

Guidance on completing your NPQ programme application

What you'll need to obtain before you can start applying:

1. Check your school is a Teach First eligible school (see below).
2. Get your headteacher or CPD lead's agreement to:
 - fund the cost of the programme
 - arrange cover for live training sessions (where possible these will be arranged out of school hours)
 - cover any travel expenses for any in-person training sessions (depending on government advice)

Eligibility and pricing information can be found in the 'Apply' tab of the relevant programme webpage: [middle leader](#), [senior leader](#) or [headship](#). We've also included the eligibility information here:

To take part you need to be working at a school that is either a Teach First partner, or eligible to be one. That means your school must be in England and teach a high number of pupils from low-income backgrounds, because we want all our funding to be directed at those who need it most. We calculate which schools are eligible using the Income Deprivation Affecting Children Index (IDACI) and Achieving Excellence Areas (AEA), a measure which identifies parts of the country where children persistently underperform.

Based on these scoring systems, eligible schools must fall under one of these categories:

- An IDACI of 40 or greater (this means 40% of pupils are living in low-income homes).
- An IDACI of 35 to 40 and an AEA score of 4 to 6.
- An IDACI of 30 to 35 and an AEA of 5 or 6.
- An IDACI of 25 to 30 and an AEA score of 6.

If you're still not sure whether your school is Teach First eligible, you can email us at TFSLP@teachfirst.org.uk with the name, location and URN number of your school.

What information you'll need to hand when completing the application form:

NPQ applicants should have the following information to hand when applying:

- Your TRN (Teacher Reference Number)
- Your School URN (Unique Reference Number)

What you might want to prepare/consider before starting the application form:

As part of the application form, there are a number of competency questions you'll be asked to complete. These form an important part of how your application will be evaluated. Before starting the application form, you might want to draft answers to these questions in a Word document, as the application form won't save your answers if you navigate away from it.

Q1. Why would you like to complete the School Leader programme with Teach First? Please include details of how you will ensure you are able to fulfil the commitments of the programme as outlined in the form introduction.

Within your answer please consider detail about:

- Why you would like to complete the programme
- Your understanding of the structure of the programme
- How taking part in the programme will impact on your development and progress

- The impact that you would hope to have on the Teach First vision

(4500 characters max)

Q2. Please provide a specific, recent example to show how you are ready for the next step in school leadership. Within your answer please consider:

- How this example demonstrates your readiness to take the next step in school leadership
- What skills you will focus on still developing

(3500 characters max)

Q3. Throughout the programme, you will develop knowledge and skills across six content areas. You can see more information on these in the [NPQs content and assessment framework](#). From the list below, please choose one area you consider most important for you to develop in your role and explain how this will impact on pupils and staff at your school.

- Strategy and improvement
- Teaching and curriculum excellence
- Leading with impact
- Working in partnership
- Managing resources and risks Increasing capability

In your answer please consider:

- Why you feel you need to develop in this area
- How this area will impact on your leadership development
- How you will use this learning to create positive change and impact on the staff and pupils at your school

(3500 characters max)

Q4. Throughout the programme there will be the opportunity to develop the seven leadership behaviours the Department for Education highlight as being crucial to strong leadership. You can see more information on these in the [NPQs content and assessment framework](#). From the list below, please choose the one area that you consider most important to develop in your role and how it will impact on pupils and staff at your school.

- Commitment
- Collaboration
- Personal drive
- Resilience
- Awareness
- Integrity
- Respect

In your answer please consider:

- Why you feel you need to develop in this area
- How this area will impact on your leadership development
- How you will use this learning to create positive change and impact on the staff and pupils at your school

(3500 characters max)

Any other questions?

Email us on TFSLP@teachfirst.org.uk