



Literacy Specialists (LS) / Early Language and Literacy Specialists (ELLS)

Information Pack



English Hubs

Witham St Hughs English Hub



Contents

About Us	3
About the Role	3
Phase Remits	3
Why Apply?	4
Key Duties	5
Eligibility Criteria	5
Time Commitment and Professional Development	6
How to Apply	6



About Us

Witham St Hughs English Hub is one of 34 DfE designated English Hubs selected for excellence in the teaching of reading. We support schools across Lincolnshire, North Lincolnshire, North East Lincolnshire, Newark and Sherwood, and Bassetlaw.

Designated in 2018, our hub school is Witham St Hughs L.E.A.D. Academy. From September 2026, English Hubs will expand their support across Reception, KS1, KS2 and KS3.

About the Role

This is a regional leadership opportunity focused on improving language, literacy and reading outcomes across our geographical remit. Specialists remain employed by their own school and are released (with funded cover) to undertake training and deliver targeted school support.

Applicants may apply to work in one or more phases: Reception, KS1, KS2 and/or KS3. At a time of English Hub expansion, this is an opportunity to place you, and your school at the heart of literacy developments, collaborating to improve outcomes for all the children we serve.

Phase Remits

Reception Early Language and Literacy	KS1 Early Reading and Phonics	KS2 Phonics and Fluency	KS3 Reading and Reading Catch-Up
Strengthening early language, vocabulary, comprehension and early writing to secure strong foundations for learning. A secure understanding of effective phonics practice is required.	Supporting high-quality implementation of a school's chosen SSP (Systematic Synthetic Phonics), improving early reading and embedding strong teaching practice.	Developing effective phonics catch-up and reading fluency provision to secure end of KS2 outcomes.	Strengthening reading provision, fluency and intervention to enable full curriculum access and promote reading culture.

Why Apply?

“Being a Literacy Specialist is extremely rewarding because you know you have played a part in transforming children’s lives. It is a privilege to work alongside school leaders throughout the region, providing expert, evidence-based support and ensuring that all children are able to read and choose to read, despite any barriers they may face.”

Debbie, Literacy Specialist

This role offers the opportunity to step into system leadership while remaining rooted in your own school community. You will engage directly with national priorities, DfE training and the latest research, while shaping practice across a regional network.

You will join a collaborative team of specialists, gaining exposure to diverse school contexts and excellent practice. The expertise and insight gained can be brought back to your own school, strengthening provision and leadership capacity.

The role develops strategic thinking, coaching expertise and change leadership, while making a tangible difference to children’s outcomes.





Key Duties

- Represent the English Hub's values and promote evidence-informed, high-quality practice.
- Deliver high-quality training and targeted school support.
- Conduct audits, diagnose need and co-construct clear action plans.
- Provide intensive support including modelling, coaching and professional development.
- Support leaders to sequence, monitor and sustain improvement.
- Work strategically with senior leaders to align literacy with whole-school priorities.

Eligibility Criteria

Professional Expertise	<ul style="list-style-type: none">• Significant experience teaching and leading literacy/reading within your chosen phase.• Strong understanding of pedagogy and the developmental journey to reading and writing.• Evidence of sustained positive outcomes or demonstrable impact through school support.
Leadership and Influence	<ul style="list-style-type: none">• Proven leadership within your school and ability to build trusted partnerships.• Experience aligning literacy with wider school improvement priorities.• Confidence to provide respectful, evidence-informed challenge.
Coaching and School Improvement	<ul style="list-style-type: none">• Skilled in diagnosis through data, observation and professional dialogue.• Experience in coaching, mentoring and delivering impactful CPD.• Ability to support effective implementation and sustainable change.
Commitment and Capacity	<ul style="list-style-type: none">• Currently employed in a school (or able to evidence equivalent impact) with Headteacher support.• Capacity to commit to required training and deployment days.• Commitment to ongoing professional development and system leadership.

Time Commitment and Professional Development

With support from their Headteacher, the successful candidate's allocation of time will be negotiated to ensure that standards and responsibilities within their home school are maintained whilst fulfilling the specialist role. The number of days deployment will be negotiated with the specialist to meet the needs of schools at specific times of the year, in consultation with the Hub Lead. Schools will be reimbursed for staff release time to enable this commitment.

Ongoing professional development will be provided through the Department for Education (DfE) and the English Hub, with initial training required prior to any deployment. The number of training days will vary depending on the phase the specialist is supporting.

The role and its time allocation will be reviewed biannually.

Given the significant investment in training and support provided through the Department for Education and the English Hub, it is essential that both the school and the specialist demonstrate a strong level of commitment to the role. Specialists are expected to fully commit to the responsibilities of the position and to the agreed deployment plan, with the intention of sustaining the role over an extended period of time in order to ensure that schools receiving support are not let down.

How to Apply

To ensure we recruit the best possible specialists we will carry out a rigorous selection process.

This will include:

- A one-side A4 'Expression of Interest' submitted to the English Hub outlining how you meet the criteria set out in this application pack for your preferred phase (Reception, KS1, KS2, KS3).
- A reference from your Headteacher.

Deadline: Monday 30th March 2026

Successful applicants will be invited to a face-to-face interview including task completion.

Interview dates: Monday 27th April 2026 and Wednesday 6th May 2026 (interviewees will be given a scheduled time on one of the above dates).

Interested in applying?

Please email your expression of interest and Headteacher reference to Sophie Hirst:
sophiehurst@leadtshub.co.uk

If you have any further questions or wish to discuss the role in more depth, please do not hesitate to contact Sophie Hirst on 01522 214459



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