

EMPLOYER NEWSLETTER

*Great Companies Supported by
Great Employees*



www.Reflectionstraining.co.uk

Reflections
Training Academy

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Reflections

Training Academy

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WELCOME MESSAGE

Reflections
Training Academy



Reflections Team

Reflections Training Academy

Welcome to Our Hairdressing and Barbering Community of Professionals and Learners.

We are delighted to have you join our community of ambitious professionals and determined learners. Our newsletter is the ultimate resource for practical tips, valuable insights, and exciting opportunities that can support your skill development and enrich your apprentices experience.

OUR RECENT SUCCESSES

APPRENTICES

Rossella	Level 2 Hairdressing	Lab Forte
Simran	Level 2 Hairdressing	Gora's
Callum	Level 2 Barbering	Gentleman's Barbers
Azariah	Level 2 Hairdressing	SG Hair
Summer	Level 2 Hairdressing	James Bushell (Solihull)
Declan	Level 2 Hairdressing	Lisa Shepherd
Paris	Level 2 Hairdressing	Springs
Alisha	Level 2 Hairdressing	Moda Hair Boutique
Kelsey	Level 2 Hairdressing	Six Hairdressing
Sheralyn	Level 2 Hairdressing	Expressions
Emma	Level 3 Hairdressing	Lewis Moore
Isabelle	Level 2 Hairdressing	Salon 42
Charlotte	Level 2 Hairdressing	Reflections Training Academy
Hannah	Level 2 Hairdressing	Phase II

Ashlea	Level 2 Hairdressing	Atelier Clifton Ltd
Katie-Lea	Level 2 Hairdressing	Hair at 33
Thomas	Level 2 Barbering	BossCuts
Callum	Level 2 Barbering	The Barber Lounge
Joshua-James	Level 2 Barbering	Gianni's Barbershop
Lewis	Level 2 Barbering	BossCuts
Hannah	Level 2 Hairdressing	Bloggs Harbourside
Daisy	Level 2 Hairdressing	Mane (Clifton)
James	Level 3 Hairdressing	The Courtyard
Abbie	Level 3 Hairdressing	Reflections 23
Lacie	Level 3 Hairdressing	SK109
Samantha	Level 3 Hairdressing	Hair @ 58
George	Level 2 Barbering	Barber Joe's
Austin	Level 2 Barbering	The Conservatory

LEARNER LOANS

Mohammed	Level 3 Barbering	Learner Loan
Hassan	Level 3 Barbering	Learner Loan
Lauren	Level 3 Barbering	Learner Loan
Jake	Level 3 Barbering	Learner Loan
Fabian	Level 3 Barbering	Learner Loan

Samantha	Level 3 Hairdressing	Learner Loan
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Wella Xposure Finalist

Chloe Critchlow

is our Reflections Thornbury and has performed amazingly well throughout this fantastic competition. We are so proud of what she has achieved!

Hi Chloe, congratulations on achieving the position of UK Finalist in the national Wella Xposure Competition. This is a fantastic accolade!

Can you tell us, why did you decide to enter the competition?

I entered the competition as part of my next gen course at Reflections Academy. A Wella (Competition host) Rep visited the Academy to talk us through the competition and showed us the latest colour campaign which really inspired me. This is my third and biggest competition entry yet. I find it really fun and exciting and love the challenge of pushing myself.

Were you supported with your entry, if so, how?

The Reflections Academy tutors were so helpful – I had a vision in my head and they helped me to achieve it.

What was the best part of the process?

The best part for me was creating a colour from scratch on swatches with Wella – I am very proud of this new colour!

Any advice you would give to future entrants?

My advice for future entrants would be look at what's coming in on the runway and think how you can break it down to high street fashion. Stay true to yourself and the image you have created. The main thing for me was making sure my model felt comfortable with it and actually she loves it and still has it now!

We wish Chloe the very best for the UK Final taking place later in the year.



SALON UNDER THE SPOTLIGHT

To find our further information about our partners please click on the logos

Theo Georgio
HAIRDRESSING

MUGSHOT BARBER

SALON 950



KERRI CLARKE
HAIR

EJ
EMMA JONES
HAIR & BEAUTY

RASHID & SON
GENTS HAIRDRESSERS



art.barbers



ferinnje
HAIR & BEAUTY

OUR INDUSTRY NEWS

Reflections
Training Academy



GOV.UK

Last week, Chancellor Jeremy Hunt presented the autumn statement alongside the latest forecasts from the independent Office for Budget Responsibility.

Here is the summary of the statement that is relevant to the Hair and Beauty sector.

- **75% retail discount business rates:** A business rates support package worth £4.3 billion over the next 5 years. This includes a rollover of 75% Retail, Hospitality and Leisure relief for 230,000 properties and a freeze to the small business multiplier, which will protect around 90% of ratepayers for a fourth consecutive year.
- **National Insurance tax cut** from 12% to 10% for 27 million working people from January, putting £450 back into the pocket of the average worker earning £35,400 a year.
- **Self-employed tax cuts:** abolishing Class 2 for self-employed and cutting the rate of the 2NICs top rate (Class 4) from 9% to 8% – with an average total saving of around £350 for someone earning £28,000 a year.
- From 1 April 2024, the National Living Wage will increase by 9.8% to £11.44 an hour for eligible workers. For the first time, this will include 21- and 22-year-olds.
- The Government will also substantially increase the National Minimum Wage rates for young people and apprentices: for people aged 18–20 by 14.8% to £8.60 an hour, for 16–17-year-olds and apprentices by 21.2% to £6.40 an hour.

OUR INDUSTRY NEWS

Reflections
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Do you have the drive, ambition, and enthusiasm to become the UK's Apprentice of the Year?

Breaking into the industry can be daunting, but the Apprentice Award recognizes those who demonstrate dedication and aptitude for success. Submit your application now, and you could be a finalist. All finalists receive a digital certificate and press release, as well as the pride that goes along with the accolade. Showcase your skills and join the ranks of celebrated industry professionals at the Official UK Hair and Beauty Awards.

WHO WE ARE

The UK Hair and Beauty Awards are on a mission to unite businesses and individuals across the UK. Celebrating industry talent nationwide, no matter their financial or social status. Join the UK's largest hair and beauty movement today!

STEP 1 | CHOOSE YOUR CATEGORIES

Find and select the perfect categories for yourself and your business. Whether you're an industry newcomer or a master of your craft – there's something for everyone at the UK Hair and Beauty Awards.

STEP 2 | COMPLETE YOUR SUBMISSION

Shortly after purchasing your entries, we'll send you an email with a submission form to fill out; in which you may upload examples of your work and provide thorough responses.

STEP 3 | OFFICIAL REVIEW

Your submission will be thoroughly reviewed by the board at the UK Hair and Beauty Awards to determine whether you meet the entry requirements to qualify for Finalist Status. This can take up to 4 weeks.



APPRENTICESHIP NEWS

SMEs No Longer Have a Cap on Apprentices

From the 3 April 2023 organisations which do not pay the levy will no longer be limited to a maximum of 10 apprentices.

Do I pay the Levy?

As an employer, you have to pay Apprenticeship Levy each month if you:

- have an annual pay bill of more than £3 million
- are connected to any companies or charities for Employment Allowance purposes and have a combined annual pay bill of more than £3 million

If you pay the levy you then have an allowance of £15,000 for the entire year. This can be used on upskilling employees or hiring new ones!

[Enquire About Apprenticeships](#)

[Click Here](#)

New 2024 year planner available now.

Jan	Feb	March	April	May	June	July	Aug	Sep	Oct	Nov	Dec
1 BANK HOL	1 A	1 A	1 BANK HOL	1 B	1	1	1 B	1	1	1 OPEN DAY	1
2 Reviews/2/3e Visits/Maths & English Workshops	2	2	2 Reviews/2/3e Visits/Maths & English Workshops	2 B	2	2	2	2	2 B	2	2
3	3	3	3	3	3	3 B	3	3 AM	3	3	3
4	4	4	4 Workshops	4	4	4	4	4	4	4 AM	4 B
5	5	5	5 OPEN DAY	5	5 A	5	5	5	5	5	5
6	6	6	6	6 BANK HOL	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7 A	7	7	7	7
8	8	8	8	8	8	8	8	8	8	8	8
9	9	9	9	9 A	9	9	9	9	9 A	9	9
10	10	10	10	10	10	10 A	10	10	10	10	10
11	11	11	11	11	11	11	11	11	11	11	11 Maths & English Workshops/2/3e Visits
12	12	12	12	12	12	12 B	12	12	12	12	12
13	13	13	13	13	13	13	13 Reviews/2/3e Visits/Maths & English Workshops	13	13	13	13
14	14	14	14	14	14	14	14	14	14	14	14
15	15	15	15	15	15	15	15	15	15	15	15
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28	28	28	28	28	28	28	28	28	28	28	28
29	29	29	29	29	29	29	29	29	29	29	29
30	30	30	30	30	30	30	30	30	30	30	30
31	31	31	31	31	31	31	31	31	31	31	31

Site Visits	Weekend
Christmas / Boxing Day	Open Day
Reviews	Maths / English Workshop (M&E)
Bank Holiday	Learner Competition
National	Ambassador



OUR CHARITY EVENTS

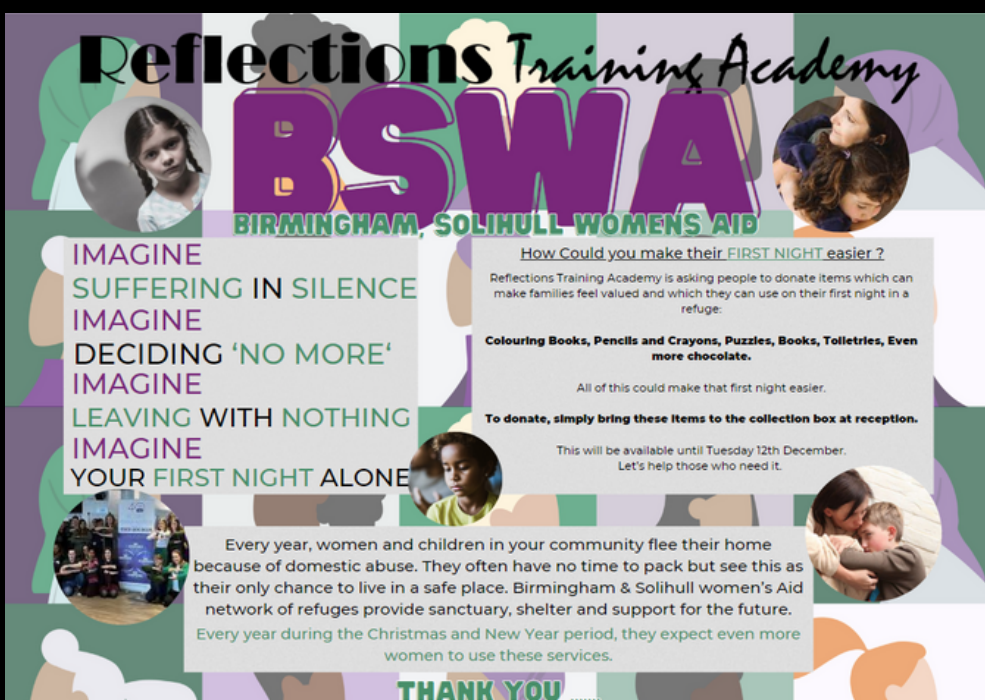
Reflections
Training Academy



Reflections is proudly supported Breast Cancer Awareness from 16th–27th October, supported by Wear It Pink! If you are interested in supporting, want to find out more about our events or are able to donate to the cause, please contact the team on: 0121 643 2147.



The Little Princess Trust provides real hair wigs, free of charge, to children and young people who have lost their own hair through cancer treatment or to other conditions such as Alopecia. The charity is also one of the largest funders of childhood cancer research in the UK. The Little Princess Trust relies solely on the generosity of its wonderful supporters who help the charity give Hair and Hope to so many children and young people with cancer each year. For over four decades, Reflections has been dedicated to the art and science of hairstyling. Hair is not just our profession; it's our passion. That's why we're proud to support The Little Princess Trust, and we hope that you will join us!



Every year, women and children in your community flee their home because of domestic abuse. They often have no time to pack but see this as their only chance to live in a safe place. Birmingham & Solihull women's Aid network of refuges provide sanctuary, shelter and support for the future.... We are supporting the Birmingham & Solihull Women's Aid! Our Contribution box will be in Reception as of Monday 20th November! We can't wait to help support this fantastic cause. If you have any further donations please bring these items to our reception desk by Tuesday 12th of December!

Find out how you can support

SAFEGUARDING HEALTHY RELATIONSHIPS

Reflections
Training Academy

Our theme for Winter 2023 is Continuing to Consolidate Healthy Relationships.

Read our blog for details of what healthy relationships are; how to cultivate them within the workplace; information on bullying, harassment and stalking; protected characteristics and much more.

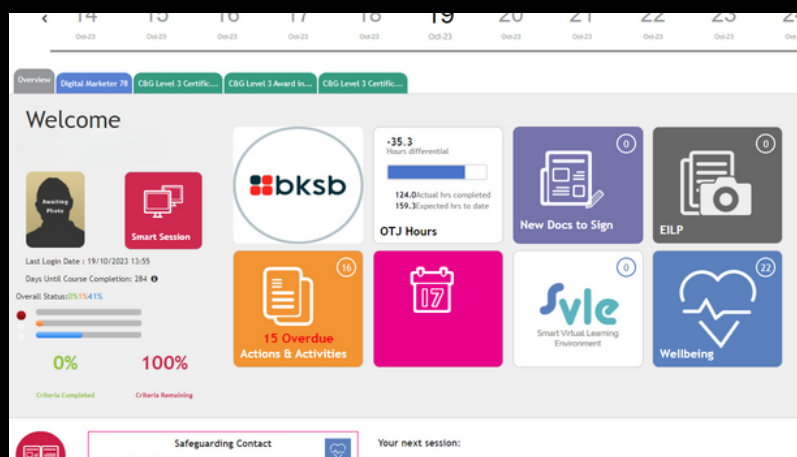
Just a reminder, if you'd like to access any information on mental health or safeguarding, you can access a wellbeing tab on your personal smart assessor.

Healthy Relationships Blog Post



Useful Links:

- [Safeguarding Your Apprentice Handbook](#)
- [Hollie Guard - Personal Safety App](#)
- [Off the Record - Mental Health support 11-25 years](#)
- [Bristol Mind - Mental Health support](#)
- [Give us a Shout - Text 85258 for 24/7 mental health support](#)
- [Able Futures - Mental health at Work](#)
- [Equality & Diversity Calendar](#)
- [Access to Work - Maximus](#)



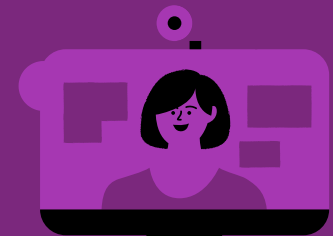
IMPORTANT DATES FOR EMPLOYERS



Online Employer Meeting.



Opportunity to discuss the current curriculums in place, what can be improved, ask questions, and for employers to meet each other as a free networking opportunity!



MANDATORY SAFEGUARDING UPDATES



Employers must attend one Safeguarding meeting per year for as long as they have an apprentice with us – this is something that will be monitored. The meetings will be set for an hour but will likely be shorter, and there will be time for questions within that hour.

29th Jan 3PM – 4PM

More Dates TBC

APPRENTICESHIP GAMES

Reflections

Training Academy

D V E V B P C Q W S N A H P R P H S U H
G N I R E B R A B E O S R P O F A L A L
R E M I R P P A M N L F T H Q L I I K O
N C K C Q F D I B T A L S O U H R O G N
M D W M V S S U H E S R A C O D D F V G
C L I P P E R S D S E C C F R R R I S G
A G D V H P I A C B E L R E B Q Y C R R
C T J S M R F Q R P I C S A G H E R O A
Q D U Q R N J A M E D S I S A G R N S D
P R G S I I B E N T I P A T T E R N S U
B M Q K I T U T D N R P Z W N B Q K I A
Y A S R V I S B G E V A H S T E W P C T
B L O W D R Y S A I B X I S R Y R A S I
X S L V L E G K N R S S H N X E Y P W O
S T H G I L H G I H B A Q K I F B W P N
J Z M D L X M W Y Y M I F M B N Z R U A
L J L Q M G I Q H P G O C G O X G X A D
Y U Y P N E P Y O F W Y W I I H B K T B
W V Z Q I S Z O X R G H V U D G X E B L
S N O I T C E L F E R H Z X U E B Z O I

Apprenticeship

Barbershop

Brushes

Foils

Highlights

Reflections

Scissors

Training

Barbering

barbicide

Clients

Hairdressing

Long Graduation

Roots

Shampoo

Wella

Barbers

Blowdrys

Clippers

Hairdryer

Patterns

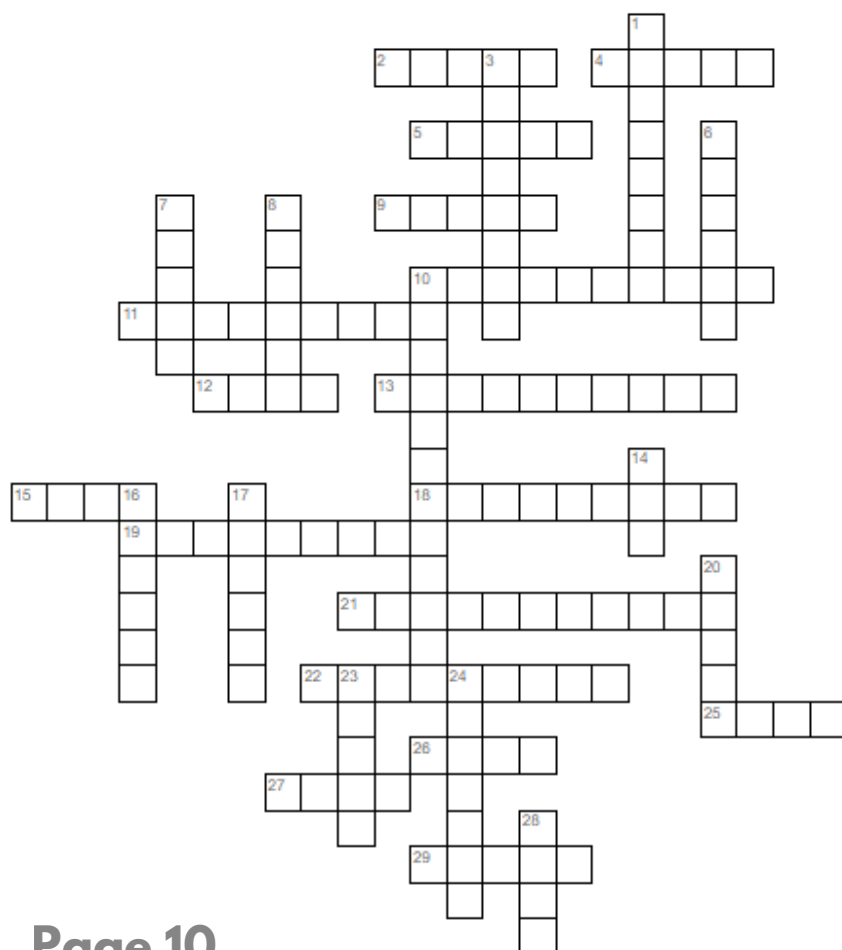
Salon

Skin Fade

Wet Shave



Click to Play



Across

- 2 What you use to get the knots out of your hair
- 4 The place you go to get your haircut
- 5 To make something, especially hair, flat and shiny by putting water or oil on it
- 9 To backcomb your hair
- 10 To tie your hair tightly so that it does not touch your face
- 11 To make parts of hair a lighter colour by using a chemical substance
- 12 To make a line on your head by brushing your hair in two different directions
- 13 A shop where men have their hair cut
- 15 What you use to hold hair
- 18 What you use to dry hair
- 19 What you use to fix damaged hair
- 21 What you use to make the hair silky and soft
- 22 A solution to keep hair in place
- 25 To tie or arrange your hair in a particular way
- 26 The main thing you need to create hairstyles and/or cut
- 27 To cut someone's hair very short
- 29 What you use to dry a client's hair after washing

Down

- 1 What you use to separate the hair evenly
- 3 What you use to cut length off hair
- 6 Getting rid of dark hair colour
- 7 Where you wash a client's hair
- 8 What you use to make your hair the opposite of straight
- 10 What you use to make your hair the opposite of curly
- 14 What you use to change someone's hair colour
- 16 To put lines of lighter colour in your hair
- 17 To cut someone's hair in different lengths
- 20 To plait someone's hair in different styles
- 23 What the hairdresser wears to cover her clothes
- 24 What you use to add volume to the hair
- 28 A chemical hair treatment that makes straight hair curly

REFLECTIONS AWARDS NIGHT 2023 BIRMINGHAM

Reflections Training Academy AWARDS CEREMONY YOUR VOTE COUNTED!



Mike Layland
Learner Support & Pastoral Care



Richard Mockford
Administrator Of The Year



Laura Tonks New-Comer Of The Year



Danielle Mulligan
Tutor Of The Year



Richard Filippi
Exceptional Commitment To The Role



Louise Forde
Employer Support Award

CONGRATULATIONS TO ALL THE WINNERS

The team over at Reflections Training Academy hosted an awards ceremony to celebrate everybody's hard work and achievements.

A spectacular evening that we all go to be a part of and we thank all of our amazing learners and employers for putting in their votes and allowing this to happen!

REFLECTIONS AWARDS NIGHT 2023 BRISTOL

Reflections Training Academy
AWARDS CEREMONY
YOUR VOTE COUNTED!



Shelley Bush
Employer Support



Dan Fisher
Tutor Of The Year



Kean Albalos
Exceptional Commitment To The Role



Briony Ah-Tow
Administrator Of The Year



Danni Cooper
New-Comer Of The Year



Suzanne Sewell
Learner Support & Pastoral Care

CONGRATULATIONS TO ALL THE WINNERS

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YOU SAID WE DID



You said

Create a 'time out' code for learners who struggle with anxiety or other conditions. Train tutors to react appropriately when used.

We Did

A poll will be sent to all learners to gauge if they would feel comfortable with this, we will review the response and advise accordingly in Oct 2023.

You said

Functional skills tutor to be available in all sites with contact information specific to Functional Skill tutors.

We Did

As of September 2023, Reflections Bristol and Birmingham, and Next Level will have in house Functional Skills support. We will circulate contact information for all parties accordingly, then review feedback and impact in December 2023.

You said

Can we drop Diagnostics if the Initial Assessment is satisfactory and the learner is exempt from Functional skills? Can we have a document for learners sign to confirm their understanding that they have this delivery and must attend?

We Did

Initial Assessments and Diagnostics are a contractual obligation to ensure a learners knowledge and understanding is maintained, to better enhance their learning. This will be made clearer for learners moving forward within the signup paperwork.



YOU SAID WE DID



You said

For learners who have mysophobia (distraction and sensitivity to background noise), have the option to do exams invigilated online?

We Did

This will be discussed with learners on an individual basis and dependent on support and need.

You said

Confusion regarding progress milestones/checkpoints. EPA prep sessions to be the same across sites (hair).

We Did

We have road maps which are available within the learner prospectus and learner trackers. We will add these to the resources tab in Smart Assessor to ensure access. We will continue with the standardisation across the sites for checkpoints and EPA.

You said

Learners wanted to be able to reference workbooks, handouts, and resources in one place. Ideally not on email.

We Did

More access is being explored and tutors will be asked to share the resources with the IT department to get these onto Smart Assessor.



EVENTS

Reflections Training Academy

Reflections
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NEXT LEVEL

KEEPING CHILDREN SAFE IN EDUCATION (KCSIE)

**SAFEGUARDING TRAINING:
KEEPING CHILDREN SAFE IN EDUCATION UPDATES -
SEPTEMBER 2023**


LEGISLATION REQUIRED WHEN WORKING WITH LEARNERS.

YOUR ATTENDANCE IS CRITICAL TO ENSURE YOU ARE FOLLOWING THE LATEST GOVERNMENT POLICIES.

**DATES :
11.12.2023**

**TIMES:
3PM TO 4PM**

SECURE YOUR TICKETS TODAY !



LEARNER COMPETITION
2024

Week
Commencing
11th February to
22nd February

THE COUNTDOWN IS ON




Prizes to be announced

REGISTER NOW

Reflections
Training Academy

We are thrilled to announce that we have partnered with Treeapp.org to plant a tree for every new apprentice that joins our Reflections/Next Level family. This initiative is a testament to our commitment to sustainability and environmental responsibility. By offsetting our carbon emissions through tree planting, we are actively contributing to the fight against climate change and creating a healthier planet for future generations.

Look what we have planted so far ...



180
Trees planted
[Learn More](#)

To find out more and get involved, visit
<https://www.thetreeapp.org/>

OPPORTUNITIES Reflections Training Academy

AN EXCITING NEW OPPORTUNITY

FOR YOUR EXISTING TEAM MEMBERS

Reflections Training Academy

EXCITING

NEW APPRENTICESHIP OPPORTUNITY
BARBERING HAIR PROFESSIONAL LEVEL 2



APPLY NOW ➔

Amazing news, you can now progress to Level 2 Hair Professional Barbering Apprenticeship upon completion of your [Hair Professional Level 2 or Advanced and Creative Hair Professional Level 3](#).

Want to know more then simply contact one of our friendly recruitment team members on.

We look forward to speaking to you !

0117 452 7947
15A Colston Street, Bristol,
BS1 5AP

0121 643 2147
Unit 2a/b Commercial Street,
Birmingham, B1 1RS

CONTACT OUR TEAMS TO FIND OUT MORE !!!

Reflections

Training Academy



SPOT THE DIFFERENCE

Find 4 Differences in this photo
(If you really can't find them, email the team!)

CONTACT INFORMATION

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