

## Christmas Break!



Please note; there is a date change\* to our published calendar, the last Academy days before C'mas break are as follows:

\*Tues. 3<sup>rd</sup> December  
Mon. 9<sup>th</sup> December  
Weds. 11<sup>th</sup> December

Spring term session re starts week commencing Monday 6<sup>th</sup> January 2020

little reminder to salon partners:

Current N.M.W rates:

Apprentice Rate: 16-18 - £3.90p/h  
(and 19+ within first year of Apprenticeship):

Staff Not on an Apprenticeship:

16-17 = £4.35 p/hr 18-20 = £6.15 p/hr

21-24 = £7.70 p/h 25 and over = £8.21 p/hr

Next review due with effect from: 1<sup>st</sup> April 2020

If you have any queries on employment requirements we will be very happy to assist you, simply call us, or email Pauline at: [paulineb@shearsacademy.co.uk](mailto:paulineb@shearsacademy.co.uk).

### Latest update on EPA (End Point Assessment)

We are so excited to share the news with you that ALL of the candidates who took their EPA's this year have passed! The new Standards and EPA are still so new that National average rate data is not yet available, but to achieve 100% PASS RATE is something we should all be very proud of!

Huge congratulations to our Achievers & you - their Employer/In-Salon Trainers!  
*"Thank you!"* Please take a bow!

We also thank the salons who have current candidates working towards their EPAs for their continued commitment; Mock EPA dates are **highlighted** on our calendar (overleaf). Please don't forget we are here to support you and your candidates to achieve success, so if you would like a salon visit by Tracey, who is an Independent End Point Assessor for City & Guilds to discuss how you can support your Apprentice to prepare for their EPA, just call us to agree a date. **#believeandachieve**

Wishing you ALL a very Happy Christmas and a Fabulous 2020! 😊



Thank you

for your continued support, we never forget you have a choice!

"We are all different so diversity includes us all"



Reduce / Re-use / Recycle

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