

## Shears Academy 2018 Invite!



### GRADUATION & PRESENTATION EVENING 2018!

The Warren, Hayes, BR2 7AL 13th March @ 7pm

Presenters & Models: Please arrive at 6pm for rehearsal and final run-through

Presenting your exclusive invite to the 2018 Graduation & Presentation Event!

Please join us to celebrate our 2017/18 Achievers Graduation ceremony, and applaud the Apprentices who will be presenting their models; this year the theme is “**Trashion**” demonstrating the merge between recycling and hair trends! We are really looking forward to seeing you there again this year, or, if you haven’t attended our Graduation event before, welcoming you for the very first time! **RSVP: Carole or Emma by phone or email, thank you.**

### Employer reminder

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

Current Rates since 1<sup>st</sup> 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+ “National Living Wage” = £7.20 p/hour**

### The Apprenticeship Reforms

Last year’s Apprenticeship Reforms brought about some big changes, firstly by putting Employers firmly in the driving seat regarding how training is developed to deliver the skills employers need, and End Point Assessment. There have also been changes to the funding. **So check out the incentives you may benefit from when employing Apprentices**

**P.T.O. for further advice & information >>>>**

**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 Information, Advice & Guidance



## Employer's Government Incentive

Due to the apprenticeship reforms which came into operation last year, 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, and 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 last summer which was 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 have recruited 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 (previously Grade E) up to 9 is a functional skills exemption
2. For Advanced Apprentices, Grade 4 (previously Grade C) up to 9 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 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– if you're interested in knowing more to promote it in your salon this October, go to: <https://youngminds.org.uk>

### 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, call Pauline at the Academy on **020 8461 5454**