

Job Description

Job title: Lead Teacher - Literacy

Salary: Teacher's Pay Scale plus TLR 2b (£5,816.84)

Start Date: September 2025

Contract Type: Full Time

Contract Term: Permanent

This Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

Job purpose

The Lead Teacher for Literacy will promote and implement whole school strategies for literacy with an aim of improving attainment at Ormiston SWB Academy. Working in partnership with the academy leadership team and department staff the role involves both a strategic overview of curriculum development, NGRTs, whole school reading programme, literacy interventions, disciplinary literacy alongside day to day involvement with departments. This will include activities such as coaching, planning, modelling strong practice and overseeing Lexonik reading intervention.

1. Key Responsibilities

- a) To coordinate the Read Aloud programme including live instructional coaching during PT.
- b) Coordinate and oversee the Trust wide Lexonik reading intervention within the academy.
- c) Ensure relevant testing is completed for KS3 and KS4.
- d) Equip staff with the skills to use reading age data/standardise scores to plan and support reading in their subject areas.
 - Meet with Literacy Champions.
 - Plan and deliver bespoke CPD during department co planning meeting.
- e) Promote a love of reading through use of enrichment activities;
 - Book Club
 - Debate Club
 - Literacy Breakfast Club
 - Monitoring and line managing the Academy librarian.
- f) Support the launch of various initiatives throughout the year, such as.
 - World Book Day
 - 18 by 18 Challenge
- g) Provide support to the academy leadership team and subject leaders to address the upskilling of departments with use of literacy-based tasks to enhance the curriculum delivery.
- h) Identify best practice in order to refine or bespoke the practice to the needs of the academy.
- i) Take part in monitoring and review work across the academy, as required.
- j) Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- k) Undertake other various responsibilities as directed by the line manager.

Person specification

Qualifications

- a) Qualified to degree level and above
- b) Qualified to teach in the UK

Experience

- a) Outstanding teacher
- b) Proven record in delivering outstanding attainment and progress
- c) Experience of identifying, implementing, monitoring and evaluating effective strategies for improving attainment
- d) Experience of leading, coaching and mentoring department teachers, as well as delivering staff training to support improved attainment and progress.

Knowledge and skills

- a) Outstanding personal literacy
- b) Up to date knowledge of literacy practices
- c) Recent experience of teaching and delivering good results in a secondary school
- d) Excellent communication and presentation skills
- e) Ability to consider both the detail and the 'bigger picture'
- f) Self-motivated and resilient
- g) Effective team worker and leader

Values

- a) Personal vision is aligned with Ormiston Academies Trust
- b) Genuine passion and a belief in the potential of every student
- c) Motivation to continually improve standards and achieve excellence above norms

Other

- a) This post is subject to an enhanced Disclosure and Barring Service check.

Ormiston Academies Trust is committed to safeguarding and promoting the welfare of children and young people in our academies. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.