
STATUTORY INSTRUMENTS

2012 No. 115

**The Education (School Teachers’
Appraisal) (England) Regulations 2012**

Appraisal of teachers

7.—(1) The governing body of a school must appraise the performance of the head teacher in respect of each appraisal period applying in relation to that head teacher.

(2) In appraising the performance of the head teacher, the governing body of a school must consult the external adviser appointed under regulation 4.

(3) The head teacher of a school must appraise the performance of every other teacher employed at that school in respect of each appraisal period applying in relation to the teacher.

(4) The governing body of a school must exercise its functions so as to secure that the duty in paragraph (3) is complied with.

(5) A local authority must appraise the performance of each unattached teacher employed by that authority in respect of each appraisal period applying in relation to the teacher.

(6) In making an appraisal under paragraph (1), (3) or (5) the governing body, head teacher or local authority (as the case may be) must—

- (a) assess the teacher’s performance of their role and responsibilities during the appraisal period in question against—
 - (i) the standards applicable to that teacher by virtue of regulation 6; and
 - (ii) the teacher’s objectives set under regulation 6;
- (b) assess the teacher’s professional development needs and identify any action that should be taken to address them; and
- (c) where relevant under the Document, include a recommendation relating to the teacher’s pay.

(7) In paragraph (6) “the Document” means the document referred to in any order made under section 122 of the Act for the time being in force.