



XACT

COVID-19

An essential reopening checklist for hair salons

A free guide for salon owners from Xact's experts.



Let's Get You Back to Business

Following Boris Johnson's announcement on 23 June that even more businesses in England will be given the green light to reopen their doors **from 4 July**, a whole host of industries will be starting to think about reopening and preparing their strategies to get their business back to the strongest position possible.

Primary among these is hair salons, who, up until now, have been unable to open. Coupled with the fact that guidance about working from home does not apply for those who own and work in salons, it's been a tough few months for the industry.

To help you get prepared and in the best position possible, our HR and Health & Safety experts have gathered some of the key considerations every salon owner needs to make to get their business safe and compliant, ready to reopen your doors come 4 July.



HR & Employment Law

CHECKLIST

Returning from furlough

- Have you furloughed any stylists or front of house colleagues that work in the salon?
- Have you considered what you need to do to properly return them to work in time for your planned reopening?

Return to work

- How frequently have you been communicating with your people?
- How do they feel about returning to work?
- Have you considered how you will handle any concerns they raise from a Health & Safety point of view when it comes to working closely with clients and alongside colleagues?

Childcare issues

- If any of your people have children, how are they arranging childcare?
- If their child's nursery or school hasn't yet opened will you face staff shortages if they are having childcare difficulties?

CHECKLIST

Staggering work shifts

- Have you considered limiting the number of stylists in the salon to reduce the amount of clients you have on the premises at one time?
- How could this benefit your stylists in terms of childcare?
- Have you thought this might reassure clients and employees?

Opening hours

- Have you looked into opening the salon on extra days or extending your hours in order to maintain a steady flow of clients and less of a bottle neck during the week?

CONTACT

Need help with reopening?
Call us on **01698 758170**



Health & Safety

CHECKLIST

COVID-secure risk assessment

- Have you performed your COVID-secure risk assessment?
- Do you have evidence of this and is it displayed on your website and in your salon, to reassure your team and their clients?
- Have you consulted your employees in the process of creating your risk assessment?

Personal Protective Equipment (PPE)

- For hair salons to open and operate safely, PPE will be necessary; it's a close-contact profession and the 'one metre+' rule would be impossible to maintain. Are you confident that you can choose the right facemasks and visors to make opening and operating viable?

Re-arranging the salon

- Following your COVID-secure risk assessment, you'll need to introduce additional health and safety precautions. Have you thought about putting plastic screening in between stations and at the front desk?
- If this is not possible at the front desk, will you need to remove the desk completely and request your clients pay for their treatment online or via their phone?

CHECKLIST

Social distancing for clients

- How will you manage clients coming to and from the salon?
- Can you restructure your waiting area to ensure two-metre distancing (or at least 'one metre+')?
- If not, are you able to remove your waiting area and request that clients only enter when their stylist is free?
- Will you have to limit the number of clients you're able to accept at any one time?

Legionella risk

- Legionella bacteria grows in water systems where the temperature sits between 20°C and 45°C. As your salon has been closed for a number of months, it's likely your risk of legionella bacteria has changed. Have you arranged an updated risk assessment before you open?

For more
information
call us on



01698 758170

How can Xact help?

Thanks to our many years of working with hair and beauty businesses across the country - especially during this unprecedented time - we know that making sure you leave no stone unturned is one of the most important steps to reopening your doors safely and compliantly from day one, especially for much-impacted hair salons and barber shops.

Getting people back through your doors and feeling safe when the time comes is the key to coming out of COVID-19 in the strongest possible position. But you don't have to do that alone.

When you partner with us, our team of experts become an extended part of your team. So we're on hand to make sure that you've got access to all the information, tools, and templates you need to keep you compliant from day one.

If you're ready to start planning your return to business and you want the help, guidance and advice of our expert team, you can call us on **01698 758170** for a chat about what you need and to get the ball rolling or you can drop us a line at **clearbusiness@xactgroup.co.uk**.

