



Mandatory National Professional Qualification for Headship (NPQH) in Wales

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Guidance

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Mandatory National Professional Qualification for Headship (NPQH) in Wales

- Audience** Teachers; deputy headteachers; headteachers; governing bodies; professional associations; HEI's; FE Institutions; church diocesan organisations; LEAs; Estyn; GTCW; Wales NPQH Centre; NPQH Candidates; NPQH Graduates; NPQH trainers; Education Departments; NCSL.
- Overview** **This Circular replaces circular 20/05 (July 2005)** and provides guidance in relation to a mandatory National Professional Qualification for Headship (NPQH) in Wales for all first time substantive headteachers from 1 September 2005.
- Action required** For aspiring and serving headteachers and bodies involved in headship appointments to have due regard for the procedures and advice set out in this Guidance Circular.
- Further information** Additional copies of this Guidance Circular are available from:
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Summary

Since September 1, 2005, the procedure for applying for headship posts in the maintained sector and non-maintained special schools has changed.

This revised guidance replaces Circular 20/05 and provides clarification regarding the statutory requirements which apply to all first-time substantive head teachers in Wales, including a requirement to:-

- hold the National Professional Qualification for Headship (NPQH);
- hold qualified teacher status (QTS);
- be registered as a teacher with the General Teaching Council for Wales;

before starting to serve as a head teacher.

This guidance also clarifies what the requirements will mean for key NPQH stakeholders including teachers aspiring to headship, serving head teachers, LEAs, governing bodies, trustees and diocesan bodies.

Part 1 - The Mandatory NPQH in Wales

1. Background

1.1 The National Professional Qualification for Headship (NPQH) is a practical, professional qualification, underpinned by the National Standards for Head teachers in Wales, which provides effective preparation and professional development for teachers aspiring to headship.

1.2 Proposals requiring all first time head teachers to hold a professional qualification have been considered as part of the strategy for raising the quality of school leadership in Wales since 1999. A proposal to make the NPQH mandatory in Wales by 2005 was set out in the 1999 Green Paper "The Best for Teaching and Learning."

1.3 Powers to make regulations to implement these requirements are contained in sections 134, 135, 145 (1) and (2) and 210 (7) of the Education Act 2002.

2. Consultation Exercise 2002

2.1 In September 2002, the Welsh Assembly Government's Teaching and Leadership Division published a consultation document proposing the introduction of a mandatory requirement for first-time head teachers in Wales to hold the National Professional Qualification for Headship (NPQH).

2.2 81% of respondents to the consultation were in favour of the implementation of a mandatory NPQH qualification in Wales from 1 September, 2005.

2.3 The main outcomes of the consultation are outlined below:

- since 1 September, 2005 it **has been mandatory** for all practitioners moving to their first substantive headship post in a school maintained by an LEA (including nursery schools) and in non-maintained special schools, to hold the NPQH before starting to serve in the new post.
- the requirement to hold the NPQH **does not** apply to someone who started to serve as a head teacher in a school maintained by an LEA, in a non-maintained special school, in the independent sector, or a similar educational institution outside Wales or England **before** 1 September, 2005;

- the requirement to hold the NPQH **does not** apply to acting head teachers, carrying out the functions of the head teacher of a school, pending the appointment of a head teacher, or in the absence of a head teacher;
- holders of headship qualifications or standards in the other countries of the UK will be recognised as holding qualifications equivalent to the NPQH in Wales;
- holders of a qualification which has equivalent effect by virtue of the European Communities (Recognition of Professional Qualifications) (First General System) Regulations 2005¹ will be recognised as holding a qualification equivalent to the NPQH in Wales.

2.4 Copies of the consultation report are available via the Welsh Assembly Government website @ www.learning.wales.gov.uk.

3. Consultation Exercise 2004

3.1 In September 2004, the Welsh Assembly Government launched a consultation with aspiring and serving head teachers, professional associations, LEAs and other key stakeholders in relation to the draft Head teachers' Qualifications and Registration (Wales) Regulations 2005, together with the content of this Guidance Circular.

3.2 91% of respondents supported the introduction of a mandatory qualification for first-time head teachers in Wales from September 1, 2005. A high percentage of replies (over 70%) were received from deputy head teachers and school leaders.

3.3 Copies of the consultation report are available via the Welsh Assembly Government website @ www.learning.wales.gov.uk.

¹ (2005/18)

Part 2 - Implications for Key Stakeholders

1. When did the Regulations take effect?

1.1 The Regulations came into force on 1 September, 2005. This means that substantive headship appointments made after that date have been subject to the Regulations. It also means that those applying for their first substantive headship post in the maintained sector or at a non-maintained special school in Wales after that date must have regard to the Regulations.

1.2 First-time, substantive head teachers appointed **after** 1 September, 2005 need to comply with Regulations 3 (1), 4 and 5² before they start to serve as a head teacher.

1.3 Applicants appointed to a headship **before** 1 September 2005 **were not** required to comply with the Regulations, even if the date on which they started their headship was after September 1, 2005.

2. Who is affected by the new Regulations ?

2.1 A person starting to serve in their first headship post at an LEA maintained school or non-maintained special school who meets either of the following criteria:

- it will be their first substantive headship post;
- it will be the first time they have held a headship at an LEA-maintained school (or non-maintained special school)*.

** Under Regulation 1(3), those who were appointed as head teachers in the independent sector before 1 September 2005 will not need to hold NPQH to move to the maintained sector. If a practitioner is appointed as a head teacher of an independent school after 1 September 2005, their subsequent move to the maintained sector would require them to hold NPQH.*

3. Who is not affected by the new Regulations?

3.1 Anyone appointed as a head teacher either in the maintained or the independent sector, or at a non-maintained special school who is either:

- a serving head teacher applying for another headship;
- a returning head teacher who is not currently employed at a school (for example, someone on a career break, working in an advisory capacity or on secondment to an LEA); or

² Headteachers' Qualifications and Registration (Wales) Regulations 2005 (SI No: 2005/1227 (W.85))

- a head teacher who has served as a head at the equivalent of a maintained school or an independent school outside Wales and England;
- those applying for acting headship posts;
- those applying for posts as the teacher in charge of a Pupil Referral Unit;
- those applying for headship posts in the independent sector;
- those applying for posts leading sixth form colleges or FE institutions (although consideration is being given to the development of a principals' qualification, comparable to that being developed in England);
- those applying for their first headship post in Wales (at a maintained school or non-maintained special school) who hold an NPQH from the other countries of the UK:
 - the NPQH in England;
 - the Scottish Qualification for Headship (SQH);
 - the Professional Qualification for Headship in Northern Ireland (PQH:NI);
- applicants who hold a qualification of similar standing and purpose in any other country within the European Union as recognised under the European Communities (Recognition of Professional Qualifications) (First General System) Regulations 2005;
- applicants from other countries where a mutual qualification is recognised by the respective authorities.

4. How have the Regulations affected applications for headship posts?

4.1 Since 1 September, 2005, the procedure to apply for headship posts in the maintained sector and at non-maintained special schools has changed. After this date, all those moving to their first, substantive headship post in a school maintained by an LEA or non-maintained special school in Wales need to demonstrate the following requirements before starting to serving as a head teacher:

- that they hold the National Professional Qualification for Headship;
- that they hold qualified teacher status;
- that they are registered as a teacher with the General Teaching Council for Wales.

5. How have the Regulations impacted upon aspiring heads?

5.1 Teachers, assistant or deputy head teachers or others who plan to apply for a headship post will need to take account of the Regulations in their career planning.

5.2 Teachers, assistant or deputy head teachers or others appointed to a first-time headship post from 1 September, 2005 onwards will be required to comply with Regulations 3 (1), 4 and 5 before starting to serve as a head teacher.

5.3 The Regulations do not prevent practitioners nearing completion of the National Professional Qualification for Headship (NPQH) or an equivalent qualification from applying for a headship appointment or being appointed as a head teacher, although the successful candidate cannot start to serve as a head teacher until he/she holds the NPQH or equivalent.

5.4 The requirement to “hold the NPQH” means that a first-time, substantive head teacher must have successfully completed and passed the NPQH before starting to serve as a head teacher. The qualification is awarded by the Welsh Assembly Government. Those achieving the qualification will receive a certificate and may use the letters “NPQH” after their name. Once notified of the award, the General Teaching Council for Wales (GTCW) will record the qualification on its Teacher Register against the individual’s name. Once awarded, the NPQH is valid for the whole of a teacher’s or head teacher’s career.

6. How have the Regulations impacted upon serving heads?

6.1 The requirement to comply with the Regulations does **not** affect serving head teachers who were appointed to a substantive headship post in the maintained, non-maintained or independent sector prior to 1 September, 2005.

6.2 Principals of FE Colleges and Sixth Forms and teachers in charge of Pupil Referral Units are outside the scope of the Regulations. The Regulations would only apply to such individuals if they wished to apply for a post in the maintained sector or at non-maintained special schools.

6.3 The Regulations do not apply to former head teachers who have returned to headship since 1 September, 2005 (e.g. after a career break, or undertaking an advisory post or secondment).

7. How have the Regulations impacted upon acting head teachers?

7.1 The Regulations do not apply to those appointed as acting head teachers since 1 September, 2005. However, if an acting head teacher is successfully appointed to a substantive headship post, then he/she **will need to comply** with Regulations 3 (1), 4 and 5 before starting to serve as a head teacher.

8. What does the requirement mean for governing bodies (or trustees)?

8.1 Since 1 September, 2005, if the successful candidate for a headship appointment is taking up their first substantive headship post, the governing body (or trustees) will need to ensure that the candidate complies with Regulations 3 (1), 4 and 5 before starting to serve as a head teacher.

8.2 For those appointments advertised after September 1, 2005, the job specification should list NPQH as an essential requirement for first-time, substantive head teachers. The Regulations do not prevent a potential applicant who does not hold the NPQH or equivalent qualification from applying for a headship appointment or being appointed as a head teacher, although the successful candidate cannot serve as a head teacher until he/she holds the NPQH or equivalent.

8.3 Applicants who have gained the NPQH should state their achievement on their application form. Applicants working towards the qualification will need to demonstrate that if appointed, they will be in a position to complete the NPQH prior to serving as head teacher. The Teacher Register maintained by GTCW provides a record of the teachers awarded the qualification by the Welsh Assembly Government.

8.4 The NPQH is based on the National Standards for Head teachers in Wales. Those who achieve the award have demonstrated that they have the skills, knowledge and attributes for headship. Governing bodies will need to make judgements around candidates' prior experience and knowledge of what headship entails. For example, they will have to measure the experience, achievements and track record of a serving head teacher, against the knowledge gained by the possession of the NPQH by prospective first-time appointees.

8.5 Additional Guidance for Governing Bodies is available from Governors Wales on 0845 6020100 or email governorswales@btconnect.com.

9. How have the Regulations affected LEAs?

9.1 LEAs have the power to make written representations to selection panels for the recruitment of head teachers of maintained schools if they consider that the panel is short-listing an unsuitable person as a head teacher. Whether or not the applicants selected for interview can meet the requirements of the Regulations will be a relevant consideration for LEAs when deciding whether or not to make written representations.

9.2 Further, in relation to community, voluntary controlled, community special schools and maintained nursery schools, LEAs are required to make the appointment of the person recommended by the selection panel as head teacher unless he/she does not meet the staff qualification requirements. Again, LEAs will at this stage be required to verify that the individual selected can meet the requirements of the Regulations.

9.3 LEAs should ensure that selection panels are familiar with the guidance when considering head teacher applications.

9.4 LEA advisers moving to their first substantive headship will need to demonstrate that they comply with Regulations 3 (1), 4 and 5 before starting to serve as a head teacher. For example, they may have worked in a school as a deputy head, taken a posting as an LEA adviser or consultant for a year or two, then wish to take up a headship.

9.5 LEA advisers or consultants applying for headship posts will not need to hold NPQH if this will be their second or subsequent headship.

10. How have the Regulations affected schools in Wales?

LEA-maintained schools

10.1 The Regulations apply to all LEA-maintained schools (infant, primary, junior and secondary). This means that the Regulations apply to all community, foundation, voluntary (controlled or aided e.g. church school) or special (community or foundation) schools and maintained nursery schools.

Non-maintained special schools

10.2 The Regulations apply to non-maintained special schools - for example, to those appointed to their first substantive headship post at a non-maintained special school after 1 September 2005.

10.3 A serving head at a non-maintained special school, appointed prior to 1 September 2005 will not need NPQH to move to a headship in the LEA maintained sector.

Nursery schools

10.4 The Regulations also apply to nursery schools. Following the Education Act 2002, the management and governance of maintained nursery schools has been put onto an equivalent footing with that of other schools.

Pupil Referral Units (PRUs)

10.5 The Regulations do not apply to PRUs, but the teacher in charge of (or indeed any eligible teacher at) a PRU is not prevented from applying for the NPQH.

Sixth form colleges

10.6 The Regulations will not apply to sixth form colleges because these institutions form part of the further education sector.

10.7 Staff from the FE sector applying for their first headship post in the maintained sector, or at a non-maintained special school will need to hold NPQH.

10.8 The Welsh Assembly Government has powers under section 137 of the Education Act 2002 to require that a person serving as a principal of a further education institution has a specified qualification and consideration is being given to making regulations to this effect.

11. How have the Regulations impacted upon independent schools?

11.1 Serving head teachers in the independent sector, who were appointed before 1 September 2005 will not need to hold NPQH to move to a headship post in the maintained sector.

11.2 However, if a practitioner is appointed as a head teacher of an independent school after 1 September 2005, he/ she would be required to hold the NPQH before starting to serve as a head teacher in the maintained sector, or at a non-maintained special school.

11.3 Those who return to the LEA-maintained sector from the independent sector, having previously held a headship post in the LEA-maintained sector, will not be affected by the Regulations.

11.4 Teachers in independent schools may apply for the NPQH but the Welsh Assembly Government **will not** fund course fees and other associated costs for candidates from this sector.

12. Teachers/head teachers working abroad

12.1 Serving head teachers and aspiring head teachers working outside the UK will be treated in a consistent way to those in the UK. By 'consistent', we mean that they will be treated as if they were employed in an equivalent school in Wales. For example, those who work at the equivalent of a maintained school abroad will be treated in the same way as those who work at a maintained school in Wales.

Serving head teachers in the maintained sector abroad

12.2 An individual who has, prior to 1 September 2005, been appointed as a head teacher in an equivalent school sector abroad, will not need to hold the NPQH, to serve as a head teacher in the maintained sector or at a non-maintained special school in Wales.

12.3 An individual who, has been/is appointed as a head teacher in an equivalent school sector abroad after 1 September 2005, will need to hold the NPQH or a qualification which has equivalent effect³ before starting to serve as a head teacher in the maintained sector or at a non-maintained special school in Wales.

³ By virtue of the European Communities (Recognition of Professional Qualifications) (First General System) Regulations 2005

Teachers and head teachers working in independent schools abroad

12.4 As with those working in independent schools in this country and in the rest of the UK, the same requirements will apply to those working abroad in the equivalent of independent schools. Thus serving head teachers at independent schools abroad appointed before 1 September, 2005, would not need NPQH to serve as a head teacher in the maintained sector in Wales.

12.5 Individuals appointed as Head teachers in independent schools abroad after 1 September 2005 will need to hold the NPQH or a qualification which has equivalent effect⁴ before starting to serve as a head teacher in the maintained sector or at a non-maintained special school in Wales.

⁴ By virtue of the European Communities (Recognition of Professional Qualifications) (First General System) Regulations 2005

Part 3 - The Roles of Key Stakeholders

Who	Their role
<p>Teachers, Deputies, Assistant Head teachers and others preparing for headship</p> <p>or</p> <p>A Principal in the FE Sector considering a move to the maintained sector</p>	<ul style="list-style-type: none"> • Need to build NPQH into their career planning. • When seeking their first headship post in a maintained school, or non-maintained special school from 1 September 2005, must hold NPQH before starting to serve as a head teacher.
<p>Governing Bodies</p>	<ul style="list-style-type: none"> • Need to be aware of the Regulations and Guidance Circular. • Should understand the benefits of the NPQH so they can balance the skills and experience of those with the qualification, against those who have previous headship experience. • Should draft person specifications carefully, to include reference to the requirement to hold the NPQH prior to serving as a head teacher but only for first-time, substantive head teachers, so as not to exclude serving head teachers from those eligible to apply. • Before the successful candidate can start to serve as a head teacher, governing bodies should check that a first-time head teacher complies with the Regulations.

Who	Their role
LEAs	<ul style="list-style-type: none"> • Should encourage good career planning for the aspiring head teachers in their area and consider how CPD is reflected in their ESPs. • Should ensure that selection panels for maintained schools meet the requirements of the Regulations. • Are empowered to make representations to the selection panels of maintained schools regarding the suitability of a recommended candidate.
Serving or returning head teacher (that is, a person who gained a headship before 1 September 2005)	<ul style="list-style-type: none"> • Does not require NPQH. • Should encourage future career planning of the members of their school workforce, in particular, for deputies, assistants, and senior staff.

Part 4 - Arrangements in the Four Home Countries

1. England and Northern Ireland (NI)

1.1 England and Northern Ireland (PQH(NI)) have their own versions of the NPQH, adapted to suit the context of their school systems.

1.2 From 1 April 2004, it became mandatory for all first-time headteachers appointed to a post in the maintained sector to hold the National Professional Qualification for Headship (NPQH). Until 31 March 2009 there is a transitional arrangement allowing those with a place on the programme to be appointed to a first headship. However, from 1 April 2009 only those who have successfully completed NPQH will be able to be appointed to their first substantive headship position.

1.3 Northern Ireland plans to make its version of the NPQH (PQH(NI)) mandatory in due course.

2. Scotland

2.1 Policy advice from the Scottish Government states that local education authorities should satisfy themselves that candidates for headship appointments have met the Scottish Standard for Headship. The Standard can be met through obtaining the Scottish Qualification for Headship (SQH) or through competency based interviews. In addition piloting of some flexible routes to meeting the Standard are currently underway.

3. Reciprocal recognition

3.1 Holders of the NPQH in England, the Scottish Standard for Headship and the Professional Qualification for Headship in Northern Ireland (PQH(NI)) will be deemed to hold a qualification/standard which is equivalent to the NPQH.

3.2 From 1 September 2005, holders of these qualifications/standards moving to their first substantive headship post will need to present evidence that they hold these qualifications/standards to the governing body before starting to serve as a head teacher in either an LEA-maintained or non-maintained special school in Wales.

3.3 Serving head teachers working in England, Northern Ireland and Scotland, who wish to move to a headship post in Wales, will be treated the same way as serving head teachers in Wales.

3.4 Practitioners from Wales applying for headship posts in England, Scotland and Northern Ireland are strongly advised to check the entrance requirements for those countries before applying.

3.5 In order to ensure consistency in the standard of training and development delivered across the home countries, the final assessment component of the National Professional Qualification for Headship (NPQH) is currently moderated on a Wales/England basis.

Part 5 - The NPQH in Wales

1. What is the NPQH?

1.1 The NPQH is a national qualification to prepare teachers for headship. It is a practical qualification, firmly rooted in school improvement, which prepares candidates thoroughly for their first headship post. NPQH Training and Development is available throughout Wales. The programme is managed by the Welsh Assembly Government and supported by the 22 LEAs in Wales.

1.2 The programme:

- is underpinned by the National Standards for Head teachers;
- is based on a training and development programme that includes face to face training and development and self supported study;
- is operated by CELT via the Wales NPQH Centre;
- draws on the best leadership and management practice in Wales;
- is practical, challenging and up-to-date;
- is focused on school improvement;
- sets rigorous standards building on proven achievements and ability;
- provides a baseline from which new head teachers can develop their leadership and management capabilities upon appointment.

2. Who can apply for the NPQH?

2.1 Anyone who:-

- is a qualified teacher or who has a qualification which has equivalent effect⁵;
- is registered as a teacher with the General Teaching Council for Wales⁶;
- anyone whose next post will be headship (within 3 years) and already has significant experience of leadership at a whole school level can apply for the NPQH. Normally this will be a member of the school's leadership group or senior management team. There is a personal reflection exercise (on the Wales NPQH Centre website) that potential applicants should undertake in the first instance.

⁵ European Communities (Recognition of Professional Qualifications) (First General System) Regulations 2005

⁶ Teaching and Higher Education Act 1998 (section 3)

3. What are the National Standards for Head teachers?

3.1 In April 2006, the Welsh Assembly Government established new National Standards for Head teachers which help define the knowledge, understanding, skills and attributes required for the key tasks of headship. The standards were developed in consultation with teachers, head teachers, professional associations, LEAs, Higher Education Institutions, Estyn and others. Since January 2006, NPQH candidates are assessed in accordance with the new headship standards.

3.2 Copies of the standards are available from the Welsh Assembly Government's Learning Wales website @ www.Learning.Wales.gov.uk.

4. How will the NPQH prepare me for headship?

4.1 Headship is a demanding though rewarding role. The NPQH will ensure that you are thoroughly prepared. It will give you confidence, skills and professional knowledge you need to deliver the best for your pupils, staff, parents, governors and community in your first headship post. If you achieve the NPQH, it means that governing bodies will know that you have met the standard required to embark upon headship, and that you have invested your time and effort in preparing for the singularly most important role in our schools.

4.2 The programme covers the six key areas of headship outlined in the National Standards for Head teachers:

- Creating Strategic Direction
- Leading Learning and Teaching
- Developing and Working with Others
- Managing the School
- Securing Accountability
- Strengthening the Community Focus

4.3 It also addresses the core attributes - which embrace knowledge & skills, personal qualities & values and professional characteristics - that are necessary for effective and successful headship.

5. How is the programme structured?

5.1 The NPQH consists of 3 stages:

- **Application and Selection (see Question 8 overleaf)**
- **Training and Development;**

The NPQH offers you a stimulating programme using a combination of delivery mechanisms, including activities in school, self study material, face-to-face training/workshop sessions and a residential experience. These have been designed to enable you to balance your training and development with your professional commitments. The Wales NPQH Centre will assign you a professional tutor who will work with you and your head teacher to develop a personal development plan.

- **Final Assessment & Award.**

Candidates will be assessed through school based assessment by their tutor and a 1 day final assessment exercise. Following Final Assessment and moderation, the Welsh Assembly Government will inform you whether or not you have been successful. Successful candidates will be invited to receive their NPQH certificate by attending a national award ceremony, arranged by the Wales NPQH Centre.

6. What demands will the NPQH make on my time?

6.1 The expectation is that candidates will take a **minimum of 12 months** and **maximum of 20 months** to complete the NPQH.

7. Funding

7.1 The NPQH Qualification currently costs **£3,000**.

7.2 **Category 1 Applicants** are those from LEA-maintained schools, foundation schools, Pupil Referral Units and non-maintained special schools. If selected, they will be fully funded by the Welsh Assembly Government. Funding will cover course fees, supply cover and travel costs.

7.3 **Category 2 Applicants** are those who either wish to fund themselves or who fall outside the Category 1 list. All costs must be borne by the individual or the school.

8. When and how to apply?

8.1 An Annual Recruitment Round for the NPQH is administered by the Wales NPQH Centre. The Recruitment Round opens in September each year and training and development for successful candidates commences the following January.

8.2 Application materials can be obtained by:

- contacting the Wales NPQH Centre on 02920 874433.
- downloading materials from the Wales NPQH Centre website @ www.cardiff.ac.uk/socsi/npqh.

8.3 All applicants are required to first complete the **Personal Reflection Exercise** (Stage 1 of the process) which can be found on the Wales NPQH website. After which, if applicants still wish to proceed, they should complete the **Application Form** (stage 2 of the process) also found on this website.

Applicants should return their completed application form to the Wales NPQH Centre.

9. Outcomes of the selection procedures

Selection will be carried out by a National Selection Panel and objectively based on the evidence provided by the application form.

Applicants will be deemed to be either:

- **Eligible** for the NPQH *or*
- **Not yet eligible** for the NPQH.

Applicants who are judged not yet eligible for the qualification have the right to receive written feedback. They may re-apply at anytime, although they are advised to take account of any development needs identified during the feedback session with their LEA.

10. Appeals procedure

The Wales NPQH Centre has appeals procedures, which deal with appeals made by candidates at both the selection and the assessment stages.

Candidates who wish to appeal should write to the Wales NPQH Centre within 14 days of being notified of either non-selection or of failing to achieve the required standard at either stage of the assessment process.

Further details about how to apply are available from the Wales NPQH Centre on 02920 874433 or email npqhwales@cf.ac.uk.

Related Documents

Headteachers' Qualifications and Registration (Wales) Regulations 2005. SI No: 2005/1227 (W.85)

This document is available on the HMSO website at <http://wales-legislation.hmso.gov.uk/legislation/wales/w-stat.htm>

Consultation on Proposals to introduce a mandatory requirement for first time headteachers in Wales to hold the National Professional Qualification for Headship (NPQH). Welsh Assembly Government. September 2002. ISBN: 0 7504 2977 1

Response to Consultation on Proposals to introduce a mandatory requirement for first-time headteachers in Wales to hold the National Professional Qualification for Headship (NPQH). Welsh Assembly Government. March 2003. Information Document No: 003-03

Consultation on the Headteachers' Qualifications and Registration (Wales) Regulations and Guidance 2005. Welsh Assembly Government. September 2004. ISBN 0 7504 3480 5

Response to a consultation on the Headteachers' Qualifications and Registration (Wales) Regulations and Guidance 2005 Welsh Assembly Government. March 2005. Information Document No: 003-05

The above documents are available on the Welsh Assembly Government's Learning Wales Website at www.Learning.Wales.gov.uk

Governors Wales Fact File 'Mandatory National Professional Qualification for Headship.'

This Document is available from Governors Wales on 0845 6020100 or at governorswales@btconnect.com