

**MINUTES OF A MEETING OF THE NOBEL SCHOOL BOARD OF GOVERNORS
HELD REMOTELY VIA TEAMS ON MONDAY 23 MARCH 2026 AT 6.30PM**

Governors Present: Jamie Kellett (Chair for the Meeting), Samuel Appiah, Sophie Cowan, Chris Crawley, Callum Green, Jackie Mordaunt, Richa Nair, Shannon Parr, Rav Phagura (Headteacher) and Matthew Reah (Chair).

Also in Attendance: Jacquie Watts (Clerk), plus Naomi Rose (Deputy Head), Nik Thomas (Business Manager).

(NB: Governor Challenge, Questions and Monitoring are highlighted in bold) Action By:

1.	<p>To receive any apologies for absence and decide whether to consent to the same</p> <p>NOTED: the meeting was quorate. Apologies for absence were received from Mark Laws, Rose Odudu and Helen Sparks. Samuel Dwamena was also absent.</p> <p>AGREED: to accept apologies for absence as received.</p> <p>NOTED: apologies for late arrival were received from Matt Reah. In his absence, Jamie Kellett, as one of the co-Vice Chairs, took the Chair for the meeting.</p>	
2.	<p>AOB</p> <p>AGREED: to take the following additional items of urgent business as item 16 on the agenda:</p> <ul style="list-style-type: none"> • Delegated approval of policies • Car leases <p><i>Matt Reah joined the meeting at this point, but, as he was still travelling, asked that Jamie Kellett continue in the Chair.</i></p>	
3.	<p>For governors to declare any potential conflicts of interest re. items on the agenda</p> <p>NOTED: there were no declarations.</p>	
4.	<p>Action Tracker</p> <p>NOTED: the current version of the Action Tracker as uploaded with the agenda.</p> <p>NOTED: in relation to item 36. 26-26, the Head was able to provide year 12 enrolments for previous years in comparison with 2025 figures.</p> <p>AGREED: she should forward the year 12 comparative figures to the Clerk for subsequent circulation.</p> <p><i>Samuel Appiah joined the meeting at this point.</i></p>	RP
5.	<p>Minutes of Previous Meetings - Foundation Committee and Governing Board.</p> <p>NOTED: the provisional minutes of the Foundation Committee meeting held on 23 February 2026 as uploaded with the agenda.</p> <p>NOTED: in response to governor questions, the meeting discussed the clerking service offered by HfL.</p>	

	<p>AGREED: by a majority of governors present, to receive the Foundation Committee minutes of 23 February 2026 and ratify actions taken, including agreement of clerking arrangements for 2026/27 onwards.</p> <p>AGREED: Nik Thomas to finalise the contract with HfL for clerking services for 26/27, including a one-meeting overlap with the outgoing Clerk in June 2026.</p> <p>NOTED: the provisional minutes of the previous Governing Board meeting held on 15 December 2025 as uploaded with the agenda.</p> <p>AGREED: by a majority of governors present, the minutes of the Governing Board meeting held on 15 December 2025 as a true and correct record. They would be signed by the Chair for the meeting and passed to the school for safe keeping.</p>	<p>NT</p> <p>Clerk</p>
6.	<p>Head's Termly Report</p> <p>NOTED: the written reports from the Head as uploaded with the agenda, including data. A governor queried the data on complaints and asked if comparisons with earlier years could be provided? The Head was reviewing the tracking and monitoring of complaints and would look into comparisons for the last couple of years. She was also hoping to review the Complaints Policy and as part of the tracking and monitoring review would be considering use of a complaints service such as the HfL one. Issues of AI and Mobile phones had added to the complexity of the position, with the volume of complaints increasing nationally. People were also complaining to schools about issues outside of school, over which schools had no control or responsibility, and about perceived bullying when the issue in question did not meet the definition of sustained and repeated persecution. A new Complaints Policy would need to manage parental expectations, as well as providing a process for parents and members of the public to complain. Steps taken by Nobel to raise standards were likely to create a push back from some quarters.</p> <p>NOTED: a governor queried the use of the school's "you said, we did" approach in relation to staff comments. The school felt it emphasised that it was listening to staff comments and responding to them. A question was raised about pupil attendance in summer. The school would be unable to provide data comparisons until the Summer Term, but the Spring Term had seen an increase in absences from viruses that had spread across the school and through families.</p> <p>NOTED: questions were asked about fixed term exclusions and the Head's involvement in reintegrations. As a new Head, she had felt it important to be involved in reintegrations during her first term. The process was easing off and others would be increasingly taking the lead. A governor questioned strategic priorities in light of the new OFSTED framework. OFSTED would now have regard to governor impact in the section on Leadership and Governance and would form a view via formal minutes and meetings with governors. The Head highlighted that Nobel had last been expected in June 2023 and could therefore expect reinspection from June 2027 onwards. She would discuss governor training for OFSTED with the Chair of Governors.</p> <p>NOTED: the SEA visit information uploaded with the Head's report. Governors commented on the positive nature of the reports.</p>	<p>RP</p> <p>RP</p>
7.	<p>Safeguarding Report</p> <p>NOTED: the report uploaded with the agenda and the headline comments in the Head's Report. Naomi Rose had met with Mark Laws, the Safeguarding Link Governor, and his comments had been added to the end of the report. Further regular meetings</p>	

	<p>were planned. The Red/Blue issue highlighted the challenges of social media all schools were facing. In response to a question from the Meeting Chair regarding any lessons learnt from the Red/Blue issue, the meeting received a detailed oral report on the school's experiences.</p>	
8.	<p>Pupil Survey Results</p> <p>NOTED: the responses to the Student Spring Term survey covering years 7-11 as uploaded. The Sixth Form would be surveyed separately. The school was pleased with the 790 responses received. A governor commented on the 22% of pupils who said they were not happy at school and asked if that meant they did not feel safe? The happiness question was very broad and related to all aspects of school including school disciplinary rules and friendships. While some pupils accepted they had to go to school, some did not want to. Responses were not anonymous and responses to the specific question on bullying were being unpicked to see if it was genuine bullying and if the school was aware of and responding to it. The Head commented that the SLT was reflecting on the happiness question and whether different wording would produce a more focused and school-specific response. Governors asked if the survey would be annual or termly? The school would run short surveys on a termly basis, with termly questions being repeated annually to permit comparisons. Governors asked if results would be fed back to pupils? There would not be feedback on all the questions at the same time, but the school would make it clear when it was responding to points raised, as in the Autumn Term assembly conducted by the Head. The school would also follow up on negative pupil responses to see if further support could be provided.</p>	
9.	<p>School Development Plan</p> <p>NOTED: the updated plan uploaded to TEAMS/ SharePoint. The document was highlighted as a useful tool for focusing governor visits and allowing governors to triangulate reported actions and improvements. The document had been revised in January to reflect changes in the SLT. The Chair commented that the revised plan was a good opportunity for governors to re-align their strategic focus via revised governor link roles aligned to the SDP. He would give consideration to this at a later date.</p>	
10.	<p>School Finances</p> <p>NOTED: the multiple reports uploaded with the agenda. The Term 2 Finance Report was showing a slight improvement on the approved budget.</p> <p>AGREED: the Term 2 Finance Report for submission to HCC.</p> <p>NOTED: the cash forecast was believed to be prudent. The impact of accruals and the cashflow support from HCC were highlighted.</p> <p>NOTED: the SFVS had been reviewed by the Foundation Committee. The uploaded document reflected the changes requested by the February 2026 meeting of the Committee and further review by the Finance Working Party. Governors asked questions regarding the school's finances. Nik Thomas summarised income and expenditure activities, reserve levels (which had been amended on the SFVS to record they were lower than desirable), expenditure controls introduced by the school and plans for costing classes and the tighter management of teams budgets. He and the Head would be considering the 26/27 budget over the Easter holiday period. The Head highlighted cost saving initiatives instigated by staff. In response to a question from governors, she confirmed the school's financial situation was intentionally more visible to staff. A governor asked if the reduction in support staff pension</p>	

	<p>contributions would result in a reduction in funding. The school had not been advised it would. The value of the HCC cash support was also highlighted.</p> <p>AGREED: the SFVS for submission by the deadline of 31/3/26.</p> <p>NOTED: the notes of the Finance Working Party meeting held on 16/3/26. References to the Caretaker's House were indicative of long outstanding legal matters still to be resolved. The FWP had recommended that the revised Fraud Policy be approved by the Governing Board as it would need to be published on the school website.</p> <p>AGREED: the Fraud Policy as submitted.</p> <p>NOTED: the debtor position of £7k, much of which related to lettings and the rest to the staff car scheme. Drivers were expected to pay for damage to a car beyond routine wear and tear, when returned. Charges had been contested by the former Head, but had now been agreed and should be coming off the debtor's list. Governors asked if lease car contracts were tight enough. The Business Manager believed they were and commented on stringent lease car company requirements.</p>	NT
11.	<p>Approval of Policies</p> <p>NOTED: the current Behaviour and Learning Policy had not been uploaded for re-approval. The Head advised she was still reviewing the revised policy with the working party.</p> <p>AGREED: the renewal of the previous year's Behaviour and Learning policy unseen or by reference to the online published version.</p> <p>NOTED: the Policy Tracker. Governors asked for the tracker to include date last approved and date for next approval.</p>	NT
12.	<p>Health and Safety Update</p> <p>NOTED: the report uploaded with the agenda. The possible RIDDOR-reportable accident had been determined not to be reportable as it was not related to the organisation of work or the condition of the premises. The matter was with the school's insurers.</p> <p>NOTED: the Fire Risk Assessment issue related to the arrangement of science labs 207 and 208 had been closed. Governors asked for and received a detailed explanation of the issue and the resolution.</p> <p>NOTED: a routine inspection of sports equipment had resulted in the temporary closure of facilities whilst an alleged issue was investigated and found not to be a risk.</p>	
13.	<p>School Business Plan</p> <p>NOTED: the School Business Plan as considered by the Foundation Committee at its last meeting and presented for information.</p>	
14.	<p>General Careers and PP Updates</p> <p>NOTED: Samuel Appiah, as PP Link Governor, had visited the school the previous week. He queried the potential cancellation of the PGL Weekend event because of low take up of 36%. The school confirmed the PGL take up was higher than that for the previously provided online tutoring, but it was challenging finding staff willing to give up</p>	

	<p>an entire weekend within term time. It was felt targeted tutor times could achieve pupil take up of closer to 100%. The school had to be mindful of the best and most cost effective use of PP funding and would consider the position further when impact data was available. The aim was to maximise PP pupil engagement and the impact of interventions.</p> <p>NOTED: in terms of Careers, Jamie Kellett, as the link Governor, had attended the Careers Fair, which had been well attended. He felt more pupils needed to be motivated to consider going to university.</p>	
15.	<p>Governance Effectiveness</p> <p>15.1 Governor Monitoring and Visits 25/26</p> <p>NOTED: the governor visit reports and visit record were not available. The Head would look into the matter. A governor commented that she had repeatedly been trying to book a visit, but without response. The Chair and Head would consider the simplest way to arrange, record and publish governor monitoring activity, whilst aligning it to the SDP. Governors were invited to email suggestions to the Chair. In the meantime, governors were reminded to undertake a monitoring activity once a term.</p> <p>NOTED: with the departure of Kojo Wood there was no Sixth Form Link Governor.</p> <p>AGREED: Chris Crawley would take on the Sixth Form Link role as an interim arrangement until link governor roles and their allocation could be reconsidered.</p> <p>15.2 Governor Training</p> <p>NOTED: the current training record as uploaded. Recent safeguarding activity would be included in the next update. Governors were reminded to upload certificates to the central training folder, not their personal ones.</p> <p>15.3 Governor Effectiveness Working Group</p> <p>NOTED: the contractual arrangements for the new clerk were now being handled by Nik Thomas. There was no update on the governance review for 24/25 and arrangements for 25/26.</p> <p>15.4 Federation</p> <p>NOTED: there had been a long pause in discussions because of leadership changes at both schools. Rav Phagura was working with the Lodge Farm Head but discussions on Federation were unlikely to take place for the next year and a half. The contradictory interpretations of the Government White Paper's reference to academisation also required clarity, but Academy Status was not an immediate issue.</p>	<p>RP RP/ MR</p>
16.	<p>AOB</p> <p>16.1 Delegated Approval of Policies</p> <p>NOTED: the proposed change to the Board's policy on delegating the approval of operational policies to the school's management ,as uploaded prior to the meeting.</p> <p>AGREED: the following policy statement - In order to reduce the amount of time spent by governors in reading and approving policies, many of which are of a deeply operational nature and arguably outside the remit</p>	

	<p>of a Governing Board, only policies which need governor approval, or which are displayed on the school’s website, should be brought to the Board for approval.</p> <p>The School shall maintain a list of all policy documents, showing the author, approver (School or Governing Board), review frequency and next review date. This shall be available to Governors. When new policy documents are created, the advice of the Clerk shall be sought as to whether Governor approval is appropriate.</p> <p>Governors shall be informed where material changes are made to operational policies. Subject link governors will always be able to discuss policies relating to their areas with the relevant member of staff.</p> <p>16.2 Car Leases</p> <p>NOTED: this had been discussed under item 10 above.</p> <p>16.3 Deputy Head Appointment</p> <p>NOTED: three leadership spine staff had stepped down and not been replaced. Following discussions with the Chair and Vice Chairs, the Head had decided to appoint an additional Deputy Head. She detailed her reasons for creating the role. Interviews would be taking place on 27/28 April and she was hoping for extensive governor involvement in activities. All governors were invited to email Suzanne Crow with their availability. Governors asked question about the timing for the two days, how long governors would be needed for and the nature of planned activities. The Head outlined the plans for the two days and said any governor time would be appreciated. As several governors were absent from the meeting it was -</p> <p>AGREED: Suzanne Crow would email all governors with an invitation to participate in the Deputy Head appointment process.</p>	RP
17.	<p>Date of Next Meeting</p> <p>NOTED: the date of the next scheduled meeting of the Board of Governors was Monday, 1 June 2026 at 6.30pm via TEAMS. The 26/27 budget would be a significant focus of the meeting.</p> <p>NOTED: the Chair thanked Jamie Kellett for chairing the meeting and for the many efforts of governors outside of formal meetings.</p> <p style="text-align: right;"><i>The meeting ended at approximately 20:25</i></p>	

Drafted by: Jacquie Watts
Clerk To The Governors
24 March 2026

Approved by The Board of Governors on:

Date:1 June 2026.....

Signature (Chair):