



Oswald Road Primary School

Terms of Reference for the

Headteacher's Performance Management Review Panel

2025-2026

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