

Health and Safety Policy Statement of Intent December 2025

This policy applies to Ambitious about Autism (AaA) and Ambitious about Autism Schools Trust (AaAST). Ambitious about Autism is committed to providing a safe and healthy working and learning environment. We will do this by ensuring that the highest standards of health and safety are maintained across all areas of our business so far as is reasonably practicable and in accordance with all associated health and safety legislation.

We commit to promoting excellent standards of health and safety by providing:

- an effective health and safety management system.
- information, instruction, supervision, and training to ensure the health and safety of all staff, learners and visitors.
- a framework to consult with staff about matters affecting their health and safety.
- adequate resources for implementation and maintenance of safe working and learning conditions, including welfare.
- arrangements for the identification of risks and the control of hazards.
- safe plant, equipment, transport and systems of work.
- arrangements for reporting and investigation of incidents, accidents and near-misses.
- emergency plans and procedures.
- a positive health and safety culture across the organisation.

All employees:

- are responsible for taking reasonable care for their own health and safety, and for the health and safety of others who may be affected by their acts or omissions.
- must carry out their work safely in accordance with the training and instructions they receive.
- must co-operate with the organisation in complying with any statutory requirements.
- must report any work situation that it is reasonable for them to consider as an immediate and serious risk to health and safety and must notify any perceived shortcomings in health and safety arrangements to line management.

We will ensure that this document together with all the associated health and safety policies, procedures and guidelines are developed and implemented in full consultation with employees and that the contents of this policy are kept up to date and reviewed on an annual basis.



Jolanta Lasota – Chief Executive



Bob Bishop - Chair of Trustees