

MEETING OF THE FULL BOARD OF GOVERNORS

**Tuesday 21st March 2023, 6pm
Held in the Business Hub, St Francis Xavier College**

College mission statement:

St Francis Xavier Sixth Form College is an inclusive educational community rooted in the Catholic faith, that has Christ at its centre. Our aim is to provide a broad curriculum which emphasises the pursuit of excellence and focuses on career preparation, leadership and service to others. We are committed to preparing the whole person to lead a life of purpose and success in a just and sustainable world.

March 2022

DRAFT MINUTES

PRESENT:

Mr N Sheta, Foundation Governor, Chair	Mr G Thompson, Principal
Mr M Belfour, Foundation Governor, Vice Chair	Mr A Takyi, Staff Governor (teaching)
Mr P Barber, Foundation Governor	Mrs E Preece, Staff Governor (non-teaching)
Mr D Navarro, Foundation Governor	Mr T Posnic-Boyce, Student Governor
Mr S Ebele, Foundation Governor	Mr J Manduvi, Student Governor
Mr K Thomas, Foundation Governor	Ms V Ramond, Parent Governor
Mr C Uraih, Foundation Governor, 6.34pm	Ms K Bainbridge, Co-opted Governor
Mrs S Medicoff, Foundation Governor (remote participation via video conference)	

IN ATTENDANCE:

Mr C Graham, Associate Principal, Ethos
Ms K Foan, Associate Principal, Curriculum
Mrs E Lewis, Clerk to the Governors

The meeting was opened at 6pm by Mr Sheta. It was quorate throughout and everyone present could see and / or hear each other.

- 1. OPENING PRAYER:** offered by Mr Thompson
- 2. APOLOGIES FOR ABSENCE:** Ms P Rowe, Mrs B Meier
- 3. CHAIR'S WELCOME:** Mr Sheta encouraged all governors to be challenging and inquisitive.
- 4. MEMBERSHIP OF GOVERNING BODY:** All present introduced themselves.
 - 4.1.** Ms Virginie Ramond was duly appointed to a two-year term of office as Parent Governor.
- 5. DECLARATIONS OF INTEREST:** There were none.
- 6. MINUTES OF PREVIOUS MEETING:**
 - 6.1. 8th December 2022:** Previously circulated 10th March 2023, and included in the papers for the meeting, were agreed to be a true and accurate record and were duly signed by Mr Sheta.
 - 6.2. Review of Confidential Minutes:** It was agreed, during part two of this meeting, that the minutes of the confidential part two of 4th December 2012 should remain confidential as they

contain reference to two specific individuals. Other more recent confidential minutes reviewed in part two of this meeting would remain confidential.

7. **MATTERS ARISING (if not covered by agenda items):** There were none.
8. **REVIEW OF ACTIONS CARRIED FROM PREVIOUS MEETINGS:**
 - 8.1. **Governance Self-Assessment Report:** Having been reviewed by the CSQ Committee at its meeting on 2nd February 2023, the report and improvement plan was included in the papers for this meeting and noted.
 - 8.2. **Safeguarding Policy for 2022 – 2023:** It was noted that the policy had been duly approved subsequent to the previous meeting via email, adopted and published on 2nd February 2023
9. **INFORMATION / DATA COMMUNICATED SINCE DECEMBER 2022 MEETING:** Governors noted the summary of documents / reports / data listed on the agenda, which had been circulated by email since the previous meeting.
10. **CHAIR'S REPORT /ACTION:** There was none to report.
11. **STUDENT GOVERNORS' REPORT:** Mr Posnic-Boyce reported progress with his application to higher education and recounted his experience of recent mock examinations. He reviewed the additional skills he had gained from enrichment opportunities and the help from revision classes. Mr Manduvi reported his university choices and described how a change of teachers had supported his improved grades. Ms Foan explained to Mr Manduvi why there were differences in the number of assessments and assignments between subjects.
Mr Manduvi explained to Mr Sheta that whilst these would not be the first written exams for him personally, having taken some in Zimbabwe, they would be for most of his peers because of the covid pandemic disruption to exams. He said that the provision of revision classes offered in the Easter holidays was valued and appreciated.
12. **PRINCIPAL'S REPORT TO GOVERNORS (no 91):** Mr Thompson introduced his report which had been included in the papers for the meeting. Governors had been invited to submit questions in advance of the meeting via the Clerk. The Executive Summary was expanded in the main body of the report with a detailed commentary, graphics, data, artwork and appendices.
 - 12.1. **Presentation of Executive Summary:**
 - 12.1.1. **Sector News:** Mr Thompson reflected on the extent and impact on the college of the governments reform of Level 3 qualifications and the challenge of planning and marketing a curriculum when changes taking effect in 2025 would not be known until 2024.

Mr Sheta asked what impact the withdrawal of the larger qualifications would have on college finances. Ms Foan explained what was expected about which courses would disappear and which would be replaced. The college T Level offer was planned to expand and would not be derailed by the delay in the launch of Media as it had been planned to be introduced in 2024. Mr Sheta commented that the uncertainty must be unsettling for staff and asked whether any problems were anticipated as a result.
Ms Bainbridge had submitted questions regarding points 3 and 4 in the report (*one-A Level courses in criminology, applied law and applied psychology which were not eligible for the approval process at present – 270 students; and two and three A level equivalent courses including applied science, business, engineering, health & social care, IT, creative media production and travel & tourism – 465 students*) and had asked what the plan would be for these kind of students? What courses should be targeted at them, commenting that it was a lot of potential students.
Mr Thompson explained that until the full suite of qualifications available was known, planning wasn't possible. Mr Thompson assured governors that other qualification and further T Levels were being looked at.

Mr Ebele asked whether there would be students still on courses being defunded during the transition. Ms Foan explained that there shouldn't be, but that care would be taken and strategies put in place to minimise that risk. She explained the mechanism of topping-up. Mrs

Medicoff asked whether there had been a review of more applied A Levels such as DT. Ms Foan confirmed that there was an ongoing review and research into other A Levels to broaden the range.

Mr Thompson commented that the reclassification of the college as a public sector body had not impacted on operations so far, although the new monthly profiling of grant funding was an improvement. It was anticipated that the College Financial Handbook¹ would bring changes and new financial controls and be like the Academies handbook.

Mr Thompson advised that the RC Archdiocese of Southwark was forging ahead with its academisation strategy and said that the discussion at the focus morning the previous Saturday had been very constructive.

Mr Thompson reviewed the extent and impact of the four days of industrial action and reported that attendance to the online lessons on strike days had averaged 75%.

He reported that staff were pleased that the NJC had authorised colleges to pay teaching staff the offer made by the employers side. He explained that this was not an acceptance of the offer and strike action may, therefore, continue.

Mr Thompson announced that the college had become a member of Business LDN and explained how this would help shape the Local Skills Improvement Plan (LSIP) and demonstrate the college's engagement with local skills for the enhanced element of inspection.

Mr Thompson noted the review of Level 2 qualifications to rationalise the number of qualifications on offer. He predicted this would probably leave two pathways: an academic and a T Level transition pathway. Mr Belfour asked whether Maths and English GCSE retakes would continue as they were currently a condition of funding. Mr Thompson confirmed that they would. Digital skills would also remain.

12.1.2. Progress against in-year strategic objectives 2022 – 23. Mr Thompson reported progress against each of the seven in-year strategic objectives headlined by the acronym **"ACHIEVE"**.

Attendance and Punctuality: Mr Thompson commented that the first term had been good there had been a dip below the 90% benchmark for attendance in the spring term. Ms Bainbridge had asked what the main reasons were for poor attendance. Mr Thompson and Mr Graham outlined the reasons which included BTEC examinations in January (students had been required to continue to attend lessons during the exam period and hadn't), teacher and transport worker strikes. This was the case across the sixth form college sector. They were engaged with the pastoral team to examine what changes were necessary to current practice and explore whether the text alerts reporting lateness and poor punctuality remained effective.

Mrs Medicoff asked whether students had been involved in coming up with solutions to being late. Mr Manduvi said that there was a challenge in how the attitude of individual students could be changed. It was accepted that there was no one-size-fits-all solution. Mr Thompson said there was a direct link between attendance and outcomes and work would continue to find new ideas and strategies. Those achieving 100% attendance this term would be rewarded with an Easter Egg.

Courage: Mr Thompson explained that this included encouraging students to have high expectations of themselves and to make at least one aspirational choice on UCAS. Ms Bainbridge had asked who this worked, given the barriers these students were facing. Mr Thompson affirmed that there was awareness of the challenges and explained that the

¹ The DfE is expected to publish the draft handbook for consultation in Autumn 2023, with a final draft to be published in March 2024 ahead of the handbook becoming effective in August 2024.

intention was to really encourage the students and motivate them. He explained a partnership with the Wemyss Foundation to which the college could apply on behalf of a student for grants and funds. Mr Thompson confirmed to Ms Bainbridge that students are advised about accessing available funds when they go to university.

Health (Physical and Mental): Mr Thompson confirmed the prioritisation of wellbeing for staff and students. Ms Bainbridge would be the mental health governor lead. The college's intention to seek accreditation through the Carnegie Mental Health Award was noted.

Inspection: It was noted that St Brendan's Catholic Sixth Form College in Bristol was being inspected by Ofsted. Mr Thompson advised that the new Catholic Schools Inspection framework² would be in operation after Easter and anticipated that the college would be inspected in the autumn term.

Mrs Medicoff asked whether, as a fully inclusive institution, the college was consistent with what Catholic inspectors would expect. Mr Graham assured governors that equality was fundamental in a Catholic institution. He explained that inspectors would look at lessons and apply due diligence to ensure compliance. It was confirmed to Mr Barber that the last Catholic inspection had been in 2013.

Environment and Sustainability: Some related works around the college were awaiting the outcome of bids for funding grants. The green skills of students were being developed through a short course delivered as part of tutorial programme aimed at increasing their awareness of environmental issues.

Volunteering and Enrichment: A full range of opportunities was available to students.

Equality, Diversity and Inclusion: Mr Graham had given an update to the Governors' Focus Morning the previous Saturday. Mr Thomas had posted a piece on LinkedIn relating to it.

12.1.3. Curriculum and Quality: Mr Thompson explained why value-added progress measures had not been published with the DfE Performance Tables in January 2023.

He reported the average grades achieved by SFX A Level students and those following Applied Generals and confirmed that the progression score (points) far surpassed the national average. He noted that in-year retention at 98.2% was also very high and compared favourably with all comparator groups.

Mr Thompson outlined the interventions that would be initiated whenever courses fell below the expected value-added level level.

He reported on recent "closing the gaps" lesson observations which were part of the annual cycle and that two members of staff had graduated from the cognitive science network - this had provided a core for staff INSET.

The industry placements for T Level student were noted to be going well evidenced by positive reports. This would put the college in a strong position for the launch of new T Levels Mr Thompson explained the launch of a Cricket Academy in partnership with Surrey County Cricket Club.

Mr Manduvi had submitted a question on the main body of the report (section 3) asking what happens during the *interventions to improve outcomes in other courses*. Ms Foan responded to explain how the ALPS³ generated forecasts of student outcomes prompted meetings with Heads of Department at which improvement plans were agreed. Mid year reviews for every department reviewing progress towards the challenging target of a minimum ALPS score of 4. She added that the *closing the gap* lesson observations were also used to focus on necessary improvements.

12.1.4. Funding, Finance & the Estate. The operational surplus achieved in 2021 – 2022 had been confirmed in the financial statements signed at the previous meeting but confirmation

² <https://www.rcaoseducation.org.uk/catholic-schools-inspection/>

³ A Level Performance System

of the “outstanding” grade for financial health was awaited⁴. Mr Thompson announced that the funding allocation of £8.83m for 2023 – 2024 would be based on 1223 learners (some additional students had joined the roll mid-year who would be funded next year) and included the £100 (2.2%) increase in national funding rate per student from September 2023. Mr Thompson noted that staffing costs remained above the 75% target at 77.29%. Under recruitment of students was a factor in this and cost-savings would be sought moving forward.

Mr Thompson reported receipt of two further grants made as a result of reclassification by the ONS – an energy efficiency capital grant of £64k and £253k from the FE reclassification capital fund (which had not been expected). Core funding for T Levels would increase by 10% and a one-off grant of £5k would be paid to support promotion of the qualification.

Employers taking on the students would also benefit from funding.

Continuation of the Tuition Fund was confirmed – the expected grant was £160k. Ms Bainbridge asked how long the tuition fund grant was likely to continue for. Mr Thompson advised that next year would likely be the final one. The allocation would be clawed back if not used and could not be spent on physical resources.

Mr Thompson said that the Wave 4 T-Level project to refurbish the ground floor of the Xavier wing would be completed by the end of the Easter holiday. He had been surprised that the special equipment allowance was less than 50% of the amount requested and a review of the specifications of the equipment was underway.

He noted the application made to Wave 5 of T Level capital funding for an ambitious and expensive (£891k incl VAT) project to redevelop the whole area of the first floor to provide state of the art media suites / learning facility for the Media , Broadcast and Production T Level planned to be introduced in September 2024. The F&R Committee would scrutinise the costs as the college contribution would be 50% (£446k) and it had been agreed that if the application for funding was successful a decision on whether to accept it and go ahead would wait until student enrolment for 2023 – 2024 was known.

Mr Navarro asked whether any of the grants were restricted to just colleges. Capital funding for T Levels was available to any institutions delivering them. Mr Belfour explained how CIF⁵ was different.

Mr Thompson reported that work had started on the 11 – 16 years London Park School⁶, run by Dukes Education⁷ scheduled for opening on the former Oliver House School (Broadoak and Hollywood) sites in September 2023. Mr Thompson confirmed to Mr Sheta that communication so far was positive and a meeting had been held which enabled the laying down of boundaries. Interest had been shown in hiring some of the college facilities which would be developed. The maximum pupil populations would be 200.

12.1.5. Staffing matters: The routine use of the *Staff Pulse* online survey was noted with reference to the illustrations of the current areas with highest and lowest ratings and how they would be addressed set out in section 5 of the main body of the report. Mr Uraih asked how the survey scores were translated into actions for improvement. Mr Thompson outlined the process of review and follow up on areas of concern. He said that the responses were anonymous, and the online form included opportunities for comment. If a score was below 5 it would automatically be responded to and if there was a theme emerging that would be shared with the staff wellbeing forum for discussion.

Ms Ramond asked whether a response rate of 56% was usual. Mr Thompson explained that a higher rate of participation was desired and encouraged but the survey was distributed electronically to all staff including some, eg cleaners, who may not look at their emails. Ms Ramond asked whether there was an alternative way to encourage participation and

⁴ Confirmation from ESFA received on 29th March 2023

⁵ Condition Improvement Fund

⁶ <https://www.londonparkschools.com/>

⁷ <https://dukeseducation.com/>

suggested WhatsApp. Mr Thompson would look at the breakdown of areas of response and consider how to engage with all staff.

The next staff wellbeing afternoon would be the following week.

Mr Thompson updated governors on the search for a new Clerk to the Governors.

The CPD twilight programme continued to include staff teaching each other sessions.

12.1.6. **College Activities and Events:** Mr Thompson had included a snapshot of the activities and events which had taken place and which added value to a student's college experience.

12.1.7. **Catholic Life and Mission:** Mr Thompson summarised the work of the Chaplaincy team to develop the Catholic life and mission of the College.

The principal's report was received with thanks.

12.2. **Questions on report:** Responses to the questions submitted in advance had been incorporated in the presentation of the principal's report.

12.3. **Accountability Agreement:** The DfE Accountability Agreement Guidance had been included in the papers for the meeting. Mr Thompson advised governors that he was in the process of writing the content for part two of the agreement which would be the governing body statement of targets around meeting the skills priorities for 2023 - 2024. He explained that part one would be the terms and conditions of the funding agreement. He advised that the LSIP⁸ was not due to be published until 31st May 2023 which was the also the deadline for submission of the Accountability Agreement. Consequently, an extension of the deadline from 31st May to 31st July 2023 was available and he would apply for it. The statement would be shared with Governors at the next meeting and in the meantime, Mr Thompson would engage with Mr Sheta before presenting it for agreement and approval on 4th July 2023.

13. ORAL REPORTS FROM GOVERNORS' COMMITTEES:

13.1. **Audit committee had met remotely on 28th Feb 2023 chaired by Mr Ebele.** Draft minutes had been received in the papers for this meeting. Mr Ebele reported:

13.1.1. The engagement of Scrutton Bland as Internal Auditors to undertake a single assignment auditing the Learner Number Systems / ILR (Individual Learner Record).

13.1.2. That the Internal Audit planning cycle would be revisited at the next meeting in May 2023 and a risk-based approach, reflecting the risk register, would be taken to decide what areas should be audited and who could be engaged / commissioned to undertake the necessary assignments.

13.1.3. That the Risk Register (spring term) had been included in the papers for reference for all. Mr Ebele explained the updated layout and RAG rated format and highlighted the change in ranking of risks which elevated MIS / IT Infrastructure by two places to 4th position. The top three risks were unchanged: Student Recruitment and Competition in 1st position; Funding and Finance in 2nd position and Quality in 3rd.

13.1.4. That the committee had received two policies presented for routine review:

13.1.4.1. **Anti-Fraud, Corruption, Bribery, Malpractice Policy.** This had been included in the papers for the meeting and was proposed for approval without change. **Duly approved. Next review in two years.**

13.1.4.2. **Whistleblowing Policy:** This had been presented to committee without change. The committee requested a further review to make explicit how individuals raising an issue could be assured / reassured against reprisals. The

⁸ Local Skills Improvement Plan

revised policy would be presented to the next meeting on 4th July 2023 for approval. **Noted.**

- 13.1.5. Reviewed the performance of Buzzacott, external auditors, with complete satisfaction. **On behalf of the committee, Mr Ebele recommended the continued appointment of Buzzacott to undertake the year end 2023 external (financial and regularity) audit and reporting. This was approved.**

The committee would meet next on 16th May 2023

- 13.2. **Finance and Resources Committee had met remotely on 21st Feb 2023, chaired by Mr Belfourd.** Draft minutes had been received in the papers for this meeting. Mr Belfourd highlighted key facts from the minutes including a drop in income of £500k, and reported:
- 13.2.1. The outcome of two CIF bids was awaited - due in the Spring, the water pipework and flat roof repairs were as reported to the previous meeting of the governing body.
- 13.2.2. That the Annual Programme of Works for 2023 – 2024 included the college's plan to develop a covered area of the quad to provide shelter for students and an outdoor space available for lettings at an approximate cost of £100k.
- 13.2.3. That the committee had accepted the submission of an application to Wave 5 of the T Level Capital Fund which would require a commitment of £445,535 from college resources. Mr Belfourd explained that the outcome of the bid was not expected until July 2023 and acceptance would be subject to assessment of the impact on finance forecasts of student recruitment in September 2023.
- 13.2.4. That the current insurance contract was due for renewal, but it had been agreed that Mrs Searle should contact the current insurers to obtain terms for a one-year extension rather than launch a full retendering. Mr Belfourd explained that following the ONS reclassification of colleges into the public sector, it was expected that direction on insurance contracts would feature in the new financial handbook being drafted.
- 13.2.5. That the committee had accepted the **Charging Policy for 2023 – 2024**, updated following annual routine review with minor revisions to the existing policy. On behalf of the committee, Mr Belfourd recommended the revised policy, which had been included in the papers for the meeting, for approval. **This was duly approved.**

The committee would meet next on 20th June 2023

- 13.3. **Curriculum Standards & Quality Committee had met remotely 2nd Feb 2023, chaired by Mr Navarro.** Draft minutes had been received in the papers for this meeting. Mr Navarro reported:
- 13.3.1. That the presentation by the Head of Health & Social Care had been a good link with the work of teaching staff.
- 13.3.2. That Mr Thomas' idea to explore "my dream college" with a focus group of students would be taken forward for action early in the summer term.

The committee would meet next on 13th June 2023

- 13.4. **Appeal Committee:** had not met since the previous meeting of the full Governing Body.
- 13.5. **Remuneration Committee:** had not met since the previous meeting of the full Governing Body. The next scheduled meeting would be on 7th June 2023.
- 13.6. **Governance Committee:** had not met since the previous meeting of the full Governing Body. The next scheduled meeting would be on 8th June 2023.

14. GOVERNANCE:

- 14.1. **Recruitment of Clerk:** A second round of recruitment was in progress and had generated two applications to date.

- 14.2. **Admissions Policy:** Mr Graham introduced the policy, included in the papers for the meeting, and presented for annual review and highlighted the revisions.
The policy was approved unanimously for immediate adoption and publication.
- 14.3. **External Review of Governance:** Mr Thompson gave an update on progress with selecting a reviewer to undertake the external review. It was acknowledged that this was becoming a more urgent process to be completed. The Chair of Governors of Notre Dame Catholic sixth form college, a National Leader of Governance, had been approached as a potential reviewer who would understand the Catholic context and an exploratory meeting had been arranged. It was noted that the Association of Colleges (AoC) and the ETF (Education Training Foundation) both offer a service with a number of reviewers on their books. Mr Thompson explained that the Sixth Form College Association (SFCA) had also promoted a service to be managed by Stone King lawyers. Mr Belfour referred to a webinar with Stone King which confirmed that they are heading it up but would employ reviewers. Mr Barber mentioned that Stone King was listed on the Church Marketplace framework.
Mrs Medicoff asked whether the governing body had taken part in an exchange with another. Mrs Lewis recalled that this had been an aim of the London Sixth Form (quality improvement) Partnership governance group but had not come to fruition before the association was dissolved. She explained that observation of a meeting would be part of the external review.
- 14.4. **Feedback from Focus Morning, 18th March 2023 including Academisation:** Mr Sheta expressed his thanks to 11 governors and Mr Graham who had attended. It was agreed that the session had been worthwhile with good discussion and debate focusing on Academisation, Inspection and EDI.
Mr Thompson advised that a meeting had been called by Angela Cox, the interim Diocesan Director of Education between Christ the King SFC to discuss Academisation. Mr Sheta, Mr Navarro and Mr Thomas would accompany Mr Thompson to the Amigo Hall on 21st April to meet first with governors from CTK and then jointly with Ms Cox.
- 14.5. **Committees:** Mrs Lewis introduced the committee and link governor list which had been included in the papers for the meeting. This had been updated since the focus morning to show new link governor responsibilities.
- 14.6. **Vacancies:** Mrs Lewis advised that two student governors would be nominated in the summer term to succeed Mr Manduvi and Mr Posnic-Boyce. There remained two foundation governor vacancies which would be re-advertised via the parishes.
- 14.7. **Tracking against governance improvement plan:** Mrs Lewis introduced the plan which had been included in the papers for the meeting. Two areas that had been identified but were yet to make progress were the development of a performance review process for governors and development of staff performance management.
ACTION: Clerk and Chair to follow up.
- 14.8. **Schedule of meetings for 2022 – 23:** A draft provisional schedule based on the pattern of the current year had been included in the papers for the meeting. Noting that meetings of the full governing body would be in person in college and committee meetings would continue to be held remotely, Mrs Medicoff suggested that one committee meeting a year could usefully be held in college to provide the opportunity for members to meet up in person. This would be held under review. Mr Sheta said that the Chairs could decide whether to convene in person.
ACTION: The draft schedule would be reviewed by each committee in the coming term and a final version would be presented for agreement at the summer term meeting on 4th July 2023.
- 14.9. **Governor Engagement: Feedback from meetings / conferences / webinars:** Mr Sheta reported his attendance at an Academisation meeting of Chairs and Principals of Catholic SFCs in each Diocese, held at the CES⁹. He and Mr Belfour had attended Diocesan drop-in sessions.

⁹ Catholic Education Service

Mr Sheta had attended SFCA Council meetings as the elected London Region Governor representative and sat on the negotiation committee of the SFCA NJC¹⁰.

14.10. **Report / update from Safeguarding Governor:** Ms Bainbridge advised governors that she received regular feedback and communications, including minutes and notes of meetings, from Mr Graham in his capacity as DSL¹¹ and was confident that the students were safe and the college was ready for inspection in this regard. Ms Bainbridge reported that she had recently asked about LAC¹² and confirmed that they were attending well and making expected progress. There had been no recent referrals to *Prevent* and students were being safeguarded and educated through relevant and appropriate tutorial lessons and the Religion & Philosophy programme.

Ms Ramond asked what students say about this. Both Mr Manduvi and Mr Posnic-Boyce asserted that they felt safe in college. Ms Foan explained that this area was explored via one of the questions in the learner voice surveys.

15. ANY OTHER BUSINESS:

15.1. Mrs Medicoff said she had been reflecting on discussion at the focus morning and wondered whether the governing body had materially changed a college policy as a result of committee deliberations on and offline. Governors recollected two key policies where this had been demonstrated recently: Whistleblowing (update still under review) and the Safeguarding policy.

16. Governors were unanimous that they were satisfied that the information received, and all decisions taken, at this meeting had been centred on improving the experience and levels of achievement of students at St Francis Xavier College in a safe, healthy environment that embraces the catholic ethos and mission and values of the college, the prevent duty and promotes equality, diversity, dignity & inclusion.

Part one of the meeting ended at 7.50pm.

Staff Governors and Student Governors withdrew from the meeting.

¹⁰ National Joint Council

¹¹ Designated Safeguarding Lead

¹² Looked After Children

PART TWO – CONFIDENTIAL

1. **Review of minutes classified as “Confidential”:** Mrs Lewis advised governors of the nature of the content of the minutes classified as confidential (6th July 2021, 18th March 2021, 3rd Dec 2020, 1st July 2020 and 17th March 2020). Following discussion, and input from Mr Belfour as Chair of the F&R Committee which had also considered the matter at its meetings, **it was agreed unanimously that those part two confidential minutes should remain so classified. To be reviewed again in July 2024.**

The meeting closed at 7.55pm

The next scheduled meeting of the full Governing Body would be Tuesday 4th July 2023, in college.

**KINDNESS
SERVICE
FAITH
INCLUSION
COURAGE
HONESTY
RESPECT
FORGIVENESS**

