



Juliet Lambert



TRUSTEE PROFILE

- * *Interim Chair*, Board of Trustees
- * *Chair* – Teaching and Learning Committee
- * Co-opted to the Board of Trustees, May 2020

Key skills:

- * School leadership and management
- * SEND
- * Safeguarding

Until last year I was a head at a state primary school in South Gloucestershire. I had been a teacher for 16 years, having taken a degree in psychology and then a PGCE as a mature student in my early thirties. I taught at a small rural school before moving to a larger school in Yate, where children came from far more diverse backgrounds.

I now live in Stroud and am retraining in psychological therapy for children and families. Whilst working as a Head, my primary aim was to make sure that the children in my school were happy; that they felt valued and confident. Fundamental to my approach to teaching and learning is that every child is unique and deserves cherishing for that uniqueness.

I grew up in the state education sector, including a co-ed grammar school. I loved my primary education – I remember knitting a teddy bear when I was seven, something for which there would no longer be time in state education.

Similarly, my middle school was a creative place where I learnt to dance and play music, to sew and cook, to draw and print and to make pots, while nature walks and camping trips gave me a lifelong wonder at the natural world. Coming from the state sector, I have great respect for Steiner Waldorf education, not least because I can see how the state sector is challenged to provide what I as a child most valued in my education. But also because I taught children who had come from a Steiner Kindergarten, who impressed me so much in their attitudes towards and aptitude for learning.

All my own children went to different secondary schools, two to independent schools and one to the local comprehensive – I can see the strengths in both. Parental choice is a government mantra which often means very little; what matters to me is recognising that every child is different, has different talents and gifts, which need to be drawn out in different ways.

Employment (selected)

2015-2019	Head Teacher Broadway Infant School Yate
2011- 2015	Deputy Head Teacher & SENCO Broadway Infant School (incl. 2013-2014 Acting Head)
2003-2011	Class teacher across all primary range. SENCO from 2010. Acting Head Teacher spring term 2009. Horton CE VA Primary School.

Education

PG Cert Child, Adolescent and Family Mental Well-Being: Multidisciplinary Practice. Tavistock and Portman, University of Essex. 2019

National Professional Qualification for Headship (NPQH) 2015

National award in Special Educational Needs Coordination (NASENCO), Bath Spa University, 2012.

PGCE Primary Education, University of the West of England, 2002.

BSc (Hons) Psychology, University of the West of England, 2001.

Interests

Morris Dancer (Stroud Morris), a member of the Quilters' Guild and Under the Edge Quilters and a keen knitter. Frampton On Seven Sailing Club. Completed several long-distance National paths – The Cotswold Way, Hadrian's Wall, the Westmorland Way and the Dales Way.





Ian Lawrie QC



TRUSTEE PROFILE

- * *Chair* - Leadership, Management and Communication Committee
- * Co-opted to the Board of Trustees
May 2020

Key Skills:

- * Compliance
- * Setting a vision, values and goals
- * Team work and collaborative decision making

Every Wynstones educated pupil, current or former, I have met in whatever walk of life has impressed me with their grounded view on life. This shows me Wynstones, whatever difficulties have arisen, is at heart is a very sound school. As I know from my time as Head of Chambers making necessary changes in a measured way, without losing the positive essence of the spirit of an organization is not an easy task. From what I have read of the difficulties Wynstones has faced this year, it strikes me that this is a dusting down moment and the need to start from ground zero may have arrived. I am very keen to see if I can assist in that regard.

I do not have children but I do have seven god children, aged from 12 to 25. I have taken my god parental duties seriously and done my bit to support them through a variety of schools, so I am keen to lend my support and experience to a school that takes an imaginative and creative approach to education, as my school did for me.

Finally on a personal level, my deceased wife Polly Higgins, was a strong supporter of the Steiner approach to education. If we had chosen to have children, Wynstones would have been our school of choice and by becoming a Trustee I am honouring her memory and her support for the Steiner approach to education.

Employment

July 2018	Appointed the Honorary Recorder of Gloucester by the City Council of Gloucester
April 2018	Appointed the Resident Judge for Gloucester Crown Court
Feb 2018	Allocated to Gloucester Crown Court
October 2015	Appointed to the Circuit Bench full time
2012 - 2015	Head of Chambers
2011 - 2015	Queen's Counsel representative for the Western Circuit.
2007 - 2010	Head of Diversity & Compliance for chambers
2004 - 2007	Head of the Public Law & Regulatory team in chambers
1985 - 2015	Practicing as a barrister based at 3 Paper Buildings in Inner Temple.

Education

University of Warwick LLB [Hons]

Inn of Court School of Law, Gray's Inn Pupillage Chambers of Victor Durand QC, Queen Elizabeth Building. Outer Temple

Interests & skills

I have been active in what is known as 'Judicial Outreach'. This is the process by which individual court centres are encouraged to promote and explain the criminal justice system to people beyond the police and those accused of criminal offences, especially young people.

We do this via two projects:-

'Getting Court'. This promotes greater interaction between Gloucester Crown Court and Gloucestershire Secondary Schools, state or private, by organising visits to my court to see the work at close quarters.

'Calling In'. This deals with anti knife crime issues. Young people, who are deemed vulnerable to the risks of either carrying a knife or being the victim of knife crime are taken through a multi-agency presented demonstration on knife crime and its impact on all concerned, directly or indirectly.





Prof. James McCullagh



TRUSTEE PROFILE

- * *Vice-Chair* - Leadership, Management and Communications Committee
- * *Vice-Chair* - Finance and Resources Committee
- * Co-opted to the Board of Trustees, May 2020

Key skills:

- * Leadership and management
- * Communication and negotiation
- * Strategy, resource planning and problem solving

I started Class 1 at Wynstones on a damp autumnal day in 1982. A strange new place but I remember the teacher's passion for a nurturing and caring education that endured for the next 12 years. I had a love of sports, creative writing, chess and science but a particular interest in chemistry emerged during this time.

After Class 12, and a year in Africa working with street children in Tanzania, I went on to study Natural Sciences at Durham University followed by a Masters in Medical Anthropology at University College London. In 2000 I started working for Micromass, a relatively small company which pioneered the development of mass spectrometry, now one of the most important analytical techniques in chemical and biochemical research. Working for Micromass took me all around the world teaching and training at research laboratories in universities and industry. I had a fascinating time but just as with my journey to Africa, it was a stepping stone to something new.

In 2003 I was awarded a studentship to pursue a D.Phil. in Mass Spectrometry at University College Oxford. This led to an incredibly exciting time; honing my critical thinking, studying hard, buying my first house, and meeting my future wife. Amongst many things, my doctorate showed me the immense enjoyment that can be found in scientific discovery and in seeing the world in new ways for the first time, a thrill that has stayed with me and sustained my career. I am now Associate Professor of Analytical Chemistry at Oxford and run a busy research group focussed on understanding metabolism in disease through which I collaborate with other groups around the world. I feel incredibly privileged to find myself where I am today, enjoying every minute of what I do but it does not take much reflection to realise the journey started back at Wynstones with the freedom to play and discover the world around me. Inherent in the precarious times the school now faces I feel a duty to do what I can to enable future generations of students to be able to look back at Wynstones, as I do now, with pride and gratitude.

Employment

- 2015-present Associate Professor of Analytical Chemistry, Dept of Chemistry, University of Oxford.
2010-2015 Departmental Lecturer in Organic Chemistry, Dept of Chemistry, University of Oxford.
2009-present Director of the Mass Spectrometry Research Facility, Dept of Chemistry, University of Oxford.
2008-2010 College Lecturer in Inorganic Chemistry, Hertford College, University of Oxford.
2006-2008 Postdoctoral Research Associate, Dept of Chemistry, University of Oxford.
2000-2003 Q-TOF installation and Training (Mass Spectrometry), Waters Corporation.

Education and qualifications

- 2020 Child Safeguarding and Child Protection (TES GLOBAL).
2007 Academic Management (University of Oxford).
2003-2007 D.Phil. (NERC studentship) Development of novel analytical techniques for amino acid isotope analysis and application to palaeodietary reconstruction (RLAHA, Oxford).
1999-2000 M.Sc. Medical Anthropology (University College London).
1996-1999 B.Sc. Natural Sciences (Chemistry with Biology, University of Durham).

Media and Television

Podcasts (<https://podcasts.ox.ac.uk/people/james-mccullagh>)

- 2014 Mass Spectrometry 2012 The caramel tree
2012 Ancient pigments 2012 New materials from plants
2006 Channel 4 (UK) Team member *Viking Boat Race* (<https://www.cam.ac.uk/news/viking-boat-race>)
2005 Channel 5 (UK) Scientific demonstration on Royal Institution Christmas Lectures: Sir John Krebs *The Truth about Food* <https://www.rigb.org/christmas-lectures/watch/2005/the-truth-about-food>

Positions of responsibility and leadership

- University of Oxford Metabolic Health Steering Committee (2015-present)
Department of Chemistry Research Committee (Two terms; currently
2019-2022) Department of Chemistry Development Committee (2012-
present) Department of Chemistry Outreach Committee (2012- present)
University of Oxford Analytical Chemistry Working Group (2016-present)

Public engagement: As part of my role as Director of the Mass Spectrometry Research Facility I regularly engage in outreach activities. I host school group tours of my analytical facilities throughout the year providing a 30 minute introductory talk and tour of the laboratories (five tours per year over the last ten years). I also give talks and tours during public open days and for alumni and other visitors.

Research & enterprise: Since 2015 I have received over £7million in grants and collaborative support for my research activities which focus on the development of new analytical methods and their application to understand complex chemical systems in a biological and environmental context, with a particular focus on how metabolism is altered by disease processes. I am the author of over 100 research publications including a graduate textbook on Mass Spectrometry published in 2019 by Oxford University Press.





Richard Crompton



TRUSTEE PROFILE

- * *Chair* – Finance and Resources Committee
- * Co-opted to Board of Trustees, May 2020

Key Skills:

- * Financial management
- * Estates management and procurement
- * Strategic planning

I am a versatile and agile leader with experience of operating at a senior level across the Public and Private sectors. I have a proven track record of delivering complex Organisational Change projects, driving cost saving and operating efficiencies through detailed workforce redesign and centralisation. A dynamic and realistic leader, I am able to get people to buy into my way of thinking and operating by supporting both direct and remote teams to navigate change and work smartly. My volunteer work is important to me, and as well as a Trustee at Wynstones, I am also Vice-Chair of Governors at Quay Academy and a Governor at Thomas Middlecott and King Edward VI Academies. I also support a number of charities, in particular those concerned with Dementia.

My background in retail instilled in me an understanding of efficiency and value for money. Working for the John Lewis Partnership also brought me an insight into and commitment for transparency and equity. These principles are part of what I am hoping to bring to Wynstones as the school resets its culture towards a re-opening in 2021.

Employment (selected)

2018 - present David Ross Education Trust - Head of Estates, Facilities & Operations

2013 - 2019 John Lewis Partnership

- Business Owner for IT Centralisation Programme
- Operations Manager Commercial Support & Catering
- Department Manager Catering
- Regional Implementation Support Manager

2009 - 2013 Marks and Spencer - Section Manager, Finance and Operations

Education

Wirral Grammar School for Boys (September 2002 - July 2009)

Appointed Head Boy in final year of school (September 2008 to July 2009).

Scholarships / Awards

HABC Level 2 Award in Food Safety (December 2012)

HABC Level 3 Award in Supervising Food Safety in Catering (February 2013)

HABC Level 4 Award in Managing Food Safety (July 2016) - awarded a distinction

HABC Level 2 Award for Personal Licence Holders.





Sylvie Sklan



TRUSTEE PROFILE

- * Vice Chair - Teaching and Learning Committee
- * Co-opted to the Board of Trustees, May 2020

Key Skills:

- * Networking, lobbying and negotiating
- * Visioning and initiating
- * Governance

My parents were brought together through their shared interest in anthroposophy. They somehow managed to find sponsors, for me and my five siblings so that we could all have a Steiner education. Fourteen years at the Edinburgh Steiner School, nurtured in me a faith that a late approach to learning is no disadvantage and I also developed a 'can-do' attitude that has served me well.

I attended Bath University to study sociology, which included a travel scholarship to India. I then moved straight into a research assistant job with the Runnymede Trust and following this became a researcher at the Social Evaluation Unit, University of Oxford on a Home Office funded inner city project. Here I cut my lobbying teeth on race and immigration issues.

I spent the next six years starting a family and running of a smallholding on the Welsh borders. After this we travelled as a family to the outback of Zambia where my husband managed a vast, government-owned farm. Life was full of adventure, but the children were little and malaria was a constant threat.

On our return we joined a new Steiner school in Much Dewchurch, now Steiner Academy Hereford, marking the beginning of a new and significant chapter with my involvement in education. As a parent, I became a supply teacher and then Chair of the Council which led me to working for the Steiner Waldorf Schools Fellowship. I successfully made the case that Steiner education should be part of the publicly funded school system. This was enormously rewarding when the go-ahead was given for the first Steiner Academy. I went on to work with a range of parent groups to establish three new Steiner academies.

I bring to my role as Trustee at Wynstones 20 years of experience of working with education Ministers and officials at all levels, as well as first-hand experience of Steiner education as a pupil, a parent and a grandparent. My involvement with the Steiner Academy Hereford was very full time whilst it was being established, followed by nine years as Sponsor Lead which continues today. I also bring considerable experience of school governance.

Employment (selected)

- 2018 - 2019 Occasional consultant to the SWSF before new CEO was appointed to attend meetings with Ofsted
- 2016 - 2019 Set up and co-ordinated a school-based training scheme for QTS teachers to become Steiner teachers, funded by a grant from Europe
- 1997 - 2017 Development Director, Steiner Waldorf Schools Fellowship working with the government to get public funding for Steiner schools and subsequently with Ofsted to ensure the inspection framework was not tied to the national curriculum and with the Regional Schools Commissioners.
- 1985 - 1995 Part of the group of parents/teachers who established the Hereford Steiner School. Chaired the school's Council for two lengthy periods. Taught full time for one year, and then supply teaching there for a further 10 years.

School Governance

20 years as Development Director at the Steiner Waldorf Schools Fellowship. Two terms as Chair of the school Council at Waldorf Steiner School, Hereford.

TV & Film

In 2010 I worked with ITV to produce a short promotional film called *The Gift of Learning* that I was invited to launch at the Festival of Education at Wellington College in July 2010.





Ted Yates



TRUSTEE PROFILE

* Elected to Board of Trustees, March 2017

I worked in the Gloucester Probation Service for the 40 years. During my time there I was involved in its rise from 'special measures' through to it being considered one of the best probation services in the country. A particularly formative time for me was during the Macpherson Inquiry into the death of Stephen Lawrence. This brought absolute clarity that organisations (whether the police, social services or schools) can and do harbor institutional racism. What came out was a distinction between institutional racism and personal conscience and choice, and that real change within an organization only happens when individuals change. It also resonated with my own identity as I have Indian ancestry and had a positive impact on my professional training and practice. For once in my life, I appreciated the actions of the Daily Mail in daring the alleged perpetrators to sue them for disclosure. It also impacted on my discussions within Wynstones about the Kings Play, particularly in its depiction of a Black King and of Jewish people.

My three children went to Wynstones School; they flourished there, and I am extremely grateful for what the school gave them. This was in part the motivation to become a school trustee. During the majority of the time I was a trustee the Wynstones flourished, students were happy and received a good education. Even in times of recession the school continued to attract pupils, often in contrast to other independent schools. Any organisation, unless it changes with the times and develops, will atrophy. Trustees were very aware of this possibility in recent years but despite their best efforts Wynstones school lost its way, as born-out in four inadequate Ofsted inspections. In line with the need for regeneration all trustees in office at January 2020 resigned in May 2020 and are replaced by a new group of trustees. I was asked to stay in post for a short time as the past Chair, in order to impart knowledge of historical processes and decision making to the new Board of Trustees. I remain very willing to serve the school in any way that is needed as I continue to have great faith in the benefits of Steiner Waldorf education and a new future for Wynstones school.

Employment (selection)

1972 - 1974 Geologist (Mudlogger) on oil rigs in Namibia, Angola (during the war of independence), Niger and off-shore Italy, for Exploration Logging Ltd.

1976 - 2016 Gloucestershire Probation Service. For the last 20 years I held various management positions - including training manager, leading a multi-agency drug treatment team, and managing drug treatment services for offenders across the county. My most fulfilling work was meeting those who had offended & who were addicted to class A drugs and through our team's role as catalysts were now drug-free and had achieved stability in their lives, be that employment, a family, or both.

Education

1972 BSc Chemistry & Geology Manchester University

1976 Diploma in Applied Social studies - CQSW Sheffield University

2000 Diploma in Addiction Studies Leeds University

2005 NVQ 3 Management

Interests & skills

In the probation service I gained invaluable skills & knowledge in managing staff through performance reviews as well as capability and disciplinary processes.

Safeguarding and public protection

Through extensive work with offenders, particularly in the areas of domestic violence and sex offending, I gained a broad experience of serious case reviews plus the patterns of behaviour that we all need to be alert to, and how such behaviour is represented across all sections of our society.

Organisational development

My work in the probation service has given me skills in making sure individual workers were aligned with the needs of the organisation and how organisations can lose their way if workers are not given the appropriate education and training to best support its aims and objectives.

