

## Winter Newsletter 2010

### [Welcome to our Winter Newsletter.](#)

For those of you, who would prefer to receive this news electronically please email us with your details and we will be happy to oblige.

### [Employer information](#)

#### **New employment legislation came in to force on 1<sup>st</sup> October 2010: The Equality Act**

This applies to England, Wales and Scotland and consolidates existing discrimination legislation into one Act.

#### **Online guidance to The Sale of Goods Act launched:**

The Office of Fair Trading (OFT) launched a new online resource to help businesses comply with the law when customers buy or return goods.

The Sale of Goods Act (SOGA) is the main law that relates to the purchase of consumer goods, covering issues including quality of goods, how they are described when being sold, whether they are fit for purpose and when a customer is entitled to a refund. The SOGA Hub is there to help businesses and sales staff understand their legal obligations and improve customer service.

### [2011 Calendar](#)

We enclose our 2011 calendar to help you with your planning. Please contact us if you need to alert us to book out times for your apprentice for training days or salon holidays. We can amend our training salon bookings, if necessary, to accommodate your needs.



### **From the 1<sup>st</sup> October 2010**

A National Minimum Wage (NMW) for apprentices has been introduced for young people aged 16-18 and those aged over 19 in the first year of their Apprenticeship. The new rate is £2.50 per hour. The introduction of the Apprenticeship Act clarifies policy as follows: 'For an apprentice to complete their qualification, it is expected they will be employed above 30 hours per week'. The new NMW applies to time working plus time spent training as this is also part of the Apprenticeship. Anyone not covered by the age category above will be entitled to the NMW appropriate to their age.

By way of a reminder, these are the hourly rates:

£5.93 for workers aged 21 and over  
(up from £5.80)

£4.92 for workers aged 18–20 years old  
(up from £4.83)

£3.64 for workers (non-apprenticed) aged  
16-17 years old (up from £3.57)

### **What this means for you**

Review your current practices to check that you are in line with these changes.



### New VTCT External Verifiers

We have two new external verifiers, Denise Binning, for hairdressing, and Jayne Perkins for our key skills provision. Our previous external verifier, Jackie Summers, has now retired from VTCT and we wish her all the best in her retirement.

We received a good report from our recent verification visit and will continue to review our procedures to maintain our quality standards.

### Apprenticeship week 7<sup>th</sup>-11<sup>th</sup> February 2011

We will be holding a series of events and demonstrations to celebrate Apprenticeships next February. We are aware that there may be extra events, over the week, that is of interest to your apprentice. We will open these up to apprentices who agree extra attendance for this week with you. However, places will be limited and will be on a first-come first-served basis. **The Itinerary is as follows:**

#### Monday 7<sup>th</sup> February:

09.30 – 3.30: Mendhi design, hair pieces and special occasion styling.

#### **Employer and Parent/Guardian**

#### **Open invitation 4.30-8.00pm**

#### Tuesday 8<sup>th</sup> February:

09.30: Freestyle cutting techniques

1.15: Creative long hair techniques

#### Wednesday 9<sup>th</sup> February:

09.30: Hair hat weaving.

1.15: Competition styling workshop.

#### Thursday 10<sup>th</sup> February

09.30: Scissor selection, care and costs.

1.15: TBC

### Mock inspection

We had a couple of intense days in November during our mock inspection; lots of behind the scenes paperwork, preparation and statistics! We booked this in order that we could review how we operate under strict OFSTED guidelines. Our results were very pleasing and we achieved a 'very good, good' which in grading terms would have been a grade 2. We have spoken to the apprentices to explain, that for us to make improvements to this grade, we must ensure all apprentices' are following footwear and dress codes and trying out healthier eating options; this is part of the inspection framework.

Health and safety procedures were flagged as exceptionally good so thank you to you all for welcoming Karen as our representative into your salons. Our visits are there to assist and support you and to enable us all to work in a healthy, safe environment.

### Staff achievements

All Taylor's Training Ltd staff successfully completed Equality and Diversity e-learning modules.

### Staff training

The training school will be closed on Wednesday 16<sup>th</sup> February for staff to attend the VTCT Forum in Leeds.

### Seasonal wishes

Thanks to you all for your continued support and to conclude, all of us at Taylor's Training hope you have a peaceful time over the holiday and wish you all a very healthy and happy New Year