PAPER SGB25/1936

STRICTLY CONFIDENTIAL

MidKent College

GOVERNING BODY

Minutes of the meeting of the Governing Body held on Thursday 21 May 2026 at 17.00hrs in the Corporate room at Medway Campus.

Present: (63% attendance)

Mr P Fleming	Chair	Ms A Currie		Miss B Jossi	Staff Governor
Mr S Adebisi	Student Governor	Mrs J Dyakova		Mrs L Snedden	Staff Governor
Mr A Cole		Mr S Hardie		Mrs S Vaux	
Mr S Cook	Principal CEO	Mr A Hindson		Mrs A Woodhouse	

In attendance:

Ms C Burkin	Governance Professional
Mr C Hare	Deputy CEO & Executive Director of Employers & Corporate Services
Ms C Hart	Executive Director of Student Experience
Dr Jim Mawby	Executive Director for Curriculum & Quality
Mr J Thirgood	Chief Financial Officer
Guests	
Ms J Isted	Facilities
Ms B Farley	Stakeholder Relations
Ms E Mernagh	Student Engagement

1 Declaration of Interests

All members' interests are numbered and referenced on the Declaration of Interest log available from the Governance Professional.

2 Apologies for Absence

Apologies for absence were received from Professor M Abdel-Maguid, Miss L Adcock, Mr N Baveystock Mr S Jackson Mrs A Orhiere, ~~Mr M~~ Prentis and Mrs M Quadri.

The Chair welcomed guests to the meeting.

3 Minutes of the Meeting held on 26 March 2026 - Paper SGB25/1923

The minutes of the meeting held on 26 March 2026 were accepted as a true record and signed by the Chair.

4 Matters Arising & any Urgent Action – Paper SGB25/1924

All the outstanding matters were either actioned, completed or on the agenda.

STRATEGY

5 Accelerator Strategy - Paper SGB25/1925

Simon Cook updated members on the projects.

Members noted the progress with a particular focus on the Accelerator Plan work undertaken since the last Board meeting. The report included a summary of investment projects to remind members of those undertaken over the last five years, showing the external funds secured plus internal funds used for key projects, some of which would be considered viable accelerator projects.

Members also received the 'Strategy on a page' as agreed at the last meeting and an outline of accelerator project proposals. S Cook presented slides to illustrate the work undertaken by Exec team since the last meeting confirming the definition for a strategic initiative that belongs in the Accelerator pathway, versus one in the business as usual (BAU) pathway, including the set of "ideals" and provisionally identified the key initiatives under the Accelerator pathway.

Members thanked S Cook for the historical information which evidenced good progress. They asked Exec to consider and lessons learnt from previous projects. Governors also appreciated the 'Strategy in a page' but asked that this be simplified.

Action: S Cook

Members discussed and agreed the contents of the report and requested an outline of costing and key areas of focus to be presented at the next meeting. They asked that the report was reviewed for consistency and how student feedback could be captured and incorporated.

Action: S Cook

Members thanked S Cook and the Exec Team and looked forward to further updates at the next meeting.

6 Martyn's Law Presentation - Paper SGB25/1926

James Thirgood presented an update to Governors on the College's progress in implementation of the Terrorism (Protection of Premises) Act 2025 (known as Martyn's Law)

Members noted the Terrorism (Protection of Premises) Act came into effect on 3rd April 2025 and the College had 24 months in which to implement the guidance, responsibilities and overall compliance with the Act.

J Thirgood explained that under the legislation, certain premises and events must take steps to mitigate the impact of physical harm in the event of a terrorist attack. Members asked to be kept updated with regard to implementation. They noted a staff working group had been formed and in place since September 2025 to move this forward across the College.

Members were assured that the current timetable and plan was on track for completion by the deadline of 1st April 2027 and would be fully implementation. It was noted that the Governing Body had overall responsibility as the 'responsible person' named in the act.

Members thanked J Thirgood and the team.

SCRUTINY

7 Principal & CEO Report – Paper SGB25/1927

Simon Cook Principal/CEO presented his report to members.

Members noted the summary data report which included the data that had significantly changed since the last meeting. They noted the importance of data and challenged the continued issues with English and maths attendance. Student attendance expectation during the last term of the academic year was explained and discussed. Members noted the activities provided to keep students engaged in the latter part of the academic year.

S Cook highlighted some good news items including the successful DfE Matrix accreditation for Information, Advice, and Guidance (IAG). E Mernagh reported a successful student trip to Bali and informed members of the growth in students' confidence throughout the trip.

Members noted the student demographics, growth and impact information provided in the report and were encouraged by the data which showed continued growth and opportunities.

S Cook highlighted the apprenticeship provision and members noted the graphical spread of apprenticeships across Kent. This illustrated the strengths and opportunities available to work with Kent Colleges to widen the offer across the County.

The Chair invited guest, Becky Farley to update members on employer relations and she explained the move to formalise relationships though memorandum of understanding (MOU) which provided structure and clarified intended outcomes.

Members noted and discussed the information provided regarding curriculum reform and the changes in T and V levels. They congratulated the Exec team on the work to ensure students had the best possible opportunities within the offer but noted this may now be limited due to the pathways available. S Cook informed members of a possible opportunity regarding Internships and explained the College would be carrying out due diligence as required. Members would be updated at future meetings.

Governors thanked S Cook and accepted the report.

8 Safeguarding Update – Paper SGB25/1928

Sarah Vaux, Safeguarding Governor, presented the report. Members were reminded that Safeguarding was a core statutory duty and central to student wellbeing and success. The report supported Governors' oversight and enabled them to monitor risk, trends and the effectiveness of safeguarding arrangements.

She noted the paper was for information and assurance, and provided an overview of safeguarding activity, key risks and effectiveness. It had been formatted to reflect new guidance and legislation.

Members agreed the new format provided the correct level of assurance but requested some trend data to show emerging themes and graphical representation where appropriate to present any risks.

Action: E Mernagh

Governors asked questions around the new emotional support team and E Mernagh explained the College had been chosen to be part of this team based at both Medway and Maidstone from September 2027.

One Governor, who had participated in the visit to SEND area, informed members of the excellent work she had seen and the positive environment provided for the SEND students. She encouraged all Governors to visit the College where possible, to gain knowledge of the student experience.

Governors thanked S Vaux and E Mernagh and **accepted** the report.

9 Update from Chair of MidKent College Training Services Ltd (MKCTS) - Paper SGB25/1929

In the absence of Nick Baveystock, the Chair of MKCTS Ltd, Peter Fleming introduced the update regarding the performance of MKCTS since the last meeting, which was taken as read.

Governors **accepted** the report.

10 Minutes of the Quality, Teaching and Learning Committee (QTL) inter-meeting held on 28 April 2025 - Paper SGB25/1930

Andy Cole introduced the minutes of the QTL Committee inter-meeting which focused on the implications of the new Ofsted inspection framework, and Level 2 and 3 qualification reforms. All Governors were encouraged to review the recording of the meeting to support their knowledge.

The Committee had received a detailed briefing from the Executive Director of Curriculum regarding the move to a more demanding "secure fit" inspection methodology, increased reliance on achievement data and evolving interpretations of inclusion, particularly the risks this may present for highly inclusive colleges such as MidKent. Members noted plans to strengthen self-assessment, benchmarking and data analysis processes, supported by new reporting tools. A Cole encouraged all Committees to focus on data and KPIs going forward.

Members also considered the significant implications of qualification reform, including the expansion of T Levels, introduction of V Levels and proposed Level 2 foundation and occupational pathways. Concerns were raised regarding narrowing learner pathways, social mobility risks, work placement capacity and employer recognition.

Members welcomed the College's proactive engagement in qualification development groups and requested regular future updates on reform implementation and associated strategic risks.

Governors **accepted** the notes.

11 Minutes of the Finance & Resources Committee Meetings held on 6 May 2026 and confidential minutes - Paper SGB25/1931.

Alison Currie introduced the minutes of the Finance & Resources Committee.

Some of the discussion was minuted as confidential.

The Management Accounts to the end of March 2026 were reviewed.

The People Team had provided assurance that key metrics were improving. They also provided a deep dive into staff health risk assessments and workplace adjustments where good progress had been made in working with partners to improve the approach

An early summary of the 2026/27 budget had been presented for initial feedback ahead of main discussion in June.

An update of the decarbonisation project had been provided to the Committee and members noted ongoing challenges.

The Modern Slavery & Human Trafficking statement had been reviewed with minor changes and approved by the Governing Body. The Sustainability Policy had also been reviewed with very minor changes that the Committee approved and the Board noted.

The investment portfolio was reviewed and continued to perform well. A meeting will be scheduled with Charles Stanley, the investment manager, to consider if changes to the strategy are required in light of global economic uncertainty

Governors **accepted** the minutes.

12 Policies for approval – SGB25/1932

The following policies and procedures were presented for approval by the relevant Committee

Chair following scrutiny at Committee meetings.

a) Governor Succession Planning Procedure (S&G) – **approved**.
b) Governor Recruitment Policy (S&G) – **approved.**
c) Governance Professional Policy for Independence S&G) – **approved.**
d) Modern Slavery & Human Trafficking Statement 2026/27 (F&R) – **approved.**
e) Sustainability Policy (F&R) – **noted.**

The above were **approved** for publication where required.

GOVERNANCE

13 Minutes of the Search & Governance Committee meeting held on 30 April 2026 - Paper SGB25/1933.

Angela Woodhouse introduced the minutes of the Search and Governance Committee and members noted that the Committee considered:

Succession Planning and Recruitment - It was agreed that plans for recruitment would be considered outside the Committee meeting, including a review of the skills matrix and brought to the June Committee. The Chair, Vice Chair and Governance Professional were meeting to plan the next round of recruitment. The S&G Committee had discussed the time commitment required from Governors and the need to ensure this was set out clearly as part of recruitment and prior to Governors joining the Board.

Policies and Procedures - The Committee considered several policies and procedures noted under item 12.

a) Governor Succession Planning Procedure – a new procedure to improve succession planning.
b) Governor Recruitment Policy - updated to separate succession planning and include external agencies
c) Governance Professional Policy for Independence – a new policy to safeguard the independence of the Governance Professional.

External Board Review – the action plan was considered, in particular the update to the Summary sheet template. The new template will be rolled out after the Board meeting.

Recommendations for approval by the Governing Body:

- Policies – **approved**.

Governors **accepted** the minutes and **approved** the recommendation above.

14 Draft meeting schedule for 2026/27

Corine Burkin, Governance Professional, presented the draft meeting schedule for 2026/27 for approval.

Members were informed the schedule had been drafted in line with the usual cycle of meetings, noting however that the October Governing Body had been aligned with the KFE Governance event to support attendance.

The Committee meeting dates had been agreed with the consideration of the Committee Chair/Lead Exec member's availability and scheduled to allow time to report to the Governing Body. Committees will continue to be held on Teams unless otherwise stated.

The Chair reminded members that there is an expectation that once these dates were approved, they will only be moved in exceptional circumstances and that all Governors give priority to their relevant meeting dates. The Governing Body meetings will continue to be held in person to allow members to meet each other regularly and to visit the College. Hybrid Board meetings will be avoided. Members were reminded that any apologies must be sent to the Chair and Governance Professional as soon as they are known.

Members **approved** the meeting schedule for 2026/27 and these will be shared as required with invitations sent to Governors for noting.

Action: Governance Professional

15 Thank you to Christina Hart

The Chair thanked Christina Hart, Executive Director of Student Experience for her contributions to the College and the Board during her time at MidKent.

Members wished her well in her new role and welcomed Emma Mernagh who is stepping up to oversee the Safeguarding and ALS aspects of the role as the Senior Director of Student Experience.

16 Date of Next Meeting

The next meeting would be held at the College's Maidstone Campus on Thursday 9 July 2026 at 17.00hrs

Confidential Item

17 Minutes of the Remuneration Committee meeting held on 7 May 2026 – Paper SGB25/1935

Angela Woodhouse introduced the minutes of the Remuneration Committee.

Members noted the update on executive team arrangements and the Governance Professional's appraisal, based discussion with the Committee.

They approved and recommended:

a) Annual Report **for approval.**

b) Terms of Reference **for approval.**

Members **approved** the documents.

The Governing Body Chair informed members that he had attended an MSA open event where he was pleased to see increased interest and attendance including primary school aged children and their parents. Members noted the Marketing team would be reviewing the material for this cohort.

He had also attended the Performing Arts Show and members noted huge effort and a positive experience for the students. P Fleming emphasised the importance of Governors visiting the College and attending events which can be found in the What's on Guide.

The meeting closed at 19.38 hrs.

Chair Signature .... **Date** 9 July 2026