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Department
for Education

English Hubs

Springhill English Hub



Early Language & Literacy Specialists (ELLS)

INFORMATION PACK

Welcome to Springhill English Hub

Inspiring a Love of Reading – Building Strong Foundations for Literacy

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About Us

Springhill English Hub is one of 34 DfE designated English Hubs selected for excellence in the teaching of reading. To date, the Hub has worked with over 600 primary schools and 10 secondary schools to raise literacy standards in schools and improve the educational outcomes for the most disadvantaged children. Springhill English Hub provides funding, guidance and professional development for colleagues across the South in the following regions:

- Hampshire (including the Isle of Wight)
- Sussex
- Southampton, Portsmouth and Brighton & Hove

The Hub is based at Springhill Catholic Primary School in Southampton, UK. From September 2026, the English Hubs programme will expand its support across Reception, KS1, KS2 and KS3.

About the Role

This is a middle-leadership opportunity which is focused on improving language, literacy and reading outcomes. Specialists may be either:

- employed by their own school and released under secondment (with funded cover) to undertake training and deliver targeted school support, or
- contracted by the English Hub as a freelance literacy specialist.

A Literacy Specialist "day" (LS day) is 1.2 FTE. Schools/contractors will be reimbursed for release time at a rate of £450 per LS day. The amount includes a 0.2 FTE payment of £75 for preparation and follow up activity.

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

Purpose of the Role

- Improve outcomes in Communication and Language and Literacy by strengthening Reception Year practice in schools that need the most support.
- Implement 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.





Note: 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 English Hub Literacy Specialists

Why Apply?



Supporting schools to provide the highest quality teaching is a privilege. It is rewarding when you can see the confidence gained by the whole staff, and to be a small part of their improvement journey is amazing. Being a Literacy Specialist enables me to be a more effective educator in my own setting from the insights I've gained in this role."

Louise, Literacy Specialist

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

You will be supported by a collaborative team of literacy specialists and you will experience working with schools in diverse contexts.

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

Key Duties

- Represent the English Hub's values and promote evidence-informed, high-quality practice.
- Conduct reviews of current practice, diagnose need and co-construct clear action plans.
- Report to the Hub Lead regularly about the delivery of support for all allocated schools.
- Provide intensive in-school 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 and set aspirational targets for reception outcomes around Communication, Language and Literacy early learning goals.
- Support effective implementation of early language programmes such as NELI, including: screening, group organisation and progress monitoring.





Eligibility Criteria – ELLS for Year R

Qualifications	Essential	<ul style="list-style-type: none"> • Educated to degree level or equivalent • Qualified Teaching Status
	Desirable	<ul style="list-style-type: none"> • Relevant postgraduate degree or NPO • Full driving licence
Professional Expertise	Essential	<ul style="list-style-type: none"> • Significant recent experience teaching and leading literacy/reading within EYFS (minimum 3 years). • Strong understanding of pedagogy and the developmental journey in communication, language and literacy (CLL) in EYFS. • Evidence of sustained positive outcomes or demonstrable impact through school support. • Knowledge of DfE's Reading and Writing Frameworks. • Excellent communication and organisational skills.
	Desirable	<ul style="list-style-type: none"> • A secure understanding of effective phonics practice.
Leadership and Influence	Essential	<ul style="list-style-type: none"> • Proven leadership within your school and ability to build trusted partnerships. • Experience aligning CLL with wider school improvement priorities. • Confidence to provide respectful, evidence-informed challenge. • Ability to work collaboratively.
Coaching and School Improvement	Essential	<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	Essential	<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 development days. • Commitment to ongoing professional development and system leadership.





Time Commitment and Professional Development

ELLS under secondment from their own school

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. Home 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 supported 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.

ELLS contracted by the English Hub

The successful candidate's allocation of time will be subject to negotiation.

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 supported 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:

- Completion of our [application form](#)
- A face-to-face interview
- Completion of a task
- Lesson observation

Deadline: 24 April 2026

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

Interview dates to be confirmed.

If you have any further questions or wish to discuss this role in more depth, please do not hesitate to email: englishhub@springhillcatholic.net.

Important Notice

Springhill English Hub is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced Disclosure check with the Disclosure and Barring Service.

Initial Training

ELLS successful applicants will receive 3 days of intensive training prior to starting the role which will take place on:

- Wednesday 24 June
- Monday 29 June
- Thursday 2 July

ELLS school/contractors will be paid £375 per day to attend training.

