
EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations, which are made by virtue of sections 49 and 63 of the Education (No. 2) Act 1986, come into force on 14th August 1991.

The Regulations place local education authorities, in respect of schools maintained by them, and governing bodies of grant-maintained schools under a duty to secure that the performance of school teachers in discharging their duties is regularly appraised (Regulations 2 and 3).

The aims of appraisal are set out in Regulation 4; in particular, appraisal is to assist school teachers in their professional development and career planning, and those responsible for making decisions about the management of school teachers.

Regulation 5 provides that the appraisal cycle shall normally be a continuous period of 2 years. Regulation 6 sets time limits for the phasing in of appraisal procedures: after the 1st September 1995 all school teachers are to be the subject of an appraisal cycle.

The governing body of a school maintained by a local education authority is under a duty to secure compliance, in so far as it is reasonably practicable, with arrangements made by the local education authority for appraisals (Regulation 7).

Regulation 8 provides details of appraisal procedures: local education authorities (acting in the case of voluntary aided schools with the agreement of the governing body where possible) and the governing bodies of grant-maintained schools shall appoint two appraisers for the head teacher and may determine that there shall be two appraisers for a deputy head teacher. The head teacher shall appoint one appraiser for every other teacher at the school. Regulation 9 provides for the initial appraisal, and Regulation 10 provides that there shall be an appraisal interview, after which an appraisal statement is to be drawn up.

Regulation 11 covers the complaints procedure.

Regulation 12 provides for a review of the appraisal statement at least once before the end of the second year of the appraisal cycle.

Regulations 13 and 14 govern the use and retention of appraisal records and the use of information derived from them.