



Oswald Road Primary School
Terms of Reference for the
Headteacher's Performance Management Review Panel
2024-2025

Chair of Panel	Peter Martin
Date Established	16 September 2024
Date of review	September 2025
Membership	Peter Martin Stephen Haddock Adrian Guy (External Advisor) James Flanagan (substitute) Ernst ter Horst (substitute)

General Terms

Disqualifications: As per the legal requirements for governance.

- To determine performance targets for the Head for each academic year
- To periodically review the achievement of those targets through the course of the academic year
- To consult with an external advisor (Adrian Guy).