



Due to popular demand from salons, we will be closing for 4 weeks at Christmas this year:

week comm. Mon 11th Dec. 2017

Change to our previously published dates

The team will be at the Academy until Wed. 20th Dec. should you need us

Spring 2018 session starts: week commencing Mon. 8th Jan. 2018

Some candidates who need to catch up to meet their expected end date will be invited to attend to complete, we will call salons personally

Shears calendars of term dates can be accessed and printed from our website – click on left hand panel on our **Training** page

Introducing Blessings

Blessings is our newest team member and has been working as a professional stylist for 20 years. She is the Afro Director of a London salon and so brings her specialist experience to our training and service offer! Incorporating training into her career over the last 7 years, she is currently working towards the Diploma in Education & Training.

Blessings teaches with us on Mondays and Tuesdays and has quickly become a valued member of our team.



We know salons will

be extra busy at this time of year in the run-up to Christmas, so we've kept this Newsletter quite brief, but wish to take the opportunity to thank you all personally and sincerely for your

continued support during 2017 – **The Shears Academy Team never forget you have a choice!**



Employers legal requirements

N.M.W. / Living Wage

Current Rates (1st April 17)

£3.50 p/h for Apprentices 16-18 and 19+ in first year of an apprenticeship

If your team member is NOT on an Apprenticeship:

Aged 16 - 17 = £4.05 p/hour

Aged 18 - 20 = £5.60 p/hour

21 -24 "Full National Minimum" = £7.05 p/hour

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

Did you know?



Occupational dermatitis is a reportable disease? For further information on your legal requirements when employing apprentices such as Health & Safety including RIDDOR, National Minimum Wage, Safeguarding, Prevent/radicalisation, simply call Pauline at the Academy on **020 8461 5454**.

We wish you the greetings of the season and a very happy & prosperous



The Shears Academy team!



We are all different so diversity includes us all

P.T.O. for more information >>>>>

Employer Advice & Guidance



Employer's Government Incentive

Due to the apprenticeship reforms, Employers now have to make a 10% + VAT contribution towards their apprentice's training costs. However the government do not make this charge for 16 – 18 year olds. As an additional incentive the government will also pay employers a bonus of £1000.00 for each apprentice under the age of 19. Please go to the employer page in the training section of our website for full information.

GCSE

Changes to GCSEs and Functional Skills

Many of you will be aware that GCSEs in England have changed. The main difference is a move to a new grading system. From this summer, grade 9 will be awarded to the very highest achievers and 1 to the lowest. The four current highest grades of A*, A, B and C are being replaced by six numerical grades from 9 to 4. Grades 4 and 5 are the equivalent of a C or a low B. The new grades at the top end help to better differentiate between higher ability students. Some post-16 students will have taken re-sits of the GCSEs graded A* to G this summer. This is the final year these qualifications will be awarded. By 2020 all students taking GCSEs in England will receive only numbered grades.

So, for those of you who may be recruiting 2017 school leavers, applicants may have the new numbered grades so it's important to understand how these correspond to the old system.

1. For Level 2 apprentices, GCSE grade 2 to 9 (old Grade E) is a functional skills exemption
2. For Advanced Apprentices, Grade 4 to 9 (old Grade C) is a functional skills exception



NUS Apprentice Extra Card

Apprentices are eligible for the NUS 'Apprentice Extra' card which offers a wide range of benefits and discounts in a number of shopping, entertainment and food outlets including Amazon, Superdrug, Odeon Cinemas and much more for just £11 for 12 months. To apply visit <http://www.apprenticeextra.co.uk/>



Mental Health

Young people face an array of mental health problems and we can all do something about this – by starting to talking about it!

YOUNGMINDS

YoungMinds is an organisation that does a great job in tackling the stigma of mental health by giving young people a safe place to talk about their problems and get support. On World Mental Health Day on Oct. 10th we at the Academy showed our backing by wearing yellow for the week – if you are interested in knowing more to promote it in your salon next October 18, go to: <https://youngminds.org.uk/get-involved/how-to-fundraise/helloyellow/>

Or check out our facebook posts to like and share!  www.facebook.com/shearsacademy

Safeguarding/Prevent: If employers have any concerns over their apprentices' safety or wellbeing, please contact Sue at the Academy Mon. – Thurs. on 020 8461 3504 or out of hours 24/7 on: sue@shearsacademy.co.uk

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