

Safely Re-opening your Salon or Barbers after Lockdown

After months of lockdown many Hairdressers, Salons, Barbers and other close contact services are starting to re-open but the process requires careful planning. There is detailed guidance from the Government, which can be found at <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/close-contact-services>

Our checklist is here to assist you with your planning and provide some useful pointers:

General Risk Management	Check
Review all activities to see if they are safe or how they can be made safe; a risk assessment template is a useful tool for this. If you cannot carry out an activity safely it should not be undertaken at all	
Consult with employees regarding the risk assessment, share the details and train them in the revised working procedures	
Make sure employees understand social distancing rules, hygiene and why it is relevant	
Make sure visitors clearly understand the rules through the use of signage, floor markings, announcements, TVs, etc. and reassure them with explanations of the safety steps you are taking	
Have a plan in place to deal with employees and members of the public who do not comply with your rules	
It is good practice to have your assessment, policies and procedures recorded in writing	
Keep up to date with the changing guidelines and government announcements	
Employees	Check
Consult with employees to see who is able to return to work, considering things like transport, childcare, health issues, disability, etc.	
If required, provide suitable and appropriate protective equipment such as face masks, gloves and screens	
Be aware of employee anxiety over return to work: talk through anxieties and signpost to support services. Take HR advice if there is a potential conflict	
Ensure employees are aware of the symptoms of Covid-19 and understand what to do if they or someone they are in contact with experiences them	
What rules will you have regarding rest breaks, eating and storage of personal items?	
Allocate tasks and roles to minimise touching of the same objects and unnecessary movement and contact	
Cleaning	Check
Will cleaning be done by employees or external contractors? Will additional and more thorough cleaning be required? Will you need to extend gaps between clients to allow proper cleaning?	
Ensure adequate and appropriate cleaning materials and protective equipment are available. Remember alcohol-based sanitiser is flammable, which has storage considerations	
Put a plan in place for regular cleaning of surfaces, paying particular attention to frequently touched items: door handles, tills, card machines, kitchen equipment, toilets, light switches, etc, as well as your professional equipment	
Ensure waste is handled and removed safely	
Premises management before you re-open	Check
If water systems have been drained they should be gradually refilled, checking for leaks. Before you re-open you should run hot and cold water systems for about 15 minutes to clear any water that may have been standing for many weeks	
Check the premises for damage, security and maintenance issues	
Test the fire & security systems and emergency lighting. Ensure that keyholder details are up to date and held by your alarm monitoring centre	
Fire suppression and sprinkler systems should be tested in line with installer's recommendations	

Some of your equipment may have gone past its inspection date - lifts, fire extinguishers, portable appliances, etc	
Ducting and extraction systems should be cleaned in line with recommended maintenance procedures	
Where building services, such as air conditioning and boilers, have been shut down they should be reinstated by qualified individuals following OEM procedures	
Check that your suppliers are operational and able to fulfil your requirements and that they understand your new procedures	
If practical, consider enforcing a separate entrance and exit to your premises and introducing a one-way system within the building. Pay particular attention to confined spaces and corridors	
Think about how First Aid procedures might be impacted and review fire and emergency procedures and other risk assessments which may have changed	
Liaise with neighbouring businesses regarding topics of common interest such as: parking, waste removal, queueing, etc.	
Premises management when you open	Check
Ensure suitable washing and sanitising facilities are available throughout the premises	
Consider staggered arrival times for staff and visitors, review how they are travelling and how they will enter the premises	
Consider changing practices which allow you to eliminate or reduce contact with items like cash, light switches, door handles, etc. Don't lay tables until they are needed.	
Can technology be used for booking, ordering, payments, information sharing, etc?	
How will rules be communicated to visitors? How will problems be addressed?	
Look at the best way to ventilate the premises	
Review visitor seating and staff working practices; side by side or back to back is better than face to face.	
Encourage the use of face masks by visitors, especially those in vulnerable categories, and staff in confined areas or close contact	
What steps will you be taking to assist contact tracing if this is required, how are you collecting & storing the data securely?	
Are you going to install barriers between clients? Do you have a procedure for cleaning these?	
Shouting increases the risk of spreading so avoid loud music & TVs	

More comprehensive and regularly updated information can be found at <https://www.gov.uk/coronavirus> as well as information specific to health and safety at <https://www.hse.gov.uk/news/coronavirus.htm>

You should also remember that various existing regulations, such as the Health & Safety at Work Act 1974, Management of Health & Safety at Work Regulations 1999 and Workplace (Health, Safety & Welfare) Regulations 1992, remain in force so employee and public safety must remain a priority.

For advice or assistance on risk management or your insurance please contact our team on 01905 21681 or [email us](mailto:info@sutcliffeinsurance.co.uk).

www.sutcliffeinsurance.co.uk