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# English Hubs

New Wave English Hub

## KS2/ KS3 New Wave English Hub Phase Leader (3 days per week)

We are seeking an innovative Phase Leader to support the vision and management of New Wave English Hub. In this role, you will evaluate and develop our intensive and medium-level support programs to drive positive impact across our regional school settings.



**Salary:** Lead Practitioner Pay Scale Range 6-8, Inner London  
(point to be negotiated, depending on experience)

**Contract type:** One year, fixed term contract

**Start date:** September 2026

**Closing date:** Monday 8th June 2026

**Interviews:** wb Monday 15th June 2026

# Welcome

May 2026

Dear applicant,

Thank you for your interest in the role of KS2/KS3 Phase Leader at New Wave English Hub. The Hub is based in Hackney, London and is part of the New Wave Federation, a federation of four primary schools. Between our schools and English Hub, we have a wealth of experience in the teaching of reading, language development, early literacy and delivering successful school-to-school support.

At New Wave, we are passionate about reading and every child to flourish and view themselves as an immersed reader. The current priorities of the English Hub programme include: developing language acquisition, reading fluency and building an intrinsic enjoyment in reading ensuring inclusivity and sustained outcomes.

We are heading into our ninth year as an English Hub providing regional support in North London, Peterborough and areas of Hertfordshire, Cambridgeshire and the Fenlands, in Early Years, Primary and Secondary settings. We are an innovative team driven by a commitment to improve reading outcomes, share good practice and have a positive impact on children's life chances beyond our schools. This is an exciting time as we are expanding our team to include a knowledgeable Phase Leader with experience of leading positive change and sustained outcomes in KS2 and KS3.

We are looking for an exceptional Phase Leader with a track record of sustaining school improvement and commitment to evidence based practice. The Phase Leader will be an integral member of the core hub team, supporting the leadership of a team of Literacy Specialists (LS), overseeing intensive support delivery, ensuring that the hub's vision translates into the high impact reality that the hub strives to achieve for all children. The role will involve developing others within the LS team, monitoring and evaluating the delivery, and imparting expertise, coaching and informed training, in an articulate manner, to ensure the highest quality in partner school support. Tasks involve securing engagement from schools to access funded audits, support days, and training packages; evaluating partner school data and creating well planned milestone targets alongside the hub leadership team to ensure excellence in hub support for schools. I look forward to your potential interest in the Phase Leader opportunity.

Yours sincerely,



Manjit Nandhra  
English Hub Lead

To learn more about us please visit our website at [www.newwaveenglishhub.co.uk](http://www.newwaveenglishhub.co.uk)

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# Job Description

Two Phase Leaders will be recruited to oversee the delivery of support in the EYFS/ KS1 and KS2/KS3 phases. Phase Leaders will have experience of middle or senior leadership in their own settings, with a sound knowledge of the English Hub programme. They have knowledge of literacy and reading principles that inform professional dialogue and school development to provide informed universal and targeted support. Phase Leaders hold experience of developing others through instructional coaching, staff training and monitoring. Phase Leaders will have robust leadership skills to analyse partner school data, work as part of a leadership team to action plan, quality assure LS days, evaluate and impart expertise and training pathways within the phase LS team.

## What are my main responsibilities as an Phase Leader?

- attend English Hub training days (new Phase Leaders will receive 4- 6 days training);
- audit the literacy and reading provision of eligible schools and the hub audit delivery model;
- support regional school leaders to implement the DfE approved guidance and documentation i.e. when supporting transitions between KS2 and KS3
- monitor progress of supported schools within the phase and plan milestone targets that increase progress within schools;
- to secure engagement from school and trust networks to access a fully funded audit;
- where relevant, to engage with local partners, such as local authorities and hubs to enhance engagement from schools with the hub programme;
- to enhance partner schools' knowledge of reading assessments and interventions;
- to secure school's engagement CPD courses, to maintain knowledge of reading and emerging evidence;
- quality assure phase LS reports following audits and LS days;
- where required, to lead 'medium level support' training sessions underpinned by evidence based research.

## How will I be supported in my role?

The Hub Leads will ensure you are fully supported by:

- opportunity to collaborate with highly effective leaders/ partners to affirm strategic development;
- accessing specific training that informs subject knowledge
- providing you with systems and key documentation to ensure consistency with reporting progress;
- providing high quality leadership development CPD
- opportunities to collaborate and network with regional English Hub teams

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# Person Specification KS2/KS3 Phase Leader

Attributes and qualities	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Coaching and mentoring based training/ qualification</li> <li>• Robust knowledge of literacy and reading principles</li> </ul>	<ul style="list-style-type: none"> <li>• SLE status</li> <li>• NPQML/NPQSL qualification</li> <li>• Training in at least one DfE approved systematic synthetic phonics programme/ catch up programme.</li> <li>• Training in at least one language based intervention programme</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• At least three years teaching experience</li> <li>• Successful middle leadership experience such as phase leadership</li> <li>• Experience of leading English or a strand within English such as reading</li> <li>• Proven record of excellent teaching</li> <li>• Coaching and/or mentoring of other colleagues to instil high quality teaching</li> <li>• A record of delivering effective CPD for staff</li> <li>• Experience in monitoring data and planning from the analysis.</li> <li>• Evaluating the impact of staff training to inform next steps</li> <li>• Delivering a whole phase/ school improvement project and measuring the impact</li> </ul>	<ul style="list-style-type: none"> <li>• Successful senior leadership experience</li> <li>• Contribution to identifying priorities within a School Development Plan</li> <li>• Experience in supporting other schools to improve outcomes</li> <li>• Phase leadership in KS2/KS3</li> <li>• Proven track record in effective engagement with hard to reach families</li> <li>• Experience of being a part of a multi agency team, working alongside partners and agencies to improve outcomes at school/ trust level</li> </ul>
Skills, knowledge and expertise	<ul style="list-style-type: none"> <li>• Excellent understanding of vocabulary instruction and oracy</li> <li>• Supporting staff with the completion of assessments</li> <li>• Ability to deliver data / progress meetings with colleagues</li> <li>• Key understanding of how to motivate team members</li> <li>• Evidence of providing effective support to other professionals</li> <li>• Planning of effective milestone targets, evaluating and reporting on these with the hub leadership team</li> <li>• Ensuring accountability and planning effectively to support a high quality support model</li> <li>• Ability to meet deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of ways to holistically support families with language development</li> <li>• Participation in research led projects linked to the language /reading development of children</li> <li>• Expertise in ensuring positive transition for children into KS2 and / or KS3</li> </ul>
Personal	<ul style="list-style-type: none"> <li>• Ability to form excellent professional relationships rooted in trust and respect</li> <li>• Ability to lead and motivate others</li> <li>• A commitment to getting the best outcomes for all learners</li> <li>• A passion for reading for pleasure and a desire to develop this in others</li> <li>• Excellent team player</li> </ul>	<ul style="list-style-type: none"> <li>• An interest in evidence based research that informs classroom practice and pedagogy</li> <li>• Keen interest in childrens and young people literature/ books/ texts/ poems</li> </ul>

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# Application Process

Complete the application pack provided and send to [englishhub@newwavefederation.co.uk](mailto:englishhub@newwavefederation.co.uk) FAO Lisa Langley by

**Monday 8th June 2026, 12 pm**

If you do not receive confirmation of receipt of your application within one working day please call Lisa on 0208 103 5199.

If your application has been successful, we will be in touch to arrange an interview.

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the interviews commencing, please assume your application has been unsuccessful.

## Queries

We welcome you to contact Katie Beecroft, Strategic Hub Lead, or Manjit Nandhra, Hub Lead at New Wave English Hub to chat through the role and talk informally about the school/post and how working here will make a real difference to the children and young people in our region. You are also welcome to visit us at Grazebrook Primary School. Please contact Lisa Langley to arrange a call or visit.

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