



# Leaders Apprenticeship Pathways

with National Professional Qualifications (NPQs)

DUAL AWARDS

*“We have partnered with Outstanding Leaders Partnership to provide all schools with unique access to the DfE’s flagship National Professional Qualifications (NPQs) utilising Apprenticeship Levy funding.”*

Tracy Clement, Apprenticeships Director, Best Practice Network

## Understanding Apprenticeships for Schools

All schools have access to ring-fenced funding to support staff at all levels onto apprenticeship training programmes.

- Apprenticeships are work-based training programmes designed to help employers train individuals for specific job roles
- An apprenticeship can be for new and existing staff
- Apprenticeship training can be from Level 2 (GCSE equivalent) through to Level 7 (Masters level)

Best Practice Network is a national apprenticeship provider working exclusively with schools to deliver apprenticeship training for school leaders.

### Off-the-job training

The largest misconception surrounding apprenticeship programmes relates to off-the-job training, and the assumption that staff would be entitled to one day a week out of school. This is not the case.

Apprentices are required to spend 20% of their working hours acquiring new workplace skills, knowledge and behaviours. However, this includes any work-place activities that bring new learning.



# The Apprenticeship Levy

Employers with a salary bill over £3m per annum are required to pay 0.5% of their salary bill into the levy. These funds are ring-fenced for apprenticeship programmes and after two years unused funds are lost.



Average secondary school **pays £30k per year** into the levy



In Yr1 **only 7% of trusts** met the apprenticeship recruitment target

## Public Sector Apprenticeships Target

Levy paying Local Authorities and Academy Trusts in England have a target to employ an average of at least 2.3% of their staff as new apprentice starts. As of April 2019, these bodies are required to complete an annual return on progress.

## Accessing your levy funding

Best Practice Network can support your school to engage staff on apprenticeship training and access levy funding.

School Type	Levy paying Academies and Trusts	Maintained schools (LA funded)	Non-levy paying schools
Accessing Funding	Drawn down directly using your Apprenticeship Service Account	Drawn down by the Local Authority from their levy fund	Education Skills Funding Agency (ESFA) will fund 95% of the course fee through the 'co-investment' scheme



# Leaders Apprenticeships with NPQML or NPQSL

The Leaders Apprenticeship dual awards incorporate both the Level 5 Operations / Departmental Manager Apprenticeship and the DfE accredited National Professional Qualifications for school leadership (NPQs) to provide outstanding leadership development underpinned by cross-sector learning and practice.

These dual awards enable schools to utilise the apprenticeship levy to access NPQ training for their staff.

## Benefits for my school

- Nationally accredited and locally delivered qualifications tailored to your needs
- Project activity targeted to address your school's improvement priorities
- NPQ training with an added focus on behaviour and skills development
- Support the succession of school leaders and build cohesive, effective teams
- Unparalleled support from expert apprenticeship tutors and programme facilitators

## Delivery Outline

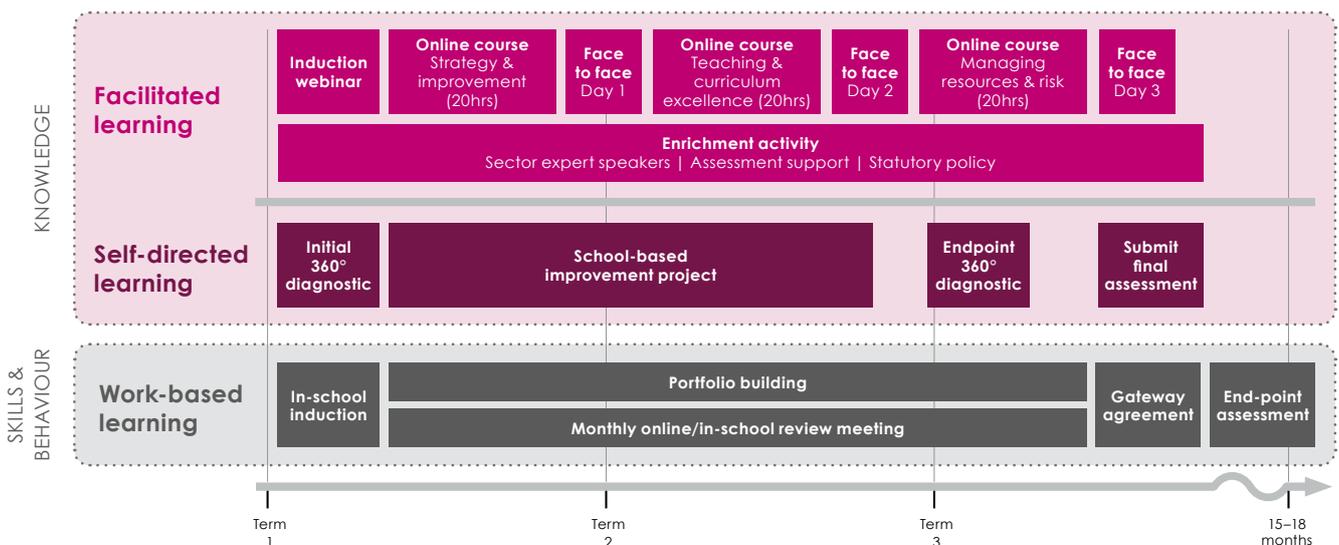
Facilitated delivery takes place over a 12-month period with candidates able to submit for final assessment between 15 and 18 months from starting.

Delivery of both dual award pathways comprise three face-to-face events, three facilitated four-week online courses, quarterly school visits, monthly one-to-one review meetings, regular support webinars, project work and end point assessment.

There are two possible start dates per year, one in the autumn term and one in the spring term.

In light of COVID 19 face-to-face training events for our spring 2021 intake will be delivered remotely through facilitated online workshops.

Groups are hosted by a national network of trust and teaching school partners ensuring programme content and peer engagement is tailored to reflect local needs.



# What is the Dual Award?

## National Professional Qualifications for school leadership (NPQs)

Accredited by the Department for Education, the NPQs are a suite of four leadership qualifications for aspirant middle leaders through to executive leaders and equip candidates with the skills, knowledge and understanding to lead sustainable improvement across their schools.

Qualifications cover 6 content areas which set out what a leader should know or should be able to do, and 7 leadership behaviours which set out how the best leaders operate. The content areas have been embedded within 3 online courses, with the leadership behaviours explored during the face-to-face events.



Apprenticeship dual-award pathways are only available for the middle leadership (NPQML) and senior leadership (NPQSL) programmes.

## Level 5 Operations and Departmental Manager Apprenticeship (ODM)

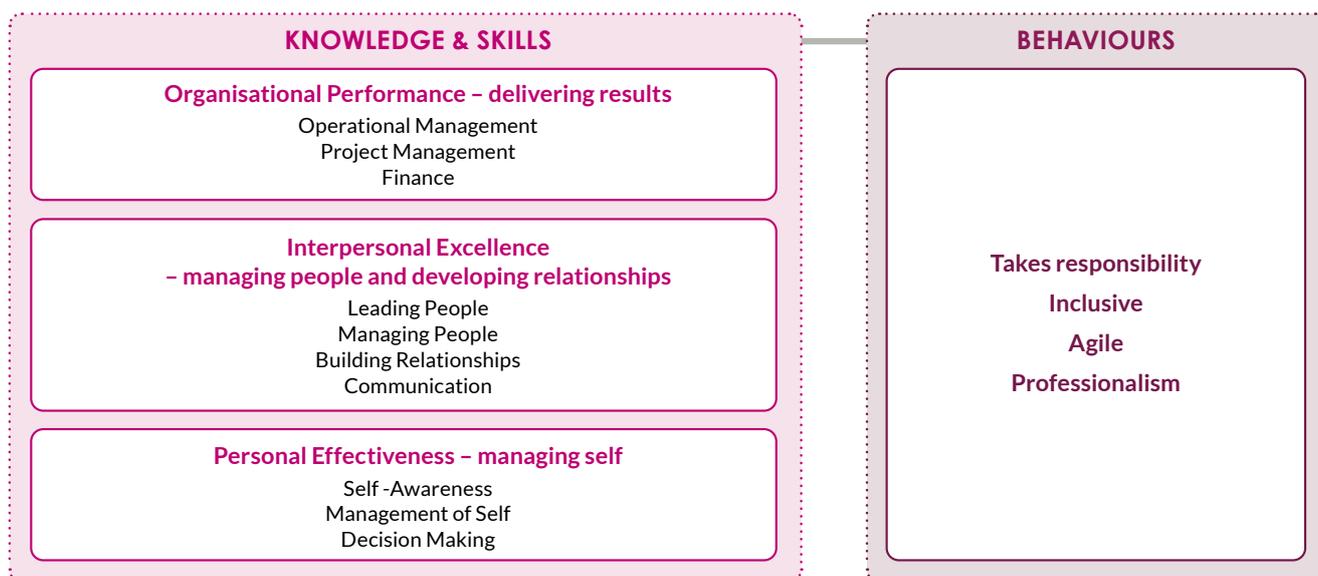
The ODM standard is designed for colleagues who manage teams and/or projects, and have responsibility for achieving goals and objectives as part of their organisation’s strategy.

Working in the private, public or third sector and in all sizes of organisation, specific responsibilities and job titles will vary, but the knowledge, skills and behaviours needed will be the same.

*“The highly effective blending of online study and face-to-face sessions lies at the heart of OLP’s successful provision. This is recognised throughout the organisation and most importantly of all, by the participants themselves.”*

DfE External Quality Review, 2019

The apprenticeship supports the development of the following skills, knowledge and behaviours:



# Leaders Apprenticeship with NPQML

The Leaders Apprenticeship with NPQML offers leadership training for aspirant and serving middle leaders equipping them with the Knowledge, Skills and Behaviours to lead high-performing teams and deliver sustained improvement.

## Candidates benefit from:

- Increased capability and capacity to take on a leadership role
- The ability to approach new challenges in an effective and efficient manner
- The ability to review and evaluate practice in order to get the best for young people and staff
- Increased awareness and understanding of self and of the behaviours needed to lead a team

*“The perfect balance between presentation, reflection and activities... Our facilitator is inspirational and manages to get people who don't know each other working, thinking and learning together very effectively.”*

Jo Noble, NPQML Candidate

## ✓ Eligibility criteria

This dual award is for those who are, or aspire to become, a middle leader with responsibility for leading a team such as a key stage leader, a curriculum area leader, a pastoral services leader, a subject leader or a head of department.

### Entry requirements:

- Support from your headteacher and levy account holder
- 5 GCSE's at Grade C (4) including English and Maths, or able to achieve Level 2 English and Maths whilst on programme
- Must have held residency in the UK for the last three years

## ☆ Assessment

### NPQML: Leading an improvement project (4,500 words)

Candidates must lead an improvement project within their team to a) improve pupil progress and attainment and b) the capability of their team.

### Level 5 Apprenticeship (End Point Assessment)

- Knowledge Test using scenario-based multiple choice questions
- A Structured Competency-based Interview informed by a Portfolio of Evidence
- A Work-based Project followed by a Presentation and Q&A session

## £ Fees

The level of funding depends on each candidate's learning needs, with a maximum allocation of £7,000 to cover the cost of the apprenticeship.

There is an additional fee of £95 to cover the cost of the NPQML certification as this cannot be funded from the apprenticeship levy.

# Leaders Apprenticeship with NPQSL

The Leaders Apprenticeship with NPQSL provides recognition of leadership development and professional achievement for senior leaders. Equipping them with the Knowledge, Skills and Behaviours to lead and deliver sustained improvement across a school.

## Candidates benefit from:

- Increased capability and capacity to lead whole school development
- Improved outcomes for pupils across the school
- Increased understanding of self and of the behaviours needed to lead across a school
- Time to reflect on leadership practice and ability to check learning and development needs

*“I genuinely feel like a more confident leader within a school community. The course has provided me with practical tools to effectively evaluate my own performance and the impact of my team on the education and enrichment of the students. I feel like I can lead change and challenge the status quo, and in a manner that is sensitive and in partnership with stakeholders.”*

Andrew Funnell, NPQSL Candidate

## ✓ Eligibility criteria

This dual award is for those who are, or aspire to become, a senior leader with cross-school responsibilities such as an experienced middle leader, a deputy headteacher, a SEN coordinator, an assistant headteacher, or other senior staff.

### Entry requirements:

- Support from your headteacher and levy account holder
- 5 GCSE's at Grade C (4) including English and Maths, or able to achieve Level 2 English and Maths whilst on programme
- Must have held residency in the UK for the last three years

## ☆ Assessment

### NPQSL: Leading an improvement project (5,000 words)

Candidates must lead an improvement project across their school to a) reduce variation in pupil progress and attainment and b) improve the efficiency and effectiveness of teaching.

### Level 5 Apprenticeship (End Point Assessment)

- Knowledge Test using scenario based multiple choice questions
- A Structured Competency-based Interview informed by a Portfolio of Evidence
- A Work-based Project followed by a Presentation and Q&A session

## £ Fees

The level of funding depends on each candidate's learning needs, with a maximum allocation of £7,000 to cover the cost of the apprenticeship.

There is an additional fee of £95 to cover the cost of the NPQSL certification as this cannot be funded from the apprenticeship levy.

## Best Practice Network

Best Practice Network (BPN) is a registered apprenticeship provider and one of the UK's leading providers of training, development and support for education professionals. We share the desire of every practitioner that every child, regardless of their background, should benefit from an excellent education.

Working in close partnership with practising education professionals, we develop and deliver high-quality CPD and qualifications that help school leaders, early years practitioners, school business managers, support staff and SENCOs be the best they can be, transforming the lives of children and young people.

## Outstanding Leaders Partnership

The Outstanding Leaders Partnership (OLP) is a national network of Teaching School Alliances, Multi-Academy Trusts, Dioceses and schools groups working in collaboration to design, develop and deliver professional development for the education workforce.

OLP is the leading provider of the National Professional Qualifications for school leadership (NPQs) helping improve the capability, confidence and capacity of thousands of school leaders, supporting tens of thousands of school staff, and impacting the life chances of millions of pupils.

Get in touch today to understand how you can access, fund and engage your staff in our Leaders Apprenticeship programmes

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