



Department  
for Education

Regional Director's Office  
Regions Group  
East Midlands  
Level 7, St Paul's Place  
125 Norfolk Street  
Sheffield

The Members and Trustees of North Kesteven Academy  
Moor Lane  
North Hykeham  
Lincoln  
Lincolnshire  
LN6 9AG

By email only

7<sup>th</sup> September 2026

Dear Mr Sloan

**Termination Warning Notice to the Members and Trustees of the North Kesteven Academy trust ("the Trust") in respect of North Kesteven Academy ("the Academy")**

In accordance with sections 2A and 2D of the Academies Act 2010<sup>i</sup> any funding agreement of an academy may be terminated by the Secretary of State where special measures are required to be taken in relation to the academy or the academy requires significant improvement and the Chief Inspector of Ofsted has given notice of that under section 13(3)(a) of the Education Act 2005.

I received an Ofsted notification dated 1 July 2026 confirming that the Academy was judged to require special measures. For the reasons set out below, I now consider it necessary to issue this Termination Warning Notice.

The Ofsted report published on 13 July 2026 graded safeguarding standards as not met and highlights the following areas for improvement.

- Leaders must ensure that they fulfil the statutory requirements for safeguarding set out in Keeping Children Safe in Education regarding reporting concerns, making referrals, keeping records of concerns and actions taken. They must ensure that the checks on pupils not in school but on the school roll are robust and effective and that attendance registers are completed accurately.

- Leaders and trustees must ensure that statutory core functions are appropriately conducted, particularly those relating to safeguarding. They must ensure effective oversight of the school's priorities for improvement and offer the expert support and challenge necessary to improve the school at pace.
- Leaders should take effective action to raise achievement at the end of key stage 4 and key stage 5, particularly for pupils with SEND and disadvantaged pupils. They should ensure that pupils achieve a secure understanding of foundational knowledge in English and mathematics.
- Leaders should make sure that there is a well-planned curriculum across all subjects, that suitably builds on pupils' starting points and that ensures that pupils, including disadvantaged pupils, pupils with special educational needs and/or disabilities (SEND) and students in the sixth form develop the foundations of learning needed to successfully progress to their appropriate next steps.
- Leaders should ensure that they embed highly effective teaching and assessment across the school so that all groups of pupils and students in the sixth form, make clear and sustained progress across the curriculum. They should continue the work to improve the information teachers receive in order to suitably adapt pupils' learning, particularly for pupils with SEND.
- Leaders should continue their work to analyse closely the absence of different groups of vulnerable pupils, to identify priorities accurately, and to continue to improve their attendance particularly for pupils that are persistently or severely absent and pupils with SEND.

As set out in [Support and intervention in schools](#), there is a presumption that academies found by Ofsted to require special measures will receive structural intervention, which means they will be transferred to an alternative academy trust. This presumption may be set aside in exceptional circumstances.

Exceptional circumstances may apply, for example, if I am satisfied that the Trust has demonstrated, through its representations and/or other evidence, that there has been an exceptional improvement or change in leadership capacity at both trust and school levels since or shortly before inspection, which already shows impact, and therefore the Trust is now demonstrating that it has the capacity to deliver rapid and sustainable improvement at the Academy.

If I am not satisfied that exceptional circumstances apply, I will, in accordance with the Department's policy, consider terminating the Academy's funding agreement in order to transfer the Academy to an alternative academy trust.

In making the decision on whether to terminate the Academy's funding agreement I will consider any written representations the Trust wish to make in response to this Termination Warning Notice.

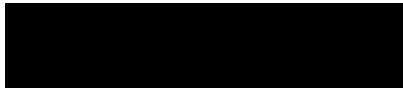
We wrote to you in regards of the safeguarding arrangements at the Academy on 12 May 2026. If the trust wishes to make written representations in response to this Termination Warning Notice, I invite information on the trust's long-term plans to ensure improvements to safeguarding arrangements are implemented.

Please provide me with any representations the Trust wish to make by 28 September 2026.

We are mindful of creating unnecessary pressures on school leaders and staff, and as such we would ask the Trust to ensure that the appropriate provision is in place to support the Academy's workforce.

I am copying this letter to Ofsted, the Trust's Accounting Officer, and Lincolnshire County Council. A copy of this letter will also be published on GOV.UK.

Yours sincerely

A solid black rectangular box used to redact the signature of Nigel Minns.

Nigel Minns  
**Regional Director for East Midlands**

CC: Holly Thomas, Accounting Officer, North Kesteven Academy  
Mike Sheridan. Ofsted  
Heather Sandy, Director of Children's Services, Lincolnshire County Council

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<sup>i</sup> Inserted by section 14 of the Education and Adoption Act 2016