



**MINUTES OF THE FULL GOVERNING BODY MEETING OF  
FRIERN BARNET SCHOOL, HELD AT THE SCHOOL AND ON TEAMS  
ON MONDAY 15<sup>th</sup> DECEMBER 2025 AT 6.30PM**

| Name                | Governor Type       | Other Information | Term of Office         | Present/Apologies/Absent |
|---------------------|---------------------|-------------------|------------------------|--------------------------|
| Ann Woodhall        | Co-opted            | Chair             | 12.10.2025-11.10.2029  | Present                  |
| Cllr Barry Rawlings | Co-opted            |                   |                        | Absent                   |
| Niki Savva          | Co-opted            |                   | 29.03.2022-28.03.2026  | Present                  |
| Kunal Gautami       | Co-opted            |                   | 29.03.2022-28.03.2026  | Absent                   |
| Nishad Gudhka       | Co-opted            |                   |                        | Apologies                |
| Mavis Osei-Agyapong | Co-opted            |                   | 17.10.2023.16.10.2027  | Present                  |
| Andrew Redpath      | Co-opted            |                   | 31.03.2025-30.03.2029  | Present                  |
| Simon Horne         | Staff               | Headteacher       | Ex-officio             | Present                  |
| Galia Admoni        | Staff               |                   | 15.05.2024-14.05.2028  | Present                  |
| Helen Bull          | Parent              | Vice Chair        | 17.10.2023.16.10.2027  | Present                  |
| Olga Glazer         | Parent              |                   | 26.01.2022-25.01.2026  | Absent                   |
| Zeenat Syed         | Parent              |                   | 17.10.2023-16.10.2027  | Present                  |
| Sarah Iglesias      | Parent              |                   | 22.11.2025-21.11.2029  | Present                  |
| Cllr Anne Hutton    | LA                  |                   | 12.10.20212-11.10.2029 | Present                  |
| Paula Donaldson     | School Business Mgr |                   |                        | In attendance            |
| Kathryn Poynting    | SLT                 |                   |                        | In attendance            |
| Jane Mullan         | SLT                 |                   |                        | In attendance            |
| Caroline Winston    | Clerk               |                   |                        | In attendance            |

***A meeting with Student Parliament Representatives preceded the FGB meeting.***

**1. WELCOME**

- 1.1 Governors were welcomed to the meeting, with a special welcome to newly elected parent governor Sarah Iglesias. Introductions were made around the table for her benefit.

**2. ACCEPTANCE/NON-ACCEPTANCE OF APOLOGIES FOR ABSENCE**

- 2.1 Consent was recorded to apologies for absence submitted on behalf of Nishad Gudhka.  
2.2 Barry Rawlings, Kunal Gautami and Olga Glazer were recorded as absent.

**3. DECLARATION OF PECUNIARY INTEREST**

- 3.1 No business or other interests were declared for this meeting.  
3.2 Governors were reminded to complete on GovernorHub the annual declaration form, and to click to confirm that they had read the updates to KCSIE 2025.

**4. OVERVIEW OF GOVERNORHUB FEATURES**

- 4.1 The Clerk gave a brief presentation of the key features of GovernorHub.

*Zeenat Syed joined the meeting at this point.*

## 5. MINUTES OF THE MEETING HELD ON 13<sup>TH</sup> OCTOBER 2025 AND MATTERS ARISING.

- 5.1 The Part I Minutes of the meeting held on 13<sup>th</sup> October 2025 were confirmed and signed by the Chair as an accurate record.
- 5.2 Arising from the minutes:
- 5.3 Item 9.8 Dance GCSE Moderation **ASKED** whether there was anything to update concerning dance and the moderation discussed at the last meeting, the Headteacher said that the staff were working more with other schools for moderation of assessment. An experienced former dance teacher of the school had also agreed to review the assessment recordings before they were sent to the exam board.
- 5.4 Item 7.10 Contact another school who had joined the scheme. Also contact schools with their own grant funded solar panels to find out costs and savings This would be discussed later in the meeting.
- 5.5 Item 7.11 Add 'Decision about Solar Panels' to the next agenda This had been completed and would be discussed later.
- 5.6 Item 14.4 Find list of link governor roles and the linked subject leaders This had been completed and would be discussed later.

## 6. HEADTEACHER'S REPORT

- 6.1 A full report had been circulated to governors, and this was received and noted. Arising from the report:
- 6.2 In the News The information was highlighted and the Headteacher said that 80 students had participated in the winter concert.
- 6.3 It was noted that both Masoud Shirzay and Justin Haynes, the school's IT experts for many years, had recently left the school. Both had left for separate personal reasons, and both would be missed. Governors were reminded that they had served the school extremely well for almost 20 years. The IT was now being looked after by Percy Ng, who had been trained and supported by Masoud for a few weeks.
- 6.4 SEND Cluster Update The Headteacher reported that the school had hosted the first SEND cluster meeting, with the next meeting scheduled for January 2026. There would then be a third meeting for evaluation of the pilot and a decision would be made on whether this should be rolled out across Barnet. Governors were reminded that it was SENCO's taking part in this pilot rather than headteachers.
- 6.5 The Headteacher said that it was positive for the school to be part of this innovative piece of work.
- 6.6 Curriculum Review The Headteacher highlighted the findings of the recent national curriculum review and said that this would be discussed in more detail at a later date.
- 6.7 **ASKED** whether there would need to be a refresh of the curriculum, the Headteacher said that there would be over time, but this was a longer-term situation which did not need to be addressed immediately. The staff governor had attended a session on this and said that for her subject English, the curriculum review had not mentioned anything fundamental and only small tweaks would be required.
- 6.8 Subject leads would be closely monitoring this.
- 6.9 The Headteacher said that the new GCSE exams would not be taking place until 2031, so the Year 10 intake of 2029 would be the first to sit them.
- 6.10 New Ofsted Framework Pilot The school had been visited by five inspectors, four of whom were HMIs (His Majesty's Inspectors). In a real inspection the school should expect four inspectors. The pilot visit was set up to give the inspectors an opportunity to apply the methodology of the new framework.
- 6.11 Governors were reminded that there was no single word judgment under the new framework, and the school had come nothing lower than expected standard in the various areas. A colour coded grid would be provided following inspection under the new framework for the judgments across all

areas. The Headteacher said that governors should be reassured about the findings of this pilot inspection.

- 6.12 **ASKED** whether all schools would now be inspected every four years, this was confirmed.
- 6.13 **ASKED** whether there had been any suggestions for governors, the Headteacher said that the focus of leadership and management should be the rationale for decisions and the impact made.
- 6.14 **Suspensions** The data sheet provided with the headteacher's report was noted. He highlighted that the suspension numbers were much lower last year than the previous year. This reflected the work done in the Inclusion Hub as well as all the efforts staff were making to consider the barriers to learning each student faced, adjusting what they did to try to meet their needs.
- 6.15 There had been one permanent exclusion for a boy in Year 9. This had been for persistent defiance, disruption and dangerous behaviour.
- 6.16 **Roll Numbers** The Headteacher reported that this time last year there had been 649 students on roll. This year the number was 595.
- 6.17 The falling rolls committee had met in November to consider the response of the local authority to the school's request for a licensed deficit. A re-structuring plan was in place which aimed to ensure that the school was financially viable, whilst pupil numbers continued to fall.
- 6.18 However, Barnet had said that the deficit could not be agreed as, although the school could show how to get to an in-year surplus, they would still be carrying a deficit forward which would take a few years to pay off.
- 6.19 The school had been referred to the DfE and would be allocated a School Resource Management Adviser (SRMA) in January 2026. The Headteacher had spoken with the SRMA team and had been told to put all re-structuring plans on hold until the adviser came in to look at the plans. The adviser would put forward a new plan to the GB and LA. The Headteacher would also be asking for an extended period for this as there were exceptional circumstances of falling rolls which was largely outside of the school's control.
- 6.20 **ASKED** whether the school had experienced the surge in flu cases recently in the news, the Headteacher said that levels of illness had not be different to previous years. Staff attendance continued to be excellent with teaching staff having an average absence figure of 1.1 days.
- 6.21 **ASKED** what monitoring was in place to ensure IT standards did not slip following the departure of the two highly experienced members of staff, it was reported that Paula Donaldson was the line manager for the new IT support role. She said that he had a wealth of experience in cyber security, strategic planning and monitoring of the network. He was developing his skillset in the repairs side of the role and had made an excellent start at the school.

## **7. CURRICULUM AND TEACHING PRIORITIES (ADAPTIVE TEACHING)**

- 7.1 It was reported that priority one in the SIP this year was 'use adaptive teaching to identify barriers to learning and adjust teaching to meet the needs of students'. It was explained that adaptive teaching was where staff should ensure challenging and inclusive teaching for all students. Kathy Newey was leading on this priority.
- 7.2 Introduction sessions on adaptive teaching had been provided for all staff. Further sessions were being provided on how adaptive teaching worked with EAL students and then in the spring term how it could be used to support SEND students.

## **8. CAREERS INCLUDING Y11 DESTINATIONS**

- 8.1 A report entitled 'Post 16 Applications 2024-2025' was tabled for information.
- 8.2 This document had been finalised following certificate evening on 3<sup>rd</sup> December 2025 as this had been an opportunity to finalise the details from students.
- 8.3 Governors were informed that this data had to be submitted to the LA annually to ensure all students were in compulsory education and where they were. There were 147 students in the Year 11 cohort and applications had been made to 55 different post 16 providers across four London boroughs.

- 8.4 The school had destination data for 98.6% of the cohort and reported to the LA as part of the DfE return called 'September Guarantee'.
- 8.5 It was highlighted that aspirations had been high, with many students choosing sixth forms with only A Level offer. Students had been advised to attend open days and visit sixth form and FE Colleges alongside viewing information in online prospectuses.
- 8.6 It was reported that tracking to ensure students remained in their 2-year pathway was often challenging.
- 8.7 The top six application choices were: Woodhouse (52 applications), Alexandra Park School (46 applications), The Compton (41 applications), Capital City FE College (30 applications), East Barnet School (20 applications) and Fortismere (19 applications).
- 8.8 The students were studying the following pathways: A Levels, AAQ – T Levels, BTEC nationals, Vocational Level 2 with English and Maths resit, Apprenticeship and employment.
- 8.9 The subjects being studied were highlighted and the Headteacher said that animation and gaming were new this year.
- 8.10 **ASKED** whether the school had the application outcomes, this was confirmed. A table of this data was currently being produced and would be shared at the middle leaders meeting in January.
- 8.11 **ASKED** whether the Gatsby Benchmarks were still used, this was confirmed and it was explained that this was the framework that underpinned the careers framework in school.
- 8.12 Governors heard that there had been a careers fair in school at which 15 schools and colleges came in to meet with students. There had also been taster sessions at Barnet & Southgate college. The Year 10 work experience would launch in January, where students would be sourcing their own placements. Options evening would also be taking place in the Spring term.

**9. PROFESSIONAL DEVELOPMENT OF STAFF AND TEACHER PERFORMANCE**

- 9.1 Professional Development A full report of professional development opportunities for staff had been shared on GovernorHub for information.
- 9.2 It was explained that every Tuesday after school, staff had training. This was in addition to the monthly training on the three strands in school.
- 9.3 There was also various individualised training for staff throughout the year.
- 9.4 The school accessed the National College online offer for some staff training.
- 9.5 Faculty time had also been added this term, the first of which had taken place in the first half term with a focus on reading approaches.
- 9.6 **ASKED** about AI training, it was reported that middle leaders had participated initially in a fact-finding session. Then the SLT had looked at how AI could be used by teachers to reduce workload for things like planning. Teachers had been signposted to different tools to try for this. Information had also been provided on the prompts to use that would be most successful when using AI.
- 9.7 Students were also now using AI for some homework, and the school was educating them on how to use it most effectively.
- 9.8 Next term, the school would be training staff on how to use other technologies, including the new interactive whiteboards in some of the classrooms and the new visualisers.
- 9.9 The Headteacher informed governors that the school had an AI Policy in place which was in line with the DfE guidance. It was important that this was being followed with staff, students and parents.
- 9.10 A brief discussion ensued about the risk of using incorrect information generated through AI.
- 9.11 It was also highlighted that ChatGPT had an age restriction of over 13s, so this could not be used with the younger children at school.
- 9.12 Teacher Performance A full lesson observation report had been shared on GovernorHub for information. The lesson observation data and work sampling findings had been shared in pie charts.
- 9.13 It was highlighted that there had been 42 lesson observations, which had been predominantly good and few adequate or below. It was explained that these judgements were self-assessed by the teaching staff.

- 9.14 The work sampling data was noted, and it was explained that these were not self-assessed judgements. The four areas reviewed were presentation, marking and feedback, quality of curriculum and literacy. The work sampling was undertaken each half term for different year groups. These had mostly been green, with few amber or reds.
- 9.15 **ASKED** how the school monitored that lessons were adapted for all, it was explained that this was through lesson observations.

## **10. SEND UPDATE**

- 10.1 The SEND Information Report had been shared on GovernorHub for information. Governors were reminded that this was a statutory document that was published on the school website annually.
- 10.2 The Headteacher said that this gave an overview of the SEND provision, including the ARP curriculum.
- 10.3 It was highlighted that there were currently 595 students on roll, of which 53 had an EHCP. This equated to 8.91% of the student population. The national average for schools was 4.8%. The Headteacher said that the percentage included the students in the ARP.
- 10.4 It was reported that there were 31 EHCP students in the ARP.
- 10.5 The year groups with the highest number of EHCP students was currently Year 10 (17) and Year 7 (13).
- 10.6 **ASKED** whether most of the Year 10 students with an EHCP had been at the school since Year 7, this was confirmed.
- 10.7 A brief discussion ensued about the planning of lessons in the ARP and the challenges of using pre-planned lessons when every intake each year was different.
- 10.8 **ASKED** whether the courses offered in the ARP were accredited, it was explained that this changed dependent on a student's abilities. The initial plan had been that students would take entry level courses, but not all subjects were suitable. The school had found another option called 'unit awards' for English certification.
- 10.9 **ASKED** whether there were a wide range of needs in the class, this was confirmed.
- 10.10 A brief overview was provided about the positive impact teaching in the ARP had had on the staff governor.

## **11. PUPIL PREMIUM IMPACT/STRATEGY**

- 11.1 Governors were reminded that the Pupil Premium Strategy Statement was published on the school website annually.
- 11.2 This statement detailed the school's use of pupil premium funding to help improve the attainment of their disadvantaged pupils. It outlined the pupil premium strategy, how the school intended to spend the funding in this academic year and the effect that last year's spending of pupil premium had within the school.
- 11.3 Pupil Premium funding for the reported period had been £340,000.
- 11.4 Targeted academic support for PP students had included:
- Appointment of a Lead Practitioner for literacy to lead reading intervention across all KS3 years groups to improve comprehension.
  - Phonics training for all staff involved in the programme
  - Using external academic tuition to provide more challenge for disadvantaged students in Maths.
  - Use of peer mentors from Woodhouse College for more able students.
  - Using targeted KS3 intervention in Maths and English.
- 11.5 Wider strategies included the development of the KS3 support in the Inclusion Hub to provide early intervention for specific students who required behavioural and emotional support and to provide parental support.
- 11.6 It was explained that the attainment gap between non-PP and PP students in 2025 had been 8.8 (1 grade). Nationally this had been 18.9 (2 grades).
- 11.7 44% of students on roll were PP.

- 11.8 **ASKED** what the school was doing this year in Maths, following the slight dip in attainment last year at GCSE for PP students, the Headteacher said that interventions were in place, extra courses added and the school was working on the attendance of PP student.
- 11.9 Maths Mondays were compulsory for Year 11 students. All PP students are provided with a CGP revision guide free of charge. The Maths Makers Programme was now fully subsidised for PP students. Attitudes for Learning motivation tickets had been introduced and on Wednesday the Woodhouse mentors were in school.

## **12. BUDGET MONITORING**

- 12.1 The budget forecast for the end of November had been shared for review. The SBM explained that this was period 8, and 67% through the financial year.
- 12.2 It was highlighted that in income, the LA funding was higher than previously forecast due to adjustments and different payment schedules. There had also been a grant for the recent teacher pay increase.
- 12.3 SEND funding was stable and remained as forecast.
- 12.4 Lettings income had increased as the school was now using a managed letting service to let the premises. Bookings were already in place until Easter.
- 12.5 Music and Trips income was higher than forecast as there were more trips than usual.
- 12.6 Total income against budget was currently 71.4%.
- 12.7 The expenditure was then reviewed.
- 12.8 Salary expenditure was on track at 65.6% and all pay awards had been backdated.
- 12.9 Premises expenditure was lower than forecast at 51.5%. This was because there had been low spend on fixtures and fittings/minor improvements.
- 12.10 Supplies and services expenditure was also currently lower than forecast at 52.5%.
- 12.11 Agency and contracted services was also lower at 56.1%. This was due to lower supply agency costs and the school awaiting some invoices.
- 12.12 Overall expenditure was on track at 63.5%.
- 12.13 The school was still forecasting a deficit budget of -£530,672.
- 12.14 The school praised the fact that the staff salary increases were processed efficiently so that the backdated pay could be with payroll in time for November's pay.

## **13. SITE UPDATE AND THE GREEN AGENDA**

- 13.1 Site Update It was reported that, since the last meeting, the following works had been undertaken:
- Tree work near the staff car park.
  - Drains cleared and flushed through.
  - Small repairs to heating system.
  - IT works – 10 new interactive whiteboards installed, using capital funding.
  - 5 new teacher computers were also being purchased.
- 13.2 The Green Agenda Governors were informed that the Student Parliament had been undertaking litter picking around the site and cleaning benches.

## **14. DECISION ABOUT INSTALLATION OF SOLAR PANELS**

- 14.1 The Headteacher reported that he had a discussion with a local school about having the solar panels installed.
- 14.2 Due to a lack of clarity from the LA about liability for the solar panels should the school ever close in the next 20 years due to falling roles, it was proposed that the school did not proceed with this project.
- 14.3 The governing body supported this view.

**15. SAFEGUARDING UPDATE**

- 15.1 Jim Robinson, DSL, had shared a safeguarding update report which was received and noted by governors.
- 15.2 A further safeguarding update would be provided in Part II of the meeting.

**16. AI**

- 16.1 This had already been discussed earlier in the meeting.

**17. REVIEW OF LINK GOVERNOR ROLES**

- 17.1 A table of proposed link governor roles was tabled by the Chair.
- 17.2 It was highlighted that the Falling Roll Committee members continued to be the Chair, Vice Chair and Nishad Gudhka.
- 17.3 Governors were asked to contact the Chair by the end of December to confirm that they were happy with the link role they had been assigned.

| Item | Action  | Who? | Deadline |
|------|---|------|----------|
| 17.3 | Contact the Chair to confirm the link role assigned | All  | Dec 2025 |

**18. REVIEW OF POLICIES/DOCUMENTS**

- 18.1 Careers Education & Access for Education and Training Providers Policy The document had been shared for information.
- 18.2 Some minor amendments to wording were highlighted and the document was noted.

**19. GOVERNOR TRAINING**

- 19.1 The Governor Support and Development Programme and GovernorHub training was commended to governors.
- 19.2 They were reminded to record any training they attended in their training record on GovernorHub.

**20. ANY OTHER BUSINESS**

- 20.1 There was none.

**21. DATES OF NEXT GOVERNING BODY MEETING**

- 21.1 The date and time of the next meeting was confirmed as:  
- Monday 16<sup>th</sup> March 2026 at 6.30pm

**22. CONFIDENTIAL ITEMS**

- 22.1 A discussion was held on confidential items, which were subject to separate confidential minutes.

**ACTION LOG – 15<sup>TH</sup> DECEMBER 2025**

| Item | Action  | Who? | Deadline |
|------|---|------|----------|
| 17.3 | Contact the Chair to confirm the link role assigned | All  | Dec 2025 |