

# The Church of England Professional Qualification for Headship

(CofEPQH including NPQH)

THE CHURCH OF ENGLAND  
**FOUNDATION FOR  
EDUCATIONAL  
LEADERSHIP**

**The Church of England Professional Qualification for Headship provides a unique opportunity to grow as a leader.**

Rooted in the Church of England's vision for education, this programme provides rigorous preparation for leading a school for the first time, or getting ready to take on a new challenge.

**You will develop your ability and confidence as a leader who is known for:**

- the pursuit of wisdom, knowledge and skills
- building trust and embodying hope
- strengthening relationships and working collaboratively
- leading diverse teams with dignity and respect

*"Leadership is the capacity to transform vision into reality."*

Warren G. Bennis, founding chairman of the Leadership Institute at the University of Southern California

*"It is clear that the Foundation's Peer Support Networks and professional qualifications are filling crucial gaps while at the same time nurturing a new generation of talented and also connected school leaders."*

Amanda Spielman, Her Majesty's Chief Inspector

## Is this programme for me?

**The programme is for leaders who:**

- identify with the Church of England Vision for Education
- are an aspiring Head currently in a leadership role
- are early in your career as a Head or have not yet had the opportunity to develop your leadership skills
- work in either a primary or secondary school

The programme will provide scope for deep thinking, application, improvisation and creativity for all in the school community. As a leader of a Church of England school or simply somebody whose practice and leadership resonate with Christian values, we want you to experience "life in all its fullness." (John, 10:10) and enable your staff and children to do the same.

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## What will I learn?

Through this programme you will strengthen your leadership capability and explore how your leadership can be courageous, graceful and wise in the context of the Christian narrative, virtues and theological wisdom. Specifically, you will increase your confidence to:

*‘Leadership development is about thinking in new ways, being confident to experiment with new approaches, and working with peers who both challenge and support. The CofEPQH provides the framework for a life changing journey.’*

Emma Trenier, Head of Programmes.

### 1 Know yourself as a Leader – know what motivates you and how you can play to your strengths.

- Lead with integrity and use your values in your decision making.
- Understand your personality, values, and leadership characteristics through examining different leadership models.
- Grow as a reflective practitioner using tools which support your continuing leadership development.

### 2 Create a culture of excellence – establish habits and practices that create the conditions for exceptional teaching and curriculum excellence to develop children’s wisdom, knowledge and skills.

- Define excellence and lead with purpose in order to build a community that is resilient in the midst of change and confident to take risks.
- Design, build and maintain culture through vision, planning and goals, and accountability.
- Manage change with integrity both in school and your wider community.

### 3 Lead teams with Dignity and Respect – tackle sensitive issues and have difficult conversations with dignity and respect to have maximum impact.

- Understand the benefits and implications of ‘strong accountability’ and the Equalities act.
- Have performance management conversations with dignity and respect.
- Address sensitive staff and cultural challenges in a way that breeds dignity and respect.

### 4 Enable children to build character – find new ways to develop your children in the key attributes that are central to a Christian life and which employers value.

- Develop practical approaches to embedding the Church of England Vision for Education in relation to a range of school leadership issues.
- Apply this approach into the Leadership of Character Education, with resultant impact on approaches to pupil’s character education and character development of leaders.
- Describe your own character strengths in detail and know why and how talking about character and strengths can build resilience, self esteem, confidence and engagement.

### 5 Be a Community Builder – work in partnership with the church and community so that all in the community live well together.

- Create partnerships with the church community and governors to facilitate school improvement and well-being.
- Use a range of techniques to gather perspectives of stakeholders and develop engagement strategies.
- Support other schools, for example through sponsorship, working together, becoming a teaching school, or NLE status.

### 6 Build your Organisation – strengthen your school’s capability and capacity by managing people, resources and risks.

- Manage finance, staff and curriculum and develop the organisational capacity to take risks.
- Support others in their personal, vocational and professional development.
- Work effectively with a visionary and robust governing board on strategy development.

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*"The course has helped me find my way of doing things. It's been really rich to see that there are different models of leadership and not just one way of leading well."*

School Leader, 2017 Cohort

## How will I be assessed?

You will undertake two separate projects; in one you will lead a whole-school change intervention and in the other you will design an action plan to meet resourcing and capability needs during a placement in another school.

In both assessments you will have the opportunity to apply the Church of England's vision and new skills to affect real change.

As well as a written requirement, you will be assessed using a variety of different techniques including presentations to various audiences such as governors.

## When does the programme start?

The 2019/ 20 programme will start in February 2019 and conclude in April 2020. It will run in four regions: South East, East Midlands, North, South West.

Learning for all cohorts includes a combination of residential learning events, guest speaker webinars, action learning, mentoring, and 9 days completing a project within another school. Residential learning events include times of collective worship and reflection.

*"Since I've started I've been appointed Head of School which I don't think I would have had the confidence to take on otherwise."*

School Leader, 2017 Cohort

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## How to apply

Applications are open now and will close on Friday 2nd November.

**Details are available at: [www.cefel.org.uk](http://www.cefel.org.uk)**

- 1** You will need to complete an online application form. As part of this you will need to speak to your diocesan education office and together agree upon a suitable mentor.
- 2** Your sponsor will then complete an endorsement form. Your sponsor should be your Trust CEO or Chair of Governors if you are a serving Headteacher or your Headteacher if you are a senior leader.

## Cost

**The cost of the programme is £1975+ VAT payable on enrolment.\***

**Participants working within Opportunity Areas and Category 5 and 6 schools are eligible for Full Scholarship Funding from the DFE.**

**Additional bursaries are available. To confirm your interest and join the programme, go to [www.cefel.org.uk/programmes](http://www.cefel.org.uk/programmes)**

\*We are offering a discounted mixed mode programme in the South West. Please enquire for more information.

*"One of the amazing things about this programme has been the shared experience and shared expertise, and working with people going through a similar transition as you"*

School Leader, 2017 Cohort

*"It's through the Church of England so it gives you that really holistic vision of what 'life in all its fullness' can mean to me and how I can encourage others to understand this throughout my school."*

School Leader, 2017 Cohort