

Hair Council's Key Objectives and Policy Statements

Our Role:

The Hair Council is a not for profit Statutory Body, set up under the Hairdressers (Registration) Act of 1964. It is the sole industry organisation that has a mandate from Government to maintain, develop and protect the Register of hairdressers and barbers.

The Hair Council will face a series of significant challenges under the new Government. These challenges can only be met by working in partnership with all the stakeholders in our industry.

Over the last five years we have worked tirelessly through the goodwill of council members to change politicians' perception of our industry.

A key feature of many professions is a requirement to register with a professional body that sets and maintains professional standards; retaining public confidence and demonstrating a shared commitment to professionalism.

There are many benefits to registration, it enhances the status of the workforce and registrants will be seen as:-

- a) Being part of a credible and valued workforce.
- b) Having professional status.
- c) Maintaining public trust and confidence.

A key driver of the Hair Council is to be a catalyst for change within our industry and by working together with all our stakeholders we can tackle the challenges facing our industry.

By continuously working on the following four key objectives we will change the perception of our industry, enhance protection for the consumer, retain membership and increase the register.

Our 4 key objectives are:-

1. To introduce mandatory licencing/regulation of all hairdressers and barbers and lobby for the amendment of the Act of Parliament by:-

- i. Continuing to campaign and lobby until the 'Act' is amended.
- ii. Continually bringing our case and reasoning before Government to support the case for mandatory registration.
- iii. Providing all the evidence required to have the 'Act' amended from voluntary to mandatory.

2. To raise awareness of the Hair Council with politicians and the industry by:-

- i. Campaigning to raise both Government, Parliaments and the general public's perception of the hairdressing and barber industry.
- ii. Continually challenging any misconceptions surrounding hairdressing and barbering.
- iii. Being in a position to know our own industry to be able to respond to all points of query both positive and negative.

3. To champion hairdressers and barbers as professionals by:-

- i. Bringing case studies and examples of good practice before Government and Parliament.
- ii. Reaching out to the consumer to ensure they are aware of our cause and reasoning.
- iii. Engaging with all areas of the media, both hairdressing and barbering trade press, and the wider audience, to ensure they fully understand our position whilst gaining their support.
- iiii. By continually monitoring the required qualifications and experience to be a professional registered hairdresser or barber.

4. To be the leading voice of the industry by:-

- i. Speaking on behalf of every hairdresser and barber in the UK.
- ii. Always acting in the best interests of hairdressers & barbers.
- iii. Maintaining the professional status of hairdressers & barbers.
- iiii. Ensuring the Government always uses the Hair Council as their first port of call for expertise and any insight to the hair and barber industry.

Our policy positions are:-

Apprenticeships:

Many hairdressers and barbers began their careers as apprentices, and across the UK, more than 22,000 young people began hairdressing, barbering and beauty apprenticeships in 2014/15. Whilst The Hair Council strongly supports the Government's drive towards delivering more apprenticeships, we are seriously concerned about the inconsistency regarding funding levels for apprenticeships both currently and in the future. We strive to support and set the highest possible standards for the industry and will support all educational reforms that will result in apprentices being 'work ready' upon completion of their training.

Careers advice and greater awareness of routes into the industry:

Hairdressing and barbering are exciting and fulfilling careers, offering extensive opportunities and excellent salaries for skilled practitioners. Careers advisors should understand the range of skills required of a practitioner and the substantial opportunities careers in hairdressing and barbering can offer.

We are therefore calling for much improved careers advice in schools, whilst more accurately representing the realities and excellent opportunities available.

This should include correct information on the current progressive salary levels, excellent career progression, as well as the availability of all the potential routes into the industry.

Education and Training being a devolved matter, The Hair Council urges all UK Governments to record the number of pupils who take up apprenticeships as part of the Education/Schools inspection criteria.

Ensuring quality and professionalism:

State Registration is a professional benchmark of quality, and registered hairdressers and barbers represent the best the industry has to offer. State Registration means that hairdressers and barbers must be qualified to industry standards. In The Hair Council's view, this is absolutely essential to ensure the industry achieves its rightful place as a high status, high rewards industry, recognised internationally as a standard setting profession.

The National Living Wage:

The Hair Council's position is that workers in the hairdressing and barbering industry should earn a fair wage, reflecting the professional, high quality, technical and safe services they provide.

We recognise that some smaller businesses outside the major conurbations, may struggle to pay the national minimum wage, nonetheless, The Council's position is to fully support its introduction, as we strongly believe that adequate remuneration is essential to attract and maintain talented and creative people into the industry.

VAT and Taxation:

The Hair and Barber industry makes a major contribution to the UK economy. It is extremely labour intensive and operates in a highly competitive market. We will continue to lobby Governments for a more realistic tax regime for the industry, as part of our comprehensive strategy of improving the professionalism, prestige and overall success of the industry.

Supporting the High Street:

Hairdressers and Barbers are part of the lifeblood of every high street throughout the UK. We employ nearly 300,000 people in approximately 40,000, predominantly sole traders and small businesses in the UK. The local salon adds to the vitality and vibrancy of local High Streets and Commercial Centres. The Hair Council fully supports all measures taken to secure their successful future viability, and to make them more attractive for people to shop, work and live, as well as to contribute to local communities.

For enquiries and further details, please contact;

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