

Literacy Specialist Post Advert and Job Specification

Yorkshire Endeavour English Hub is seeking to recruit an outstanding primary teacher to work as a **Literacy Specialist** on a secondment basis for the period of September 2022-July 2023.

Literacy specialists are experienced Primary School Teachers, who have an excellent knowledge of Early Reading and phonics. They support our Partner Schools for six days across the academic year, to improve Early Reading outcomes.

This document gives information about the English Hub programme, the Literacy Specialist Role and how teachers and their schools can apply. The closing date for applications is **Monday 11th July**. **Interviews will be held for shortlisted applicants on Monday 18th July**.

Background

Yorkshire Endeavour Academy Trust are one of the founding 34 hubs nationally to be a designated 'English Hub', a DfE funded programme, which aims for all children to achieve the best possible outcomes in early reading. The Hub aims to promote early language development, systematic synthetic phonics provision and a love of reading amongst primary pupils, with a particular focus upon EYFS and KS1. As the Hub moves into its fifth year, we are looking to increase our capacity by appointing an additional Literacy Specialist who will undergo training through the English Hub programme and DfE, to develop their role and offer support to schools in our region (North Yorkshire Coast, Hambleton, East Riding, York, and Ryedale).

The Literacy Specialist Role

We are looking for a passionate and experienced EYFS/KS1 teacher, ideally taking a leading role in their phase/school who has a proven track record of improving early reading outcomes. The school need to ensure that it has the capacity, expertise and desire to allow the Literacy Specialist to be released to take part in school to school support for the duration of next academic year (September 2022-July 2023).

The Literacy Specialists will:

- Support partner school leaders to implement the 'Challenge Checklist' (a list of DfE approved objectives for Early Reading) across 6 days next academic year.
- Coach leaders and teachers within the Partner School to improve quality of SSP and Early Reading teaching.
- Track the schools progress in early reading through rigorous data analysis, supporting leaders to implement interventions and close gaps.
- Ensure partner school Reading Leaders submit half-termly progress data to the hub.
- Produce a report after each visit, detailing specific actions for implementation
- Ensure that their own practice is outstanding by aiming for at least 90% in the Phonics Screening Check in their home school.

Hub support/training provided for the Literacy Specialist:

Our Hub Lead will ensure the LS is fully supported by:

- Providing professional development and training from the DfE, SSP providers and English Hub.
- Supporting LS's on joint Partner School visits.
- Meeting frequently with the LS team to reaffirm core messages, deliver CPD and support with analysing school data.
- Providing you with systems and key documentation to ensure consistency across all LS reporting
- Providing you with opportunities to observe best practice SSP in other schools
- Ensuring communication lines are always open at anytime
- Ensuring you receive on-going relevant training required to carry out the role.

Time commitment:

The Literacy Specialist will be seconded from their home school for the following time during the 2022-2023 academic year:

- 3 Literacy Specialist Development Days (one per term)
- 3 Training Days (per year)
- 3 half day virtual Progress Meetings (October, February, May)
- 18-24 days of release time to support 3-4 Partner Schools (6 school visits each) with 0.2 PPA time provided by the school in addition. The Literacy Specialist's home school can apply for to 3 or 4 schools depending on their capacity to release.

Funding:

- For each day working as a Literacy Specialist with a partner school, the releasing school will be funded at SLE rate (£350 per day) plus 0.2 days for PPA (£70) through Yorkshire Endeavour English Hub ie a total of £420 backfill per LS day. The releasing school must ensure that the Literacy Specialist has the 0.2 allocated PPA time for preparing agendas and writing up Literacy Specialist Reports across the year.

Expectations of the Literacy Specialist's home school:

The Head Teacher commits to;

- ensuring the specialist appointed is given the allocated release time to carry out the LS role.
- supporting the application and recruitment process by providing a reference and supporting statement (see attached application form).
- supporting the Specialist develop and embed effective early years/phonics practice, ensuring the teacher receives the required release time to improve outcomes, within their own school.
- Engage in Hub Lead visits to audit practice within the hub school for quality assurance purposes
- Cover costs of sickness if the specialist is unable to deliver a Partner School visit.
- Cover costs of travel expenses.

Application Process:

The person specification below shows the essential and desirable criteria for applicants. This should be evidenced in the application form attached which includes both the applicant's statement and the Head Teacher's reference.

Applicants, in conjunction with their Headteacher (or equivalent), should complete the application form and submit it to our Hub Lead (hspencer@yeat.co.uk) by 1/7/2022. We will then make contact with you with more details about the selection process.



English Hubs
Yorkshire Endeavour English Hub

Person Specification for Appointment of Literacy Specialist

Attributes / Qualities	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ Qualified teacher status 	<ul style="list-style-type: none"> ▪ Training in at least one DfE approved synthetic phonics programme ▪ Coaching/mentoring training ▪ SLE status
Experience	<ul style="list-style-type: none"> ▪ Teacher in current practice, with at least 3 years experience. ▪ Senior or Middle Leadership experience ▪ Experience of leading English/Reading and/or Early Years/KS1 ▪ Good understanding of the Early Years Foundation Stage and KS1 curriculum ▪ Proven record of excellent teaching & learning, particularly literacy ▪ Demonstration of high expectations of pupil and staff achievement ▪ Effective and supportive coaching of colleagues ▪ Track record of creative and effective engagement with families, particularly those who are harder to reach 	<ul style="list-style-type: none"> ▪ Experience in supporting other schools to improve outcomes. ▪ Experience of effective teaching across the key stages ▪ Experience of teaching in schools with different contexts, such as high levels of disadvantage, mobility, EAL
Professional Development & Training	<ul style="list-style-type: none"> ▪ Undertaking of appropriate INSET & further relevant training ▪ A desire to develop and extend skills in teaching, learning and leadership 	<ul style="list-style-type: none"> ▪ Commitment to own professional development ▪ Confidence in supporting other practitioners ▪ A lifelong learner
Skills, knowledge & expertise	<ul style="list-style-type: none"> ▪ Evidence of excellent understanding and practice in early language development; systematic synthetic phonics provision; and the promotion of a love of reading. ▪ Understanding and experience of effective action planning ▪ Excellent communication skills ▪ Good organisational skills ▪ Ability to meet deadlines ▪ Interest in supporting children and teachers beyond own school 	<ul style="list-style-type: none"> ▪ Knowledge of supporting children with EAL

	<ul style="list-style-type: none"> ▪ 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 	
Personal	<ul style="list-style-type: none"> ▪ Ability to form strong professional relationships based on trust and respect. ▪ Be committed to a 'nurturing and supportive' approach to support. ▪ Ability to set and sustain high standards in all areas of teaching ▪ Ability to work collaboratively ▪ Ability to lead and motivate others ▪ Willingness to contribute to the English Hub's ethos and values; ethical, nurturing and brave. ▪ Have a passion for reading 	<ul style="list-style-type: none"> ▪