

Hairdressers

Do I need to tell anyone that I am operating as a hairdresser?

No, there is no longer a requirement for hairdressers to register with their local authority.

What paper work will I need to produce?

The Management of Health and Safety at Work Regulation 1999 require employers to make an assessment of the risks to the health and safety of employees and visitors to the premises. If you employ 5 or more people then any significant finding must be written down. You need to take account of any special risks associated with new or expectant mothers and any young persons who may work for you. Further information on risk assessments can be found here: www.hse.gov.uk/simple-health-safety/risk/index.htm

What do I need to do about the chemicals that I use?

The Control of Substances Hazardous to Health Regulations 2002 (usually referred to as COSHH) lay down essential requirements for controlling exposure to hazardous substances and for protecting people who may be affected by them. A substance is considered to be hazardous if it can cause harm to the body. For example:

- *Inhaled (breathed in)*
- *Ingested (swallowed)*
- *In contact with the skin*
- *Absorbed through the skin*
- *Injected into the body*
- *Introduced into the body via cuts*

COSHH regulations require employers to:

1. Identify potentially hazardous substances that they use in their workplace
2. Assess the risks to health from exposure to substances and record the results
3. Make an assessment as to who is affected by using the substance
4. Look at alternative substances that will be less hazardous
5. Decide what precautions need to be taken
6. Introduce effective measures to prevent or control exposure
7. Inform, instruct and train all members of staff
8. Review the assessment on a regular basis.

Further help on how to comply with these regulations can be found at: www.hse.gov.uk/coshh/

What is Dermatitis?

Dermatitis is an inflammatory condition of the skin and can vary in severity. Typical signs of dermatitis are: dryness, itching, redness, swelling, blistering, cracking, flaking and bleeding. Exposure can occur when a chemical comes into contact with the skin through:

- **Immersing hands** in chemicals and water (e.g. washing and shampooing hair with bare hands)
- **Direct handling** (e.g. cloths soaked in chemicals)
- **Touching** contaminated surfaces such as work benches, tools, clothing, and containers.
- **Splashing** (when chemicals are mixed or handled)

What do I need to do?

Employers must ensure that any risks identified in the COSHH assessment are adequately controlled and that employees have been adequately trained. It is important to regularly monitor and review the assessments and ensure that control procedures remain in place.

There may be a need to appoint and train a responsible person to look actively for signs of dermatitis. More information can be found here: www.hse.gov.uk/hairstyling/index.htm

Do I need to provide my staff with protective equipment?

In the average salon, PPE will involve the use of gloves when handling perm lotion etc. and possibly eye protection when handling and mixing strong bleach solutions. The provision of skin creams may need to be made available in some circumstances.

Do I need to check my electrical equipment?

The Electricity at Work Regulations 1989 covers the installation, maintenance and use of electrical systems and equipment. An electrical fault can result in one or more of the following:

- Electric shock
- Electrical burns
- Electrical fires

All of these may result in death and/or the loss of your business.

Once you have completed the risk assessment, you can use your findings to reduce unacceptable risks from electrical equipment in your place of work. The following are the sort of precautions that you should be taking:

- Ensure existing installations are properly maintained by a competent electrician
- Provide enough socket outlets (overloading socket outlets by using adapters can cause fires)

- Choose equipment that is suitable for its working environment - in wet surroundings unsuitable equipment can easily become live and can make its surroundings live.
- Ensure that equipment is safe when supplied
- Replace sections of damaged cable
- An RCD (Residual Current Device) can provide additional safety. An RCD is a device, which detects some, but not all faults in the electrical system and rapidly switches off the supply.
- Equipment is switched off or unplugged before cleaning or making adjustments
- Suspect or faulty equipment, which has been taken out of use must be labelled accordingly and kept secure until examined by a competent person.

What's is involved in maintaining electrical equipment?

All electrical equipment and installations should be maintained to prevent danger. It is strongly recommended that this includes an appropriate system in which all electrical equipment receives a regular visual inspection. They also need to be tested by a competent electrician on a routine basis.

The frequency of inspections will depend on the type of equipment, how often it is used and the environment in which it is used. Equipment users can also help by reporting damage or defects that they find.

What happens if one of my staff is injured at work?

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 requires you to report certain accidents to your local environmental health department. If an employee suffers death, major injury, more than 24 hours in hospital or is off work for more than 7 working days and also if a member of the public is taken straight to hospital, then you should report the incident. More information can be found here: www.hse.gov.uk/riddor/

Do I need to have first aid training and a first aid box?

The Health and Safety (First Aid) Regulations 1981 require you to provide equipment and facilities for administering first aid. For the average hairdressing salon a First Aid Box and an eye wash bottle should be sufficient. Further advice can be found here: www.hse.gov.uk/firstaid/

What general standards do I need to maintain in my salon?

The following factors need to be addressed in the workplace:

- **Ventilation** - general ventilation which will include opening windows and doors. However extractor fans may be required where there is likely to be a build up of solvents/chemicals in the air.

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- **Lighting** - lighting must be adequate to allow tasks to be carried out safely
- **Temperature** - A temperature of at least 16°C should be maintained in the working areas.
- **Cleanliness** - clean and tidy salons make safer working environments. Waste materials must be removed from the salon on a regular basis and floors swept routinely. Spillage's on the floor can lead to slips trips and falls
- **Sanitary and washing facilities** - toilets should be adequately lit and kept in a clean and orderly condition Men and women can use the same facility so long as each WC is in a separate room which is capable of being locked from the inside. Washing facilities should be provided near to every WC.
- **Drinking water supply** - a wholesome supply of drinking water must be provided for all employees
- **Rest, eating and changing facilities** - if meals are eaten on the premises suitable facilities must be provided together with a rest area.
- **Storage of clothing** - you must provide somewhere for staff to hang outdoor clothes. There should also be facilities to dry clothing if this is possible.
- **Glazing** - all glazing should be clearly marked to prevent people from attempting to walk through what may appear to be thin air.

For further advice, please contact:

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