

## Health and Safety Policy Statement of Intent November 2019

Ambitious about Autism (AaA) and Ambitious about Autism Schools Trust (AaAST), through its Trustees, Governors, Executive Leadership Team (ELT), Senior Management Team (SMT) and employees is committed to providing a safe and healthy working environment. We will do this by ensuring that the highest standards of Health and Safety, so far as is reasonable practicable, are maintained across all areas of our business in accordance with *Section 2 (a-e) of The Health and Safety at Work etc. Act 1974 and The Management of Health and Safety at Work Regulations 1999, and all associated legislation*. The Executive Leadership Team is therefore committed to reducing injury, ill health and the achievement of continuous improvement across our health and safety systems and performance.

We will ensure that Health and Safety is an integral part of all organisational activities and accept responsibility for ensuring that the way in which we conduct our business activities does not result in harm to our pupils, learners, people, volunteers, contractors, nominated service partners, members of the public and other visitors. Our aim is for compliance in accordance with legislation and best practice as a minimum criterion.

Responsibilities for ensuring implementation of this policy have been delegated through each member of the management chain and their respective team management structures. In addition, each member of staff has a legal responsibility to ensure their own Health and Safety and that of others who may be affected by their acts or omissions at work or whilst employed on work-related activities. Specific responsibilities are detailed in the appropriate sections of the Health and Safety Policy.

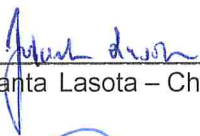
For each area of the organisation, we will ensure that the Health and Safety risks, impacts and responsibilities are assessed and that suitable Health and Safety management systems are developed, implemented and maintained. All staff must cooperate to ensure that statutory duties are complied with and our aim is to ensure appropriate information, instruction and training is provided as necessary.

All employees have a part to play in the promotion of an active safety culture and are encouraged to participate in managed reviews of policies and procedures, via involvement, communication, consultation and feedback, in order to reduce the pressures which create work related stress and ensure that a safe working environment is maintained.

Employees are encouraged at all times to raise any Health and Safety matters that might impact upon their ability to undertake their work safely. This should be to their line manager in the first instance, an appropriate senior manager or to a member of the Executive Leadership Team.

The policy and arrangements are reviewed at least annually against its current Health and Safety objectives. The review takes account of new legislation, current best practice and organisational changes within the organisation.

We have overall responsibility for Health & Safety within AaA and AaAST and we will personally ensure that suitable, competent resources are made available for effective health and safety management and the monitoring of performance. In order to reflect best practice, and ensure effective governance arrangements exist, we have appointed the Head of Property and IT; the TreeHouse Head of School; the Rise Head of School; and the Head of Ambitious College, as key employees for Health and Safety risk management.



Jolanta Lasota – Chief Executive



Neil Goulden - Chair of Trustees