



The New Normal

It's so marvelous to be welcoming Apprentices back to the Academy on Mon. 6th July 2020!



Our sincere wish is that you or your team members did not lose loved ones during the Covid-19 pandemic

We trust that your salon's return to the New Normal is going smoothly, once you have put that in place, please do get in touch with us if there is anything that you would like to talk over, be it ensuring you are aware of all the governmental information to ensure your business is Covid19-Secure (see over) and that you have explored and accessed all financial support offered, including CJRS, SBRGrant & Bounce-back Loan.

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Current N.M.W rates at 1st Apr 2020

Apprentice Rate: 16-18 - £4.15p/h
(and 19+ within first year of Apprenticeship):

Staff Not on an Apprenticeship:

16-17 = £4.55 p/hr 18-20 = £6.45 p/hr

21-24 = £8.20 p/h 25 and over = £8.72 p/hr

Join us on social media:   

EPA (End Point Assessment) UPDATE

Salons of candidates due to take EPAs in June and August can now re-book! Simply call us to talk to Tracey.

Meanwhile **Mock EPAs** will resume every other month – next due in August, dates **highlighted** on our calendar, **training** tab on our website, but are subject to change: www.shearsacademy.co.uk.

We currently have 100% pass rate! Huge congratulations to Achievers and their Salons **#believeandachieve**



£1000 16-18 Employer Incentive

Enrol your newly recruited 16-18 Junior Assistant(s) with us to be

and receive £500 after their first 3 months, and then a further £500 at the first year mark. **Simply call us with their details, and we will assist you to make your Apprenticeship Service account and reserve your salon's funding NOW! 020 8461 3504**

Thank you 

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



Reduce / Re-use / Recycle



Thank you for being kind



Returning to the New Normal in hairdressing salons

8 Steps to a Covid-secure salon

1/ **PPE** – It is the salon's responsibility to provide PPE for clients and staff (including apprentices) although some of you may have specific rent-a-chair or other business arrangements with self-employed stylists. Therefore ensure your salon is well stocked and will not run out of: sterilising gel/fluid, non-latex gloves, disposable gowns and masks. **Stylists to wear visors at all times.** Clients to be encouraged to bring their own personal masks, but if not, provided with one.

2/ **On arrival** – Display printed signage in the window to let clients know what to expect before entering regarding the social distancing and hygiene measures you have put in place, as well as any risk assessments you have carried out. Advise clients that you will ask about their health, and the health of all family members. Think about installing a digital screen in the window.

Take clients temperature at the door, and don't let anyone enter with a temperature of above 38 degrees. Record clients attending, with their temperature, retaining this information for at least 21 days for the NHS Test and Trace system.

3/ **Reception/Check-in** – Here you may need a screen, depending on the size and layout of your particular salon. Remove ALL waiting chairs, and develop a streamlined appointment flow with staggered appointments. 1 stylist/apprentice to be dedicated to each client, welcoming them and staying with them throughout their service to limit risk. Ensure clear signage all round salon reminds us all to remain socially distanced, wear masks/visors and gloves. Disposables should be as eco-conscious as possible.

4/ **Consultation** – Keep discussion to a minimum, via the mirror, **after** carrying out a virtual consultation via video call or telephone, *prior* to the actual client visit.

5/ **Shampoo at Backwash** – Screens may be necessary, depending on the size and layout of your salon. Chairs to be spaced out by blocking out the middle or / every other position.

6/ **Service** – Block out every other position to insure social distance, or install screens if this is not possible. Stylist wears disposable apron, gloves, mask **and visor**. Client wears face covering/mask. NO refreshments to be served to reduce risk – clients can bring their own drinks in lidded-containers.

7/ **Retail** – All stock removed, or leave 1 of each product with sign to say if touched you must buy.

8/ **Check out and pay** – Cash free, card payments only, or pre-paid via bank transfer, to include tips at present. Or, NO tips for the time being.

♥ Thank you for being kind ♥ The Shears Academy Team ♥



“We are all different so diversity includes us all”