



# Your NPQ Guide

Yorkshire & North East

# Our Offering

*We are delighted to offer eight NPQ courses for all schools in Autumn 2024.*

**NPQ Leading Teaching (LT)** - This course is for teachers and middle leaders who have or want to have responsibilities for leading teaching in a subject, year group, key stage, or phase.

**NPQ Leading Behaviour and Culture (LBC)** - This course is suitable for all teachers and leaders who are, or want to be, involved in developing and implementing behaviour and wellbeing strategies in their school.

**NPQ Leading Primary Maths (LPM)** - This course is for those leading, or hoping to lead, maths in a primary school. You must have at least one year's experience of maths mastery or equivalent training before you can apply for this NPQ.

**NPQ Leading Teacher Development (LTD)** - This course, which is led centrally by the CEFEL team, is for staff who have or want to have responsibilities for leading the development of other teachers in their school.

**NPQ Senior Leadership (SL)** - This course is for teachers and leaders who are or are aspiring to be senior leaders with cross-school responsibilities.

**NPQ Headship (H)** - This course is for school leaders who are or want to be a headteacher or head of school.

**NPQ for SENCO** - This statutory course is for anyone who is or aspires to be a school SENCO.

**NPQ Executive Leadership (EL)** - This programme is led centrally by the Church of England Foundation for Educational Leadership (CEFEL) team. The course is for school leaders who are or want to be an executive leader within a Trust, Federation or across schools.



# Welcome

## Our Vision

We believe that schools will be places where everyone flourishes.

Where children are instinctively at the heart of decision making and leadership thinking at all levels.

Where flourishing adults are equipped to apply the best professional knowledge to their roles but are also given space and time to develop wisdom.

Flourishing schools enact social change or community transformation, raise aspirations, celebrate the family, dismantle oppression and pursue diversity.

Flourishing schools ensure a careful balance of wisdom, knowledge and skills in their curriculum planning, enabling their students not only to excel in examinations, but releasing wise young leaders and courageous advocates, inspired and equipped to shape their future society. They are beacons of hope for the communities they serve.

**Church of England NPQs are for everyone – whether you work in a faith school or not. If you share our vision and values – we would love to have you join us.**



In Our Hope for a Flourishing Schools System we set out how our schools system should place children at the heart of all decision-making and resourcing. We say that flourishing adults in flourishing schools are crucial to this instinctive prioritisation of young people. One of the ways of making good on this commitment is through the investment in high quality professional development for staff, and so I am delighted that you are exploring that journey through the Church of England's provision of National professional qualifications.

If you join our programmes you will become part of a growing, vibrant movement for education which is seeking to transform the whole system and bring hope and inspiration.

We look forward to welcoming you.

**Nigel Genders CBE**



## About us

My name is Bev Peartree and I work as an Associate Professor of SEND in Professional Practice at Leeds Trinity University. I have been the programme leader of our highly successful NASENCo course for the past 7 years and will be the programme leader of our NPQ SENCO with our established team of tutors. I have taught on our Leeds Local Authority partnership programme.



I am a former teacher, SENCo and senior leader of inclusion and student support in secondary schools. I work both in practice and strategically in schools, local authorities, and national organisations on SEND and inclusion issues as part of my academic role. I also work internationally on projects and knowledge exchange activities. I am committed to the principles of inclusion and supporting children and their families who have SEND. I am passionate about giving our SENCo students the best educational experience and supporting them on their postgraduate educational journey and professional pathway in the SEND sector.

My name is Mike Dessington, and I am an experienced strategic leader both within the children's workforce and across Higher Education. At Leeds Trinity University I have the responsibility for overseeing the leadership and management of various undergraduate and postgraduate degrees, and professional qualifications within the School of Children, Young People and Families including the NPQ SENCO. I am committed to ensuring the experience of students within their studies is of the highest quality, supporting academic staff and teams to use their expertise to support students to develop their knowledge and skills to make a real-life changing difference to children, young people, and their local communities in which they live and work. We have a national reputation in our faculty for excellence in the delivery of CPD for educational professionals.



## About us

All Saints Catholic School, York is proud to be a Key Delivery Partner for the Church of England, offering a suite of NPQs to teachers and school leaders in the North of England.

We work alongside Leeds Trinity University and Bishop Wheeler Catholic Academy Trust among others to provide you with a high quality learning experience.

## Why complete your NPQ with us?

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, 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



Steve Sandwell, All Saints Catholic School - NPQ Delivery Partner and QA Partner



# How to Apply

- Complete our application form <https://www.cefel.org.uk/npq/>
- Register with the DFE (registration will open in July 2024)
- Your sponsor completes your reference
- Allocation to a local delivery partner
- Provisional and Formal offers will be made along with confirmation of whether we are able to offer you a funded place. If we are unable to offer you a fully funded place at this point, we will tell you. Please bear in mind that more funded places may be available at the end of the application process, so we may be able to offer you a funded place in October 2024. If not, your school will need to pay for your course.
- Sign your formal agreement within **1 week** to secure your funding

## Meet the Team

My name is Dr Tracy Laverick and I work as a Senior lecturer in Special Educational Needs at Leeds Trinity University. I also work as a Senior Educational Psychologist for a local authority. A former teacher and SENCo I moved into Educational Psychology roles and have worked in several local authorities, working directly with young people and in strategic roles supporting school systems. I am passionate about supporting school sta' and SENCOs to be able to identify and support the needs of pupils across the school system. I am the programme lead for our West Yorkshire cohort of SENCo's on the NASENCo course.



# Funding Autumn '24

NPQ courses are partially funded for Autumn 2024. There are 10,000 fully funded NPQ places available to NPQ Delivery Partners across England. The number of places for us will be confirmed in July 2024.

Funded places will be allocated on a **first-come, first-served** basis, based on when a participant completes our initial application form. If your preference is for your course to be fully funded, it is very important that you apply as soon as possible, even if you want to do a priority course or if you are in a PP50 school.

## Priority courses which are funded for all schools

Three courses have been prioritised for funding.

They are:

NPQ for SENCO

NPQ Headship

NPQ Leading Primary Maths

Applicants for all three of these courses will be eligible for funding, up to the 10,000 places limit. Funded places will be allocated on a first come first served basis.

## Other courses

Our other courses are eligible for funding, for staff in PP50 schools. This means your school is in the top 50% of schools, when all the schools in England are sorted according to the number of pupil premium children on roll.

If you are unsure if your school is a PP50 school please email us on [NPQ@churchofengland.org](mailto:NPQ@churchofengland.org) and we can check the indicative list.

The partially funded courses are:

NPQ Senior Leadership

NPQ Leading Teaching

NPQ Leading Teacher Development

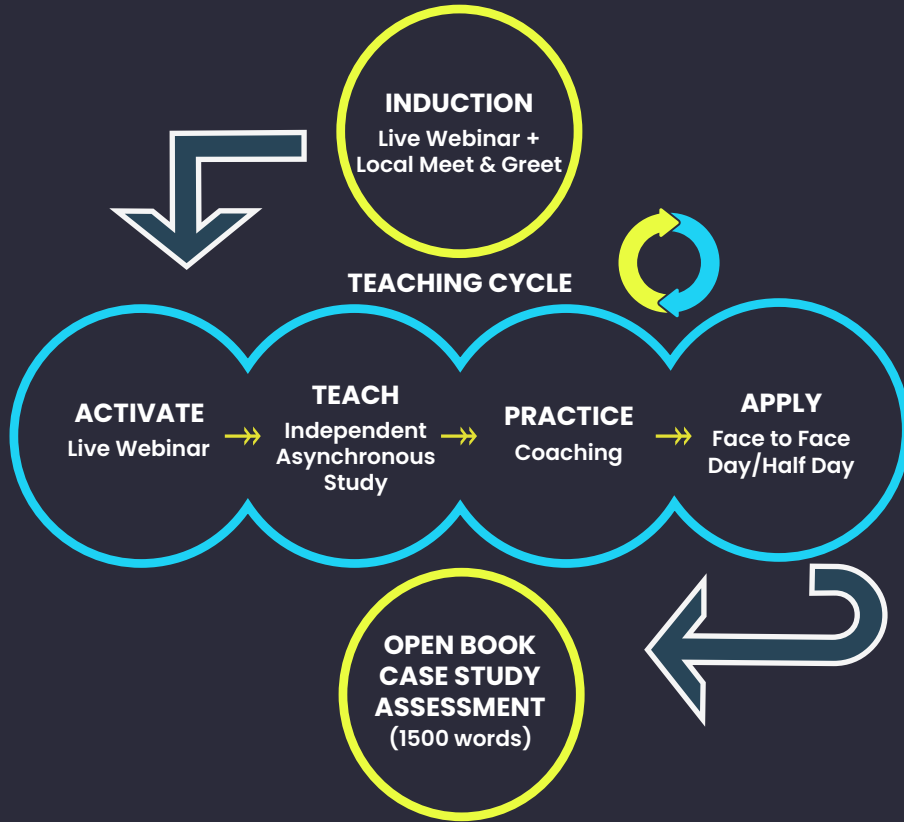
NPQ Executive Leadership

NPQ Leading Behaviour & Culture



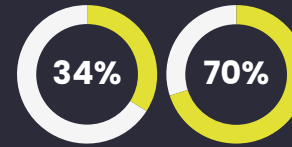
# What makes your NPQ special?

## Course Structure



All of our NPQ courses follow the same teaching structure, which repeats four or five times depending on your course length.

Our NPQs in Leading Primary Maths and SENCO also include additional online webinar conferences at the end of each Teaching Cycle.



The Church of England and the Catholic Education Service operate 34% (6791) of the country's schools, including 70% of Small and Rural schools



Over 95% of our participants pass their NPQ

 Small group coaching every teaching cycle to make sure your learning is embedded in your practice


 Our NPQ courses are open to everyone in any school, nursery or 16-19 institution in England

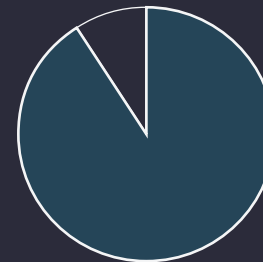


Over 8000 leaders have completed or are undertaking an NPQ with us currently

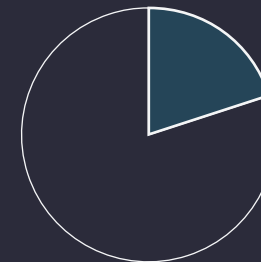



We are delighted to be one of only 6 providers to offer the new NPQ SENCO

 Combine face to face learning, so you grow your network, with convenient online sessions and asynchronous materials that you can fit around your schedule



91% of our schools are rated Good or better, with 20% rated Outstanding



 A local delivery team who work exclusively with participants from your region, who know how things are on the ground for teachers and leaders near you



# APPLY NOW!

# Your NPQ Headship

The NPQ for Headship course is a new qualification, launched in 2021, designed to ensure that heads are ready to flourish in their leadership using the best evidence informed practice to drive their school, academy, nursery or 16-19 institution. The biggest benefit of our NPQH is the opportunities our participants have, through coaching and face to face teaching, to meet with others in their local area who are at a similar stage in their career. Many of our participants from our early NPQH cohorts have formed close professional networks and are still in touch-working together to navigate the first years of headship.

## Who is this course for?

School leaders who are, or are aspiring to be, a headteacher or head of school.

You should already have at significant experience as a senior leader or currently be in a role with whole school responsibility.

## Where can I do NPQ Headship near me?

In Yorkshire & the North East you can do your NPQH with All Saints in York.

## What will I learn on this course?

This course is made up of 10 units:

- School Culture
- Teaching
- Curriculum and Assessment
- Behaviour
- Additional and Special Educational Needs and Disabilities
- Professional Development
- Organisational Management
- Implementation
- Working in Partnership
- Governance and Accountability

## Participant feedback

*My NPQ has been a very enlightening and uplifting experience. We feel that CEFEL offers a detailed and person-centred approach. The content of the course was very detailed and comprehensive, and I have been very fortunate in having exceptional facilitators and coaches for the sessions. Being supported and educated by knowledgeable, confident, understanding educators is second to none! The Redhill Hub Team are phenomenal, and work tirelessly to ensure the smooth running of the course – every query is treated with the utmost importance, and the team are compassionate and caring. I feel fully prepared and ready to embark upon the next chapter of my teaching career.*

**Helen Levy, St Peter & St Paul Catholic Voluntary Academy**



This NPQ is funded for **any** school, college or nursery  
(limited places are available)

## At a glance

- 🕒 92 hours to complete
- 🗨️ 5 face to face days across 18 months
- 🎓 5 coaching sessions
- 📺 10 webinars
- 📅 18 month course duration



# Your NPQ Senior Leadership

The NPQSL course is a very popular option for senior leaders, or those who are aspiring to senior leadership. Taught in cross-phase groups, the NPQSL provides great opportunities to learn from peers in settings different to your own as well as experienced leaders, who will guide your learning.

## Who is this course for?

Teachers and leaders who are, or who want to be senior leaders with cross-school responsibilities.

## Where can I do NPQ Senior Leadership near me?

In Yorkshire and the North East you can do your NPQ Senior Leadership/Leading Teaching with Leeds Trinity University, Leeds.

## What will I learn on this course?

**This 18 month course will help you gain confidence and develop skills in:**

- Leadership knowledge and the specialist expertise needed to tackle school improvement priorities
- Supporting the development of a positive, predictable and safe environment for pupils
- Contributing to your school's strategic direction and establishing an environment for pupil success
- Helping staff feel supported and valued

**The course covers themes including:**

- School culture
- Effective teaching
- Supporting curriculum and assessment development
- Behaviour
- Additional and special educational needs
- Professional development
- Organisational management

**You'll also learn about:**

- The latest evidence-based learning and approaches to teaching and leadership
- Implementation strategies
- Working in partnership with parents and carers
- Governance and accountability



## At a glance

- 🕒 **90 hours to complete**
- 🗨️ **4 face to face days across 18 months**
- 🎓 **4 coaching sessions**
- 📺 **12 webinars**
- 📅 **18 month course duration**

This NPQ is funded for schools which meet the DFE's PP50 criteria. If you are unsure if this is your school, email us on [NPQ@churchofengland.org](mailto:NPQ@churchofengland.org). Staff in non-PP50 schools will need to be funded by their school to complete this NPQ which costs £1134.



# Your NPQ Special Educational Needs Coordinator

The NPQ for Special Educational Needs Co-ordinator course is a brand new qualification for Autumn 24. Replacing the NASENCO course, the NPQ for SENCO is now the statutory required training for anyone who is working as a school SENCO and must be completed within 3 years of beginning a SENCO role.

## Who is this course for?

Those who are a SENCO, or aspire to be, in any school or 16-19 organisation.

Non-teaching staff who support the SENCO, either formally as a deputy SENCO or leading a particular area of SEND provision.

Line managers of SENCOs or other senior leaders with responsibility for curriculum, behaviour, pastoral needs or managing provision.

Those who work outside of a school setting but work closely with SENCOs, e.g. in a local authority.

## Where can I do NPQ SENCO near me?

In Yorkshire & the North East you can do your NPQ SENCO with Leeds Trinity University in Leeds and in Sunderland.

## What will I learn on this course?

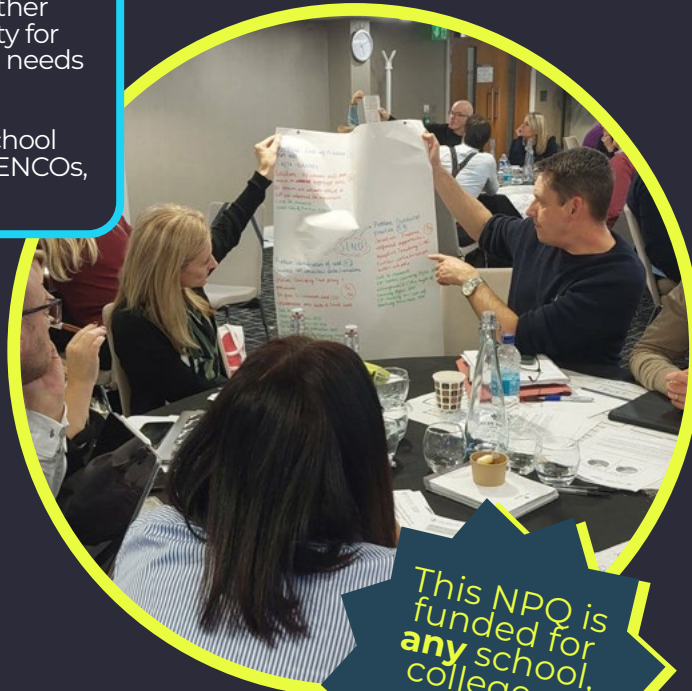
This course is made up of 8 units:

- School Culture
- Identification of need
- Statutory Framework
- Teaching
- Professional Development
- Leading & Managing Provision
- Behaviour
- Implementation



## At a glance

- 90 hours to complete
- 5 face to face days across 18 months
- 5 coaching sessions
- 12 webinars
- 18 month course duration
- 1 immersive visit



This NPQ is funded for **any** school, college or nursery  
(limited places are available)

## Meet the team

Rebecca Lacey

I have worked in education for almost 30 years, with more than 15 years in senior leadership experience. My school-based career focused on working in some of the most deprived areas of Leeds. Since leaving Headship I have developed my own company providing educational consultancy services. Through this I support schools directly and provide training and coaching, I also work directly with a Council in West Yorkshire leading a DfE funded project supporting children and young people with or who have ever had a social worker. Prior to headship I was a practicing SENCO and completed a MA (Inclusion) whilst in post. I have more than five years' experience assessing NASENCO for several providers and been involved in delivery of the NASENCO award for three years for Leeds Trinity University





# Your NPQ Executive Leadership

This 18-month NPQ is for school leaders, or those aspiring to be an executive headteacher or have a school trust CEO role.

## Who is this course for?

The course will help you gain confidence and develop skills to:

Lead a multi-school organisation.

Develop processes and systems that enable and encourage collaboration between staff within and across schools.

Manage resources effectively and establishing sustainable policies.

Lead change and improvement across your group of schools of academy trust.

## What will I learn on this course?

This course covers developing and supporting:

- A positive and effective trust culture
- Evidence informed approach to developing effective teaching
- Curriculum and assessment development across a group of schools
- Positive, safe and predictable behaviour across your schools
- Additional and special educational needs
- Professional development
- Organisational management (finance, hr, safeguarding, managing risk)
- Governance and accountability in a multi-school setting
- Effective Implementation across a group of schools

## Benefits for you and your school

### Improved executive leadership

Start with an ambitious vision for your schools or trust and create the conditions and culture needed for staff and pupils to thrive.

### Tailored expert advice and coaching

Experienced coaches create open and safe spaces to reflect on your learning and commit to future growth.

### Undisruptive to existing workload

This flexible learning programme is designed to be completed alongside your daily role. It is delivered in short, bite-sized chunks to fit around your existing commitments.

### Focused on your specific needs

Instead of focusing on personal traits, such as the qualities of dynamic and charismatic leadership, this course pays more attention to tackling the persistent problems of your daily role.

### Course structure

The course covers 10 topics, outlined in the course framework. Providers use this framework to design their course.

## Want to find out what our course is like?

These 4 short videos give you a flavour of the programme. Scan the QR codes to watch them and find out more.



What's a residential like?



Testimonial 1  
Gemma



Testimonial 2  
Jim



Testimonial 3  
Matthew

## At a glance

🕒 1-2 hours of study per week

🗨️ 3 two day residentials in locations across England

🎓 expert coaching

📁 a mix of self-study & group sessions

📅 18 month course duration

This NPQ is funded for schools which meet the DFE's PP50 criteria. If you are unsure if this is your school, email us on NPQ@churchofengland.org. Staff in non-PP50 schools will need to be funded by their school to complete this NPQ which costs £4085.



# Your NPQ Leading Teaching

The NPQ for Leading Teaching is a great, all round qualification which is most suited to middle leaders or those who aspire to middle leadership.

## Who is this course for?

This course is for teachers and middle leaders who have, or want to have, responsibilities for leading teaching in a subject, year group, key stage or phase.



## Where can I do NPQ Leading Teaching near me?

In Yorkshire and the North East you can do your NPQ Senior Leadership/Leading Teaching with Leeds Trinity University, Leeds.

## What will I learn on this course?

This one year course will help you to gain confidence and develop skills in:

### Effective Teaching

You'll gain:

- an understanding of the core principles behind the science of learning
- techniques to plan lessons that stimulate pupils' thinking
- practical tools and guidance to sequence your curriculum and plan for assessment
- an understanding of how to align your professional development with wider school improvement priorities

### Leadership

You'll build the expertise to:

- identify and implement good teaching practice
- support colleagues in designing a broad and coherent curriculum
- effectively manage a team of teachers
- create a culture of professional learning and continuous improvement in your school
- contribute to the design of effective school assessment systems

### Supporting Colleagues

You'll develop the skills to help colleagues:

- plan effective lessons
- meet individual pupil needs
- provide opportunities for all pupils to succeed
- adapt their teaching to different needs



*"Gaining the NPQLT gave me a renewed confidence in my abilities as both a teacher and a leader. The course was well structured, relevant and extremely well researched and we were supported by knowledgeable and experienced tutors throughout. I recommend this course to all leading teachers looking to renew their skills and get up to speed with the latest research and thinking."* **NPQLT 2024 Participant**

## At a glance

- 🕒 60 hours to complete
- 🗨️ 4 face to face days across 12 months
- 🎓 4 coaching sessions
- 📺 8 webinars
- 📅 12 month course duration

This NPQ is funded for schools which meet the DFE's PP50 criteria. If you are unsure if this is your school, email us on NPQ@churchofengland.org. Staff in non-PP50 schools will need to be funded by their school to complete this NPQ which costs £889.



# Your NPQ Leading Primary Mathematics

The NPQ in Leading Primary Maths was launched in April 2024. Written by colleagues currently leading in maths hubs across England, we are delighted to offer a unique course for maths leaders which balances the practical aspects of leading maths with the latest evidence and research into what works in teaching maths. Our NPQLPM includes face to face sessions delivered locally by expert maths leads from your area, usually from your local maths hub, and online sessions - which are delivered by staff from the Great North maths hub.

## Who is this course for?

Those who are leading maths in a primary school or who aspire to be maths leads.

Before you begin this course, you should have a secure understanding of mastery approaches to teaching maths from the Teaching for Mastery programme, or an equivalent programme.

## Where can I do NPQ LPM near me?

In Yorkshire & the North East you can do your NPQLPM with All Saints in York.

## What will I learn on this course?

### Develop a school culture with a positive attitude to maths

#### You'll learn how pupils learn maths, so you can develop systems which help children:

- overcome maths anxiety
- build resilience
- develop problem-solving strategies

#### You'll learn how to create a culture of high expectations where teachers:

- challenge and motivate pupils
- give pupils high quality feedback

### Design and introduce maths curriculums

#### You'll learn how to design maths curriculums and develop the leadership skills to help you introduce them, including how to:

- identify the maths knowledge that pupils need
- help pupils make connections between maths facts and concepts
- identify gaps in pupils' knowledge and make changes accordingly
- plan curriculum changes so that teachers are supported

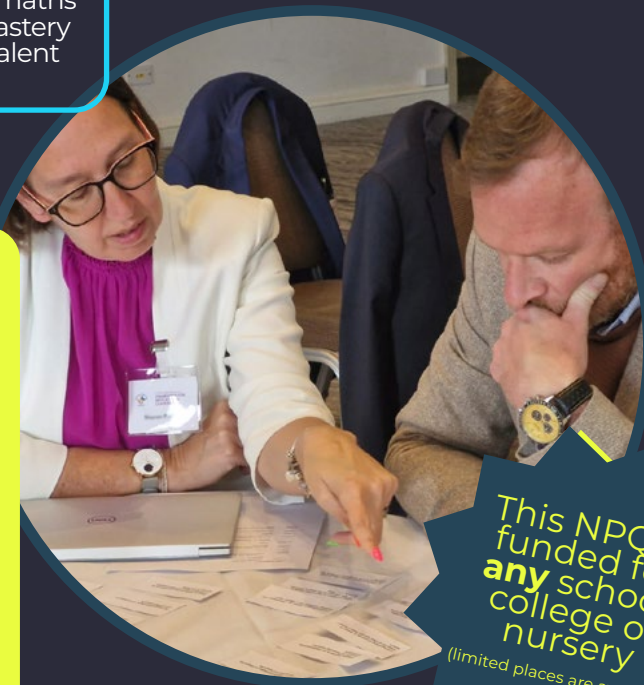
### Support maths teachers in your school

#### You'll learn techniques to help you support the teaching of maths, including techniques to help teachers:

- plan and sequence lessons so that pupils can build their knowledge
- support inclusion of pupils, for example by ensuring that the starting point is accessible to all
- manage their workload, for example by sharing approaches to marking work
- understand and use consistent maths vocabulary

## At a glance

- 🕒 **68 hours to complete**
- 🗨️ **4 face to face days across 12 months**
- 🎓 **4 coaching sessions**
- 📺 **12 webinars**
- 📅 **12 month course duration**



This NPQ is funded for **any school, college or nursery** (limited places are available)



# Your NPQ Leading Teacher Development    Your NPQ Leading Behaviour & Culture

The NPQ Leading Teacher Development is designed to support teachers who want to lead the development of others in their school (e.g. as an ECF mentor or as the lead for CPD). You'll learn how to support other teachers and support staff to build their skills.

The NPQ in Leading Behaviour and Culture is a fantastic option for any school leader with responsibility for behaviour, pastoral care and support, attendance or pupil wellbeing. The course is designed to help leaders learn how to create a culture of good behaviour and high expectations in which staff and pupils thrive.

### Who is this course for?

This course is for staff who have, or want to have, responsibility for leading the development of other teachers and support staff in their school, or mentoring trainees and early career teachers.

### What will I learn on this course?

**This one year course will help you gain confidence and develop skills in:**

- Implementing evidence-based professional development programmes focussed on improving classroom teaching
- Promoting a strong professional development culture across their school

**The course covers**

- Designing and delivering effective professional development
- How to make informed evidence-based professional development decisions
- Techniques for tailoring and adapting support based on individual development needs

### At a glance

- 46 hours to complete
- 4 coaching sessions
- 8 webinars
- 12 month course duration

### Where can I do NPQ LTD near me?

This NPQ is delivered nationally by our central team.

*This NPQ is funded for schools which meet the DFE's PP50 criteria. If you are unsure if this is your school, email us on NPQ@churchofengland.org. Staff in non-PP50 schools will need to be funded by their school to complete this NPQ which costs £890.*

### What will I learn on this course?

**This one year course will help you develop skills and gain confidence in:**

- setting a culture of high expectations and learning in your school
- enabling conditions for good behaviour for pupils and ensuring colleagues are well supported in their classroom level roles
- supporting pupil wellbeing and understanding the impact this has on behaviour.

### At a glance

- 51 hours to complete
- 4 face to face days across 12 months
- 4 coaching sessions
- 6 webinars
- 12 month course duration

### Where can I do NPQ LBC near me?

This NPQ is delivered nationally by our central team.

*This NPQ is funded for schools which meet the DFE's PP50 criteria. If you are unsure if this is your school, email us on NPQ@churchofengland.org. Staff in non-PP50 schools will need to be funded by their school to complete this NPQ which costs £890.*

### Who is this course for?

All teachers and leaders who are, or want to be, involved in developing and implementing behaviour and wellbeing strategies in their school.

The course is also suitable for other specialised roles including:

- Behaviour management leads
- SENCOs
- Welfare leads
- Pastoral team leads
- Key stage and phase leaders
- Social, Emotional and Mental Health leads.



# APPLY NOW!

# Your NPQ Small

NPQSmall is our specially designed delivery model for small schools which recognises both the opportunities and challenges that small schools face when accessing high quality professional development. There is an NPQSmall version of all of the NPQ courses in this brochure (except for NPQ Leading Primary Maths).

## What's special about NPQ Small?

It's fully online so there is no need for costly travel.

With over half the sessions there is choice of when you attend (either from 1pm or from 4pm) reducing the amount of cover.

Only two full days out of the classroom, one at the beginning and one at the end of the course).

Small group coaching with colleagues from small schools around the country.

A range of case studies and exemplification designed for small schools, yet preparing you for your future leadership journey.







*"This is the most helpful CPD I have ever done to help connect with other people leading a small school and discuss the challenges of leading a small school."*

*Everyone immediately started from the same place, with people sharing solutions in a really helpful way."*

**NPQSmall NPQH participant**

## At a glance

-  **Flexibility in when you attend most of the sessions**
-  **Networking with small school colleagues**
-  **Fully online**
-  **12 or 18 month course duration**

On your NPQ Small, you will explore the same areas of study as on our Standard routes (you can find these on pages 10-23 of this brochure), with tailoring for your small school context.

And of course, your NPQSmall qualification will have the same standing as any other NPQ.

Completing an NPQSmall will put you in a great position for current and future leadership and what is more it doesn't mean you're only able to lead in church schools or small schools - you'll be well prepared to lead in any school across England.

Your NPQ Small, is funded in the same way as our Standard NPQs, with all qualifications being fully funded for staff working in a school which meets the DFE's PP50 criteria. Please see each qualification page for specific information.



# Our Impact

*“Our staff have been able to take advantage of the different routes into undertaking an NPQ since their relaunch - be it face to face, through the national delivery or within our own school through NPQ Flex. The NPQs really are for everyone - we have had senior leaders, middle leaders, phase leaders, LSAs and ECTs participating and they have all found the programmes to be valuable in both their personal and professional development. Our school vision is based upon as being a ‘flourishing community’ and the NPQs have certainly supported us to flourish.”*

*The implementation of the NPQs has significantly enriched both our staff and educational practices at our school. Through engaging with NPQ programmes and the excellent research that underpins them, our teachers and leaders have gained invaluable insights, honed their leadership skills, and developed a deeper understanding of effective pedagogical strategies. This enhanced expertise has not only empowered our staff to excel in their roles but has also fostered a culture of collaboration and continuous improvement within our school community. As a result, we’ve witnessed increased innovation in teaching methodologies, more targeted support for pupils, and a heightened commitment to achieving our educational goals.*

*The NPQs have undeniably played a pivotal role in elevating the professionalism and self-efficacy of our staff, ultimately enhancing the quality of education we provide to our pupils.”*

**Aleishia Lewis, Headteacher St Mary’s Prittlewell Southend on Sea**



*“Staff who have completed the NPQs have been able to vastly improve standards of teaching and learning across the school. For example, Jack Horton has used his NPQLL to improve the development of literacy, and the course has given him the tools to roll out changes strategically and effectively. Through his NPQ, he wrote an action plan for developing grammar across school, which he has since implemented, last year 100% of our Year 6 pupils achieved the expected standard in this area. This has given us the confidence to promote and share what we have done as a school with other schools in the area. Jack has also completed the NPQ LTD and has used the skills and knowledge gained not only to develop standards in our school, but to become a leader of education for Redhill Trust. The NPQs played a huge role in giving him the confidence, knowledge and skills to achieve this.”*

**Ian Marsh - Headteacher at Scarcliffe Primary & NPQLTD Facilitator**



*“After successfully completing my NPQH, I’m thrilled with my decision to partner with Three Spires for guidance and support throughout the process, leading to the attainment of my qualification.”*

*My initial choice of Three Spires/CEFEL was driven by the alignment of their values with those of the Church of England school. This decision proved to be rewarding beyond measure. The supportive community and unwavering moral compass instilled by the mentors empowered me to deepen my grasp of exemplary Headship.*

*The course’s clarity and well-organised structure accommodated my demanding work commitments seamlessly, ensuring accessibility amidst my busy schedule.*

*Having observed peers pursue NPQs through different providers, I wholeheartedly recommend The Church of England for your leadership advancement. Their steadfast support serves as an invaluable companion on this transformative journey.”*

**Ben Ford, Head of School, Stretton Sugwas (NPQH)**



*“I decided to complete an NPQ in Leading Teacher Development because I am really interested in developing my own pedagogical practice and supporting other colleagues to develop their personal practice.”*

*The NPQLTD was perfect as it allowed me to explore CPD in a wider context and I had the opportunity to do some interesting reading and research.”*

**Elizabeth Hale - NPQ LTD Alumni Lead Practitioner in English**



Department for Education



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*"When I started the NPQH course, I was a Deputy Headteacher and I found the course incredibly thought-provoking. I relished the opportunity to read up on some of the research and whenever I could, injected the principles I was gaining into our staff development or professional dialogue.*

*But the real impact of the course of study kicked into play, when I became a Head Teacher, halfway through the programme, as it turned theory into practice.*

*In the last 6 terms of office, I have often referred back to a particular unit of study to help me shape my thinking about a way of handling a specific situation or when introducing a new initiative. Having something so well-researched, has given me confidence in making decisions that I can justify, if needed.*

*In my opinion, this has been the best CPD I have ever had as a teaching professional, which happens to span quite a number of years!"*

**Reflective comment at the end of the NPQH programme. A Deputy headteacher who applied for headship during the course and was successful, so was therefore a headteacher by the end of the course.**



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