



**Flying High
English Hub**

Join the Flying High English Hub team

Early Language and Literacy Specialist Role Description

**Are you looking to develop your career and improve the lives of children
across the East Midlands?**

Join our English Hub as an **Early Language and Literacy Specialist** and make a difference.

English Hubs across the country are expanding from September 2026 and will **begin to support the Reception year with developing early language and early literacy**. Flying High English Hub is looking to enhance our team by appointing additional Literacy Specialists to audit a range of schools and provide intensive support for Reception classes in **early language and literacy** working with up to **5 of our Partner Schools**. We are looking for enthusiastic practitioners with passion and expertise in developing early language and literacy who wish to take this opportunity to develop their expertise and to impact on schools across our region.

What are English Hubs?

In September 2018, the DfE appointed 32 English Hub schools across England to support schools to deliver excellent early language and phonics teaching in Reception and Key Stage 1. We are delighted that Horsendale Primary School and Flying High Partnership received notification in April 2019 that we had been chosen to be the 33rd English Hub.



Since 2019, Flying High English Hub has:

- Recruited and trained numerous Specialist Literacy Teachers
- Established strong links with local academy trusts and teaching schools
- Formed a strong partnership with Derbyshire and Nottinghamshire Local Authorities
- Delivered phonics showcase events based at Horsendale Primary school to recruit over 80 Partner Schools
- 100% of our Partner Schools, who received an Ofsted inspection since 2021, have been rated 'Good' with Early Reading as a strength
- Completed hundreds of audits of school's early language and phonics provision
- Significantly supported schools to purchase resources to improve phonics provision
- Provided intensive support to over 100 schools in the region and interacted with hundreds more through our programmes and medium support offer
- Delivered numerous training events and programmes that continue to receive the highest possible standard of reviews and feedback
- Worked with a range of experts to supplement our strong professional development offer
- Contributed at a national level: Our hub's Strategic Lead was successful in becoming an English Hub Council member which enables him to provide advice at a national level. In 2025, he was also successful in becoming a member of the Expert Advisory Group for secondaries. Again, offering advice at a national level. Furthermore, our English Hub Lead successfully joined the Reading Fluency Advisory Group to help shape the national training offer for reading fluency

About the role:

- To improve outcomes in Communication and Language and Literacy by strengthening Reception Year practice in schools that need the most support.
- This role focuses on implementing evidence-based approaches to early literacy and supporting the effective implementation of early language programmes. Early Language and Literacy Specialists will address gaps in oral language, vocabulary, comprehension and early writing to secure strong foundations for future learning.

Phonics support will not be part of this role. However, ELLS should have a secure understanding of effective phonics practice so they can identify potential issues and ensure these are directed promptly to the English Hub's KS1 Literacy Specialists.

Key Duties:

- Be a lead professional, representing the Hub's values in all support work and associated Delivery Hub activity and promote excellent teaching practice in early language and literacy within Reception
- Participate in all CPD, team Meetings and training linked to the effective delivery of the Hub programme
- Take responsibility for any personal development needed linked to meeting the challenge checklist in order to provide the best support possible for allocated Partner Schools
- Under the direction of the Hub Lead, deliver effective support and training for all allocated Partner Schools – both virtually and face-to-face
- Conduct Language and Literacy audits to diagnose Reception practice and inform a bespoke action plan to address identified priorities
- Ensure the effective delivery of support to allocated Partner Schools by using the QA framework as a guide to monitor and maintain quality
- Support effective implementation of early language programmes such as NELL, including: screening, group organisation and progress monitoring
- Where schools are already registered for NELL, support delivery challenges they may have by sharing best practice and linking with mentors/ delivery experts to find practical solutions for effective implementation
- Report to the Hub Lead regularly about the delivery of support for all allocated schools, ensuring concerns are reported promptly and achievements are celebrated widely
- Report all English Hub related activity for each supported school to a high standard and send this information to the Hub Lead within 24 hours of ELLS support work
- Work consistently and collaboratively to ensure that all allocated Partner Schools are making effective progress towards meeting the challenge checklist, securing strong foundations for future learning
- Provide intensive in-school support for Partner Schools with the highest level of need, including: modelling, coaching and supporting with planning improvements
- Work with Partner Schools to model, challenge and evaluate the quality of early language and literacy Reception leadership, providing constructive support and challenge to headteachers and senior leaders as a key priority for ongoing sustainable school improvement
- With the support of the Hub Lead, set aspirational targets for Reception outcomes around Communication, Language and Literacy early learning goals in allocated Partner Schools. Promoting the importance of focusing on speech, language and communication as a top priority that impacts on whole of life outcomes

If you or your Headteacher require any further information or would like to discuss the role, please join our drop-in sessions in March. [Book here](#)

- As a key point of contact, effectively promote the work of the English Hub at a local, regional and national level to encourage connectivity and engagement within and beyond current networks; work closely with Early Language Leads in Early Years Stronger Practice Hubs and actively participate in network meetings to ensure continuity from early years provision into Reception
- Work collaboratively with English Hub Literacy Specialists to ensure that early language, early literacy and phonics support are appropriately co-ordinated and sequenced so that schools receive a coherent and complementary offer
- Ensure all the values and principles represented by the English Hub programme are represented in their own school and supported schools, including adherence to evidence-based practice
- Maintain a strong equity focus by delivering support and coaching that prioritises language and literacy ELG outcomes and helps close gaps for SEND, EAL and disadvantaged pupils
- Promote best practice for schools in working in partnership with parents/carers to support the wider development of children’s speech, language, communication and early literacy

Eligibility criteria:

- You are a practicing Reception classroom teacher/leader with significant experience of teaching early language and early literacy
- You consistently achieve exceptional outcomes for the children in your class shown in, for example, above national ELG outcomes particularly in Communication and Language and Literacy
- You demonstrate an excellent understanding of how to develop early language and literacy
- You have experience of mentoring and offering support to others. This might include experience of school-to-school support. You have a positive, constructive approach and are able to identify specific strengths and next steps
- You are confident developing action plans, planning and modelling lessons, team teaching and leading training
- You are passionate about ensuring that every child develops the language and literacy skills to enable them to thrive in school and beyond
- You are able to commit up to 39 days in 2026/27, including intensive support to schools and training
- You have the full support of your Headteacher and Governors


➤ How to apply

To ensure we recruit the best possible Literacy Specialists, we will carry out a rigorous selection process. This will include:

- a detailed application form including a reference from your Headteacher
- a face-to-face interview
- an observation of a recorded reading lesson where language or handwriting is being developed
- a presentation explaining how early language or early literacy is developed in your setting


➤ Submit completed application forms to englishhub@flyinghightrust.co.uk by **9am 20th March 2026**

➤ Interviews will be held on **16th and 23rd April 2026**.



Application Deadline

**9am
20th March
2026**



[Download application form here](#)

If you or your Headteacher require any further information or would like to discuss the role, please join our drop-in sessions in March. [Book here](#)