Summary of relevant experience of Executives and Trustees

September 2026

Executives	
Andrew R Buckton, Chief Executive Officer	Former Headteacher of New Siblands School and Deputy Headteacher of Culverhill School. Research Fellow SSAT (SEN), Ofsted Inspector (mainstream primary and enhanced SEN), Masters in Psychology of SEN (distinction) Psychological perspectives, inclusion and disability, NPQH, SSAT Executive Headteacher Programme. Andrew has over 15 years' experience of special school leadership and additionally maintains current mainstream expertise as an Ofsted inspector. Andrew has expertise in the field of autism as well as leadership in CLD, SLD and PMLD. Track record for leadership of new provision, working with LA property services, stakeholders and LA – Primary Wing total of 24 new places at New Siblands School SLD / PMLD. Ensured opening has been highly successful.
Louise Leader, Director of Education	Louise brings over 30 years of experience in education, including two decades in leadership roles across mainstream secondary, special (including residential), and alternative provision schools. With 12 years of experience as a headteacher and extensive involvement in local, regional, and national networks, she combines deep operational understanding with strategic leadership expertise. She holds the National Professional Qualification for Executive Leadership (NPQEL), reflecting a strong academic foundation and a sustained commitment to professional growth. Louise will lead the development and delivery of the Trust's education strategy, with a focus on thoughtful, collaborative change management, robust quality assurance, and school improvement. She will also play a key role in strengthening outreach provision and enhancing collaboration across local, regional, and national systems as the Trust continues to grow.
Madeleine Roberts, Director of Finance	With over 15 years of strategic financial leadership spanning corporate finance, audit, and school leadership, Madeleine brings a rare combination of commercial rigour and educational insight. She is an ACA-qualified accountant with eight years' experience as a school leader and possesses extensive knowledge of public sector finance and procedure. Her background

	includes Corporate Finance at Deloitte LLP, where she gained broad expertise in M&A, restructuring, and has further experience in both internal and external audit.
Ana Tsoucalas, Director of Operations	A School Business Professional since 2011 in both special and mainstream education. Drawing on her earlier career in financial services, Ana brings a blend of commercial insight and educational expertise. Track record for people and culture development, delivery of Trust Estates Strategy and Asset Planning, organisational growth and process improvement, and opening operations for a new free school, including recruitment strategy, staff on-boarding, compliance and premises arrangements.
Tracy Norris, Trust Project Development Lead	A long-standing School Business Professional, Tracy now leads on new schools, including new free schools, and established schools joining the Trust, guiding each project from initial concept through to successful launch. Most recently, Tracy oversaw the successful opening of Two Bridges Academy in September 2024, a milestone that reflects her strategic planning, stakeholder coordination, and project leadership. Additionally, Tracy has played a key role in the successful due diligence of Pathways Learning Centre which joined the Trust on 1st July 2025. Areas of expertise include; SEND, leadership in education, project and risk management, marketing and communications, premises and facilities development, ICT systems for schools.
Trustees	
Susan Jane Fairhurst, Chair of Trustees	Educational Psychologist, Executive Director and a Director of South Gloucestershire Parents and Carers Forum, member of the Autism Education Trust. SEND expertise SLD, PMLD, ASD and CLD.
Nicola Reynolds, Chair of Education Outreach committee	Former Headteacher of Culverhill School, Local Leader of Education, school leadership, SEND expertise, school finance and financial services expertise. Nicola has a long-standing successful background in CLD education leadership, supporting new Headteachers as an LLE, multi-agency perspectives, coaching in leadership. Amalgamated 2 special schools in 1999 to form Culverhill. Pre-opening team for Pegasus Free School (ASD provision in South Gloucestershire) opened 2017.
David Tubb	Health and Safety Management / Railway Operations Management for nationalised and private rail company's background. Many years of leadership of Governors expertise as Chair of Governors of New Siblands School.

	Experienced Governor – strategic oversight of multi-million pound new build project and school expansion for SLD, PMLD school with South Gloucestershire LA for new school opening in 2011. Experience in strategic oversight for further expansion project of provision of SLD, PMLD places. Track record of providing challenge at strategic leadership level. Long term Leader at Thornbury Baptist Church Co. Ltd.
Donald Peter John Cuthbert	With a background in psychology and human resource management, Don brings a wealth of strategic business experience to the Board and extensive governance experience through previous NED roles for charities and finance groups.
Michael John Adlam, Chair of Finance committee	Senior management experience in scientific / risk management with many years' experience in governance of charities and voluntary groups, Mike is a highly experienced business manager with a focus on financial and regulatory control.
Sarah Jayne Slade Vice Chair and Chair of Risk & Audit committee	Sarah is a highly experienced Health, Safety & Wellbeing officer. Her experience in risk management alongside excellence in communication and relational skills will support the Board in effective decision making.
Ross Barnes	A project manager who achieves results through collaboration and driving governance, Ross is passionate about providing the opportunities and resources for children and young people to achieve their best outcomes now and in the future.
Richard John Cuttell	Richard is a chartered surveyor with extensive experience in estates management within the education sector. He has a focus on the cost management of multi- discipline projects.
Paul Santamaria, Chair of People committee	Paul is a versatile change practitioner with strong analytical and engagement skills, which he has honed over a varied career but principally as a change and communication specialist. His ability to analyse complex business issues will support the Board as the Trust navigates the next stage in its growth.
Nigel Harrisson	Nigel has had an extensive career in educational and organisational psychology and educational management, working closely with Local Authorities. His management responsibilities centred on staff leadership and the development of strategy and policy for inclusion services. Following retirement, he established an independent practice providing educational psychology services and special educational needs training. His knowledge and experience of Alternative Provision (AP), through many years of Governance at an AP setting will support the Board in this developing area of its work.