

NPQ Suitability

This guidance is to support you in assessing the suitability of your applicants for each NPQ.

	Suitable for	Example roles	Not suitable for
Leading Teaching (NPQLT) In 12 months, you will discover what outstanding teaching looks like and use this knowledge to become a high performing leader of teaching	Must be a candidate who has, or is aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase. Participants must be in, or have been in, a teaching role.	<ul style="list-style-type: none"> > Head of teaching development/CPD lead > Year group leader > Subject leader > Key stage/phase leader > Head of department > Assistant/deputy head > Headteacher > Head of ITT > Class teacher > LA supply staff <p>Participants must be in, or have been in, a teaching role.</p>	<ul style="list-style-type: none"> > Early Career Teachers (ECTs) > Newly Qualified Teachers (NQTs) > Non-teaching staff
Leading Behaviour and Culture (NPQLBC) In 12 months, you will gain expertise in behaviour management and discover how to create a culture where staff and pupils can thrive.	Must be a candidate who has, or is aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in your school. Participants do not have to be in a teaching role to do this NPQ. Those not in a teaching role who have no previous teaching experience may require extra support and further reading; see note below.	<ul style="list-style-type: none"> > Head of teaching development/CPD lead > Year group leader > Subject leader > Key stage/phase leader > Head of department > Assistant/deputy head > SENCo > Pastoral lead > Headteacher > Head of ITT > Class teacher > LA supply staff 	<ul style="list-style-type: none"> > Early Career Teachers (ECTs) > Newly Qualified Teachers (NQTs) > Teaching assistants

<p>Leading Teacher Development (NPQLTD) In 12 months, you will gain the knowledge to become a teacher educator and successfully support teachers in your school to expand their skills.</p>	<p>Must be a candidate who has, or is aspiring to have, responsibility for leading other educators to develop. You might support the development of all teachers in your school, trainees or those early in their career. Participants must be in, or have been in, a teaching role.</p>	<ul style="list-style-type: none"> > Head of teaching development/CPD lead > Year group leader > Subject leader > Key stage/phase leader > Head of department > Assistant/deputy head > Headteacher > Head of ITT > Class teacher > LA supply staff <p>May indirectly manage a team of mentors or coaches and their work is focussed on supporting ITT, ECTs as well as wider development of all colleagues across the school</p>	<ul style="list-style-type: none"> > Early Career Teachers (ECTs) > Newly Qualified Teachers (NQTs) > First time ECT Mentors > Teaching assistants
--	--	---	--

<p>Leading Literacy (NPQLL) In 12 months, you will learn the essential knowledge and skills to effectively lead high quality, literacy development and teaching in your school.</p>	<p>Must be a candidate who has, or is aspiring to have, responsibilities for leading literacy across a group of schools, school, year group, key stage, subject or phase.</p> <p>Participants do not have to be in a teaching role to do this NPQ. Those not in a teaching role who have no previous teaching experience should have middle leadership responsibility to influence approaches to literacy teaching across the school, group, key stage or phase.</p>	<ul style="list-style-type: none"> > Head of teaching development/CPD lead > Year group leader > Subject leader > Key stage/phase leader > Head of department > Assistant/deputy head > Headteacher > Head of ITT > Class teacher > LA supply staff > Literacy co-ordinator > Literacy/ English Lead > MAT lead/ Director of subject <p>Participants must be in, or have been in, a teaching role.</p> <p>May lead subject networks across multiple schools/educational settings including early years and sixth forms.</p>	<ul style="list-style-type: none"> > Early Career Teachers (ECTs) > Newly Qualified Teachers (NQTs) > Teaching assistants
--	---	--	---

	Suitable for	Example roles	Not suitable for
<p>Early Years Leadership (NPQEYL) This 18-month programme helps you develop expertise in early years leadership, helping to give all children up to the age of five the best possible start in life.</p>	<p>This qualification is for leaders qualified to at least Level 3 with a full and relevant qualification. They should be, or are aspiring to be, managers of Private, Voluntary or Independent nurseries, staff in school-based or maintained nurseries with leadership responsibility, staff in</p>	<p>Staff in a state-funded schools including school-based nursery, local authority nursery or staff in key stage 1. State-funded schools do not require a nursery to be an eligible organisation but should reflect on individual aspirations and experience of the EYFS framework.</p> <ul style="list-style-type: none"> > Early Years/ KS1 phase leader > Assistant/deputy head > Assistant/deputy/ vice principal 	<ul style="list-style-type: none"> > ECT > Secondary school leaders > Newly Qualified Teachers (NQTs) > First time ECT Mentors > Teaching assistants > Childminders operating by themselves > Play assistant > Childminder assistant

	<p>state-funded schools or childminders with leadership responsibilities.</p> <p>A Level 3 qualification is not mandatory and there may be some instances where it is appropriate for participants without this to take the NPQ. However, they must demonstrate are in a suitable role and organisation to access the programme.</p>	<ul style="list-style-type: none"> > Headteacher/ principal > Class teachers aspiring to and close to leadership 	
		<p>Early Years Practitioners such as:</p> <ul style="list-style-type: none"> > Childminders responsible for one or more staff > Room leader > Deputy manager > Assistant manager > Nursery officer > Lead practitioner > Senior practitioner >After school club manager > Childcare manager > Play leader 	<p>Additional requirements for Early Years practitioners:</p> <ol style="list-style-type: none"> 1. Registered on Ofsted's Early Years Register as Active unless part of a state-funded school/ nursery. 2. Applicants qualified to at least Level 3 or with a full and relevant qualification. A list of qualifications can be found here
<p>Senior Leadership (NPQSL) This 18-month programme helps you develop your leadership knowledge and expertise to improve outcomes for teachers and pupils in your school.</p>	<p>Must be, or are aspiring to be, a senior leader with cross-school responsibilities. Participants must be at middle leadership or above currently.</p>	<ul style="list-style-type: none"> > Assistant headteacher/Associate assistant headteacher > Deputy headteacher/Vice principal > Head of faculty/ department/subject > Head of year > Head of key stage/early years > SENCO > Head of ITT 	<ul style="list-style-type: none"> > ECT > Class teacher > Headteacher > Executive headteacher
<p>Headship (NPQH) Within 18 months, you will develop the knowledge that underpins expert school leadership and apply it to</p>	<p>Must be, or aspire to be, a headteacher or head of school with a responsibility for leading a school. Participants must be</p>	<ul style="list-style-type: none"> > Headteacher > Head of school > Director of teaching school 	<ul style="list-style-type: none"> > ECT > Class teacher > Director of Learning for any subject/ Head of department/ Head of key stage > SENCO

become an outstanding headteacher.	at senior leadership level or above currently.	> Deputy headteacher/Vice principal/Assistant headteacher	
Early Headship Coaching Offer (EHCO) In 12 months, this programme will help you to settle into your post by giving you access to one-to-one coaching and a toolkit of resources to help you thrive as a leader.	Must be a current headteacher in their first 5 years of headship. They must not have previously withdrawn from the ASO (previous name).	> Headteacher > Head of school > Principal	> Deputy headteacher > Assistant headteacher > Class teacher > Acting headteacher/ Interim headteacher
Executive Leadership (NPQEL) In 18 months, you will develop the expertise you need to become an outstanding executive leader, leading change and improvement across your group of schools or multi-academy trust.	Must be a school leader who is, or is aspiring to be, an executive headteacher or have a school trust CEO role with responsibility for leading several schools . Participants must be in a headteacher role or above currently.	> Executive headteacher > Headteacher/principal > CEO (in first year) > Associate headteacher	> ECT > Class teacher TE > Head of ITT > Deputy Head > Assistant head

Important notes:

- > All participants must register with the DfE for their NPQ or EHCO. Participants from Young Offenders' Institutions must contact the DfE at continuing-professional-development@digital.education.gov.uk to register for their NPQ.
- > Participants working across multiple schools (i.e. they do not work in one school or may be part of a trust central service team) **must be associated with a school** to be eligible for DfE scholarship funding. This enables Ambition Institute to match participants with the DfE NPQ register.
- > Applicable to NPQLBC and NPQLTD: Although we believe that all participants will benefit and gain value from completing an NPQ, the curriculum is designed based on participants being in a classroom. Therefore, participants not in a teaching role will need to do further reading or reflection to make the most of the content. It will also be necessary to speak to any non-teaching candidates to discuss extra support they may require throughout the programme.
- > Participants **do not need to have Qualified Teacher Status (QTS)** to complete an NPQ; however, they must still meet the criteria above. If they are suitable, but don't have QTS, please follow [this guidance](#) to get a Teacher Reference Number (TRN).

