
STATUTORY INSTRUMENTS

2012 No. 115

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

Standards and Objectives

6.—(1) The governing body of a school must, before, or as soon as practicable after, the start of each appraisal period in relation to a head teacher—

- (a) inform the head teacher of the standards against which the head teacher’s performance in that appraisal period will be assessed; and
- (b) set objectives for the head teacher in respect of that period.

(2) In setting objectives for 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, in respect of every other teacher employed at that school, before, or as soon as practicable after, the start of each appraisal period in relation to a teacher—

- (a) inform the teacher of the standards against which the teacher’s performance in that appraisal period will be assessed; and
- (b) set objectives for the teacher in respect of that period.

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

(5) The objectives set under paragraph (1)(b) or (3)(b) must be such that, if they are achieved, they will contribute to—

- (a) improving the education of pupils at that school; and
- (b) the implementation of any plan of the governing body designed to improve that school’s educational provision and performance.

(6) A local authority must, in respect of unattached teachers employed by that authority, before, or as soon as practicable after, the start of the appraisal period in relation to each such teacher—

- (a) inform the teacher of the standards against which the teacher’s performance in that appraisal period will be assessed; and
- (b) set objectives for the teacher in respect of that period.

(7) The objectives set under paragraph (6)(b) must be such that, if they are achieved, they will contribute to improving the education of pupils in the school or other place at which the teacher is employed.

(8) The standards referred to in paragraphs (1)(a), (3)(a) and (6)(a) in respect of a teacher are—

- (a) the set of standards contained in the document entitled “Teachers’ Standards” published by the Secretary of State in July 2011; and
- (b) any other set of standards relating to teachers’ performance published by the Secretary of State as the governing body, head teacher or local authority (as the case may be) determines as being applicable to the performance of that teacher.