLTD)	Specialist	£899 + VAT
NPQ in Leading Literacy (NPQLL)	Specialist	£899 + VAT
NPQ in Leading Primary Mathematics (NPQLPM)	Specialist	£899 + VAT
NPQ in Senior Leadership (NPQSL)	Leadership	£1,090 + VAT
NPQ in Early Years Leadership (NPQEYL)	Leadership	£1,090 + VAT
NPQ in Headship (NPQH)	Leadership	£1,885 + VAT
NPQ for SENCOs	Leadership	£1,265 + VAT
NPQ in Executive Leadership (NPQEL)	Leadership	£3,890 + VAT

# Our vision

Teach First is an education charity that trains brilliant teachers, equips school leaders and campaigns for educational justice. To change the outcome for pupils living in poverty.

Since 2003, we have supported over 55,000 teachers and leaders across 11,000 schools serving the most deprived areas.

We want to make sure every child, no matter their background, gets the opportunities they deserve.

Change is possible. Let's work together to make it happen.



## Great teachers

We help people develop into inspiring teachers who transform outcomes for their pupils. And we support them every step of the way.



## Brilliant leaders

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



## Powerful community

We're growing a strong, supportive community - thousands of people connected and working together towards a better future for our nation's children.



## Strong policy

Systemic barriers are stopping children from fulfilling their potential. We speak out on the issues holding children and society back.

*“I've been in education for 24 years, and the core purpose is ensuring all learners achieve their potential by investing in teachers and providing high-quality professional development. Teach First does this through coherent, research-informed programmes, from ITT through to NPQs and leadership.”*

Karen Potter,  
Dudley Academies Trust

[Follow us and be part of a movement shaping education](#)

**teachfirst.org.uk**

Registered charity, no. 1098294

