

Heart of Yorkshire Education Group Corporation ('Group')

Search and Governance Committee ('Committee')

**Minutes of the Meeting held on Wednesday 15 October 2025 at 4.00pm at
Wakefield College, Executive Meeting Room, WR312 ('Meeting')**

Present:

- Andrew McConnell (Chair)
- Dmitry Fedotov
- Tracy Tallant
- Sam Wright (Principal)

In attendance:

Head of Governance and Legal Services

Apologies: None

1. Welcome and Apologies for Absence

1.1. The Chair welcomed those present and confirmed the meeting was quorate.

1.2. Apologies for absence were noted as appropriate.

2. Appointment of Chair and Vice Chair 2025/26

2.1. The Committee considered the appointment of the Chair and Vice Chair for 2025/26.

2.2. IT WAS RESOLVED THAT Andrew McConnell be appointed as Chair and Dmitry Fedotov as Vice Chair for the 2025/26 academic year.

3. Declarations of Interest

Declarations of interest were invited but none were made.

4. Minutes of the Meeting held on 5 June 2025

4.1. The minutes of the meeting held on 5 June 2025 were considered.

4.2. IT WAS RESOLVED THAT the minutes of the meeting held on 5 June 2025 were a true and fair record and were approved.

5. Matters Arising

5.1. The Committee reviewed progress on outstanding matters arising from the previous meeting.

5.2. Further consideration was to be given to the necessity for an EDI Lead Governor role and remaining safeguarding training was to be delivered to those who had not yet completed it.

6. Board Candidate Interview

- 6.1. The Committee interviewed a candidate for a Governor position ('Candidate'), focusing on his experience across West and North Yorkshire, his previous employment experience, and his current role leading apprenticeships at a university.
- 6.2. The Committee explored the Candidate's understanding of the sector, and his potential fit for committee roles.
- 6.3. The Committee discussed the Candidate's suitability, noting his strengths in compliance and skills, and agreed he would be a valuable addition to the Board and the Audit Committee.

7. Membership Update (including appointment of Chair)

- 7.1. The Committee carefully reviewed the membership update and discussed vacancies, the Board's skills needs (referring to the updated skills audit) and Board, Chair and Vice Chair succession planning.
- 7.2. IT WAS RESOLVED THAT the following recommendations be made at the December Board meeting:
 - 7.2.1. Recommend the reappointment of all governors (except the Chair) with a term end date of 1 March 2026 for a period of four years.

- 7.2.2. Recommend the reappointment of the Chair of the Board, who also has a term end date of 1 March 2026, as a governor for the remainder of the academic year and 2026/27, with annual renewals thereafter subject to review by the Committee and appointment by the Board. This recommendation was given after careful consideration of the advantages and disadvantages of extending the Chair of the Board's term beyond the end of his chairship. Members considered his experience and knowledge as a National Leader of Governance invaluable to the Group and that he would provide mentoring to the incoming Chair of the Board. It was acknowledged the rationale should be put to the Board in detail.
- 7.2.3. Recommend the appointment of the Candidate to the Board to replace Nigel Brook, who had recently retired from the Board. The Candidate was to be informed of the recommended appointment and to be asked to attend the December Board meeting.
- 7.2.4. Recommend the extension of the Chair of the Board's role as Chair of the Board to end following the last meeting of the academic year.
- 7.2.5. Recommend David Powell's appointment as Vice Chair of the Board (subject to David's confirmation).
- 7.2.6. Recommend the appointment of the Candidate to the Audit Committee at the December Board meeting.
- 7.2.7. Recommend the appointment of Vijay Teeluck to the Audit Committee to be approved by written resolution as soon as possible.

7.2.8. Recommend the appointment of David to the Search and Governance Committee at the December Board meeting.

7.3. The Committee also agreed the following:

7.3.1. The Head of Governance and Legal Services would commence recruitment for replacements for Mohammed Ayub and Louise Elkington following a discussion of the required skills. Dmitry agreed to speak to his contacts regarding both vacancies, and officers would source potential candidates for Louise's successor. It was agreed that Martyn Shaw's vacancy would be left open for Katie Nicolaou (shadow governor) for now, subject to her developing into the role.

7.3.2. To recommend David Powell's succession as Chair of the Board following the last meeting of the academic year at the last Board meeting of the academic year (subject to his approval) and initiate his preparatory programme.

7.3.3. That the Head of Governance and Legal Services would ask the Curriculum and Quality Committee to review its skills mix with a view to recruiting at least two new members and finalise Wakefield and Selby College Staff Governor recruitment, making a recommendation to appoint the most appropriate candidate to the Curriculum and Quality Committee at the December Board meeting.

7.3.4. Recommend David Powell stepping down from Curriculum and Quality Committee and Dmitry Fedotov taking the chair's role, from the end of the academic year, and for the Clerk to prepare a development programme for Dmitry.

8. Governance Improvement Action Plan Update

- 8.1. The Committee received an update on the Governance Improvement Action Plan.
- 8.2. Progress was noted, with most actions completed and outstanding items relating to succession planning for the Vice Chair.

9. Governor Training and Development Update

- 9.1. The Committee received an update on Governor training and development against the agreed plan. Good progress was acknowledged but the following was requested of the Head of Governance and Legal Services:
 - 9.1.1. that safeguarding training would be arranged with the Group's DSL for those governors who could not attend a previously arranged in-person training session; and
 - 9.1.2. that a monthly calendar of events for governors be prepared to promote immersive governance as required by the new Ofsted toolkit.

10. Search and Governance Committee Annual Report

- 10.1. The Committee considered the Annual Report.
- 10.2. IT WAS RESOLVED THAT the Search and Governance Committee Annual Report be approved for submission to the Board.

11. Senior Independent Director KPI Annual Review

11.1. The Committee reviewed the Senior Independent Director's KPIs and discussed the effectiveness of the role. It was agreed that the SID was operating effectively but that the scope of the role was, perhaps, unnecessarily broad.

11.2. It was agreed that the Head of Governance and Legal Services carry out a review of the SID job description for the next Committee meeting.

12. Review of Confidential Business

12.1. The Committee reviewed confidential business and considered whether any items could be declassified.

12.2. It was agreed that Committee members would review the confidential business with a view to determining whether the whole or part of any of the minutes presented could be declassified and published before the next Committee meeting.

13. Review of Effectiveness of Meeting and Identification of Emerging Risks

13.1. The Committee reflected on the effectiveness of the meeting and identified emerging risks, particularly in relation to Board composition and succession planning.

14. Date and Time of Next Meeting

14.1. The next meeting will be held on 24 February 2026.

Actions

No.	Minute Ref.	Action/Recommendation	Deadline	Responsibility
1	7.2	Make the relevant recommendations to the Board	December Board meeting	Head of Governance and Legal Services
2	7.3.1	Commence recruitment for replacements for Yubi and Louise; Dmitry to speak to contacts, Sam to speak to Laura Lavender; leave Martyn's vacancy open for Katie	Ongoing	Head of Governance and Legal Services / Dmitry Fedotov
3	7.3.2	Recommend David's succession as Board Chair following last meeting of academic year (subject to approval); initiate preparatory programme; recommend David as	December Board meeting / Last Board meeting of academic year	Head of Governance and Legal Services / Chair

		Vice Chair (subject to confirmation)		
4	7.3.3	Ask C&Q to review skills mix, recruit at least two new members, finalise Staff Governor recruitment, recommend appointment to C&Q at December Board meeting	December Board meeting	Head of Governance and Legal Services
5	7.3.4	Recommend David P stepping down from C&Q and Dmitry taking the chair from end of academic year, with development programme for Dmitry	End of academic year	Head of Governance and Legal Services
6	9.1.1	Arrange safeguarding training with Carol for governors who missed Vicki Maybin's session	ASAP	Head of Governance and Legal Services
7	9.1.2	Prepare monthly calendar of events for	Ongoing	Head of Governance

		governors to promote immersive governance		and Legal Services
8	11.2	Review SID job description for next Search and Governance meeting	Next meeting	Head of Governance and Legal Services

Signed:



Date:

24.02.2026