



All apprentices should attend Salon International on **Mon. 17<sup>th</sup> Oct.** to enhance their training experience in our industry and bring back some fresh ideas and emerging trends to your salon. We are closed to Apprentices and students this week commencing Mon. 17<sup>th</sup> Oct, so please keep your apprentices in your salon for the rest of the week - thank you, and we look forward to welcoming everyone back week commencing **Monday 24<sup>th</sup> October 2016.**



## POPPY APPEAL 2016

Every year in November, the Royal British Legion distribute poppies as symbols of Remembrance and host events for the nation to come together and remember the fallen of the Armed Forces



The royal British Legion is Shears Academy's chosen charity; we will be selling poppies at the Academy throughout November in remembrance and tribute to the bravery and sacrifice of heroes.

## Employer News

**Hairdressing and Barbering – Level 2 & 3 Salons and 16 - 18 prospective candidates – Register your interest now for funded places prior to C'mas!** We have limited funding for Level 3. Please call our training manager, Tracey on 020 8461 3504 if you would like to discuss your salon's training needs and find out how we can tailor the right training for your business. **The find us / contact page** on our website has all our contact details and a nice map!

Shears Academy are buying a sign-written car to raise local awareness of apprenticeship and private training opportunities at Shears Academy and vacancies in your salon! We also hope it will increase our model bank for our candidates, so if you see us around and about, please give us a honk or a wave! **"Thank you!"**



### N.M.W. / Living Wage

Rates at 1<sup>st</sup> Oct. 16

**£3.40 p/h for Apprentices 16-18**

and

**19+ in first year of an apprenticeship**

**If your team member is NOT on an Apprenticeship:**

**Aged Under 16 - 17 = £4.00 p/hour**

**Aged 18 - 20 = 5.55 p/hour**

**21 -24 "Full National Minimum" = £6.95 p/hour**

**25 or over "National Living Wage" = £7.20 p/hour**

NB: Changes to the National Living Wage will take place in April 2017, and changes to the National Minimum Wage will again take place from 1<sup>st</sup> Oct. 17



PTO >>>> PTO >>>>

**Our mission is to deliver first class training and support to learners by meeting their needs and those of the Employer and Industry**

Shop 2, Eros House, Brownhill Rd, SE6 2EF ♦ 020 8461 3504 ♦ email: [admin@shearsacademy.co.uk](mailto:admin@shearsacademy.co.uk)

**\*Safeguarding:** Sue is at the Academy Mon. – Thurs. and can be contacted out of hours 24/7 on: [sue@shearsacademy.co.uk](mailto:sue@shearsacademy.co.uk)\*

## Employer Info, Advice & Guidance

### Legal requirements



**Fire Risk Assessments** must be completed for all types of premises including hair and barbering salons. For more detailed information about fire risk assessments, please go to:

<https://www.gov.uk/workplace-fire-safety-your-responsibilities/fire-risk-assessments>

Or contact Pauline: [paulineb@shearsacademy.co.uk](mailto:paulineb@shearsacademy.co.uk) if you would like to discuss our legal requirements.



### The Prevent Duty & Fundamental British Values

Shears Academy has responsibility to ensure:

- 1/ All of our apprentices, students and the team undertake **Prevent Duty** training relevant to our learning aims and roles
- 2/ Our team are aware of when it is appropriate to refer concerns about learners or colleagues who may be at risk of being exploited by **extremist** ideas and radicalisation, to the Prevent officer, who at Shears is our Suzanne Nicholls, **Safeguarding lead**.
- 3/ We exemplify the four British values of: Democracy, The rule of law, Individual liberty and Mutual respect and tolerance for those with different faiths and beliefs.

**What is extremism?** The government has defined extremism in the Prevent Duty as “Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs”. This also includes calls for the death of members of the British armed forces.

**Our mission is to deliver first class training and support to learners by meeting their needs and those of the Employer and Industry**

Shop 2, Eros House, Brownhill Rd, SE6 2EF ♦ 020 8461 3504 ♦ email: [admin@shearsacademy.co.uk](mailto:admin@shearsacademy.co.uk)

**\*Safeguarding:** Sue is at the Academy Mon. – Thurs. and can be contacted out of hours 24/7 on: [sue@shearsacademy.co.uk](mailto:sue@shearsacademy.co.uk)\*

## Apprentices' Prevent Raps:



“Having a rough day?  
Place your hand over your heart  
... Can you feel it?  
That is called purpose  
You're alive for a reason  
So don't ever give up”  
by the Wed. group

“Everyone is equal”  
Everybody comes in equal, its  
college, everybody is the same, so  
be polite, and be kind; equality is  
key.  
We like Shears, and we love  
Amanda  
- she looks like a panda  
(we trust this was to make it rhyme!) by the Thurs.  
group

**Making the link – Extremism and British Values.** The government anticipates the duty to promote British values can make a positive impact on reducing the threat of extremism. Whatever our views, we now have a duty in law to take action and are very proud that our Apprentices are aware of the risk of being exploited by radicalisation.

**Wishing our partner salons a prosperous autumn**





# Salon Newsletter – Autumn 2016

[www.shearsacademy.co.uk](http://www.shearsacademy.co.uk)

shears

hairdressing academy+

The Shears team!

“We are all different so diversity includes us all”

Our mission is to deliver first class training and support to learners by meeting their needs and those of the Employer and Industry

Shop 2, Eros House, Brownhill Rd, SE6 2EF ♦ 020 8461 3504 ♦ email: [admin@shearsacademy.co.uk](mailto:admin@shearsacademy.co.uk)

**\*Safeguarding:** Sue is at the Academy Mon. – Thurs. and can be contacted out of hours 24/7 on: [sue@shearsacademy.co.uk](mailto:sue@shearsacademy.co.uk)\*