CAREER OPPORTUNITY

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new wave english hub

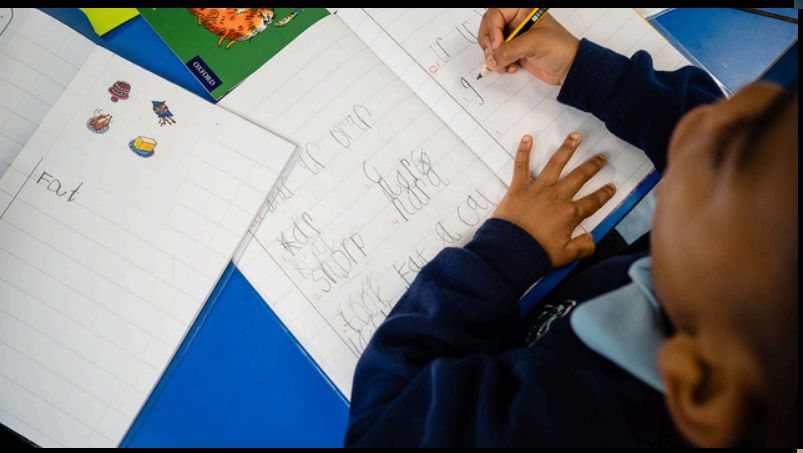
Early Literacy and Language Specialist (Maternity Cover)

NEW WAVE FEDERATION • HACKNEY

SALARY & SCALE

LP Scale 1 - 3 (Depending on experience)





CONTRACT & HOURS

Full-time, One-year Fixed-Term Contract (Maternity Cover)

KEY DATES

Closing: 6th Jan 2027
Interviews: wb 18th Jan 2027
Start: 22nd Feb 2027



WELCOME LETTER

Dear Applicant,



Thank you for your interest in the Early Literacy and Language Specialist (Maternity Cover) role at the New Wave English Hub, part of the New Wave Federation.

The New Wave Federation comprises Grazebrook, Shacklewell, Woodberry Down, and Thomas Fairchild Primary Schools. Our schools collaborate closely to drive educational excellence, secure high standards, and share best practice. As an English Hub heading into our ninth year, our footprint extends across North London, Peterborough, Hertfordshire, Cambridgeshire, and the Fenlands. We are dedicated to ensuring every child develops into an empowered reader and confident communicator by building language acquisition, reading fluency, and an intrinsic love of reading.

We are seeking a solution-focused Early Literacy and Language Specialist with proven expertise in Early Years leadership, early reading, and communication and language development. Working alongside headteachers, senior leaders, and class teachers across regional partner schools, you will evaluate practice, model teaching, and deliver high-impact coaching to raise early literacy outcomes.

What we can offer you:

- Popular, well-resourced hub and federation environments committed to regional excellence;
- A strong, collaborative network of experienced Literacy Specialists and senior leaders;
- Excellent professional development, including 6–10 days of targeted leadership and hub training;
- Comprehensive systems, diagnostic tools, and reporting frameworks to support your school visits;
- The opportunity to make a tangible, long-term impact on early literacy across diverse school communities.

If you bring vision, energy, and deep subject expertise to early language and literacy, we would be delighted to receive your application.

Kind regards,

Manjit Nandhra

English Hub Lead

(In partnership with Nicole Reid, Executive Headteacher, New Wave Federation)

ABOUT OUR SCHOOLS

New Wave Federation brings together four vibrant and diverse schools, each with its own unique character, community and strengths.

Grazebrook Primary School is a welcoming and inclusive school in Stoke Newington, committed to providing a positive learning environment where children are encouraged to develop their confidence, independence and love of learning.

Shacklewell Primary School, based in Dalston, is a diverse and inclusive school at the heart of its local community. The school places a strong emphasis on high expectations, positive relationships and ensuring that every child is supported to achieve their potential.

Woodberry Down Community Primary School, in Manor House, is a community-focused school that values inclusion, collaboration and strong relationships with families. The school is committed to creating an environment where children feel safe, valued and motivated to learn.

Thomas Fairchild Community School, based in Hoxton, is a vibrant and inclusive school with a strong commitment to developing confident, resilient and successful learners. The school works closely with its community and places children at the centre of all that it does.

Together, the four schools benefit from working as one Federation. We share expertise, resources and best practice while celebrating the individual identity and strengths of each school. This collaborative approach enables us to support our staff, strengthen our provision and continually improve the experiences and outcomes of our pupils.

APPLICATION PROCESS

1. **Read the Pack**: Review the person specification, job description, and core hub priorities thoroughly.
2. **Application Form**: Complete the standard application form in full (CVs are not accepted).
3. **Supporting Statement**: Address the criteria in the person specification, demonstrating your impact in early years literacy, coaching, and data-driven school improvement.
4. **Visits & Enquiries**: Contact Lisa Langley on 020 8103 5199 or email englishhub@newwavefederation.co.uk to arrange a call or visit.
5. **Submission**: Email your completed form to englishhub@newwavefederation.co.uk.
6. **References**: Ensure your first referee is your current or most recent line manager/employer.



PERSON SPECIFICATION

CATEGORY	ESSENTIAL	DESIRABLE
Qualifications	• Qualified Teacher Status (QTS) • Evidence of training in coaching and mentoring	• Specialist Leader of Education (SLE) status • Accredited training in early language programmes (e.g., NELI)
Experience & Knowledge	• Minimum 3 years' teaching experience, including EYFS • Proven middle or senior leadership experience • Experience leading EYFS and/or early reading with proven impact • Record of outstanding teaching practice and phonics/reading instruction • Experience delivering impactful staff CPD and peer coaching	• School-to-school support or outreach experience • Teaching experience in diverse settings (high EAL, mobility, disadvantage) • Experience engaging hard-to-reach families in early literacy
Communication	• Outstanding written and oral communication skills across all staffing tiers • Articulate, constructive approach when delivering developmental feedback • Ability to present complex pedagogical practices clearly to large groups	• Experience presenting to headteachers, governing bodies, or external trusts
Skills & Attributes	• In-depth understanding of the EYFS statutory framework and early literacy • Strong data analysis skills to identify gaps, set targets, and measure progress • Deep knowledge of language acquisition and high-quality children's literature • Ability to foster trust, motivate teams, and model outstanding classroom practice	• Working knowledge of DfE English Hub priority matrices and Challenge Checklists • Engagement with contemporary research on early communication pedagogy
Accountability and Freedom to Act	• Ability to plan, conduct, and report on partner school audits independently • Rigorous attention to official DfE reporting deadlines and compliance standards • Solution-oriented mindset under changing priorities	• Experience tracking intervention budgets or coordinating multi-school audit schedules

KEY RESPONSIBILITIES

Direct School Support & Practice Modelling

- Deliver tailored, intensive in-school support for partner schools, including side-by-side coaching, co-planning, and demonstration lessons.

- Conduct in-depth literacy and language audits across regional Early Years provisions to diagnose areas for development.
- Design, implement, and review bespoke action plans aligned with each partner school's unique context.
- Guide partner schools through the DfE Challenge Checklist to ensure fidelity to evidence-based literacy standards.

Strategic Leadership & Partner Collaboration

- Establish strong, professional partnerships with headteachers, EYFS coordinators, and reading leads.
- Work collaboratively with leadership teams to set ambitious Communication, Language, and Literacy Early Learning Goals.
- Provide constructive, data-informed challenge to school leaders following every on-site monitoring visit.

Regional CPD & Training Facilitation

- Plan, facilitate, and promote evidence-based 'medium-level support' workshops and regional training sessions.
- Deliver workshops focusing on early language acquisition, dialogic talk, phonics foundations, and reading for pleasure.
- Share research-informed pedagogy and showcase high-impact EYFS practice to visiting teachers and leaders.



Evidence-Based Programme Implementation

- Support school teams in rolling out approved early communication and language interventions (e.g., NELI).
- Monitor phonics fidelity, pupil grouping, and targeted interventions to accelerate learning for disadvantaged and falling-behind pupils.
- Promote rich, talk-centred learning environments that expand vocabulary and conversational fluency in the early years.

Monitoring, Data & Post-Visit Reporting

- Analyse school tracking data and assessment profiles systematically to evaluate support efficacy.
- Produce comprehensive post-visit diagnostic reports using official DfE proformas within agreed turnaround windows.
- Track and document school progress against action-plan milestones, escalating barriers to the English Hub Lead.

Hub Development, Professional Standards & Safeguarding

- Complete all mandatory DfE English Hub professional development, specialist forums, and team moderation sessions (6–10 days per academic year).
- Champion New Wave English Hub's vision, values, and inclusive ethos across all outreach engagements.
- Uphold the highest standards of child protection, data security, and professional conduct in line with statutory KCSIE guidelines across all partner settings.

Collaborative Federation Working

- Liaise with the English Hub Lead, Strategic Hub Lead, and partner specialists to share insights, evaluate regional metrics, and refine hub deployment models.
- Contribute to peer moderation and internal review processes to ensure consistency and quality across all hub delivery

SHORTLISTING

Once your application has been received, you will receive an acknowledgement by email. Candidates who are shortlisted for interview will be contacted shortly after the closing date.

As part of the Federation's commitment to safeguarding and in line with Keeping Children Safe in Education (KCSIE), shortlisted candidates may be asked to provide relevant social media information to enable an online search to be undertaken prior to interview.

Shortlisted candidates may be required to complete a selection task and attend a formal interview. Candidates should ensure that, if successful, they are able to provide the necessary evidence of their right to work in the UK. The Federation will undertake all required checks in accordance with current legislation.

HOW TO APPLY

For an application form and further information, or to arrange a visit, please contact:

Ms Lisa Langley

020 8103 5199

llangley@newwavefederation.co.uk

SAFEGUARDING & INCLUSION

Successful candidates will be required to complete an enhanced Disclosure and Barring Service (DBS) check, where applicable to the role.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

All qualifications, references and other relevant pre-employment checks will be verified before an appointment is confirmed.



KEY DATES

Closing Date:	**Wednesday 6th January 2027**
Interviews:	**Week beginning Monday 18th January 2027**
Proposed Start Date:	**22nd February 2027 (negotiable)**

If you are an experienced Early Years leader looking to drive literacy excellence across a wide network of schools, we would love to hear from you.

