



Oswald Road Primary School
Terms of Reference for the
Headteacher's Performance Management Review Panel
2025-2026

Chair of Panel	Peter Martin
Date Established	15 September 2025
Date of review	September 2026
Membership	Peter Martin Stephen Haddock Liam Trippier (External Advisor) James Flanagan (substitute) Ernst ter Horst (2nd 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 (Liam Trippier).