



Education & Skills  
Funding Agency

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Sanctuary Buildings  
Great Smith Street  
London  
SW1P 3BT  
Tel: 0370 000 2288  
[www.education.gov.uk/efa-enquiry-form](http://www.education.gov.uk/efa-enquiry-form)

13 August 2019

Mr Arun Thakur  
Chair of Trustees  
Guru Nanak Sikh Academy  
Springfield Road  
Hayes  
Middlesex  
UB4 0LT

Dear Mr Thakur

### **Financial Notice to Improve**

On 25 April 2014, James Astridge wrote to Rajinder Sandhu in his position of Principal and Accounting Officer at Guru Nanak Sikh Academy to serve notice that Guru Nanak Sikh Academy (the trust) was required to improve the financial management, control and governance at the trust.

This was as a consequence of whistleblowing allegations about the trust in relation to a number of matters:

- Loans secured against academy assets, namely mortgages taken out against the land on which the academy is situated.
- A lack of separation in governance, management and operations between the trust and its sponsor.
- Evidence of inappropriate transactions between the trust and its sponsor.
- Underlying weaknesses in financial management and governance.

The Financial Notice to Improve (FNtI) set out the actions that were needed to be taken by the trust to make sure necessary improvements were made.

We have closely monitored the trust's progress against the conditions set out in the notice, which included preparing and implementing an action plan to address the underlying weaknesses in financial management and governance and the serious findings uncovered in the report that have led to the issue of the Notice, recouping £201,377.31 paid by the trust on behalf of Nanaksar That Isher Darbar (NTID) and working with the ESFA to remove the charges over the school building, premises and land.

I am pleased to inform you that I am satisfied that the FNtI conditions have been met. As a result, the FNtI will be lifted with effect from the date of this letter.

This letter will be published on the GOV.UK website. I am copying this letter to Rajinder Sandhu, Accounting Officer of the trust and Martin Post, Regional Schools Commissioner for North West London, South Central Region.

It is important that the trust continues to ensure that proper controls are maintained to ensure that the trust operates independently of NTID. I would like to thank you for your contribution in ensuring the trust has reached this position.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M. Pettifer', with a stylized flourish at the end.

**Mike Pettifer**  
**Director, Academies and Maintained Schools Directorate**

cc. Rajinder Sandhu, Accounting Officer Guru Nanak Sikh Academy Trust  
Martin Post, Regional Schools Commissioner NWLSC