

# The nine key principles for effective school-to-school peer review

1. **Committed to better outcomes for all**
2. **Action focused**
3. **Rigorous and objective**
4. **Structured and robust**
5. **Expert and evidence led**
6. **Done with, not to, the school**
7. **Open and trusted**
8. **Builds deeper relationships**
9. **Committed to continuous improvement**

# Key principles

1. **Committed to better outcomes for all** – There is a shared responsibility to establish improvement across all schools and not just one's own, including the sharing of good practice identified in reviews. The desire for mutual gain is imperative for success.
2. **Action focused** – Peer review is set up with the intention of acting as a result of the review, whether to address a deficit or to get even better. Peer review provides evidence of strengths and areas for improvement but is not a standalone activity. Reviews must be part of wider processes that provide sustained support for evidence-based improvement.
3. **Rigorous and objective** – The team should always consist of peer leaders with the professional distance to give a truly honest appraisal of where the school is in its journey and the experience to insightfully present evidence.
4. **Structured and robust** – The approach used in the review should have a clear structure so that the evidence collected is impartial, defensible and is action focused, with all actions owned by the reviewed school.
5. **Expert and evidence led** – The reviewers should be given the training and support to be(come) experts in peer review; their diagnosis of school performance should be rooted in evidence, as should any suggestions about potential actions.
6. **Done with, not to, the school** – Peer review drives more transparent and honest self-review, should engage as much of the school workforce as possible and always be reciprocated.
7. **Open and trusted** – The reviewed school is able and willing to expose its vulnerabilities, in order to elicit new perspectives on the challenges it faces.
8. **Builds deeper relationships** – Peer reviews lead to abiding collaborative partnerships which can evolve over time to enable stronger, closer working in local clusters. There is also an opportunity to share more widely as part of a national drive for improvement.
9. **Committed to continuous improvement** – Peer review itself should always be kept under review and providers of peer review programmes must have embedded structures and processes to evaluate the effectiveness of the process and commit to continuous improvement.

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[www.naht.org.uk/peerreview](http://www.naht.org.uk/peerreview)



**PEER REVIEW  
PRINCIPLES**