

Unit 1: Management of Health, Safety and Security in the Salon

Unit code: M/601/5347

QCF level: 4

Credit value: 8

● Aim

This is a preparation for work unit which is based on capability and knowledge. This unit is about the implementation and management of health, safety and security practices in the salon, and is applicable to the hair and beauty sector.

● Unit abstract

This unit gives learners the knowledge, understanding and skills required to manage health, safety and security practices in the salon environment.

Learners will be introduced to the various health, safety and security practices in the salon, informed by current and relevant legislation and codes of practice. Learners will learn how to conduct risk assessments, evaluating the effectiveness of practices in the salon and the risk assessment itself. Learners will have the chance to recommend and implement modifications to practices in the salon.

Learners will also be given the opportunity to manage health, safety and security practices in the salon. They will also evaluate staff's compliance with health, safety and security practices, managing improvements.

This unit gives learners a solid understanding of the importance of health, safety and security practices, compliance with legislation and regulations and regular evaluation of practices in the salon.

● Learning outcomes

On successful completion of this unit a learner will:

- 1 Be able to implement health, safety and security practices in the salon
- 2 Be able to manage health, safety and security practices in the salon.

Unit content

1 Be able to implement health, safety and security practices in the salon

Health, safety and security practices: current and relevant legislation eg Health and Safety at Work Act 1974; Control of Substances Hazardous to Health (COSHH); Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR); codes of practice relevant to the salon eg waxing services, nail services; security practices (buildings, equipment, client/staff possessions, stock, cash and equivalents, client data)

Risk assessment: of health, safety and security practices (effectiveness of practices); recommendations and justification for modifications to existing practices; implementing new practices; reliability and effectiveness of risk assessment; importance of practices eg compliance with current and relevant legislation, ensuring health and safety of staff/clients

2 Be able to manage health, safety and security practices in the salon

Management of compliance with health, safety and security practices: staff/salon's compliance with practices; improvements to increase compliance; importance of compliance with legislation and regulations eg legal requirements and to reduce risk of negligence; ways of managing improvements to increase compliance eg supervision, monitoring, training staff; importance of regularly evaluating practices in the salon eg maintaining standards, identifying new risks/hazards

Learning outcomes and assessment criteria

Learning outcomes On successful completion of this unit a learner will:	Assessment criteria for pass The learner can:
LO1 Be able to implement health, safety and security practices in the salon	1.1 conduct a risk assessment of health, safety and security practices 1.2 conduct an assessment of the effectiveness of health, safety and security practices 1.3 recommend modifications to existing health, safety and security practices 1.4 implement new health, safety and security practices based on outcomes of the assessments 1.5 evaluate the reliability and effectiveness of a risk assessment 1.6 analyse the importance of health, safety and security practices 1.7 justify proposals and recommendations for health, safety and security practices
LO2 Be able to manage health, safety and security practices in the salon	2.1 evaluate compliance with newly implemented and existing health, safety and security practices 2.2 manage improvements to increase compliance with health, safety and security practices 2.3 explain the importance of compliance with legislation and regulations relating to health, safety and security practices 2.4 describe how to manage improvements to increase compliance with health, safety and security practices 2.5 explain the importance of regularly evaluating health, safety and security practices in the salon

Guidance

Links

It is strongly recommended that tutors deliver this unit first in the course, to ensure learners have a firm understanding of health, safety and security practices in the salon. This unit has links to the following units:

- Unit 2: Salon Management
- Unit 4: Quality Management of Client Care in the Hair and Beauty Sector
- Unit 35: Work-based Experience.

This unit has links to the NOS in Hairdressing and Beauty Therapy, G22: Monitor procedures to safely control work operations.

Essential requirements

Delivery

This unit should be delivered in a Realistic Learning Environment (RLE), see *Annexe F*. The word 'client' can relate to friends and peers and does not mean that treatments have to be carried out on paying clients or within commercial timescales.

This unit should be contextualised to the industry within the hair and beauty sector in which learners are specialising, for example beauty therapy or hairdressing. Learners should be taught current and relevant legislation relating to health, safety and security practices. Tutors should deliver the unit content in the order suitable for their learners' needs, and tutors do not have to deliver it in the order of the specification.

Learners should be given the opportunity of supervising the work of others in the RLE/salon, for example lower-level learners or junior members of staff, to give them first-hand experience of managing health, safety and security practices.

Assessment

Criteria 1.4 and 2.2 should be assessed through practical observation, evidenced by a signed witness testimony.

Resources

Learners must have access to a Realistic Learning Environment as outlined in *Annexe F*.

Employer engagement and vocational contexts

Work experience in a salon or spa environment would greatly enhance delivery and enable learners to use and develop their management skills.