



CATHOLIC SIXTH FORM COLLEGE

ST FRANCIS XAVIER CATHOLIC SIXTH FORM COLLEGE

Meeting of the Full Governing Body

Tuesday 17th March 2026

6pm – 8.30pm

Held in St Francis Xavier Catholic Sixth Form College

Minutes

College mission statement:

St Francis Xavier Sixth Form College is an inclusive educational community rooted in the Catholic faith, that has Christ at its centre. Our aim is to provide a broad curriculum which emphasises the pursuit of excellence and focuses on career preparation, leadership and service to others. We are committed to preparing the whole person to lead a life of purpose and success in a just and sustainable world.

March 2022

Governors:

Nader Sheta, Foundation Governor, Chair of Governors

Femi Adedeji, Parent Governor

Elena Cirillo, Foundation Governor

Gabrielle Williams Hamer, Co-opted Governor

Patrick Kwong, Foundation Governor

Anna Mason, Staff Governor (support)

Sarah Medicoff, Foundation Governor

Mason Rhoomes, Student Governor

Keni Thomas, Associate Member

Graham Thompson, Principal

Present:

Clare Baskott, Clerk to the Governors

Jon Farkas, Prospective Foundation Governor/Associate Member

Karen Foan, Associate Principal, Curriculum

Ciaran Graham, Associate Principal, Ethos and Student Welfare

Diego Moppett – Prospective Foundation Governor/Associate Member

Apologies:

Luke Milner – Prospective Foundation Governor/Associate Member

James Scott, Staff Governor (Teaching)

Absent without apologies:

Feranmi Durojaye, Student Governor

Item 1 Welcome and apologies

The Principal opened the meeting in prayer at 6:02pm.

The Chair welcomed all present, including prospective Associate Members/Foundation Governors, Jon Farkas and Diego Moppett.

Apologies for absence were received from James Scott and Luke Milner.

Feranmi Durojaye was absent without apologies.

The Governing Board noted the appointment of Luke Miner as Foundation Governor from 4th February 2026 to 3rd February 2030.

No declarations of interest were made.

Item 2 Minutes of the meeting held on 9th December 2025

The minutes of the previous meeting, held on 9th December 2025, were approved as an accurate record.

Item 3 Matters arising and review of actions carried forward from the previous meeting

All actions had been completed.

Item 4 Notification of Any Other Business (AOB)

No items were raised under Any Other Business.

Item 5 Information/data communicated since the previous meeting

The Governing Board noted the following had been received:

- Monthly Management Accounts: November 2025, December 2025, January 2026, February 2026
- Training/webinars (various dates)
- Maximilian Newsletters (various dates)

Item 6 Chair's Actions

No Chair's actions were reported.

Elena Cirillo joined the meeting at 6:04pm.

Item 8 Student Governors' Report

Student Governor, Mason Rhoomes, presented his report. He reported that it was 59 days until the end of exams. Students had been feeling pressure from exams and coursework and found it difficult to balance personal life and schoolwork. Staff had been supporting students.

Governor question: What support are you getting from the college?

Response: The support from college staff is excellent.

The Student Governor gave an overview of the intervention programme in place to support students, including Easter holiday sessions and weekly interventions during term time.

Governor question: Are interventions for particular students?

Response: No, they are open to all.

Femi Odedji joined the meeting at 6:13pm.
Keni Thomas joined the meeting at 6:11pm.

Governor question: Have you applied to university?

Response: Yes, Liverpool is an insurance option. My firm choices are either Exeter, King's College, or Birmingham University. I want to read Geography and then later do a teacher training course.

Governor question: Is there anything as a student governor that you want to bring to governors' attention?

Response: A lot of students are feeling the pressure; however, not all feel comfortable speaking to staff. Some students isolate themselves. Exams are daunting and many students are feeling overwhelmed. Mocks help with preparation and college staff are ensuring we are prepared and supported.

Governor question: What is missing?

Response: Students need to understand the college will support them. Students get tunnel vision about their results; but they need to understand that exams are important but there are other options; exams are not the be all and end all. Students also need to feel comfortable opening up to others. Students push each other to succeed and social interaction is important. There is a need for downtime and people to talk to each other for their mental health.

Governor question: Do you have space to gather with other students? Is there enough space to discuss exams and tests?

Response: Yes, we have extra revision lessons, which are much more relaxed. Students come together from other classes, so there is more interaction. Having that support is good for students.

The Governing Body thanked Mason Rhoomes for his contribution and said they looked forward to hearing about his results.

Mason Rhoomes left the meeting at 6:17pm.

Item 9 Principal's Report

The Principal gave an update on the following areas:

- The government had decided to put an additional pause in place for BTECs from September 2026. Key courses expected to be impacted were BTEC Applied Science, BTEC Health and Social Care, and Psychology.
- It was expected that the following year extended diplomas would not be funded. Two A Level equivalents would continue to be funded.
- The curriculum would need to be reviewed to allow double awards in Applied Science and Psychology.

Governor question: Will there be any impact on funding?

Response: No, there will be funding as per the three A Level courses.

- New V Levels would be introduced from September 2027 (single qualifications equivalent to one A Level).
- Health and Science T Level from September 2026 will come with additional funding.
- Triple IT would be impacted, and the college was looking at other options.

Governor question: What is the format of the V Levels?

Response: They are one A Level equivalent and are mapped to occupational standards.

Governor question: Will students be able to progress to university with V Levels?

Response: Yes, they will.

Governor question: Have you received many T Level applications for next year?

Response: We don't ask students to identify their course at this stage. They decide at interview and enrolment. Many students are unaware of T Levels from school and often parents are worried about progression to university, because T Levels are not as well known.

Governor question: Do other schools offer T Levels?

Response: Yes, many other settings offer T Levels. It is important to have a large qualification offer for students to choose from, otherwise they will go to competitor settings.

A discussion followed about potential new subjects at different levels.

Governor question: Do you think T Levels will become more popular?

Response: It all depends on what happens with V Levels. A concern is that V Levels will just become similar to BTECs. However, they will be different, as they are linked to occupational standards. It is important to also look at this as an opportunity to review the curriculum.

SEND

- In February, the government published the Schools White Paper: Every Child Achieving and Thriving, which included plans for SEND, proposing a three-tiered support system to address capacity and resource issues.
- More responsibility will be given to schools and colleges.
- Funding will come directly to the college rather than via the local authority, which had previously impacted college funding.
- Students with Education Health Care Plans would be reassessed at certain points, e.g. at age 16.
- All Teachers will receive additional training.
- Consultation on the White Paper was now open.
- Transition points were a key focus of the White Paper.

Governor question: Who will manage the transition in the college?

Response: Transition will be the responsibility of the receiving institution. Individual Support Plans for students with additional needs will also need to be reassessed.

Governor question: Do you have the required staffing for this?

Response: No, but we will use some of the funding to oversee specialist staff to undertake this.

Christ at the Centre

- The college attended the ordination of Bishop Gerard Bradley at St. George's Cathedral on 2 February 2026.
- Six students were preparing for their confirmation, to take place on 6th May 2026, celebrated by Bishop Gerard Bradley. Governors were invited to attend.
- In January 2026, thirteen students attended a retreat at St. Cassian's, Kintbury.

- In Religion & Philosophy lessons, students created a collage demonstrating the Catholic Social Teaching pillar of “Solidarity”.
- Daily reflections, weekly Gospel reflections, and House services continued this term.
- There had been a wide array of fundraising and charity activity this term, including the Big Lent Raffle, Talent Show, First Give, and Wear Something Green. £3,000 had been raised to date.

Flourishing Students

- Students following Applied General qualifications sat the unit exams in January 2026.
- GCSE English and maths results published in January were very pleasing, with 141 additional students achieving a grade 4 or above. Forty students achieved a Grade 5 in English at the re-sits.
- 90% of those eligible submitted a UCAS application by the 14 January 2026 deadline.
- The number applying to Russell Group and Sutton 30 universities continued to increase.
- Fifty-eight universities, apprenticeship providers, and employers attended the annual HE and employers fair on 3rd March 2026. Feedback from students and contributors was exceptionally positive. This was arranged by the Careers Adviser.
- Eight students and two members of staff received a Jack Petchey Award for their positive contribution to the college and wider community.
- There had been a diverse range of activities and events this term to enrich the student experience both inside and outside the classroom.
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Flourishing Staff

- The most recent Staff Pulse wellbeing survey showed that the average score for “I would recommend Saint Francis Xavier College as a place to work” was 8.3. The lowest score across all 21 themes was 7.2 (for Workload).
- Many staff were engaged in action-research projects to augment their learning and teaching toolkits.
- The college’s Essential 8 programme was gaining national recognition.
- The college continued to explore a range of AI technologies, including Google Gemini.
- The next staff wellbeing afternoon will take place on 25th March 2026.

Governor question: Do you give training to staff and students about not using personal information online?

Response: Yes, through staff training, and this is disseminated to students.

Secure Future

- The college had received 2,213 applications to date, which was 426 higher than at the same time last year.
- There had been more than 520 visitors to the Spring Open Evening on 4th March 2026, representing a 15% increase on the previous year.
- ACVIC benchmarking for 2024/25 showed that, despite being the second smallest college in respect of student numbers, the college generally managed its budget well. However, it also showed that the college had the fewest number of students per teacher.
- The Annual Strategic Conversation took place on 12th March 2026.
- The college was relatively strong on income diversification, principally through SFX Corporate Services and the Nursery; a combined surplus of £122,367 was forecast for these operations.

- The roof project was nearing completion, though the college was still awaiting planning consent to fit a guardrail to an area of the Xavier roof.
- Fire and electrical works were planned to begin during the Easter holidays.
- The college was working with Academy Estates to prepare a bid submission for two further projects in the next round of Condition Improvement Funding: window replacement to Xavier block and improvement of heating distribution across the site. London was forecast to see the greatest decline in primary pupil numbers, with a projected 7.8% decline by 2027/28, which would eventually impact sixth form numbers.

Governor question: What is the usual conversion rate?

Response: It is around 39–44% per year on offers. Average funding per student is circa £7,000 per year. It is important to get students to enrol and continue. However, not all students will be offered a place.

Governor question: Is there an upper limit?

Response: 1,450 is the maximum number of students we can accommodate.

A discussion took place about falling numbers in primary schools, which had resulted in school closures in South London schools, which will impact future student numbers.

Governor question: Are there any particular schools that students come from?

Response: There has been an increase in students from South London, including Croydon. The Director of Marketing and Admissions is tenacious about getting into schools to talk about the college; however, some are reluctant because they have their own sixth form.

Governor question: Will you continue with subjects with small student numbers?

Response: We will need to have conversations about some classes which have small numbers. Some courses are loss leaders because they bring students to the college to study more niche subjects, alongside the more popular ones.

Governor question: Are you letting out the media studio?

Response: We are currently looking into this and we are working with a company called Vivify to let out areas of the college which are more difficult to hire, on a trial period.

Governors noted a significant increase in social media activity. The Principal explained that all prospective students and families were asked to sign up to social media, and more activity was planned for lettings.

Item 11 Standing items: Academisation

The Chair gave an update and explained that the Governing Body needed to decide whether to move into the consultation process with staff about academisation, with a view to making a decision following the consultation. The Chair had circulated guidance documents relating to academisation.

The Chair explained that the college was currently under the FE sector and there were many advantages to academisation and moving into the school sector. The Diocese wanted all Catholic institutions to become part of a Catholic Academy Trust.

The Governing Body agreed that it was important to be in control of their own destiny and to make a positive decision.

The Chair reported on conversations with other colleges and a recent meeting with Christ the King College, with a view to joining a trust with Christ the King College in Sydenham. It was noted that existing trusts consisted of primaries and secondary schools, which would not give the college any benefit.

A robust discussion took place about academisation. Governors voiced concerns about the lack of advantages, apart from a potential VAT rebate. Governors said that the documents referred to strengthening local links, but noted that Christ the King College was more an hour away. The Chair explained that there was not a clear, refutable benefit; the reason for academising was because the Diocese wanted all Catholic institutions to be in MATs.

The Chair explained that all most of the funding for the FE sector was being awarded to GFES offering construction courses. There was more allocation in school funding, whereas in the FE sector, colleges had to bid for it.

The Chair reported that the increase in National Insurance applied to the college but not academies, and last year pay increases had not applied to SFCs but were awarded in the academy sector, which was finally revoked following NJC action.

A discussion took place about secondary schools that have joined other MATs. The Chair noted that some areas like HR and procurement could be aligned, but the college would remain an autonomous organisation and would not be merging.

Governor question: How do Christ the King's Governing Board feel about academisation?

Response: They also want to go down the consultation route.

The Governing Body agreed that it was important to plan and be in control of the plan.

Governor question: Is it interchangeable with Christ the King?

Response: We are not locked in until we sign papers.

The Chair explained that it was important to get staff feedback as part of the consultation period. This would entail small roundtable discussions, then a formal phase across the board.

Governor question: Have staff raised this as an issue with the SLT?

Response: It has been discussed at union meetings. Staff are aware that we are exploring options and know we need to take a decision on it.

Governor question: Will staff's terms and conditions change?

Response: Staff terms and conditions will remain the same. It is more of a change to the legal status.

Governor question: What is the general feeling from staff?

Response: It has not gone out to consultation yet. We are exploring options because we have not been in this position before. Conversations with unions have been positive.

A discussion took place about conversion and the legal processes, as well as the future make-up of the Trust Board and local governing bodies.

The Governing Body approved the consultation with staff to explore academisation.

Item 12 Oral Reports from Governors' Committees

Audit Committee (met remotely on 3rd February 2026)

The Chair of the committee gave an update as outlined in the minutes.

Finance and Resources Committee (met remotely on 3rd March 2026)

The Chair of the committee gave an update as outlined in the minutes.

Matters requiring decision/approval:

a. Reserves Policy

b. Charging Policy

The above policies were approved.

Curriculum Standards & Quality Committee (met remotely on 10th February 2026)

The Chair of the committee gave an update as outlined in the minutes.

Appeal Committee: Has not met since the previous FGB meeting.

Remuneration Committee: Has not met since the previous FGB meeting.

Governance Committee: Has not met since the previous FGB meeting.

Item 12 GOVERNANCE

Item 12.1 Appointment of Associate Members

The Governing Body approved the appointment of Jon Farkas and Diego Moppett as Associate Members, each with a one-year term of office.

Item 12.2 Committee Membership

The Governing Body reviewed committee and link governor membership:

- James Scott and Luke Milner were appointed to join the Finance & Resources Committee.
- Diego Moppett and Jon Farkas were appointed to the Audit Committee.
- Nader Sheta was confirmed as Link Governor for SEN.

Item 12.3 Instrument and Articles of Association

The Governing Body reviewed and approved the updated Instrument and Articles of Association.

Item 12.4 Governing Body Conduct of Business and Code of Conduct

The Governing Body reviewed and approved the Governing Body Conduct of Business and Code of Conduct.

Item 12.5 Beyond the Agenda report

The Governing Body received the Beyond the Agenda evaluation report (January 2026). All governors and senior leaders had been invited to participate. The Clerk gave an overview of the reports findings.

Item 12.6 Link Governor updates:

There were no updates.

Item 12.7 Meeting dates for 2026-27

The Governing Body reviewed and agreed the schedule of meetings for 2026–27. It was agreed to move the dates of the Audit and Curriculum Standards & Quality Committees.

Item 13 Meeting Reflection

The Chair asked:

Are governors satisfied that all information received and all decisions taken at this meeting have been centred on improving the experience and levels of achievement of students at St Francis Xavier College in a safe, healthy environment that embraces the Catholic ethos and mission and values of the college, the PREVENT Duty, and promotes Equality, Diversity, Dignity and Inclusion?

The Governing Body agreed they were satisfied.

Item 14 Any Other Business

No items were raised.

Item 15 Close of Meeting

The meeting closed at 8:05pm.

Item 16 Date of next meeting:

Tuesday 30th June 2025 at 6pm.

1. Attendance Log: St Francis Xavier Sixth Form College Full Governing Body Meetings

Name	Role	11 Nov 2025	9 Dec 2025	17 Mar 2026
Nader Sheta	Foundation Governor, Chair	Present	Present	Present
Kate Bainbridge	Co-opted Governor	Present	Present	N/A
Elena Cirillo	Foundation Governor	Present	Present	Present
Feranmi Durojaye	Student Governor	Present	Present	Absent w/o apology
Femi Adedeji	Parent Governor	Absent w/o apology	Present	Present
Gabrielle Williams Hamer	Co-opted Governor	Present	Present	Present
Patrick Kwong	Foundation Governor	Present	Present	Present
Anna Mason	Staff Governor (support)	Present	Present	Present
Sarah Medicoff	Foundation Governor	Present	Present	Present
Mason Rhoomes	Student Governor	Present	Present	Present
James Scott	Staff Governor (Teaching)	Present	Present	Apologies
Keni Thomas	Associate Member	Present	Present	Present
Graham Thompson	Principal	Present	Present	Present
Jon Farkas	Prospective Foundation Gov/Assoc Member	-	-	Present
Diego Moppett	Prospective Foundation Gov/Assoc Member	-	-	Present
Luke Milner	Prospective Foundation Gov/Assoc Member	-	-	Apologies