



FRIERN BARNET SCHOOL

**MINUTES OF THE FULL GOVERNING BODY MEETING OF
FRIERN BARNET SCHOOL, HELD AT THE SCHOOL AND ON TEAMS
ON MONDAY 14th JULY 2025 AT 6.30PM**

Name	Governor Type	Other Information	Term of Office	Present/Apologies/ Absent
Ann Woodhall	Co-opted	Chair	12.10.2021-11.10.2025	Present
Cllr Barry Rawlings	Co-opted			Present
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	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	Present
vacancy	Parent			
Cllr Anne Hutton	LA		12.10.2021-11.10.2025	Present
Paula Donaldson	School Business Mgr			In attendance
James Robinson	SLT			In attendance
Caroline Winston	Clerk			In attendance

1. WELCOME

- 1.1 Governors were welcomed to the meeting and the new Clerk was introduced.

2. ACCEPTANCE/NON-ACCEPTANCE OF APOLOGIES FOR ABSENCE

- 2.1 Consent was recorded to apologies for absence submitted on behalf of Nishad Gudhka and Helen Bull.
- 2.2 Olga Glazer, Mavis Osei-Agyapong and Kunal Gautami were recorded as absent.

3. DECLARATION OF PECUNIARY INTEREST

- 3.1 No business or other interests were declared for this meeting.

4. PART I MINUTES OF THE MEETING HELD ON 19TH MAY 2025 AND MATTERS ARISING.

- 4.1 The Part I Minutes of the meeting held on 19th May 2025 were confirmed and signed by the Chair as an accurate record.
- 4.2 Arising from the minutes:
- 4.3 Item 1.4 GovernorHub It was reported that this system was now up and running and the Chair said that she hoped everybody had successfully logged in and registered.
- 4.4 Item 6.3 Memorial Governors heard that the memorial bench had been ordered as agreed, but the engraved plaque had had to be ordered elsewhere.

*A Woodhall*¹

- 4.5 An event in memory of Jane Canavan would be taking place on 26th September 2025 at 4.00pm and governors were invited to attend.
- 4.6 Item 5.4 Send updated Instrument of Government to the LA to be signed and sealed This had been completed.
- 4.7 Item 6.18 Find out the percentage of schools in the 7th decile and the other deciles The Headteacher said that he believed that there were 500 schools in each decile.
- 4.8 Item Summer Festival The Chair recorded thanks to everyone involved with the organisation of the summer festival. She said that this had been a huge success and enjoyed by all.
- 4.9 Some Governors had not received notice of the Summer Festival and it was agreed that the Headteacher's PA would ensure that all governors were invited in future.

5. BUDGET MONITORING

- 5.1 The School Business Manager presented an update on the budget forecast for 2025-2026.
- 5.2 It was explained that this included figures to the end of June, which equated to 25% of the financial year.
- 5.3 It was highlighted that income and expenditure was currently on track.
- 5.4 Actual LA funding at I01 was slightly more than 25% as the LA payment schedule was adjusted throughout the year.
- 5.5 Staffing expenditure E01-E11 was slightly underspent at 24.5% as this was pending the support staff cost of living , which would be backdate to April 2025. The amount for this had not yet been agreed by the Unions and was usually announced in October or November.
- 5.6 It was explained that premises expenditure (E12-E18) was slightly over budget as this included one off payments which were made for the whole year.
- 5.7 Governors noted that overall expenditure to date was at 24.8% which was positive.
- 5.8 **ASKED** whether he had received a response yet from the LA concerning the school's deficit budget and proposed recovery plan, the Headteacher said that he had not. The paperwork for the licensed deficit had been submitted, yet no feedback had been received. The Headteacher had had a conversation about this with Neil Marlow, Barnet Director of Education and Learning.

6. GREEN AGENDA – SOLAR PANELS

- 6.1 Governors heard that, as previously reported, a feasibility study was received in February 2025 confirming that the school would be a suitable host for the community-owned solar panels project. This had been written by Repowering London, funded by a grant from the London Community Energy Fund.
- 6.2 Planning permission for this project was currently pending consideration.
- 6.3 Community Energy Barnet were keen to apply to Barnet Council for £15,000 grant funding towards the project cost through their new Community Energy Fund and the deadline for applications was 1st August 2025.
- 6.4 The School Business Manager reported that, if the governing body agree to go ahead with this project, the school would need to provide a statement before this date to the effect that they would like to progress the project and agree to purchase e electricity generated via the Power Purchase Agreement (PPA).
- 6.5 Governors were reminded that the community energy model meant that the school would not have to raise money to install the solar panels, as this would be raised by the Community Benefit Society via a share offer to local people.
- 6.6 The school would make financial savings, with grant funding, of between 17.5%-20% on electricity generated and there would also be significant carbon emissions savings.
- 6.7 The panels would be owned by local people, including staff, parents and residents who would earn interest on their investments and would be repaid over time. The school would then therefore not be responsible for maintenance of the panels and would need to enter into a 20 year agreement on this and there would be no capital costs or maintenance costs.

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- 6.8 If governors decided that they did not want to go ahead with this project, an alternative option would be for the school to apply for a grant from either the DfE or the Mayor of London for solar panels which could provide completely free energy. The downside to this was the cost of installation of the panels and the ongoing maintenance and upkeep of them.
- 6.9 **ASKED** what would happen if the decision was made to proceed with the deal with the London Community Energy Fund, but the school closed down in that 20-year period, it was explained that if the site was being sold then any outstanding costs would need to be covered by the borough.
- 6.10 **ASKED** what the maintenance costs would be if the school got their own grant to install the solar panels, it was explained that they had a ten-year life expectancy, so the school would be responsible for replacing them. There were various other parts that would also need maintaining too. The school would be responsible for both installation and maintenance costs. A grant of approximately £140,000 would be required for the school to have the panels installed themselves.
- 6.11 **ASKED** whether they would provide enough energy if demand increased, this information was not yet known.
- 6.12 The School Business Manager explained that if governors agreed to proceed with the community project, but later received their own grant funding, they could buy out of the project at any time.
- 6.13 A brief discussion ensued, and it was recognised that the community project would effectively be leasing the school's roof space, yet the school would also benefit from a reduction in their electricity costs. It was highlighted that a decision had already been delayed on this to consider alternative options.
- 6.14 **ASKED** whether any other local schools had been part of this scheme, the School Business Manager said that she was not aware of any Barnet schools being in the scheme. Other schools locally with solar panels had funded them themselves.
- 6.15 The Governing Body were reminded that if they proceeded with this offer, they would need to seek legal advice before signing the deal.
- 6.16 It was suggested that more detailed figures be sought, and the community scheme be invited to present this more detailed information to governors at the meeting on 13th October 2025 at 6.00pm.
- 6.17 In the interim period, the School Business Manager undertook to see what other grants would be available to the school for the installation of solar panels themselves.

Item		Action	Who?	Deadline
6.16		Invite London Community Energy Fund to present detailed information at the next FGB meeting	HT/SBM	Oct 2025
6.17		Seek alternative grants available for the installation of solar panels	SBM	Oct 2025

7. SITE UPDATE

- 7.1 The School Business Manager provided a full site update.
- 7.2 Governors heard that works completed since the previous report in December included:
- Paving realignment along the canteen queue entrance way.
 - New dado trunking to M3-2.
 - Playground fire demarcations
 - New door to roof from M3-8
 - Installation of remote monitoring of intruder and fire alarms
 - Raked seating annual service.
 - All cyclical maintenance up to date and complying with legislative requirements. This included testing of electricals, emergency lighting, fire alarms, firefighting equipment, air conditioning systems, gas plants and lift servicing.
 - Installation of new digital phone system.
- 7.3 **ASKED** whether the school's data was now backed up to a cloud system, it was reported that this was still on a server.

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7.4 It was reported that summer works planned for the break included:

- Annual PAT testing.
- Main plant room: dosing LTHW system.
- 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.

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 Enrichment The Headteacher highlighted that the recent summer festival had been a real success and was always a reminder that another academic year was drawing to a close. Over 80 students had been involved in performances or on stalls.
- 8.3 On the same day there had been an ARP trip out to Chessington World of Adventures and a PE trip to Wimbledon.
- 8.4 Governors heard that sports day had also been a huge success, with the whole school attending at New River Sports Centre. The Headteacher added that the ARP children had all competed in races at the end, cheered on by the whole school in the stands.
- 8.5 Year 6 Taster Day **ASKED** how many young people had attended this event, the Headteacher said that this had been 100. Corrie Mordecai had done lots of hard work planning this event, which had been a success and enjoyed by all who had attended.
- 8.6 Curriculum It was reported that Charles Rice, School Improvement Partner (SIP), had been in to evaluate improvements in behaviour and the quality of pastoral provision. He had met with the Headteacher and the Heads of Year to try to find out about what it was like to be a student at the school. He was also looking at how school processes lead to strong pastoral provision. The Headteacher had included Charles Rice's report in the pack for governors' information.
- 8.7 It was highlighted that it had been suggested that the school did some further work on developing primary school links.
- 8.8 Charles would be retiring from Barnet and so this would be the last report from him. Governors were informed that Tracy Parrott who would be taking over his role.
- 8.9 It was reported that the final outcomes of the DfE Curriculum and Assessment Review would be published in Autumn 2025. This would promote a broad and balanced curriculum, and the Headteacher said that this was something the school already did.
- 8.10 The Headteacher reminded governors that Ofsted would be launching their new Framework in the Autumn term and there had already been some backlash to some of their proposed changes.
- 8.11 **ASKED** whether inspections would still be two days, this was confirmed.
- 8.12 Attendance and Suspensions The data was highlighted and the Headteacher said that the suspensions data was better than in previous years due to the Hub.
- 8.13 Staff Wellbeing The Headteacher reported that staff attendance was good and reflected a high level of commitment to the school. Data had been included in the report which showed that staff attendance had improved since last year. This amounted to approximately 4.5 days a year for each member of staff, but some staff were on long-term sick which skewed the data somewhat.
- 8.14 Governors were informed that Alison Snowball was retiring after 31 years at the school. The Headteacher added that she was retiring to go on another career path.
- 8.15 The Headteacher would report on new staff joiners to the school at the next meeting. Vacancies had been filled where needed, and falling rolls meant that some posts had not needed to be appointed to.

- 8.16 **ASKED** about Year 11 results day, it was reported that this would be on 21st August 2025. Pupils would not be coming into school for their results, as these would be emailed out at 8.00am. The Headteacher said that they could of course come in if they needed support with their outcomes impacting on their next steps.
- 8.17 Governors heard that the Year 11 pupils had appeared calm and focussed for their exams and attendance had been good.

9. CURRICULUM UPDATE – PSHE CURRICULUM AND DROP-DOWN DAYS

- 9.1 A full overview of the PSHE curriculum had been shared with governors for information.
- 9.2 It was highlighted that there were three strands taught twice a year, which were run at the same time across each year group.
- 9.3 Drop down days were now half a day sessions and bespoke packages were used to fit in to the needs of the school. These were previously arranged and therefore appeared in the calendar for the academic year. A team in school delivered these drop-down days.
- 9.4 It was explained that the school was being proactive about the needs of the students, as well as including reactive segments on things. More recently this included topics such as vaping and toxic masculinity.
- 9.5 **ASKED** whether the curriculum was adapted to include hot news topics, this was confirmed. The toxic masculinity topic and news around Andrew Tate had recently been an example of this.
- 9.6 PSHE sessions were held in tutor sessions, and a booklet system was used for pupil work. Afternoon sessions were also held in the hall.
- 9.7 **ASKED** whether the pupils who used to do a podcast at school had now left, this was confirmed. Parts of this podcast were still used in PSHE lessons.
- 9.8 **ASKED** whether single sex relationships were taught in PSHE, this was confirmed and it was explained that this was the case in some sex education lessons and for the work on toxic masculinity.
- 9.9 **ASKED** how the children with complex needs accessed the PSHE curriculum, it was explained that they were kept in class where appropriate and otherwise there was a bespoke program to work from separately.
- 9.10 **ASKED** whether staff were comfortable teaching the PSHE curriculum, it was explained that some members of staff still found this challenging, but staff were still being encouraged to get involved. There was now a mix of staff from across the school delivering this area of the curriculum. Governors heard that, historically, using external providers for this had not been positive. Having internal staff who had built relationships with the pupils was much more helpful as it was a safe space for them to ask staff any questions.
- 9.11 **ASKED** whether there was an opportunity for the pupils to provide feedback on the PSHE curriculum, this was confirmed, and it was explained that lots of the topics taught came from requests made by the pupils, for example the lessons on sexual health. Lessons on self esteem had also arisen following requests made by the pupils.
- 9.12 **ASKED** whether pupils received lessons on politics, it was explained that this came through in various areas of the curriculum. There was also a student parliament and visits to Westminster. It was hoped that there would be an opportunity in the new year for some politicians to come into school to speak to the pupils.

10. SAFEGUARDING UPDATE

- 10.1 A full safeguarding report had been included within the headteacher's report.
- 10.2 It was highlighted that there had been few changes in the data since the last meeting in terms of pupils in the Early Help, Looked After Child (LAC), Child Protection (CP) or Child in Need (CIN) categories.
- 10.3 The Headteacher said that an additional column had been added to include the number of pupils attending an AP. All of these pupils were either at The Pavilion or Meadway.

- 10.4 Pupils throughout the school were continuing to access the counselling service, and some in Year 11 were using this right up to the summer break, despite having left school.
- 10.5 A Governor highlighted that there were currently 9 young carers attending the school.
- 10.6 **ASKED** whether there were any new Barnet issues to report, the Headteacher reported that Operation Compass, a police and education early information safeguarding partnership enabling schools to offer immediate support to children experiencing domestic abuse, was continuing in the borough. The school had received communication on this in the last month.
- 10.7 James Robinson reported that he was now part of the networking group for Barnet Safeguarding.
- 10.8 The Headteacher said that KCSIE would be a working document between September and December 2025 and major changes would follow due to the criminal cases currently going on nationally.

11. SCHOOL IMPROVEMENT PLAN (SIP) REVIEW

- 11.1 The new SIP had been shared with governors for review.
- 11.2 The Headteacher highlighted that the priorities for the new academic year were:
- 11.3 Objective 1 - Use adaptive teaching to identify barriers to learning and adjust teaching to meet the needs of students
- 11.4 Object 2 - Develop oracy to promote effective communication and meaningful conversations.
- 11.5 Object 3 - To ensure high attendance and reduce persistent absence.
- 11.6 The Headteacher said for attendance there would be a particular focus on FSM and SEND pupils.
- 11.7 Objective 4 - Develop the use of technology to optimise learning outcomes, improve school management and explore the potential of AI.
- 11.8 Object 5 - Ensure the school is financially viable in light of falling rolls.
- 11.9 The Headteacher encouraged governors to email him with any comments on the new SIP.
- 11.10 **ASKED** whether there would be changes to who gets FSM in line with the proposed Universal Credit changes, the Headteacher said that this percentage used to increase year-on-year but there used to be a steady 25% entitled to FSM, this was now 35% and was expected to increase more.
- 11.11 **ASKED** whether the full cost of this would be covered, the Headteacher explained that ISS, the catering provider, reassessed costs annually and these had increased more than expected. However, the school was funded for the right amount and the caterers adjust their meals and deals accordingly. Any feedback on shrinking portion sizes was always addressed by the caterers promptly. Overall uptake for school meals remained very good.
- 11.12 **ASKED** about Zones of Regulation, it was explained that this was a simple system used to enable pupils to talk about how they feel in terms of their mood. The green zone was used when they were feeling positive and the red zone if they were feeling sad or frustrated.
- 11.13 A quiet room was available for pupils to go to for 10 minutes if they needed some time out.

12. CAREERS REPORT

- 12.1 A full and detailed work experience evaluation summary report had been shared with governors for information.
- 12.2 It was noted that 119 (87%) of Year 10 pupils went on a work placement this year. Governors agreed that this was a fantastic achievement when placements were becoming more difficult to find with the increase in home working.
- 12.3 27 of these pupils were identified for the 'Way to Work' programme led by Spark! As part of a two-year programme being delivered across North London boroughs.
- 12.4 84 of the 119 work placements found were self-sourced.
- 12.5 A decision had been made to move the work experience week to March next year so that competition for places with other schools was reduced as May was a popular time.
- 12.6 Examples of some of the outstanding feedback that pupils had received from employers had been provided within the report.
- 12.7 Pupil feedback on the experience was also noted, including the skills that they felt that they had been able to develop whilst on placement.

13. REPORT FROM LINK GOVERNORS

13.1 There were no reports.

14. RATIFICATION OF POLICIES/DOCUMENTS

14.1 There were none.

15. GOVERNOR TRAINING

15.1 The new governor training programme would be posted on GovernorHub once it was available.

16. ANY OTHER BUSINESS

16.1 Reappointment of Co-opted Governor It was highlighted that the term of office of Ann Woodhall would be ending on 11th October 2025, which was just before the next meeting.

16.2 Governors unanimously **AGREED** that she be reappointed with effect from 12th October 2025 for the four-year term ending on 11th October 2029.

16.3 Skills Audit The Chair suggested that governors complete the annual skills audit on GovernorHub.

16.4 She also suggested that governors read the document on school visits which had been published on GovernorHub.

16.5 School Trumpet Magazine A Governor praised the recent copy of the magazine and said that it had been an interesting read.

17. DATES OF NEXT GOVERNING BODY MEETINGS

17.1 The date and time of the next meeting was confirmed as:

- Monday 13th October 2025 at 6.30pm
- Monday 15th December 2025 at 6.30pm

18. CONFIDENTIAL ITEMS

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

ACTION LOG – 14TH JULY 2025

Item	Action	Who?	Deadline
6.16	Invite London Community Energy Fund to present detailed information at the next FGB meeting	HT/SBM	Oct 2025
6.17	Seek alternative grants available for the installation of solar panels	SBM	Oct 2025

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