



The NPQ programmes

- NPQ in Leading Teaching - for those with responsibilities for leading teaching in a subject or year
- NPQ in Leading Behaviour and Culture - for heads of year roles or other pastoral responsibilities
- NPQ in Leading Teacher Development DT – for colleagues leading on developing the practice of others e.g. CPD lead or ITT lead
- NPQ in Leading Literacy – for colleagues leading whole school literacy development in any phase or setting
- NPQ in Early Years Leadership
- NPQ in Senior Leadership - for senior leaders with cross-school responsibilities
- NPQ in Headship - for headteachers or heads of school responsible for leading a school
- NPQ in Executive Leadership- for executive headteachers, school trust CEOs with responsibility for leading several schools

Facilitator specification

Facilitator Essential Qualities	Facilitator Desirable Qualities
<ul style="list-style-type: none"> • An excellent leader with a good understanding of the latest evidence-based research into effective pedagogical practices; • Confident leading CPD with experienced teachers and leaders; 	<ul style="list-style-type: none"> • Subject or phase expertise relevant to the programme; • Experience delivering on the NPQs or to school leaders before; • Experience in senior leadership. • Experience in successfully retaining programme members

<ul style="list-style-type: none"> • A strong communicator capable of mediating between different stakeholders; • Organised and capable of effectively managing seminars, including competent use of Microsoft Teams / Zoom. 	<p>on a professional development course</p>
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Time commitment and remuneration

For the Specialist NPQs (NPQ LT, NPQLTD, NPQLBC, NPQLL)

Facilitators will be paid a one off payment of £300 administration costs and £45 an hour for their work in preparing and delivering seminars and conferences, including feeding back to Teach First after events.

Facilitators will work on preparation and seminar delivery during out of school hours but need to be released from school in order to deliver 2 full day conferences.

The schedule:

Introduction seminar – 0.5 hours

8 end of module seminars – 8 hours

1 implementation seminar – 1 hour

Preparation time – 10 hours

Post-delivery feedback – 2 hours

For all out of school hours work – 21.5 hours @£45 = £967.5

Two conferences – 12 hours @£45 = £540. (This is payable to school if the facilitator is an employee.)

For NPQSL , NPQEYL and NPQH (the leadership programmes)

Facilitators will be paid a one off payment of £300 administration costs and £45 an hour for their work in preparing and delivering seminars and conferences, including feeding back to Teach First after events.

Facilitators will work on preparation and seminar delivery during out of school hours but need to be released from school in order to deliver 2 full day conferences.

Introduction seminar – 0.5 hours

End of module seminars – 10.5 hours

1 implementation seminar – 1 hour

Preparation time – 10.5 hours

Post-delivery feedback – 2 hours

For all out of school hours work – 24.5 hours @£45 = £1102.5

Two conferences – 12 hours @£45 = £540. (This is payable to school if the facilitator is an employee.)

For NPQEL

Facilitators will be paid £75 an hour for their work in preparing and delivering seminars and conferences, including feeding back to Teach First after events.

They will not be required to plan and deliver conferences as these are to be held nationally and organised by Teach First.

Facilitators will be paid by module as this is a collaboration with other TSHs.

Quality Assurance

Teach First and One Cumbria have a robust QA process to make sure that facilitation is of the highest quality. This could include observations, feedback from programme members, surveys, and school visits.

The application process

If you are interested in joining One Cumbria's NPQ facilitation team then please write to Tina Beddoe beddoet@onecumbria.education explaining in 500 words why you would like to be a facilitator, which programme interests you and saying what you can bring to the programmes.

If you work in a school, please ask your headteacher to send me an email confirming that they support your application and they understand the time commitment required.

Please do not send a CV.

For additional information or an informal discussion, please contact Tina Beddoe on beddoet@onecumbria.education

