

BeyondAutism Health and Safety Statement of Intent

March 2024

BeyondAutism is committed to achieving and maintaining the highest possible standards of health, safety, and welfare. The Trustees are personally committed to ensuring, so far as is reasonably practicable, the health, safety and welfare of all employees, children and young adults, their families and other persons affected by our activities. Health and Safety is a key component of our overarching safeguarding approach, receiving the same vigilance as any aspect of our safeguarding practice. This is demonstrated in *Our Approach to Safeguarding* (Appendix A).

Successful implementation of this policy will enhance our overall performance by reducing injuries and ill health, protecting the environment, and reducing unnecessary losses and liabilities. Whilst we recognise that legal requirements define minimum acceptable standards, our goal is to exceed these and achieve health and safety excellence. The attainment of this goal will be through the provision of:

- Risk assessment of all hazards and the elimination or control of risks.
- Safe systems of work.
- Safe equipment, plant and machinery.
- Safe and healthy workplaces and educational places.
- Appropriate employee training, information, instruction, and supervision.
- BeyondAutism's Health and Safety Management Manual.
- BeyondAutism's Crisis Management Response Manual.

The Trustees and the Senior Management Team will ensure that adequate financial and non-financial resources are provided to support this policy and for the effective implementation of the safety management framework.

The key resource in our organisation is our staff, and to achieve a successful safety culture we need the active participation of all employees. Effective health and safety communication systems will be maintained and consultation with all employees promoted and facilitated.

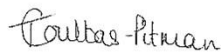
To ensure health and safety in BeyondAutism, everyone must play their part by discharging their responsibilities and co-operating fully with others who have health and safety duties placed on them.

For pupils at BeyondAutism Schools and adult learners in post-19, good safety habits are taught as part of the curriculum. We believe that children and young adults learn best through practical experience and active involvement. Our teaching staff are responsible for the delivery of the curriculum ensuring pupils and adult learners have care and consideration for themselves and others.

A copy of this Policy will be given to all members of staff, displayed in all our sites and made available to all interested persons. In addition, all contractors and visitors will be made aware of the general Policy at the earliest opportunity and will be informed of any specific requirements before commencing activities – this is particularly pertinent in response to the Covid-19 pandemic.

This Policy will be kept up to date to take account of changes. To ensure this, the Policy, and the way that it has been implemented will be reviewed every year by the Trustees.

Signed



Tracie Coultas-Pitman Chief Executive Officer

Last review: Mar 2024
Reviewed by: COO
Date of next review: Mar 2025
Review group: Trustees

Appendix A: Our approach to Safeguarding

SAFEGUARDING AT BeyondAutism

1

Safeguarding & Child Protection

We are committed to doing all we can to safeguard and promote the welfare of children. We aim to provide a safe, secure and supportive environment for all members of our school community but especially our children and young adults.



More information can be found in our [Safeguarding and child protection policy](#)

If you have any concerns, report them immediately to the CEO or Head of Service

2

Safeguarding Adults at Risk

We are committed to doing all we can to prevent the abuse of those "adults at risk" who use BeyondAutism's services or come into contact with our staff or volunteers.



More information can be found in our [Safeguarding adults at risk policy & procedure](#)

If you have any concerns, report them immediately to the CEO or Head of Service

3

Data Protection

We are committed to being compliant with all UK and EU data protection and legislation around the use of personal data as well as safeguarding the rights of individuals whose information we collect.



More information is included in our [General Data Protection Policy](#) & [Privacy Policy](#)

If you suspect a breach, please report immediately to the Data Protection Officer so we can investigate

4

Crisis Management

We are committed to carrying out regular risk assessments and crisis drills. This will ensure that we are prepared to take immediate and appropriate action, minimising the impact on those involved.



We have a **Crisis Response Team** that convene when there is a suspected or actual crisis

If you would like to know more about our Crisis Response Process, please ask the Head of Service

5

Health and Safety

We are committed to achieving and maintaining the highest possible standards of health, safety and welfare for our employees, the children and young adults under our care, their families and other persons involved in our services and activities.



More information can be found in our [Health and Safety Policy](#)

Any incidents should be reported to the Head of Service or a Health & Safety Officer

Safeguarding and promoting the welfare of children and adults at risk is everyone's responsibility.
If in doubt, report it.