

Person Specification

Salford City Council

Job title	Grade	Location
Teaching Assistant Level 4	3B	Primrose Hill Primary School

Note to applicants

Whilst all criterions below are important, those under the **Essential** heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for an interview.

(*See grid overleaf)

Essential criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
1.	Experience working with children of relevant age.	A/I
2.	Experience of working with pupils with additional needs.	A/I
3.	Meet Higher Level Teaching Assistant standards or equivalent qualification.	A/I/C
4.	Excellent Numeracy/literacy skills	A/I/C
6.	Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation.	A/I
7.	Working knowledge of national curriculum and other relevant learning programmes.	A/I
8.	Understanding of principles of child development and learning processes and in particular, barriers to learning.	A/I
9.	Ability to plan effective interactions for pupils at risk of underachieving.	A/I
10.	Able to deliver lessons to a class of 30 pupils as directed.	A/I
11.	Ability to self-evaluate learning needs and actively seek learning opportunities.	A/I
12.	Ability to relate well to children and adults.	A/I
13.	Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.	A/I

Essential criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
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Desirable criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.	
1.	Relevant First Aid Training	A/I/C	
2.	Safeguarding training	A/I/C	
Completed by	Date	Approved by	Date
N.Marshall	10/06/2026	N.Marshall	10/06/2026

Method of assessment (* M.O.A.)

A = Application form, C = Certificate, E = Exercise, I = Interview, P = Presentation, T = Test, AC = Assessment centre