



## English Hubs KS3 Literacy Specialist Programme (September 2026 to July 2027) – Information

**Orgill English Hub** is seeking to recruit expert KS3 teachers and leaders to develop and work as **KS3 Literacy Specialists**. This document provides information about the programme and how teachers and their schools can apply to be involved. The closing date for applications is **20.4.26**.

### Background

In September 2018, the Department for Education announced 34 English Hubs. This network was set up to improve reading standards across the country and improve education outcomes for the most disadvantaged children.

From September 2026, we will be supporting secondary schools to improve the teaching and learning of reading, with a focus on early reading skills and fluency in KS3.

### Purpose of the role

- To work alongside school leaders to implement effective English strategies with rigour.
- To support leaders to make evidence-based decisions on how to support the lowest attaining readers in Partner Schools.

### Benefits for participating teachers and their schools

Literacy Specialists are at the heart of the English Hub offer. They will receive training in reading catch up and fluency and will be responsible for empowering Reading Leaders through in-school support, leading to improved outcomes in reading attainment.

Participating in the programme will provide the following benefits to the KS3 Literacy Specialist and their schools:

- KS3 Literacy Specialists will develop:
  - a deep understanding of excellent practice in teaching early reading skills and developing fluency
  - skills to develop teaching, planning and assessment in order to effectively support pupils to make excellent progress
  - the ability to support teachers, within their own school and in other schools, to improve standards.

### Who should apply

The table below shows the essential and desirable criteria for applicants to the programme. This should be evidenced in the application form, which includes both the applicant's statement and the Headteacher's reference.

Essential	Desirable
Qualified Teacher Status.	Middle or senior leadership qualification/NPQ Coaching/mentoring training.
Driving license.	
Employed/previously employed as a teacher in KS3, with at least 3 years' experience.	Literacy Subject Leader.



Currently teaching reading, with a focus on strong fluency instruction.	Experience in supporting other schools to improve outcomes.
Senior Or Middle Leadership experience.	Experience of effective teaching across the key stages.
Experience of leading English/reading/ writing and/ or KS3.	Experience of teaching in schools with different contexts, such as high levels of disadvantage, mobility, EAL or SEND.
Excellent understanding of the KS1, KS2 and KS3 curriculum.	Track record of creative and effective engagement with families, particularly those who are harder to reach.
Proven record of excellent teaching & learning, particularly literacy.	Completed English Hub's Reading Fluency Professional Development.
Demonstration of high expectations of pupil and staff achievement/ how pupils catch up quickly	Confidence in supporting other practitioners.
Effective and supportive coaching of colleagues.	Successful track record of working effectively with other professionals across a group of schools, including providing constructive support and challenge to headteachers and senior leaders
Completed compulsory safeguarding training.	Confidence in supporting other practitioners.
A desire to develop and extend skills in teaching, learning and leadership.	Relevant NPQ.
Commitment to own professional development.	Experience in team teaching/coaching in the moment to develop practice.
Knowledge of the DfE's reading and writing framework.	Ability to lead challenging conversations with positive and constructive outcomes.
Evidence of excellent understanding how children learn to read and the promotion of a love of reading.	
Understanding and experience of effective action planning.	
Excellent communication and organisational skills.	
Ability to meet deadlines.	
Interest in supporting children and teachers beyond their own school.	
Ability to lead and develop the teaching and practice of others.	
Experience of analysing, and overcoming, barriers to effective teaching and learning.	
Evidence of providing effective support and challenge to others.	
Ability to form strong professional relationships based on trust and respect.	
Ability to set and sustain high standards in all areas of teaching.	
Willingness to contribute to the English Hub' s ethos and values	
Passion for reading and writing.	

**Expectations of participating teachers and their schools**

- The Headteacher and KS3 Literacy Specialist commit to developing and embedding literacy teaching across their school, supported by professional development activity.
- The KS3 LS commits to all aspects of the role and the release time required:
  - approximately one day per week
  - attending Orgill English Hub Training where necessary.
  - collaborating with the English Hub team and other Literacy Specialists.
  - attend half-termly LS team meetings.
  - report writing.
- The Headteacher commits to support the LS, including:
  - helping the specialist develop and embed outstanding teaching of reading and literacy within the school
  - ensuring the teacher receives the required release time as outlined above

The LS and Headteacher will provide any reports required by the English Hub and participate in any evaluation processes required

**Roles & Responsibilities****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 reading
- 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.
- Ensure the effective delivery of support to allocated Partner Schools by using the QA framework as a guide to monitor and maintain quality.
- 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.
- 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.
- 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.

**Time commitment**

The Literacy Specialist will be seconded from their base school for approximately one day a week.



**Summer term 2026:**

1-2 training days

**September 1st 2026 - July 20th 2027:**

1 or 2 days a week working as a KS3 Literacy Specialist or completing training.

**Funding**

£450 per KS3 LS delivery day. Training will be paid £375 per day.

**How to apply**

Applicants, in conjunction with their Headteacher, should complete the application form and submit it to Orgill English Hub [orgillenglishhub@orgill.cumbria.sch.uk](mailto:orgillenglishhub@orgill.cumbria.sch.uk) by **20.4.26**. Interviews will be taking place on week commencing 27.04.26 at Orgill Primary School.