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WELSH STATUTORY INSTRUMENTS

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**1999 No. 2888**

**The Education (School Teacher  
Appraisal) (Wales) Regulations 1999**

**Appraisal procedures**

**11.**—(1) A school teacher shall be entitled to complain about an appraisal statement within twenty working days of first having access to it.

(2) In the event of a complaint by a school teacher who is not a head teacher, the head teacher, or where the appraiser is the head teacher, the appraising body shall appoint a person having relevant knowledge of or experience in education who has not participated in the appraisal complained of as review officer to conduct a review of that appraisal.

(3) In the event of a complaint by the head teacher of a former grant maintained, community, voluntary controlled or community special school, the appraising body shall appoint two review officers who have not participated in the appraisal complained of to conduct a review of that appraisal.

(4) In the event of a complaint by the head teacher of a voluntary aided, foundation or foundation special school, the local education authority and the governing body shall endeavour to agree on the appointment of two review officers who have not participated in the appraisal complained of to conduct a review of that appraisal. Failing such agreement, the local education authority and the governing body shall each appoint one review officer.

(5) The review officer shall take account of any representations made by the school teacher.

(6) The review officer may —

- (a) order the appraisal statement to stand with or without observations of his own; or
- (b) with the agreement of the appraiser amend the appraisal statement; or
- (c) order that the appraisal statement be expunged and order a new appraisal.

(7) Where a new appraisal is ordered under paragraph 11(6)(c) a new appraiser shall be appointed under Regulation 8 and the appraisal procedure followed under Regulations 9, 10 and 12.