



Oswald Road Primary School
Terms of Reference for the
Headteacher's Performance Management Review Panel
2026-2027

Chair of Panel	Peter Martin
Date Established	14 September 2026
Date of review	September 2027
Membership	Peter Martin Stephen Haddock Matt Dixon (External Advisor) Jennie Wiggins (1 st substitute) Ernst ter Horst (2 nd 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 (Matt Dixon).