



THE AVENUE SCHOOL
SPECIAL NEEDS ACADEMY
www.avenue.reading.sch.uk

HEALTH, SAFETY AND COMPLIANCE MANAGER

NJC Payscale 33 - 36 Salary range £39,051 - £41,803

**Term time only plus INSET days • 37 hours per week,
Monday to Friday.**

The Avenue Special Needs School, based in Tilehurst in Reading, supports over 250 pupils aged 3-19 with severe or profound learning difficulties, physical disabilities and autism. Conveniently located, the school is easily accessible via multiple local bus routes, and on-site parking is available. It's a great place to work with friendly colleagues, an excellent work life balance and good terms and conditions of employment.

We are looking for an experienced Health, Safety and Compliance Manager who can lead a strong culture of prompting excellent health & safety standards at our school which will include ensuring compliance with fire safety and Health & Safety legislation, providing guidance on implementation of health & safety measures and providing competent training to all staff.

The key responsibilities of this role will be to ensure the school provides a safe, secure, and compliant environment for pupils, staff, and visitors, with particular attention to the unique needs of a special educational setting. The Health, Safety and Compliance Manager will lead on all aspects of health and safety management, risk assessment, and compliance, working collaboratively with the site team.

The successful candidate will also liaise with the Health & Safety Trustee, Senior Leaders and external agencies (HSE, fire authorities, local authority etc) and report on health & safety performance.

As well as proven Health & Safety experience, we are looking for someone who has an enthusiastic, organised and pro-active approach towards Health & Safety with excellent communication skills, good IT skills and who is able to work under pressure and independently.

Why work for us?

- A friendly, supportive staff team
- Term-time hours that fit around family life
- Free access to our Employee Assistance Programme – counselling, GP line, physio and more
- Paid well-being day after 1 year's service
- On-site parking and good public transport links
- Social events, free tea/coffee, and the option of buying staff lunches from our canteen.
- Pension scheme (including death in service)
- Access to cycle scheme and Blue Light Card
- Flu and Hep B jabs paid for (role dependent)
- 5-day long service reward after 10 years service

Previous experience of working in a school is desirable but not essential.

To apply, please visit the vacancy page of our website:

<https://www.avenue.reading.sch.uk/> and fill in the forms.

All completed forms must be returned to recruitment@avenue.reading.sch.uk

Closing date: 9am, Monday 23 February 2026

All employees of The Avenue School are required to undergo safeguarding checks which will include reference checks and enhanced DBS check.

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Conwy Close, Tilehurst, Reading RG30 4BZ

E: recruitment@avenue.reading.sch.uk • T: 0118 214 5257

*We are an Equal Opportunity
Employer Safeguarding our
pupils is our priority.*



National Support School
designated by

National College
for Leadership of Schools
and Children's Services



International
School Award
2011-2014

