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.

Remuneration Committee Meeting of 13 November 2025 Confidential Part B (1)

	ITEM	COMMENTS	ACTION
	7. Remuneration of the Group Chair (CB not present)	JC updated the Committee regarding the current position of the Group Chair's Remuneration: • The Group Chair was paid from 2018 until 2025. The Charity Commission authority to remunerate the Chair expired on 31 August 2025. • A request to remunerate the Group Chair based on his current terms for one further year was submitted to the Charity Commission on 24 March 2025. • On 20th June 2025 the Charity Commission responded to the Group stating they will not authorise the continued payment of the Chair. • An appeal to the Charity Commission's decision was submitted on 1 September 2025. • The Charity Commission responded on 5 November 2025 upholding the Charity Commission's decision not to give authority to remunerate the Chair from September 2025 until August 2026. • EKC Group's legal advisors have also been approached to ascertain the process and likelihood of being able to change the Instrument and Articles of Government to allow the Group to Remunerate the Chair in the future without having to submit time limited	

		requests to the Charity Commission. The Group's legal advisors thought this was highly unlikely to be possible given Charity Commission approval would still be required. This process was approved in a couple of circumstances in the past for colleges in a different FE landscape in which area reviews were occurring. Governors commented that whilst disappointing it was not unexpected. MC agreed to inform CB of the ruling. Governors noted that the original submission had limited detail regarding the time commitment of the Chair. For future Governors advised that metrics of Chair engagement should be collated for these kinds of scenarios. JC agreed to work with the new Governance Professional to develop a method for better tracking the hours committed by the future chair. NOTED: Remuneration of the Group Chair	

East Kent Colleges Group