

Reopening for business on 4th July 2020

A Guide for Hairdressers & Barbers

The government is gradually relaxing the business closure and restriction rules set out in the Health Protection (Coronavirus, Restrictions) (England) Regulations 2020. This guidance has been produced to help businesses plan and prepare for reopening and operating safely during the outbreak.

Most remaining closed businesses and venues which includes pubs, restaurants and hairdressers, can reopen from **Saturday 4th July**. However, the following businesses **must remain closed**:

- nightclubs
- casinos
- bowling alleys and indoor skating rinks
- indoor play areas including soft-play
- spas
- nail bars, beauty salons and tanning salons
- massage, tattoo and piercing parlours
- indoor fitness and dance studios, and indoor gyms and sports venues/facilities
- swimming pools including water parks
- exhibition or conference centres must remain closed for events such as exhibitions or conferences, other than for those who work for the business or organisation who run the venue.

The government has confirmed that hairdressers and barbers in England can reopen from Saturday 4th July for 'services that relate to cutting or treating hair on the head only'. This applies to both salon-based and mobile and freelance hairdressers and barbers.

Businesses that offer both hair and beauty services can reopen for hair appointments only. The Government has published the '*Keeping workers and clients safe during Covid-19 in close contact services*' guidance for businesses including hairdressers and barbers.

<https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/close-contact-services>

The key points of the guidance are:

- All salons must stick to social distancing and maintain two metres between clients, or one metre with additional precautions, such as the use of screens.
- Face visors must be worn by practitioners for all activities. Face coverings are not an acceptable alternative to visors, but clients or staff may choose to wear an additional face covering.

- No walk-ins; clients must be seen by appointment only. Salon and barbershop owners will be required to keep a temporary record of all clients and visitors for 21 days to support the NHS test-and-trace system which controls outbreaks of the virus.
- No food or drinks to be consumed in the salon by clients other than water in disposable cups or bottles.
- Not providing reading materials such as magazines in client waiting areas.
- Maintaining good ventilation in the work environment, for example keeping windows or doors open.
- The guidance does not ban the use of hairdryers.

Carry out a COVID-19 risk assessment

Hairdressers and barbers must carry out risk assessments for each of their venues and any offices they have and use the information gathered to prevent health and safety risks.

Some points to consider;

- A risk assessment should help identify sensible measures to control risks in the workplace.
- Businesses with fewer than five employees don't need to write down their risk assessment.
- Staff must be consulted on health and safety matters, this should be done by asking them about perceived risk.
- The results of the risk assessment must be shared with the workforce and if possible, published on the businesses' website.
- A risk assessment guide can be found on the HSE's website <https://www.hse.gov.uk/simple-health-safety/risk/index.htm>

Keeping clients and visitors safe

- The opening up of the economy following the COVID-19 outbreak is being supported by NHS Test and Trace. You should assist this service by keeping a temporary record of your clients and visitors for 21 days, in a way that is manageable for your business, and assist NHS Test and Trace with requests for that data if needed.

This could help contain clusters or outbreaks. Many businesses that take bookings already have systems for recording their clients and visitors – including restaurants, hotels, and hair salons. If you do not already do this, you should do so to help fight the virus.

- Using outside spaces for queuing where available and safe, for example some car parks. Queues outside should be managed to ensure they do not cause risk to individuals or other businesses, for example by introducing queuing systems, using barriers and having staff direct clients.
- All premises should ensure that steps are taken to avoid people needing to unduly raise their voices to each other. This includes refraining from playing music that may encourage shouting, including if played at a volume that makes normal conversation difficult. This is because of the potential for increased risk of transmission, particularly from aerosol transmission.
- Encourage clients to use hand sanitiser or handwashing facilities as they enter the premises or before treatment.
- Calculate the maximum number of clients that can reasonably follow social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable) and limit the number of appointments at any one time.
- When booking an appointment, asking the client if they can attend on their own, where possible. Reminding clients who are accompanied by children that they are responsible for supervising them at all times and should follow social distancing guidelines.
- COVID-19 related screening questions to be asked of clients ahead of their appointment, including:
 - Have you had the recent onset of a new continuous cough?
 - Do you have a high temperature?
 - Have you noticed a loss of, or change in, normal sense of taste or smell?

If the client has any of these symptoms, however mild, they should stay at home and reschedule their appointment.

Client Toilets

- Consider the use of social distancing marking in areas where queues normally form, and the adoption of a limited entry approach, with one in, one out
- To enable good hand hygiene consider making hand sanitiser available on entry to toilets where safe and practical and ensure suitable handwashing facilities including running water and liquid soap and suitable options for drying either paper towels or hand driers are available.
- Keep the facilities well ventilated, for example by fixing doors open where appropriate.
- Providing more waste facilities and more frequent rubbish collection.

Social distancing for workers

You must maintain social distancing in the workplace wherever possible. When providing close contact services, the nature of the work is such that maintaining social distancing will not usually be possible when actively serving a client.

In these circumstances, both employers, employees and the self-employed should do everything they reasonably can to reduce risk.

Mitigating actions include:

- further increasing the frequency of hand washing and surface cleaning
- keeping the activity time involved as short as possible
- using screens or barriers to separate clients from one another. If the practitioner is wearing a visor, screens will not provide additional protection between the practitioner and the individual
- using back-to-back or side-to-side working (rather than face-to-face) whenever possible
- using a consistent pairing system if workers have to be in close proximity
- only opening client waiting areas where social distancing can be maintained
- maintaining social distancing between the treatment or service areas, such as client chairs

Social distancing applies to all parts of a business or home, not just the room where the service is delivered, but waiting rooms, corridors and staircases, where applicable.

Workplaces and workstations

- For people who work in one place, workstations should allow them to maintain social distancing wherever possible.
- Workstations should be assigned to an individual as much as possible. If they need to be shared, they should be shared by the smallest possible number of people.
- Using screens to create a physical barrier between workstations, where this is practical. This will not be required between the practitioner and client when the practitioner is wearing a visor.
- Minimising contacts around transactions, for example, considering using contactless payments including tips, where possible.

- Minimising how frequently equipment is shared between workers, frequently cleaning between use and assigning to an individual where possible.

Legionella control

- Should you have been a business which was required to close under the regulations or you made the decision to close, you need to consider how to ensure your water is clean and wholesome before reopening your business to prevent water-borne illnesses, like Legionella.

There is guidance produced by the Chartered Institute of Environmental Health as well as Public Health England and the Health and Safety Executive.

<https://www.cieh.org/media/4208/legionella-guidance-covid-19.pdf>

<https://www.gov.uk/government/publications/guidance-for-organisations-on-supplying-safe-water-supplies>

<https://www.hse.gov.uk/coronavirus/legionella-risks-during-coronavirus-outbreak.htm>

Covid-19 Secure

- Your business must be COVID-19 Secure. COVID-19 Secure means you have taken every reasonable step to ensure the safety of your premises, your employees, your customers and the community. By using the government guidance, the links to complete a risk assessments you can achieve COVID-19 Secure status, sign the COVID-19 Secure notice and re-open with confidence.
- It is good practice to display this poster in your window so that customers know that you have done a risk assessment. You can print this off and complete the section at the bottom.

<https://assets.publishing.service.gov.uk/media/5eb97021d3bf7f5d43765cbf/staying-covid-19-secure-accessible.pdf>

Further information

For all business operators, whatever type of business you are, the gov.uk website provides a great deal of information for businesses and we would recommend you visit their website regularly to keep pace with the government changes and advice. Please take the time to read the relevant guidance for your business. Includes specific advice for:

- Close contact services
- Construction and other outdoor work
- Factories, plants and warehouses

- Heritage locations
- Hotels and other guest accommodation
- Labs and research facilities
- Offices and contact centres
- Other people's homes
- Restaurants, pubs, bars and takeaway services
- Shops and branches
- Vehicles
- The visitor economy

<https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19>

- Reopening salons and spas following lockdown: reducing risks of COVID-19 and other considerations published by the Chartered Institute of Environmental Health

<https://www.cieh.org/media/4309/salons-reopening-guidance-covid-19.pdf>

- Social distancing signs that businesses can download and display can be found on the Chartered Institute of Environmental Health's website

<https://www.cieh.org/policy/coronavirus-covid-19/resources/>

Should you require any further advice, support and assistance regarding opening your business and carrying out a risk assessment please contact East Staffordshire Borough Council Environmental Health on 01283 508578.