

Dear Councillor Sean Matthews,

As Executive Headteacher of the Lincolnshire Maintained Nursery School Federation (LMNSF), representing:

- Wyndham Park Nursery School, Grantham
- Gainsborough Nursery School, Gainsborough
- Boston Nursery School, Boston
- Kingsdown Nursery School, Lincoln

I am writing to express our full support for *Your Lincolnshire*, the proposed Local Government Reorganisation model which seeks to maintain Lincolnshire as a single, unified authority.

Our federation of local authority maintained nursery schools spans a wide geographical area, working within diverse communities to serve some of Lincolnshire's youngest and most vulnerable children. The strength of our provision is rooted in consistent county-wide support, shared systems and long-standing positive partnerships with Lincolnshire County Council. Fragmenting the county into multiple authorities risks dismantling those foundations, leading to inconsistent support, fragmented services and inequity in access for the children and families we serve.

We have deep concerns about the potential impact on:

Early Intervention

The early years is where need first emerges and where early intervention is most impactful. Any dilution or regional variation in access to SEND pathways, specialist services, safeguarding support or early help would have profound and lasting consequences for children whose developmental windows are short and cannot afford delay.

Safeguarding and Vulnerable Children

Safeguarding thresholds and procedures must remain consistent and robust across all settings. Multiple authorities would create:

- different child protection decision-making processes
- inconsistencies in threshold application
- challenges in multi-agency communication and data sharing

This introduces unacceptable risk to children and undermines confidence in the safeguarding system.



Workforce Stability and School Operations

Disaggregation could also have a significant impact on staff terms and conditions, with schools in different authorities potentially operating under:

- different pay structures and entitlements
- varying HR policies
- divergent professional development and support frameworks

For a federation, this would be highly destabilising. Additionally, different school term dates and operational calendars across authorities would create substantial challenges in staffing, deployment and consistency of provision. This would inevitably affect curriculum continuity, quality of education and the sustainability of shared staffing models within the federation.

Existing County-Wide Collaboration

Lincolnshire has built a strong and effective collaborative culture across education, health, social care, police and voluntary agencies. This unified structure ensures cohesive strategic planning and timely support for children and families. Fragmentation risks:

- disruption to trusted professional relationships
- delays in communication and decision-making
- duplication, inefficiencies and increased bureaucracy

These outcomes would disproportionately affect our youngest learners and those with complex needs.

For these reasons, the Lincolnshire Maintained Nursery School Federation strongly supports maintaining a single unified authority. A cohesive Lincolnshire best protects the continuity, consistency and equity that children, families and staff rely upon.

Please do not hesitate to contact me if you would like further information or wish to discuss our support in more detail.

Yours sincerely,

Laura Cook

Executive Headteacher

Lincolnshire Maintained Nursery School Federation (LMNSF)

Wyndham Park Nursery School • Gainsborough Nursery School • Boston Nursery School • Kingsdown Nursery School

