

**MOULTON COLLEGE**  
**SEARCH AND GOVERNANCE**

**Minutes of meeting held on Thursday 21<sup>st</sup> November 2025 at 9:30am,  
teams, Moulton College**

<b>Present:</b>	David McVean	Independent Governor
	Charles Matts	Independent Governor
	Alastair Thomson	Independent Governor
	Pauline Hawkesford	Independent Governor
	Craig Abblett	Independent Governor
	Oliver Symons	Principal

<b>In attendance:</b>	Catherine Duro	Head of Governance
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**SECTION A – ROUTINE AND STANDING ITEMS:**

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**Apologies for absence**

1. Apologies were accepted from Michelle Pledger

**Declarations of interest**

2. There were no declarations of interest.

**Minutes of last meeting**

3. The minutes of the meeting held on the **2<sup>nd</sup> July 2025** had been reviewed.

**Resolved** that the minutes be approved as a true and accurate record.

4. There were no matters arising.

**SECTION B – GOVERNANCE 2024/25**

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**Strategic Intent – Excellence in Governance**

5. The Chair began with a conversation around general opportunities to improve governance.
6. The scheduling and timing of meetings was debated, recognising the need to care for the wellbeing of executive attendees and governors. A move to more online meetings with a commitment to meet at least once a year in person was proposed.
7. The challenge of building relationships online was debated.
8. Students must remain central to all discussions. It was recognised that new buildings alone were not sufficient to enable good learning.

**Committee Structure**

9. A new Committee structure was proposed to take place from September 2026.
10. People (and remuneration) Committee, to encompass human resources, governor search and remuneration, to align with the new people strategic and strategic ambition proposed, with skilled oversight.

11. A Governance and Success Committee, to oversee the committee's delivery of governance KPI's and ensure the corporation remain cognisant of the overall strategic ambition, without becoming siloed by ambition and committee.
12. The need to define a measure of success, avoid duplication and promote impactful action was agreed.
13. It was agreed that committee memberships be applied but remain under review to make best use of available skills.

### **Governor Recruitment & Succession Planning**

#### **Chair Recruitment**

14. The Committee confirmed their disappointment in the recent recruitment process, via the DFE funded agency. It was agreed a new approach would be sought, if a Chair could not be identified from existing networks. Three recruitment agencies were to be asked to quote ahead of the next Corporation Board meeting.

#### **Governor recruitment**

15. An application from Amanda Nicols was reviewed. All agreed she should be interviewed to fill an existing vacancy.

### **Governance Review 2024/25 and Governance Improvement Plan 2025/6**

16. Both reports were received together and questions invited.
17. All recognised that they were adequate for this year, but more significant changes were being prepared for 2026/27, with a new chair, many new governors and a new strategic plan.

### **SECTION D- CLOSING ITEMS:**

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#### **Any other business**

18. Craig's resignation was accepted. It was agreed he continue as a co-optee to the Audit committee.

#### **Impact of Governance**

The Chair gave thanks to all for a good conversation linking the current operations to the strategic need.

The need for off-boarding ambassadorial work was identified.

**Date of next meeting** - TBC subject to Chair recruitment timeline.