The FGB Chair, CEO, and Group Director of Governance have been given delegated authority by FGB to review confidential minutes on an annual basis. The following minute was released for publication following the review panel meeting held on 7 September 2026.

FGB Meeting of 9 December 2025 Confidential Part A and Part B

	ITEM	COMMENTS	ACTION
Part A	18. Staff Pay (Confidential item - Independent Governors, CEO, KH, JC)	The Chief People Officer presented the Staff Pay Report. In line with the previous three years, it is recommended that all staff (excluding casual workers or agency staff) are issued with a £50 voucher ahead of the Christmas break. It is proposed to issue the voucher through the Group MyRewards platform. Governors queried if the voucher would be taxable. It was confirmed that this is the only voucher issued to staff for 2025/26 academic year and is not taxable. APPROVED: All staff are issued with a £50 voucher	
Part B	Group Chair Recruitment (Confidential item - Independent Governors except prospective candidate (TK), CEO, JC)	The Group Director of Corporate Services and Governance reported that the recruitment process had been carried out in accordance with the Group Instrument and Articles of Government. One expression of interest for the role of Chair of Governors had been received from Tim Kent (TK). Governors have formally proposed and seconded TK for the position. Search and Governance Committee met on 13 November 2025 and now recommend that: • A formal vote on the appointment of TK as Chair of Governors is carried out by the Full Governing Body. • TK should act as Chair Designate from 9 December 2025 to 31 August 2026,	

		allowing time to shadow the current Chair and ensure a smooth transition. • The appointment as Chair of Governors will commence on 1 September 2026 for a four-year term Governors unanimously voted in favour of TK as Chair of Governors. The Chair suggested working with the new Director of Governance and JC to arrange a mentoring plan for TK and this should be added to the action plan. Governors queried if TK's prior term of office served as an EKC Governor would affect the length of term of office for the Chair of Governors role. The Chair commented that the prior term of office TK served as EKC Governor would not affect the Chair of Governors appointment. APPROVED: Tim Kent is appointed as Chair Designate commencing 9 December 2025 until 31 August 2026. APPROVED: Tim Kent is appointed as Chair of Governors commencing 1 September 2026 for a four-year term.	

East Kent Colleges Group