



**MINUTES OF THE FULL GOVERNING BODY MEETING OF
FRIERN BARNET SCHOOL, HELD AT THE SCHOOL AND ON TEAMS
ON MONDAY 13th OCTOBER 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			Apologies
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			Present
Mavis Osei-Agyapong	Co-opted		17.10.2023.16.10.2027	Absent
Andrew Redpath	Co-opted		31.03.2025-30.03.2029	Present
Simon Horne	Staff	Headteacher	Ex-officio	Present
Galia Admoni	Staff		17.05.2022-16.05.2026	Present
Helen Bull	Parent	Vice Chair	17.10.2023.16.10.2027	Apologies
Olga Glazer	Parent		26.01.2022-25.01.2026	Absent
Zeenat Syed	Parent		17.10.2023-16.10.2027	Apologies
vacancy	Parent			
Cllr Anne Hutton	LA		12.10.20212-11.10.2029	Present
Paula Donaldson	School Business Mgr			In attendance
James Robinson	SLT			In attendance
Jane Mullan	SLT			In attendance
Caroline Winston	Clerk			In attendance

- 1. WELCOME**
 - 1.1 Governors were welcomed to the meeting.

- 2. ACCEPTANCE/NON-ACCEPTANCE OF APOLOGIES FOR ABSENCE**
 - 2.1 Consent was recorded to apologies for absence submitted on behalf of Barry Rawlings and Zeenat Syed.
 - 2.2 Olga Glazer, Mavis Osei-Agyapong and Kunal Gautami were recorded as absent.

- 3. CONFIRMATION OF REAPPOINTMENT OF LA GOVERNOR – CLLR ANN HUTTON**
 - 3.1 The LA nomination panel had agreed to the reappointment of Cllr Ann Hutton as LA governor.
 - 3.2 This was **APPROVED** by the Governing Body.

- 4. DECLARATION OF PECUNIARY INTEREST**
 - 4.1 No business or other interests were declared for this meeting.
 - 4.2 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.
 - 4.3 The Code of Conduct was **ADOPTED**.

5. ELECTION OF CHAIR FOR THE ACADEMIC YEAR 2025-2026

5.1 Nominations were invited for the position of Chair and Ann Woodhall was proposed and seconded. Upon a show of hands, it was **RESOLVED** that she be appointed Chair for the academic year 2025-2026.

6. ELECTION OF VICE CHAIR FOR THE ACADEMIC YEAR 2025-2026

6.1 Nominations were invited for the position of Vice Chair and Helen Bull was proposed and seconded. Upon a show of hands, it was **RESOLVED** that she be appointed Vice Chair for the academic year 2025-2026.

7. PART I MINUTES OF THE MEETING HELD ON 14th JULY 2025 AND MATTERS ARISING.

7.1 The Part I Minutes of the meeting held on 14th July 2025 were confirmed and signed by the Chair as an accurate record.

7.2 Arising from the minutes:

7.3 Item 4.3 GovernorHub A Governor requested an explanation on how to access the skills audit effectiveness tab on GovernorHub, and the Clerk undertook to share this on the noticeboard.

7.4 Item 6.16 Invite London Community Energy Fund to present detailed information at the next FGB meeting This had been completed and the governing body had received this presentation immediately before this meeting.

7.5 Item 6.17 Seek alternative grants available for the installation of solar panels The Chair asked governors to consider whether, following the presentation earlier this evening, they felt it would be beneficial to seek grants for the school to install their own solar panels.

7.6 A governor suggested talking to other schools who were part of the London Community Energy Fund scheme and some who had had their own solar panels fitted. He said it would be useful to find out the costs involved and the actual savings they had made in terms of their electricity usage. A governor said that the cost savings presented tonight did not make it a particularly attractive deal to join the community scheme.

7.7 It was highlighted that if the school was eligible for grants, then they would benefit from 100% of the electricity generated but would also be liable for 100% of the maintenance costs.

7.8 A brief discussion ensued about the advantages and disadvantages of the two methods of acquiring solar panels. Concerns were expressed about signing a 20-year lease with London Community Energy when it was not certain what the status of the school would be in that timeframe.

7.9 A governor highlighted the speed at which this type of technology was developing and suggested holding off altogether when there were uncertainties around the benefits of having the solar panels.

7.10 The Headteacher and SBM undertook to talk to another school who had joined the scheme. They would also contact schools who had their own solar panels which had been grant funded and ascertain the energy cost savings they had made in both options.

7.11 **ASKED** what the school's current annual electricity bill cost, this was reported to be £90,000.

7.12 A decision would be made about the solar panels at the next meeting in December 2025.

Item	Action	Who?	Deadline
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	HT & SBM	Dec 2025
7.11	Add 'Decision about Solar Panels' to the next agenda	Clerk	Dec 2025

8. HEADTEACHER'S REPORT

8.1 A full report had been circulated to governors, and this was received and noted. Arising from the report:

- 8.2 **Staffing** The Headteacher reported that eight teachers had left at the end of the academic year. Only five teachers had been appointed as part of the work to improve the budget.
- 8.3 **Ofsted Pilot** It was highlighted that there was a new Ofsted framework, and the school had been contacted by a senior HMI (His Majesty's Inspector) to ask if they could be involved in a pilot inspection to help train inspectors on the new framework. It was emphasised that this was not an official inspection, it was a training exercise. This meant that there would be no grading and no report.
- 8.4 The Headteacher explained that the school would, however, get feedback on areas the inspectors thought they should be developing, which would be helpful. The Headteacher expressed his views on the new Framework. He said that the SLT thought that it would be useful to see how the new Framework would work and so the school would be hosting the pilot on 15th and 16th October.
- 8.5 Feedback on this pilot inspection would be provided for governors at the next meeting. The Headteacher said that the SIP was likely to be updated further following this.
- 8.6 **SEND Funding Pilot** It was reported that the Headteacher had been chairing a steering group comprised of parents, Barnet local authority, school leaders, SENCOs and governors to look at ways to provide more devolved SEND funding to schools.
- 8.7 Governors were reminded that there was a lot of press speculation at the moment about the proposed reforms to the SEND system. The Barnet pilot had been set up to trial early intervention and support, giving greater decision making to clusters of schools and helping to meet parental expectations. Other local authorities already had a system in place which used money from the High Needs budget for similar schemes. For example, in Nottinghamshire, the clusters of schools were run by SENDCOs which meant schools worked together to identify needs. This should result in fewer EHCPs, although EHCPs would continue to support children with complex needs, there should be fewer EHCPs as students' needs were met early.
- 8.8 **ASKED** how many schools would be in a cluster, the Headteacher said that this would be nine or ten schools, including primary clusters, secondary clusters and mixed clusters with both types of school.
- 8.9 **ASKED** how long the pilot would be running for, the Headteacher said that this would be until the Easter break. This would then be evaluated during the summer term.
- 8.10 The new SIP had been shared with governors for review. It was noted that the objectives for the new academic year included:
- Objective 1: use adaptive teaching to identify barriers to learning and adjust teaching to meet the needs of students
 - Objective 2: develop oracy to promote effective communication and meaningful conversations
 - Objective 3: to ensure high attendance and reduce persistent absence
 - Objective 4: develop the use of technology to optimise learning outcomes, improve school management and explore the potential of AI
 - Objective 5: to ensure the school is financially viable in light of falling rolls
- 8.11 It was explained that the actions under each objective would be developed in working parties.
- 8.12 The Chair requested that AI become a standing item on the agenda for FGB meetings.
- 8.13 **ASKED** whether the work on oracy would be for all students, this was confirmed.
- 8.14 **ASKED** whether details of the oracy work was within the curriculum documents, this was confirmed.
- 8.15 Governors were informed that an audit of the interactive whiteboards was currently underway as some was very old and needed replacing as a priority.

9. REVIEW OF GCSE RESULTS

- 9.1 A document entitled exam analysis 2025 had been shared for information.
- 9.2 It was highlighted that students receiving their GCSE results this year were the first group of students whose entire secondary education had been impacted by the pandemic. They were also the first of two cohorts who were missing Key Stage 2 data, their tests having been cancelled due to the pandemic. This meant that there would be no Progress 8 scores available. The Headteacher said that he was not sure

what this meant for the published performance figures, but there might be a renewed interest in the “basics” i.e. the percentage of pupils achieving grades 4+ in English and Maths.

- 9.3 It was noted that the headline data included in the report showed how much progress students made from the start of Year 11 to the end. As the school had no KS2 data, the student targets were school based. This made it difficult to compare progress to last year. English had always been a strength; the results were excellent with grade 4+ data being well above national averages in language and literature. Last year the school reported on a stronger performance in Maths. Unfortunately, the Maths results dropped this year. This was reflected in national results and so the school were at the national average for Maths 4+ grades. The grade boundaries in Maths increased significantly which resulted in lower grades than the SLT expected.
- 9.4 It was highlighted that a gap of one grade remained between PP students and their non PP peers.
- 9.5 The Headteacher said that some SEND pupils struggling with attendance and anxiety did not do as well as hoped.
- 9.6 Governors were reminded that EAL students usually exceeded their peers with their outcomes. This change in results reflected the change in nature of this cohort and reflected their greater needs.
- 9.7 The Headteacher was pleased to report an improvement in results in some subjects including PE, RS, Geography and Business Studies.
- 9.8 Some areas of the curriculum required attention including Dance and Drama. Moderation of the practical marking had shown that staff had been too generous, and work would be done to ensure that they used the criteria more rigorously.
- 9.9 **ASKED** whether other schools had experienced the same with their practical marking, the Headteacher said that, for Dance, the staff were going to go out and look at what other schools were doing, and would also be attending training with the exam boards.
- 9.10 Technology subjects had also not been as strong as they could have been, although this had not affected Food Technology outcomes. A new head of department had been appointed in Technology subjects for this academic year, so improvement was anticipated.
- 9.11 Computing would also be a focus area. New teaching staff were still developing in this subject, and it was hoped that some collaborative work could take place with other schools for the sharing of good practice. The Headteacher added that some schools did not allow students to take Computing if their Maths was not at a certain level.
- 9.12 **ASKED** whether the students that did not achieve good grades in Computing still benefited from taking it as a subject, governors heard that they particularly enjoyed the programming part of the course.
- 9.13 **ASKED** whether students did Computing at KS3, this was confirmed.
- 9.14 **ASKED** whether the SLT had analysed to see whether there was a correlation in the data between Maths and Computing outcomes, this was confirmed and the Headteacher said that this was an apparent trend.
- 9.15 The Headteacher highlighted in the data that this year was the best Attainment 8 score that the school had ever achieved.
- 9.16 **ASKED** about the expectations for the current Year 11 cohort, it was explained that this was a challenging cohort, although they had made a good start to the new academic year.
- 9.17 **ASKED** whether the excellent English outcomes were likely to be a one off, the Headteacher said that there had been an upward trend in the English results so it was hoped that this would continue.

10. BUDGET MONITORING

- 10.1 The Q2 budget forecast had been shared with governors for information.
- 10.2 The SBM explained that this was halfway through the financial year and expenditure in each column was expected to be at approximately 50%.
- 10.3 Governors noted that for income, this was variable, as different streams of funding entered the budget at different times of year.

- 10.4 It was noted that the SEND funding forecast at the start of the year was slightly higher than actual SEND income, but this was expected to change as the year progressed.
- 10.5 It was highlighted that income for the year was currently at 54.3%.
- 10.6 It was noted that total expenditure was currently 47.7%. Staffing costs were currently at 48.8% spend and remained the school's biggest expenditure.
- 10.7 The SBM reported that staff pay increases had not been confirmed yet. 2.8% increases had been factored into the budget for teaching staff, but this increase would be 4%. The school was expecting a grant of £60,000 towards this. Support staff would be receiving cost of living increases which would be backdated to April once finalised.
- 10.8 Governors were informed that the budget was being closely monitored, and cost savings were being made where possible to reduce the in-year deficit.
- 10.9 Staffing costs were not predicted to be over budget, although two TA roles had been kept on due to student needs, but some funding through EHCPs should be received for these.
- 10.10 **ASKED** whether there had been any feedback yet from the LA concerning the submitted deficit reduction plan, it was reported that there was still no response and the document required agreement by the LA. A three-year plan had been submitted but the school would like to request a five-year plan.
- 10.11 **ASKED** how the school was proposing to make savings, the Headteacher said that this would predominantly be through staffing. When staff left the school, they would not be replaced unless necessary due to the falling roles. Increasing lettings income was another option.

11. SITE UPDATE AND THE GREEN AGENDA

- 11.1 There was nothing to add concerning the green agenda following the discussion on solar panels earlier.
- 11.2 It was reported that works completed since the last report included:
- Annual PAT testing
 - Dosing LTHW system in the main plant room
 - Painting and decorating by site team
 - Ground works and maintenance by site team
 - Fire extinguisher service and maintenance
 - Kitchen/food teach room deep clean
 - Window cleaning
 - Fire hydrant repairs
 - Gutter clearance
- 11.3 Two new interactive whiteboards had been installed.
- 11.4 It was explained that changes had been made to the school's insurance as Barnet had ceased arranging this on the school's behalf.
- 11.5 The school had joined the DfE's Risk Protection Arrangement (RPA) and separate arrangements had been made with Zurich insurance for the minibus.
- 11.6 **ASKED** about the costs for insurance, it was explained that this was on a per student price.
- 11.7 It was noted that, in order to increase income, the school had recently appointed Schools Plus to undertake their lettings. This was a fully managed service which included bookings and staffing. The SBM explained that she was in the process of onboarding the company, with an official start date of 17th November.

12. SAFEGUARDING UPDATE

- 12.1 Jim Robinson, DSL, had shared a safeguarding update report.
- 12.2 It was reported that all staff had attended an Inset on the updates to KCSIE at the start of the academic year.
- 12.3 All new staff had attended Level 1 safety training.
- 12.4 It was highlighted that there were currently:

- 6 students in Early Help
- 2 children in need (CIN)
- 4 child protection (CP)
- 6 Looked After Child (LAC), 3 of whom were in Year 11
- 4 students were under assessment
- 9 young carers are on roll

- 12.5 Students continued to access the counselling service in school, particularly those in KS4.
- 12.6 Students had attended a cyber security assembly at the start of the academic year.
- 12.7 Older year groups had seen a hard-hitting video around the dangers of being groomed online. The younger students had an online safety session.
- 12.8 Assemblies had also been held on anti-discrimination.
- 12.9 It was reported that Drop Down days had been scheduled for the year in PSHE and areas of focus included bullying and self-esteem, toxic masculinity and positive masculinity.
- 12.10 **ASKED** about current contextual safeguarding, the DSL reminded governors that he was a member of the Barnet safeguarding network, and they had met that day. He explained that the focus of this meeting had been the updates to KCSIE, violence against women, Prevent, County Lines, exploitation and peer-on-peer abuse in the Borough.
- 12.11 **ASKED** whether this tailored the curriculum at the school, this was confirmed.
- 12.12 **ASKED** whether there is a recommended PSHE curriculum, governors were reminded that the school used their own model, and the subject leader was persistent in their approach so the school was ahead of the PSHE recommendations.
- 12.13 **ASKED** whether sessions were delivered for students about local government, this was confirmed. The PSHE subject lead was also working on student parliament.
- 12.14 **ASKED** whether any students were currently on the Youth Assembly, it was reported that they were not at present. It was explained that, as a small school in comparison with other secondary settings, candidates were more limited in the number of votes they could gain which put them at a disadvantage when running to get a place on the Youth Assembly.

13. REPORT FROM LINK GOVERNORS

- 13.1 There were no reports.

14. ANNUAL REVIEW OF COMMITTEE STRUCTURE, MEMBERSHIP, TERMS OF REFERENCE AND LINK GOVERNOR ROLES

- 14.1 The Chair highlighted that the new Instrument of Government had been received having been signed and sealed by the LA legal department.
- 14.2 The committee structure remained unchanged.
- 14.3 Terms of reference would be sourced for review at the next meetings.
- 14.4 The Headteacher undertook to source the current link roles and linked subject staff and would share this with the governing body.

Item	Action	Who?	Deadline
14.4	Find list of link governor roles and the linked subject leaders	HT	Oct 2025

15. REVIEW OF POLICIES/DOCUMENTS

- 15.1 Teacher Pay Policy The Chair reported that the Pay Committee had met that week and had reviewed recent staff increases. Governors were reminded that increases were no longer performance related and it was reported that the recommendations had been approved. Staff would be informed about their increase that week, and these would be paid in the November pay run.
- 15.2 After full consideration the policy was **RATIFIED**.

- 15.3 Positive Behaviour for Learning Policy This document had been reviewed and no changes had been made.
- 15.4 After full consideration the policy was **RATIFIED**.
- 15.5 Safeguarding and Child Protection Policy The document had been reviewed and updated in line with the updates to KCSIE.
- 15.6 After full consideration the policy was **RATIFIED**.
- 15.7 Charging & Remissions Policy After full consideration the policy was **RATIFIED**.
- 16. EDUCATION AND SKILLS DIRECTOR'S REPORT**
- 16.1 The termly report had been shared for information.
- 17. GOVERNORS' YEAR PLAN**
- 17.1 The Governors' Annual Plan had been shared for review and after full consideration the document was **APPROVED**.
- 17.2 The Chair highlighted that the decision had been made to have only one FGB meeting in the spring term, which would be taking place in March.
- 18. GOVERNOR TRAINING**
- 18.1 The new LA governor training programme had been shared on GovernorHub.
- 18.2 The Clerk was asked to provide a short five-minute session on the various functions of GovernorHub at the next meeting.
- 19. ANY OTHER BUSINESS**
- 19.1 Book Launch Staff Governor, Galia Admoni, had her book launch that week and the Chair wished her the best of luck on behalf of governors.
- 19.2 Winter Concert It was reported that the annual winter concert would be taking place on 8th December 2025. Reminders would be sent to governors nearer the time.
- 20. DATES OF NEXT GOVERNING BODY MEETING**
- 20.1 The date and time of the next meeting was confirmed as:
- Monday 15th December 2025 at 6.30pm
- 21. CONFIDENTIAL ITEMS**
- 21.1 A discussion was held on confidential items, which were subject to separate confidential minutes.

ACTION LOG – 13TH OCTOBER 2025

Item	Action	Who?	Deadline
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	HT & SBM	Dec 2025
7.11	Add 'Decision about Solar Panels' to the next agenda	Clerk	Dec 2025
14.4	Find list of link governor roles and the linked subject leaders	HT	Oct 2025