

# Person Specification

**Post: Primary Teacher | School: Portadown Integrated Nursery and Primary School**

## NOTES TO APPLICANTS

You must clearly demonstrate on your application form, under each question, how and to what extent you meet the required criteria. Failure to do so may result in you not being shortlisted. You must demonstrate how you meet the criteria by the closing date for applications unless the criteria state otherwise. Shortlisting will be carried out on the basis of the essential criteria in Part A. The Selection Panel reserves the right to shortlist only those applicants it believes most strongly meet the criteria. In the event of an excessive number of applications, desirable criteria may also be applied at shortlisting, in the order listed.

## Part A — Essential Criteria (Shortlisting Stage)

Factor	Essential Criteria	Method of Assessment
Qualifications / Professional Membership	<ul style="list-style-type: none"><li>Hold a teaching qualification which meets the requirements for recognition to teach in grant-aided schools in Northern Ireland.</li><li>Qualifications must be obtained at the closing date for completed applications OR at the date of taking up appointment.</li></ul>	Shortlisting by Application Form
Experience	<ul style="list-style-type: none"><li>A minimum of 1 year post qualification teaching experience in the primary sector.</li><li>Demonstrable experience of using a range of effective classroom strategies to provide support and challenge for children of all abilities, including Special Educational Needs.</li><li>Demonstrable experience of using digital media and technology to enhance teaching and learning.</li></ul>	Shortlisting by Application Form
Other	Be registered with the General Teaching Council for Northern Ireland (GTCNI) before taking up post. Note: this requirement is not applied at shortlisting or interview. It is verified as a pre-employment check before the start date is confirmed.	Pre-Employment Check

## Part B — Essential Criteria (Interview Stage)

Factor	Essential Criteria	Method of Assessment
Knowledge	<ul style="list-style-type: none"><li>Knowledge of the Northern Ireland Curriculum across all primary phases</li><li>Knowledge and understanding of Safeguarding and Child Protection policy and practice</li></ul>	Interview



Factor	Essential Criteria	Method of Assessment
	<ul style="list-style-type: none"> <li>• Knowledge of the SEND Code of Practice and its implications for classroom practice</li> <li>• Knowledge of a range of teaching strategies to meet the learning needs of all pupils</li> <li>• Knowledge of current assessment methods and how to use these to inform teaching</li> <li>• Knowledge of digital classroom tools and how these can enhance learning</li> </ul>	
Skills / Abilities	<ul style="list-style-type: none"> <li>• Effective teaching and classroom management skills to inspire and challenge pupils across different age groups and raise achievement</li> <li>• Proven ability to adapt teaching style and approach to suit different Key Stages and the needs of individual learners</li> <li>• Proven ability to provide a supportive, inclusive learning environment</li> <li>• Ability to use initiative, solve problems and be flexible</li> <li>• Ability to work collaboratively and promote positive relationships with pupils, colleagues, parents and the wider community</li> <li>• Ability to work as an effective member of a team and to motivate self and others</li> </ul>	Interview
Values Orientation / Integrated Ethos	Evidence of how your experience and approach to work reflect the school's integrated values and ethos, and your commitment to an integrated school community.	Interview

## Part C — Desirable Criteria

Desirable criteria may be applied to reduce the pool at shortlisting if required. They will be applied in the order listed.

Factor	Desirable Criteria	Method of Assessment
Qualifications and Experience	<ul style="list-style-type: none"> <li>• Demonstrable experience of monitoring pupil progress, performance, target setting and intervention</li> <li>• Willingness to take on a curriculum leadership role.</li> <li>• Demonstrable experience of supporting pupils with Special Educational Needs or Additional Learning Needs</li> <li>• Demonstrable experience of teaching children in withdrawal groups to support learning</li> </ul>	Shortlisting by Application Form

