

Date: 14<sup>th</sup> June 2016  
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To Suffolk Schools

Dear Colleague

**National Professional Qualifications of Senior Leadership (NPQSL) and  
Middle Leadership (NPQML)**

I am delighted to write to you to inform you that once again Suffolk LA are able to support the development of leadership across the county by offering leadership bursaries for maintained, academies and free schools. This will be for the final time as part of the Raising the Bar Leadership Bursaries opportunity 2015 – 2017.

One of the key drivers in the LA offering bursaries to schools is to ensure that we are creating aspirational opportunities for the teaching staff within our schools in growing the next generation of schools leaders. In addition this also gives headteachers the opportunity to offer these qualifications to staff they are trying to retain or as an incentive when trying to recruit staff as part of their professional development when joining their school.

This year the offer will be for both national qualifications – **NPQSL and NPQML**.

Since September 2014 the **National Professional Qualification of Senior Leadership (NPQSL)** programme has recruited 172 participants and the **National Professional Qualification of Middle Leadership (NPQML)** programme has recruited 91 participants across Suffolk schools.

As a reminder **NPQSL** is a national qualification which offers a high quality programme of training and development for those teachers who have proven leadership potential and are looking to move into senior leadership i.e. senior teacher, head of school, assistant headship or deputy headship within the next eighteen months.

**NPQML** is the forerunner to **NPQSL**. It is for middle leaders that have the aspiration to develop their career, develop the skills, knowledge and confidence needed to lead a high-performing team in a school and to improve classroom practice. It is suitable for a key stage leader, a curriculum area leader, a subject leader, a head of department etc.

Both programmes will be run at a local level by the Teaching Schools/Providers across Suffolk and they will be able to advise and support the application process. Further details of the outline of the programme are attached to this letter.

The cost of the programme is approximately £1,000 for NPQSL and approximately £900 for NPQML dependent on the Teaching School/Provider but with the support of a Suffolk County Council bursary, the cost to schools has been significantly reduced to allow for greater numbers of aspirant leaders to take part. Please note that there is no additional funding support from NCTL this year.



Have a comment to make? Contact: [qualitymattersineducationandlearning@suffolk.gov.uk](mailto:qualitymattersineducationandlearning@suffolk.gov.uk)  
to comment, favourably or otherwise, on any aspect of Suffolk County Council's school improvement strategy.

Please contact your preferred Teaching School/Provider (outlined below) to ascertain the cost of their fees. Potential additional assessment costs are an issue that are not yet nationally resolved, but the providers will be able to advise you once this is confirmed. Flat rate bursaries of £800 for NPQSL and £600 for NPQML are available. Application for these bursaries will be via the Teaching School/Provider who will liaise with the LA. The Teaching School/Provider will inform the applicant if they have been successful in being awarded a bursary.

There is one exception for schools of 100 pupils and under who will receive a full bursary (not including additional assessment costs).

### **How will this happen ?**

The Teaching Schools/Providers will liaise with the LA to identify those delegates who are eligible for the bursary funding. The funding will then be sent directly to the Teaching School/Providers.

### **How to apply ?**

You will need to contact one of the following Teaching Schools/Providers to **apply as soon as possible** :

#### **For Cambridge and Suffolk Teaching School Alliance (CASSA) contact :**

Teresa Carter : [Teresa.Carter@lvc.org](mailto:Teresa.Carter@lvc.org)  
01223 891233

#### **For ConnectED TSA (Bury St Edmunds) contact :**

Ellie White : [admin@connectedtsa.org](mailto:admin@connectedtsa.org)  
01284 810032

#### **For Hartismere High School contact:**

Louise Clifford : [lcl@hartismere.com](mailto:lcl@hartismere.com)  
01379 870315

#### **For Kesgrave and Farlingaye TSA contact the provider :**

Sarah Cant : [Sarah.Cant@anglia.ac.uk](mailto:Sarah.Cant@anglia.ac.uk) or to apply visit [www.mpowernet.anglia.ac.uk/tlc](http://www.mpowernet.anglia.ac.uk/tlc)  
01245 684355

#### **For Stoke High School, Ormiston Academy (Ipswich) :**

Jenny Betts : [jbetts@stokehigh.co.uk](mailto:jbetts@stokehigh.co.uk)  
01473 601252

#### **For Suffolk Borders Teaching Alliance (Haverhill and Sudbury and surrounding area) contact :**

Helen Main : [hmain@sbtalliance.co.uk](mailto:hmain@sbtalliance.co.uk)  
01787 314317



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I hope you will agree that these are “golden” opportunities to support the development of leadership across Suffolk schools and that you will encourage the appropriate teachers to apply.

Best wishes,

*Carol Hitchman*

Carol Hitchman  
Strategic Lead – School Leadership Development  
Children & Young People's Directorate



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Education & Learning, Endeavour House, 8 Russell Road, Ipswich, Suffolk, IP1 2BX  
[www.suffolk.gov.uk](http://www.suffolk.gov.uk)

Further Information :

## **National Professional Qualification of Senior Leadership**

### **What is the NPQSL programme?**

*A National Professional Qualification in Senior Leadership (NPQSL) is an indication that the individual has completed a programme tackling the necessary knowledge and skills for school senior leadership.*

### **What are the benefits to completing NPQSL?**

*NPQSL programmes are an opportunity to gain the skills and knowledge that you need to be a senior leader. Furthermore, in a challenging job market, a National College accredited qualification could be a way to show your preparation and commitment to senior leadership.*

### **Are there any qualifications I need to complete before NPQSL?**

*No. Our only requirement is that you have the full support of your school in order to attend the workshops and complete the required in-school work.*

### **What does Leading Impact - NPQSL involve?**

*NPQSL - Leading Impact involves seven days of facilitated training sessions in the key topics associated with senior leadership in schools.*

### **How long is the programme?**

*There are seven days of workshops over the course of a year. There is also preparation reading and post-session reading, as well as reflective tasks and online assignments that are also a part of the programme. Supply costs will need to be covered by the school.*

You are expected to gain your qualification within 12 months of enrolling, though it will be possible for you to complete it earlier if you wish.

**Further information can be found at :** <https://www.gov.uk/government/organisations/national-college-for-teaching-and-leadership>

## **National Professional Qualification of Middle Leadership**

### **What's involved**

- The normal duration of study is 12 months. Depending on your experience and other commitments, you could complete in 6 months or it may take a maximum of 18 months.
- You'll need to complete 2 essential modules, 1 further module of your choice and a final assessment.
- Each module requires up to 50 hours of learning, including:
  - around 20 hours of practical learning in your school
  - face-to-face peer and facilitated learning
  - reading and reflection
  - online learning



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## Essential modules

- You must complete both of the following modules.

## Leading teaching

- Learn how to develop, improve and sustain high-quality teaching within a team and identify strategies to help close gaps in attainment. As part of this module, you'll learn:
- the principles, models and practice of effective teaching and learning
- how to identify outstanding teaching and learning
- leadership strategies to influence and improve the quality of teaching
- leadership and management strategies for achieving high standards of pupil behaviour
- how to analyse and use performance data
- how to achieve and maintain high-quality subject specialisms within the team

## Managing systems and processes

- Learn how to implement whole-school policies with your team in a systematic and consistent way. As part of this module, you'll learn about:
- the principles, theories and models of leadership
- effective management structures, systems and processes
- managing resources, including financial management
- how to manage teacher appraisals and staff performance
- behaviour management and pupil attendance
- health and safety legislation, including child protection

## Further study modules

- You need to complete 1 of the following modules as well.
- Effective leadership of special educational needs provision
- Leading and developing staff
- Leading an effective team
- Leading change for improvement
- Succeeding in middle leadership
- Find out more about what you'll cover in these [study modules](#).

## Final assessment

- The final assessment is a task drawn from work on a school improvement priority where you lead at team level for an extended period. You'll need to show that you can:
- make successful and sustainable improvement in your school
- use the experience to reflect upon and improve your own leadership skills

**For more information contact :** <https://www.gov.uk/national-professional-qualification-for-middle-leadership-npqm>



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