

Barbering Professional Standard and End - Point Assessment Plan (EPA) consultation draft

Proposed Standard

Trailblazer name: Hair Professional Apprenticeship Steering Group (HPASG), **Standard:** Barbering Professional

Core and options: yes, **Resubmission:** Review, **Level of occupation:** Level 2 (this standard is set a higher than the NVQ and equates to a NVQ 2.5), **Route:** Hair and beauty, **Typical duration of apprenticeship:** 24 months, minimum of 12 months, **Target date for approval:** June 2021 (IfATE) submission March 2021,

Typical job titles: Typical job titles used for this occupation: Barbering Professional, Barber

Occupational Profile Summary: A Barbering professional will be able to shampoo and condition hair, cut hair using a range of barbering techniques, style and finish hair to create variety of looks, cut facial hair into shape and provide shaving services for men. They may also provide male grooming services and or colouring and lighten hair services. Barbers must be able to work with all hair types, hair characteristics and hair classifications ranging from straight (type 1) hair to very curly, hair with texture (Type 4 wiry hair). They also need to be able to carry out consultations with clients, demonstrate the professionalism, values, behaviours, communication skills, retail skills alongside safe working practices associated with their role. They must be able to work without supervision to a high level of precision, with exceptional client care skills.

Duty	Knowledge	Skills	Behaviours
D1: Provide a positive customer experience, showcasing yourself, your organisation and the barbering industry	K9, K10, K11, K12, K15, K16, K17,18	S3, S5, S6	B1, B2, B4
D2: Barbershop health and safety, infection control, legal and organisational requirements, service protocols and manufacturer instructions	K1, K2, K3, K4, K5, K6, K7, K8, K23, K26, K30, K31, K33	S1, S2, S10, S14, S15,	B3
D3: Determine requirements, advise, discuss and agree the service with the client	K13, K14, K19, K20, K21, K22, K24, K25, K26, K28, K29, K32	S4, S7, S8, S9, S13, S16	
D4: Prepare the hair for barbering services	K27, K34	S11, S17	
D5: Cut hair using barbering techniques to create a variety of looks	K35, K36, K37, K38	S18, S19, S20, S21	
D6: Style and finish using barbering techniques	K39	S22	
D7: Cut facial hair into shape	K40, K41	S23, S24	
D8: Provide shaving services	K42, K43	S25	
D9: Promote self, organisation, products and services using a variety of channels	K44, K45	S26	
Optional – one option may be chosen			
Option 1- D10: Colour and lighten hair using a range of techniques to create a variety of looks	K51, K52, K53	S28, K29	
Option 2 – D11: Provide male grooming services – Indian head/ waxing /hair removal/skin care/ added hair (K only)	K46, K47, K48, K49, K50	S27	

Skills	Knowledge
<p>S1 Apply safe, hygienic and effective methods of working by:</p> <ul style="list-style-type: none"> • maintaining personal hygiene, protection and presentation • maintaining client confidentiality and discretion before, during and after the therapy treatments and experiences • positioning the client to meet the needs of the schedule • ensuring own posture and working methods minimise fatigue and the risk of injury to self and client • ensuring environmental conditions are suitable for the client and the treatment • keeping work area clean and tidy (products, tools and equipment) • using working methods that minimise the risk of cross-infection • promoting environmental and sustainable working practices • disposal of waste materials to meet legal requirements • infection control • Maintain effective, hygienic and safe working methods • Protect the client's clothing throughout the service • Correctly use Personal Protective Equipment (PPE) 	<p>K1 Legal, organisational and health and safety requirements relevant to this occupation including:</p> <ul style="list-style-type: none"> • Health and Safety at Work Act 1974 • The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995 • The Health and Safety (First Aid) Regulations 1981 • The Regulatory Reform (Fire Safety) Order 2005 • The Manual Handling Operations Regulations 1992 • The Control of Substances Hazardous to Health Regulations (COSHH) 2002 • The Electricity at Work Regulations 1989 • The Environmental Protection Act 1990 • The Management of Health and Safety at Work Regulations 1999 • The Health and Safety (Information for Employees) Regulations 1989 • The Local Government (Miscellaneous Provisions) Act 1982 • Working Time Directives • Cosmetic Products Regulations • Sale of Goods and service Act • Distance Selling Act • Trade Descriptions Act • GDPR legislation <p>K2 The safety considerations which must be considered when completing a range of Barbering services</p> <p>K3 Adherence to infection control, workplace cleaning, disinfection, sterilisation, supplier or manufacturer's instructions</p> <p>K4 Client preparation and protection/ the range of protective clothing that should be available to clients</p> <p>K5 Methods which minimise the risk of cross- infection and cross-infestation</p> <p>K6 How to recognise and deal with suspected infections and infestations</p>
<p>S2 Adhere to workplace, suppliers' or manufacturers' protocols and instructions for the safe use of equipment, materials and products</p>	<p>K7 Legal and organisational requirements, industry and government guidelines</p> <p>K8 Legal and organisational requirements for the use of tools, equipment, materials and products</p>
	<p>K9 Professionalism, values, Industry codes of practice and ethics</p>

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S3 Ensure personal hygiene and protection meets industry, organisational and local authority requirements	K10 Industry and organisational standards of appearance K11 Reducing risk of injury to self and others; posture K12 Methods of personal hygiene, protection
S4 Carry out customer engagement and management skills such as booking appointment, answering enquiries, taking payments, recommending services and products	K13 How to provide advice and recommendations on the products and services provided in the Barbershop K14 Customer care and the client journey, including reception, housekeeping, front of house skills
S5 Work as part of a team to support the barbershop	K15 Teamwork principles
S6 Use communication and etiquette that suits and is appropriate to the workplace	K16 barbershop culture, history, types of barbershop, growth, developments in services and technology, approach, recognition/ popularity K17 How communicate, behave /how to meet and greet clients/ client care principles and practices K18 Why effective communication is important for your Barbershop's business
S7 Identify from your client's previous records/history when available, any factors likely to affect services	K19 Identify the requirements of the client by questioning and observation
S8 Determine requirements, advise, discuss and agree the service with the client	K20 Visual aids for client consultation K21 When and how to determine and confirm client requirements
S9 Examine and analyse the hair, skin and scalp S10 Complete all relevant tests	K22 How to complete hair skin and scalp analysis for a barbering service including the identification of adverse hair and scalp conditions K23 Barbershop procedures and manufacturers' protocols, instructions in relation to conducting tests, how and when tests are carried out on hair, the importance of carrying out tests and the potential consequences of failing to do so K24 Hair characteristics: K25 Hair classifications K26 Direct and indirect cross- infection /How to recognise contra- indications that would prevent or restrict a service and the implications of Barbering services
S11 Maintain the client's privacy and comfort during a barbering service	K27 How to maintain the client's privacy and comfort during a barbering service
S12 Advise clients (new and regular) on services and products	K28 The type of advice and recommendations that should be provided to client during a barbering service
S13 Confirm services, products, duration and costs	K29 the types and range of services and products offered in barbershops, their duration and cost

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S14 Complete and maintain client records	K30 How to complete the client records used in your organisation and the importance and reasons for recoding consultations, gaining client consent
S15 Identify and report problems which cannot be dealt with to the relevant person(s)	K31 The types of problems that can occur that should be reported and the person to whom they should be reported and when to seek advice
S16 Provide advice and guidance on pre, during and post service	K32 the types of advice and guidance post service including home care, influencing factors damage
	K33 Basic science / basic structure of hair and skin /the growth cycle of hair
Prepare the hair for barbering services including shampoo, condition and treat hair	K34 How shampoos, tonics and conditioning products affect the hair and scalp, and the various effects of conditioning treatments
S18 Cutting hair using barbering techniques to create a variety of looks Including club cutting, scissor over comb, clipper over comb, outlining, freehand, layering, graduating, texturising, and razor cutting. S19 Create a range of looks and neckline shapes to include flat top, and uniform layer neckline shapes: square, tapered, skin fade, and full neck line	K35 How and when to use different cutting techniques and relevant tools and the effects achieved, weight distribution and working with the natural growth patterns of the hair, cutting angles and resulting weight distribution, balance and the degree of graduation K36 How to create a range of looks and neckline shapes
S20 Creatively restyle hair using a combination of barbering techniques	K37 How to creatively restyle hair using a combination of barbering techniques
S21 Create basic outlines and detailing in hair	K38 How to create basic outlines and detailing in hair
S22 Style and finish men's hair including the use of styling tools and equipment, blow dry, and finger dry	K39 How to style and finish men's hair -Current techniques for drying and finishing hair, drying and finishing products, tools and equipment available for drying and finishing men's hair
S23 Design, create and maintain a range of facial hair shapes including full beard, partial beard and moustache S24 Identify factors likely to influence the service	K40 How to Cut beards and moustaches to maintain their shape K41 How to create and follow a guideline for tapered beard lines, beard outlines and moustaches, how to cut different facial hair shapes using cutting techniques, beard and moustache shapes that do not require the use of razors, and create outline and detailing design in hair
S25 Provide shaving services including preparing the hair and skin for shaving, products, tools and equipment, PPE, full shave and partial shave including hot towels, lathering products, basic face massage, and finishing products	K42 How to complete a shaving service to include: the types of blades available, lathering products, the structure and function of the skin, the scalp/ and facial skin disorders commonly affecting men, lathering and the function it performs on the skin, in-growing hairs, and the effect of heat on the hair and skin. K43 The use of Personal Protective Equipment during a shaving service

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S26 Promote yourself, your organisation, products and services via a variety of social channels	K44 How social media can be used to promote yourself and your organisation K45 The benefits, restrictions and drawbacks of using social media
Option 1 - male grooming	
S27 Provide male grooming services including Indian head, removing unwanted hairs (waxing and threading), facial and skin care	K46 How to carry out a range waxing services including eyebrow, hairline, ear and nose K47 How to provide threading services K48 How to provide services to improve and maintain skin condition K49 How to Perform Indian head massage treatments
	K50 The range of temporary barbering and male grooming enhancements such as wigs, postiches, weaves, plaits, dreads, camouflage products, sprays, added hair, hair thickeners and tonics
Option 2 - Colour and lighten hair	
S28 Colour and lighten hair men's hair using a range of techniques including full head using temporary, semi-permanent, quasi-permanent, permanent colour application, and basic colour change (depth and tone) techniques	K51 How to prepare for colouring and lightening
S29 Resolve basic colouring problems	K52 How to resolve basic colouring problems
	K53 The principles of colour selection, how the natural pigment within hair affects the choice of colour and colouring products, the effect of different colouring and lightening products on the hair structure, and when to use the different types of lighteners and toners available

Behaviours

- B1 Demonstrate good verbal and non-verbal communication skills
- B2 Demonstrate professionalism and a passion for the industry: a commitment to quality and continuous improvement, a positive attitude and team working, work under pressure, observe time management and self-management
- B3 Facilitates safe working practices ensures safety of self and others, challenges safety issues
- B4 Maintains professional ethics: integrity, respect, empathy, client confidence, confidentiality and discretion

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Proposed Barbering Professional End-point Assessment summary	
Assessment Method 1 – Computer based, multi choice written test (online)	
<p>The Knowledge Test is an accurate way to test the apprentice’s underpinning knowledge that may not naturally occur in other assessment methods. These questions will consist of closed response questions (multiple-choice questions). The multiple-choice questions will have four options of which one will be correct. The questions must be varied to avoid the text becoming too predictable yet allow assessment of the relevant knowledge. Apprentices must have 80 minutes to complete the test</p> <p>Duties covered (knowledge only): D2: Barbershop health and safety, infection control, legal and organisational requirements, service protocols and manufacturer instructions (industry and legal requirements) D3: Determine requirements, advise, discuss and agree the service with the client (tests and science) D4: Shampoo, condition and treat hair and scalp (science) D7: Colour and lighten hair using a range of techniques (science)</p>	
Assessment grade:	Fail/Pass
Assessment method 2 – Observation with questions (only 3 apprentices at any one time)	
<p>Observation 1 & 2 – Cut and finish hair using barbering techniques to create a variety of looks (D2,D3,D4,D5,D6)</p> <ul style="list-style-type: none"> • Barbershop health and safety, infection control, legal and organisational requirements, service protocols and manufacturer instructions (D2) • Determine requirements, advise, discuss and agree the service with the client - hair analysis, tests and client records, health and safety, legal and organisational requirements, treatment protocols and manufacturer instructions (D3) • Prepare the hair for barbering services (D4) • Two barbering looks including: <ul style="list-style-type: none"> ○ Two of the neckline shapes ○ Two of the outline shapes ○ Used all the tools and equipment ○ Cut both wet and dry hair ○ Used a minimum of 9 of the techniques (excluding eyebrow trim) ○ One drying technique <ul style="list-style-type: none"> ▪ Used a minimum of 3 styling and finishing products ▪ used a minimum of one of the drying techniques using the relevant tools and equipment ▪ achieved a minimum of one of the finished looks • Provide aftercare advice 	1 hour 30 minutes
<p>Observation 3 and 4 - Cut facial hair into shape (D7)</p> <p>Two facial hair cuts using all relevant cutting techniques, tools and equipment including:</p> <ul style="list-style-type: none"> • A partial beard including moustache • A full beard and moustache • Basic outlining and detailing 	1 hour
<p>Observation 5 - Shaving services (D8)</p> <ul style="list-style-type: none"> • One full shaving service using all relevant tools and equipment including: <ul style="list-style-type: none"> • Used pre-shave and finishing product • Used lathering product and a lathering technique • Used all shaving techniques 	45 minutes
<p>Optional Duties</p> <p>Only one optional duty would be completed as part of the EPA, this would be selected during at the start of the apprenticeship</p>	
<p>Observation 6 - Option 1 - Colour and lighten hair using a range of techniques to create a variety of looks (D10)</p> <ul style="list-style-type: none"> • Colour or lighting product application on a minimum of 50% of head to change the depth and tone of the hair 	1 hour 30 minutes

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Observation 6 - Option 2 –Provide male grooming services –hair removal (D11) <ul style="list-style-type: none"> • male grooming consultation and skin analysis • male grooming skin treatment such as steam, exfoliation, mask • Remove hair from two areas using: <ul style="list-style-type: none"> ○ One waxing service ○ One threading service 	1 hour 30 minutes
Questions may be asked both during and after the observation. Activities not observed by the independent assessor during the observation can instead be covered by questioning after the observation, but these questions must be asked within the time period for each service.	
Total time for observation and questioning	4 hours 45 minutes
Assessment grade:	Fail/Pass/Distinction
Assessment methods 3 - Presentation (25 mins) with questions underpinned by a portfolio of evidence (20 mins), Total 45 Minutes	
<p>The rationale for this assessment method is the occupation involves extensive practical activity; a presentation with questions (1:1 conversation with no one else involved) will allow some KSBs which may not naturally occur in every workplace or may take too long to observe to be assessed and the assessment of a disparate set of KSBs. The portfolio which will underpin this assessment method will be developed during the on-programme stage. The portfolio of evidence is not directly assessed. It underpins the Presentation with questions and therefore should not be marked by the EPAO. EPAOs should review the portfolio of evidence in preparation for the Presentation with questions but are not required to provide feedback after this review of the portfolio.</p> <p>This assessment method will include:</p> <p>D1: Provide a positive customer experience, showcasing yourself, your organisation and the barbering industry (part)</p> <p>D9: Promoting yourself, your organisation, products and services using a variety of channels</p> <p>Optional Duties</p> <p>Option 1- D10: Colour and lighten hair using a range of techniques to create a variety of looks (part)</p> <p>OR</p> <p>Option 2 – D11: Provide male grooming services – (Indian head/ waxing /hair removal/skin care/ added hair)</p>	
Assessment grade:	Fail/Pass/Distinction
Total End-point Assessment time	5 hours 30 minutes (+10% IEPA discretion)
Overall Apprenticeship Grading Fail, Pass, Merit, Distinction	