



THE ORACLE

Oracle Training Newsletter - April 2010 - Issue 5

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EXCITING TIMES AHEAD IN 2010



Exciting times are ahead in 2010. Not only for everyone at Oracle, but also for the country. At some point this spring we will be gripped by the fight for number 10 (or maybe some of us won't even notice!).

Oracle is predominately a government funded organisation so we will definitely be interested in what all parties have to say about the future of education and training.

One change that is certain in the education arena; The government brought in legislation last year that would ensure that all 16- and 17-year-olds remain in school, training or on an apprenticeship until they are 18, but that only applies to children who turn 11 last year, and so does not effectively start for another four years.

It is interesting that the media have reported this as 'raising the school leaving age', leaving parents to presume that their children will have to 'stay on in the sixth form' in school. This is a misconception as Ed Balls, Secretary of State for Children, Schools and Families said;

"We do not expect every 16 and 17 year old to remain in the classroom – they will still be able to work, as long as they are learning too. This system is about creating real options for students so there is something for everyone."

Changes to school curriculums have been taking shape over a number of years now, with more 14 and 15 year olds doing 'vocational pathways' as part of their school time table. Last September saw the introduction of the Hair and Beauty Diploma Pilots and Entry to Employment will from August merge into a new framework that will allow individuals to create a pathway into employment or further education and training. Apprenticeships are currently being classed as the answer to many of the skills gaps throughout the country. It all sounds very impressive – or very confusing, depending on what your view point is!

Oracle has always promoted Apprenticeships and in this industry Apprentices are needed to support the day to day functions of Salons. Over the last few years the entry requirements for Apprentices have not been met by a large percentage of our applicants, this has led us to offer an Entry to Employment routes, which on the whole have been a success, leading to last year 42% of learners progressing onto Apprenticeships. This may never have happened simply due to their academic level, but now thanks to the patience and support of Employers, they are now successful Apprentices who are definitely Stylist/Therapists of the future.

The new pathway suggests that more individuals will be given these opportunities to progress, which in my opinion can only be a good thing. Again, in my opinion, a Work Based approach for young people wanting to enter our industry is the best option for them; let's hope that the career advisers in school agree and don't just advise them to 'stay on in the sixth form'!

Sally

ORACLE ENTERTAIN SCISSOR SISTERS



Oracle got an early kick start to 2010 in January when we entertained 2 International Stylists from GEN Ltd who are the company that own our Sister College in Japan in Shannon Beauty College.

The 2 Stylists enjoyed two days full on training in European Techniques followed by an in salon workshop of the very latest European colour techniques. The conclusion of the internship saw the 2 stylists spend a day of salon experience before heading to London to enjoy the sights. GEN LTD Director Shintaro Ide said "It was an amazing experience for the International Stylists, seeing and learning how things work in the UK was a huge learning curve for them. They learnt how the systems vary from Asia to Europe and this will help them to develop into better stylists.

I hope this is the start of more internship programmes this year between ORB and GEN LTD, while we look forward to entertaining your ORB Junior Stylist, later this year in Japan in the New Scholarship Programme".



A GUIDE TO CONTRACTS OF EMPLOYMENT

We are continually asked by Employers about Employment issues, specifically around Contracts of Employment.

Our usual response is to advise you to check out the Acas website at www.acas.org.uk which gives good up to date information on all Employment issues. We have been asked on many occasions by employers to do a 'template' of a basic apprenticeship contract that could be used initially for your

Oracle Training Consultants Limited. Initial Salon Contract of Employment for Apprentices.

To be completed on initial sign up at the Salon on confirmation of the Apprenticeship offer. Two copies signed, one for the salon and one to be retained in the learner's personal file at Oracle centre. NB: this is an initial contract of employment, it is the Salons legal responsibility to re issue a contract if the job role of the individual changes.

Name of the Apprentice:
Name of the Employer/Salon:
Start date of Employment:
State the Job Description: <ul style="list-style-type: none"><input type="checkbox"/> General duties to support senior stylist<input type="checkbox"/> General Reception duties<input type="checkbox"/> Good house keeping<input type="checkbox"/> Client care<input type="checkbox"/> Progression towards competency throughout your Apprenticeship Framework
Name of the Apprentices' direct supervisor:
Day of Training at Oracle will be:
Working hours in the Salon will be (not exceeding 35 hours on the Apprenticeship Programme): <ul style="list-style-type: none"><input type="checkbox"/> Monday - _____ please list hours<input type="checkbox"/> Tuesday - _____ please list hours<input type="checkbox"/> Wednesday - _____ please list hours<input type="checkbox"/> Thursday - _____ please list hours<input type="checkbox"/> Friday - _____ please list hours<input type="checkbox"/> Saturday - _____ please list hours Total hours per week, not including training day = _____
Your weekly wage will be: (Apprentice 16-18 years minimum wage for 35 hours is currently £95)
You will be entitled to _____ paid days holiday a year.
Your breaks will be taken:

apprentices at the beginning of their employment with you. We must stress that this template is a guide and has the basic suggested information needed within a simple contract for this current year. Employment law changes quite often and you are advised to still check the Acas website to make sure you have included what is required. You are quite welcome to use this format as a template and we hope that it will assist you in giving contracts within the first eight weeks of employment to your apprentices, as you are legally obliged to do.

If you have any questions about the form please do not hesitate to contact one of our senior managers.

Health and Safety: You are restricted to use any products or equipment until you have been trained to do so		
The Salon is an equal opportunity employer and supports Oracle Training Consultants Equality Policy.		
You have been inducted into the Salon and have been shown around the facilities within the Salon.		
Yes	<input type="checkbox"/>	No <input type="checkbox"/>
Reviews will take place with you, your supervisor and your Oracle Training Consultant every 12 weeks.		
Date of first review: _____		
Does the Salon have training nights? Yes <input type="checkbox"/> No <input type="checkbox"/> Which night? _____		
Staff meetings occur in the Salon every: _____		
Notice to end your employment needs to be given to your supervisor _____ weeks' before you intend to leave.		
The Salons disciplinary policy is: _____		
The Salon sickness policy is: _____		
The Salon smoking policy is: _____		
I agree with this contract of employment and the information given within it.		
Leamers name: _____	Signature: _____	Date: _____
Employer name: _____	Signature: _____	Date: _____
Oracle Rep. Name: _____	Signature: _____	Date: _____
NB: This contract is a suggested template for Salons to use initially with their Apprentices. Employers should keep up to date with any employment law changes and review accordingly. Oracle will not accept any responsibility for the use of this template.		
Jan 2010		

THIS YEAR'S ORACLE ACHIEVERS - 08/09

ACHIEVER	PLACEMENT	ACHIEVER	PLACEMENT	ACHIEVER	PLACEMENT
Rebecca Appleby	Salon 15	Rachel Gaughan	Chieffano's Unisex Hair Salon	Leann Reeder	The White Room
Kelly Victoria Barnett	Valentinos	Rebecca Glass	Salon 15	Alisha Roberts	Oracle
Katrina Batty	Tompkins	Hayley Goodwin	Panache Hair Studio	Rosie Robinson	Jah-Nay Hair Studio
Catherine Baugh	Lux	Natasha Greensmith	Pelo Benito	Louise Rodgers	English Rose
Anne Betts	Fusion	Kirsty Griffiths	True Reflections	Kelsey Rowland	House of Lindsey
Gabrielle Booth	Hairport	Emma Harvey	Lox	Kate Sadler	Jane Bennetts
Hannah Brabham	The Nail Salon	Claire Hays	Hair Works	Malaina Silvey	Mr Tonys Benettthorpe
Sarah Brown	Crop Shop	Sierra Jordan	Oracle	Becki Simmonite	Image
Chloe Carr-Barker	Stephen Jon's	Lauren Jowett	Cutting Room	Kellie Southwell	Shine
Charlotte Chadburn	Salon 63	Katy Kerrigher	Milanda	Louise Spowage	McQueen Hair Studio
Jade Clarke	Salon 51	Francesca Kettles	Peter Bird Hairdressing	Bethany Sturrock	Lux
Jorja Cook	Mirror Images	Rebecca Kirk	Kevin WInternational	Megan Tate	Euphorra
Lucie Cookson	Zax	Chloe Lawrence	En Vogue	Natalie Thompson	Ecohara Salon
Julia Coy	Elite	Amelia Layton	Dash-108	Nira Tilija Pun	Colloseum arm
Tara Crossley	Fusion	Adam Lee	Hair @ Porters	Kate Vardy	Andrew Jaxs
Cally Cusack	Oracle	Claire Lee	Self Employed	Kelly Wakelin	Jd's For Hair
Louise Dakin	Pink Orchid	Sally-Ann Maden	Elfin	Jenna Whinfrey	Donnas D'Main
Sarah Davies	Colloseum arm	Stephanie McIntosh	Decisions Hair Salon	Shauna Wilkin	Nickys For Hair
Gerran Day	Room 42	Harriet Muldoon	Dooneys	Lorraine Woods	Creative Touch
Chelsey Farrar	Oracle	Jordan Mullins	Chic	Lauren Worrall	Ultimate Hair and Beauty
Jessica Fisher	Wel-Don Hair Salon Ltd	Chloe Parfitt	Ginger	Deanne Wright	G K Style
Megan Fleming	Dn5 Hair Design	Lisa Pickersgill	Oracle		

a big congratulations
to you all

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 Sheffield Centre, Units 2 & 3, Corporation Building, 39/41 Snighill, Sheffield, S3 8NB
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