



Health and Safety Policy

December 2023

Where there is reference to Ambitious about Autism (AaA) in this policy, it is referring to both Ambitious about Autism (AaA) and Ambitious about Autism Schools Trust (AaAST).

1. Purpose

The purpose of this policy is to outline AaA's commitment and approach to the management of health and safety across the organisation.

2. The Statutory guidance

The following statutory guidance shall be followed by AaA:

Policy Owner	Director of Property & IT	Review Date:	December 2024
Policy No.	067	Version No.	1.0



b. Provision and Use of Work Equipment

The organisation will ensure that all equipment meets the requirements of the Provision and Use of Work Equipment Regulations (PUWER) 1998. Routine maintenance will be carried out by qualified and competent contractors or professional bodies and records will be kept. Anyone using work equipment will

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Policy No.	067	Version No.	1.0



i. Display Screen Equipment (DSE)

The organisation uses Cardinus Healthy Working Programme – an online self-assessment tool for DSE and healthy working practices. All staff who use display screen equipment (in settings and remotely) are required to do a self-assessment. Any high-scoring assessments will be reviewed and reasonable adjustments

Policy Owner	Director of Property & IT	Review Date:	December 2024
Policy No.	067	Version No.	1.0





s. Pregnancy

A pregnancy risk assessment will be undertaken in line with organisation’s risk assessment procedures to ensure that no unnecessary risks arise from the nature of the role or work environment. Reasonable adjustments will be facilitated where possible and appropriate.

t. Young People at Work

The organisation has additional health and safety responsibilities for any young person doing work experience or volunteering. All work involving young people must be risk assessed and supervised by a competent person at all times.

Anyone under 18 years old must not be allowed to do work which:
cannot be adapted to meet any physical limitations they may have
exposes them to toxic substances or radiation
involves extreme heat, noise or vibration

Young people over 16 years old can do work with attached risk under very special circumstances:

- The work is necessary for their training;
- The work is properly supervised by a competent person at all times;
- All risks are reduced to the lowest level, so far as is reasonably practicable.

u. Animals

No pets may be taken to any setting or offsite meeting unless they are Guide or Assistance dogs. Risk assessments must be issued before introducing animals into the educational environment or participating in any community visits involving animals.

Policy Owner	Director of Property & IT	Review Date:	December 2024
Policy No.	067	Version No.	1.0



Policy Owner

Director of Property & IT

Review Date:

Appendix A
Health & Safety Roles and Responsibilities Chart

Policy Owner	Director of Property & IT	Review Date:	December 2024
Policy No.	067	Version No.	1.0