



**Oswald Road Primary School**  
**Terms of Reference for the**  
**Headteacher's Performance Management Review Panel**  
**2023-2024**

<b>Chair of Panel</b>	Peter Martin
<b>Date Established</b>	18 September 2023
<b>Date of review</b>	September 2024
<b>Membership</b>	Peter Martin Ali Ayub Adrian Guy (External Advisor) James Flanagan (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).