

COVID-19
Flexibilities/Dispensations
Hair Professional
Training Qualifications UK



COVID-19 Flexibilities/Dispensations

Hair Professional

The Institute for Apprenticeships and Technical Education (IfATE) and the Hair Professional Employer Group have approved a number of flexibilities and dispensations that could be applied to given scenarios where government guidelines preclude the full End-Point Assessment (EPA) being completed. Such flexibilities/dispensations were applied from 15th September 2020 and will remain in place for a period of six months, at which point the Employer Group will conduct a further review.

This document provides detail as to these approved flexibilities/dispensations, when each is applicable, as well as guidance as to how Training Providers should submit requests for any to be applied. Training Qualifications UK retain the right to approve or reject any such requests and will do so based on evidence provided to us. Our aim is to support as many assessments to continue to take place as needed. However, in all instances, the application of any flexibilities needs to be reviewed on an individual basis to ensure safe and fair assessment practice is maintained.

Hairdressing Pathway

Flexibilities

- Up to 20% additional discretionary time can be allowed for an Apprentice to implement additional PPE and social distancing requirements, following government and industry guidelines. This would bring the maximum assessment duration up to 7 hours 12 minutes.
- There is no requirement to work on a set number of 'clients' or 'customers'. As required, Training Providers can apply for an Apprentice to use just one client, where this is possible.

Please note - All assessment criteria is still required to be observed and assessed.

Dispensations

Where government guidelines preclude the full EPA being completed due to social distancing or limited space restrictions to demonstrate a hair-up style, curly blow dry and/or setting technique, a mannequin block head can be used in these **extenuating circumstances**.

Please note- A mannequin block head cannot be used for any other services in the EPA.

The Skills, Knowledge and Behaviours set out on the next page can be assessed through practical observation of the skill on a mannequin block head by the End-Point Assessor. (The Apprentice does not have to repeat any of the specific requirements if already completed on the live model/client):

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Hair Professional

Reference to the Standard	Practical assessment <i>All the skills referenced below will be observed by the End-Point Assessor</i>	Specific Requirements	Oral questioning <i>The knowledge and behaviours referenced below must be sampled by the End-Point Assessor</i>
Style and finish hair using a range of techniques to create a variety of looks	<p>A finished look</p> <ul style="list-style-type: none"> • A hair-up style • A blow dry (<i>only if the specific requirements have not completed on the live model</i>) <p>The Apprentice must show that they have used a minimum of four techniques in total:</p> <ul style="list-style-type: none"> • Blow drying with a round brush • Blow drying with a paddle brush • Setting • Finger drying • Plaiting/braiding/knots and twisting • Dressing hair • Adding hair to enhance a style 	<ul style="list-style-type: none"> • One setting technique • 80% of the hair should be taken up • Three dressing techniques • The blow dry must include the use of a round brush <p><i>The Apprentice does not have to repeat any of the specific requirements if already completed on the live model/client.</i></p>	<p>1. The reasons for and benefits of using a range of techniques to create the look</p>
Colour and lighten hair using a range of techniques			<p>Oral questions can be asked to cover the following tests:</p> <ul style="list-style-type: none"> • Skin • Incompatibility

Barbering Pathway

Flexibilities

- Up to 20% additional discretionary time can be allowed for an Apprentice to implement additional PPE and social distancing requirement following Government and industry guidelines. This would bring the maximum assessment duration up to 3 hours 36 minutes.
- Clients must be kept to a minimum; it is recommended that two clients are used for the EPA where possible.

Please note - All assessment criteria is still required to be observed/assessed.

Dispensation

Should Government guidelines change to state that close contact services on the face are not permitted, then the following aspects of the EPA will not be permitted to take place:

- Outlining and detailing of beards and moustaches
- Shaving

Where this scenario occurs and due to the forced suspension of this service, the following EPA dispensations can be applied;

Where the Apprentice is at the Gateway stage and has already successfully completed both the Cut facial hair into shape and Shaving services units within the Level 2 Hair Professional-Barbering mandatory qualification, submission of these unit accreditations can be used in lieu of these skills being practically observed.

- The completion of these units must have been achieved before the closure of the close contact services.
- In advance of the EPA taking place, the Apprentice is required to submit a package of information that shows evidence of the summative assessment. As a minimum this should include:
 - o Consultation sheets.
 - o Assessment sheets/observation records used in the summative assessments of the Cut facial hair in shape and Shaving services units.
 - o Additional photographic evidence if available.
- The End-Point Assessor will review this evidence and conduct oral questioning based on these two areas during the EPA, up to 15 minutes each will be given for Cut facial hair into shape and shaving services. The End-Point Assessor will use all information to form a final assessment decision.

The Skills, Knowledge and Behaviours set out below must be assessed through oral questioning by the End-Point Assessor.

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Hair Professional

Reference to the Standard	Specific requirements	Oral questioning <i>The knowledge and behaviours referenced below must be sampled by the End-Point Assessor.</i>
Cut facial hair into shape	<ul style="list-style-type: none"> • A full beard and moustache • Used all the tools and equipment • Used all cutting techniques 	<ol style="list-style-type: none"> 1. The reasons for and benefits of using a range of techniques to create the look 2. All the factors that have been taking into account which have influenced the finished look <ul style="list-style-type: none"> • consultation • hair classifications • hair characteristics • client requirements • contra-indications 3. The tools and equipment used 4. The cutting techniques used 5. The advice that was provided to the client throughout and after the service
Shaving services		<ol style="list-style-type: none"> 1. The reasons for and benefits of using a range of techniques to create the look 2. The types of tools and equipment used 3. All the factors that have been taking into account which have influenced the finished look <ul style="list-style-type: none"> • consultation • hair classifications • hair characteristics • client requirements • contra-indications 4. The pre-shave product used 5. The lather product and technique used 6. The shaving technique used 7. The finishing product used 8. The advice that was provided to the client throughout and after the service

All other aspects of the Barbering EPA are required to take place as per current EPA practice and the published assessment plan. This dispensation will only be applicable whilst Government guidelines prohibit this service.

Applying for a Flexibility/Dispensation

Request for any of the above detailed flexibilities/dispensations must be applied for on an individual Apprentice basis. Training Qualifications UK will review all requests to determine if it can be approved and implemented. All such request must be made as the Apprentice is submitted through Gateway using our Reasonable Adjustments/Special Considerations process.