



The Magazine for State Registered Hairdressers

The Hair Council

A.S.P

AFFINAGE
SALON
PROFESSIONAL



NEW TO INFINITI

6 SUPREME BLONDE TONERS



3 COOL

SUBDUE WARMTH
CREATE SUPER
COOL BLONDES



3 WARM

ENHANCE WARMTH
CREATE SOFT
DELICATE TONES

ALL FULLY INTERMIXABLE
FOR BESPOKE, MULTI-TONAL,
BEAUTIFUL BLONDE RESULTS



ENHANCE BLONDES

NEUTRALISE UNWANTED TONES

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The logo features a stylized red infinity symbol or swirl above the text "COLORZOOM". "COLOR" is in a smaller, black, sans-serif font, and "ZOOM" is in a larger, bold, black, sans-serif font.

WWW.GOLDWELL.CO.UK/COLOR-ZOOM-2019
#REMIXREALITY

GOLDWELL



Welcome to 2019 and your first magazine of the year! Where has the time gone – we're already well into the New Year and as busy as ever!

One of the many exciting things happening this year is the launch of our first ever Barbering Student of the Year competition. This, alongside our Hairdressing Student of the Year competition, will be held at Salon International in October.

With our monthly newsletter which brings you the latest news, our competitions, the results of our Economic Impact Survey being released in the summer and much more to come, it is vital we keep in touch with you all, so ensure I have your up-to-date details. Contact me on sue@haircouncil.org.uk with your email address.

And don't forget to check out our social media - a place where our community comes together!

Susan x

Susan Scott
Business Manager



@hairandbarbercouncil



@hairbarbcouncil



Hair & Barber Council



Hair and Barber Council

Front cover: Tristan Eves artistic team, Petworth

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Members clinch industry awards!

Huge congratulations goes to Steven Smart and Robert Masciave who won awards at the British Hairdressing Awards, sponsored by Schwarzkopf Professional.

Steven, from Smartest:73 in Weston-super-Mare, took home the Wales & South West Hairdresser of the Year trophy for the second time, while Robert from Metropolis, Kingston-upon-Thames, clinched the Southern Hairdresser of the Year title, also for a second time.

Sally Brooks was named British Hairdresser of the Year for a second consecutive year – looks like two is the magic number!



A new era in creativity

An exclusive gathering in the heart of London saw the launch of Hairdotcom, a brand new artistic team.

The brainchild of Ashleigh Hodges and Craig Chapman, Hairdotcom brings together hairdressers from across the globe to work together – and the team has already been finalists for Artistic Team of the Year.

They work on everything from education for brands to work on TV show, *The Voice*, as well as celebrity hair and make-up for film festivals and beauty campaigns.

Ashleigh has also taken on the role of Chair for our Junior Council, so watch this space for news on what this talented young team are doing.

CELEBRATING 10 YEARS OF STYLE IN SURREY

Surrey-based Academy Salons in Claygate celebrated its 10th anniversary recently with a Best of British-themed apprentice competition.

The salons – Claygate, Cobham, Esher, Hersham and Weybridge – saw teams of three presenting pop culture-inspired models. Each team was judged on hair,

make-up and moodboard.

Owner Salv Mule, said: "It was lovely to celebrate Academy being in Claygate for 10 years. This was our third salon opening and we're now a group of five and continue to grow. It's evenings like this, when we come together to support our youngsters, that make it all so special and worthwhile."



Tickets available for Hairdresser's Charity Ball

Following the success of the event last year, the Hairdresser's Charity will be hosting the 2019 Charity Ball on 4 March at the Grange St Paul's Hotel, London. Tickets cost just £160 and include a three-course dinner, goodie bag worth £50 and a stunning catwalk show. Order your ticket by calling 01234 831888 or email info@thehairdresserscharity.org

ANNE VECK REVEALS NEW COURSE DATES

Award-winning hairdresser Anne Veck has revealed her training dates for 2019 – with exclusive offers for Hair and Barber Council members.

24 Feb - Focus on the bride

31 March - Advanced bridal hair styling

23 June - Vintage Me

To book quote your membership number and call 01865 744612 or email keith@anneveckhair.com

ARE YOU UP TO DATE?

2018 was a fast and furious year for the Hair and Barber Council and 2019 looks set to be just as busy. So are you getting our monthly newsletter? Make sure we've got your correct email address to receive all the news, views and special offers. Send your email address to sue@haircouncil.org.uk

Comprehensive industry report due in 2019



Following the success of the Welsh Economic Impact Assessment, the Hair and Barber Council has joined forces with BABTAC to produce the same report for England, Scotland and Northern Ireland – the only conclusive report into the value of the UK hair and beauty industry.

Research has begun, with final reports expected

in March, ahead of a launch in Parliament in May. Once finished, the report will deliver definitive figures for the economic value of the hair, barbering and beauty industry in the whole of the UK. Keith Conniford, CEO and Registrar, the Hair and Barber Council, comments: “The new report,

which is compiled by expert research teams, helps to determine a credible value. In turn, this will provide powerful and compelling information to gain UK Government support for the industry.

“It is our hope that it can be used to underpin the campaign for self-regulation, and change the Act of Parliament to be mandatory.”

Apprentices wow at salon competition

Kingston-upon-Thames salon, Headquarters, held its annual apprentice competition with a special Indian Summer-themed evening.

Participants presented their creative moodboards and sourced models and outfits before being judged by Errol Douglas MBE, fashion blogger Mary Forester and Julie Allen from Jools PR.

Winner Louis King presented a woodland fairy with horns, tumbling curls and crumbled gold leaf and ivy.

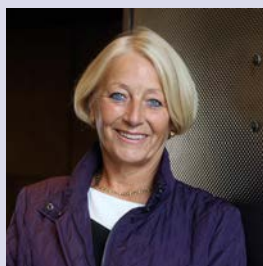
Owner Victor Pajak, said: “I was so proud of these amazing young members, they all gave a passionate and hugely creative presentation.”



Council Member Shirley Davis-Fox MBE steps down

Shirley Davis-Fox MBE has been an active member of the Hair Council since 2011. She tells us about her decision to step down.

“I remember fighting for a place on Council for many years as I knew that it would be the only vehicle to call for change in our sector amongst politicians, the public and within the sector itself, especially with young hairdressers and those just starting out with their training. During my



time on the Council I have been involved in securing and leading some ground-breaking projects; researching the Economic Impact of the Hair & Beauty Industry on the Welsh Economy, working with a public relations company, Connect, and engaging them to commit to our cause and working on the Hair Council's Public Affairs and Communications strategy with them; establishing the All Party Parliamentary Group (APPG); securing a Welsh-based firm of lawyers working pro-bono for us; increasing the Hair Council's membership register by registering almost 800 of ISA Training's Level 3 apprentices; raising our profile politically both in Westminster and Wales and securing funding from Cardiff University's Q Step programme to roll out the EIA Project UK wide.

The last 12 months have been very difficult for me personally and I feel unable to continue to be work-

ing at the level and pace as I would like and so with a very sad heart I recognise it is time to step down. Of course, I will honour my commitment to lead the EIA UK project to its conclusion and its launch in Westminster in May. I will attend my last Committee meeting in February.

I will miss the many personal and professional relationships that I have developed. Indeed the support, acknowledgement and thanks I have received from the Welsh network makes this decision even harder to take. Of course, I will also miss seeking out those who need educating on the challenges facing our professional and dynamic industry!

I am extremely proud of the part I have played in the journey over the last seven years and I really wish you all the success in the future. I know, under the leadership of our CEO, Keith Conniford, you will go from strength to strength.”

British Hairdressing Awards, sponsored by Schwarzkopf Professional

When: November

Deadline: 21 June

www.hji.co.uk



British Hairdressing Business Awards

When: September

Deadline: 14 June

www.hji.co.uk

Colourworld

When: 19-20 May

Where: MC Motors, London

www.colourworlduk.com



Goldwell Color Zoom

When: UK Final July; Global Zoom Final September in Vienna

Deadline: 31 May 2019

www.goldwell.co.uk/color-zoom-2019/

HJ Live

When: 24-25 February London; 13-14 October Manchester; 20-21 October Dublin

Cost: Free

www.salonexhibitions.co.uk

Make 2019 your time to shine!

Pro Hair Live

When: 24-25 February

Where: Manchester Central

Cost: Free

www.prohairlive.co.uk



Salon NV's Scottish Hair and Beauty Awards (SHABAs)

When: September

Where: Glasgow

www.scottishhairandbeautyawards.com

Salon Business Awards

When: 10 June

Deadline: 31 March

www.salonbusiness.co.uk/awards

Salon International

When: 5-7 October

Where: ExCeL London

www.salonshow.co.uk



Wella Trend Vision

When: 30 September

Deadline: Midday 20 March 2019

www.wella.co.uk/trendvision



Hello and goodbyes!



A very happy, prosperous and successful New Year to all our members, sponsors, stakeholders and friends, and welcome to the first edition of the Hair Council/ Barber Council magazine for 2019.

While the prospects for our cause towards mandatory registration for the hair, barber and beauty industries during this year are extremely positive, unfortunately it will be tinged with sadness as well.

Many of you will know our committee member and political director/lobbyist, Shirley Davis-Fox MBE, a hugely proactive member of the Hair and Barber Council, who has worked tirelessly these past 11 years to support the Council and myself.

Very sadly, due to personal circumstances, Shirley has decided to step down as an active Council member from February. She tells us why on p7. To say she will be sadly missed is a huge understatement! Her tenacity, commitment, passion and overwhelming desire to get Government to at last view and respect our industry as the professionals we are, cannot be put into words. Politically driven, but with a huge commitment to the hair, barber and beauty industry, Shirley is truly a one off, and someone I personally will miss enormously.

In the three years that I have known her, I have developed an overwhelming respect for Shirley, and I believe the industry as a whole will be the worse for her stepping down.

On behalf of all our members, the Hair Council, the Barber Council and all our stakeholders, we wish Shirley every happiness moving forward in whatever she chooses to do. Sincere thanks for everything Shirley; life will not be the same without you.

2019 will also see our Economic Impact Survey completed and for the first time we will have a true value on the hair, barbering and beauty industry. While there are many other companies professing to be carrying

out surveys on behalf of the industry, we are the only organisation with a mandate from Government - so if we work together, we can really make a difference!

This year we will be working with our Hair and Barber Champions to help our voice be heard and encourage hairdressers and barbers across the country to join us. Different to ambassadors, our Champions will do exactly that; work with us to champion the change in perception of our industry to politicians and the public, while supporting us at Government level. So keep an eye on announcements soon on who our Champions will be!

I'm also delighted to announce session stylist Ashleigh Hodges will be the chair of our newly-formed Junior Council. Ashleigh will work alongside the young team to spread the word about State Registration to a new generation of hairdressers and barbers. Ashleigh is passionate about raising standards and perceptions of the hair and barber industry and we're delighted to have her on board!

So what a busy start to the year we have and we've got lots more planned! Make sure your email address is up to date with us to ensure you get all the latest news!

Keith Conniford
CEO and Registrar



Celebrate Your Skills and Become A Master Craftsman

Whether you are a hairdresser or barber, you can join the prestigious ranks of Master Craftsman. The accolade is a celebration of the skills and qualifications that you, as a true professional, have achieved in your career – a recognition of real craftsmanship.

Join industry names such as Andrew Barton, Inanch Emir and Mike Taylor and become a recognised member of your craft. It's a great talking point with clients and will help elevate the perception of the industry.

If you have been a State Registered hairdresser or barber for at least two years and have management or teaching experience, you may be eligible to become a Master Craftsman in Hairdressing or Barbering.

The accolade is the perfect way to demonstrate to your peers and clients that you are among the cream of your profession.

The Master Craftsman Diploma is available in four formats

- Acrylic plaque in a modern acrylic frame
- Diploma in Hairdressing in a specially-made frame
- Silver metal plaque on a black mount in a high-quality silver frame
- Burnished Brass Plaque mounted on faux dark wood



For more information on how to become a Master Craftsman, contact the Hair and Barber Council on 020 8760 7010



Karen Leighton



Raymond Simons

CONGRATULATIONS TO THESE NEW MASTER CRAFTSMEN

Karen Leighton, Cannock

Sarah Anne Copeland, Annan

Lizzy Stone, Portishead

Haider Alsohaini, Birmingham

Arron O'Halloran, Ryde

John Hamilton, Falkirk

Yang An, Hong Kong

Russell Mannering, Leigh-on-Sea

Kwok Keung Wong, Hong Kong

Sze Lok Chan, Hong Kong

Kai Cheung Chan, Hong Kong

Chi Sau Patrick Chu, Hong Kong

Raymond Simons, Glasgow

Michelle N Dixon, Essex

Carol Beck, West Sussex

Carlo Capasso, Ipswich

John McAuley, Grangemouth

Mark Fleming, Maddiston

The Hairdressers' Charity Ball

MONDAY 4TH MARCH 2019 | 6.45pm TILL LATE
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Join us for a night of inspiration, dinner and dancing.
Supported by our industry's finest, it promises to be an evening not to be missed.

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Price includes:

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Runway hair show, dancing and awards.

Purchase your tickets by calling
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For more information go to
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Janet Maitland



Tell us about your journey.

I started hairdressing in 1972 when I was 15 years old. When I was 19, I went to work on cruise ships for a year before opening my first salon in 1979.

I now own three hair and beauty salons in the Durham area. I am an ambassador for Schwarzkopf Professional's corporate social initiative Shaping Futures, which offers incredible training and in 2018 raised more than £21,000 for underprivileged young adults wanting to enter hairdressing to change their lives.

Did you always want to be a hairdresser?

No, initially I wanted to join the Wrens and follow my father's military background, but he discouraged me. My parents encouraged me to go for a job at a local, prestigious salon so I started there with no qualifications. My mum said if you're going to be a hairdresser, then make sure you are a good one!

What have you learnt over the years?

Put your investment into property rather than rent; when it's paid for you can pay your team more and really invest in luxurious surroundings for your clients.

Remember, people will come and go so always offer them training and exciting opportunities so they want to stay with you. Put yourself in their position when you're making a decision - remember what it was like when you were an assistant/young stylist.

You've recently joined the Hair and Barber Council, why was it important to be State Registered?

Registration is important to team members as it empowers them and gives them pride in what they have achieved. To be successful, a good hairdresser needs to know and retain a vast amount of knowledge; the registration process acknowledges this and the professionalism of

our industry.

Salon registration will become increasingly important for clients who demand the best and recognise skill and professional practices. It will be another deciding factor when they choose a

salon in this increasingly competitive market.

What has been your greatest achievement?

Winning British Hairdressing Business Awards Business Director of the Year 2018. I was the first solo woman to win it and the first North Easterner too - but I'm not finished yet!

What advice would you give other hairdressers who want to be as successful as you?

Train, train, train! Make it your life - if you can make a living out of something you love doing (which I do) then you are a very lucky person indeed. Look back over the decades of fashion and music - what goes around comes around.

Network with other salon owners and learn the basics of financial management so you know what's happening in your business and control your overheads and improve your turnover. It takes time - but every aspect of business needs to be managed and monitored to ensure success.

It's a good idea to invest in a company who can advise you on HR and Health & Safety so you feel secure and protected as you grow.

I would recommend a salon management system to keep your salon organised and you informed of performance.

What do you think are the biggest issues facing the industry and what can we do about it?

I think some of the biggest issues are the challenges facing every high street in the UK. Staff salon hopping is also right up there. Make sure your team members feel valued - be flexible with their requests whenever possible and share opportunities with everyone in the team.

The future starts here!

Say hello to our Junior Council - the next generation who believe State Registration is essential for the safety of our industry!



Tegan Robertson
Tutti Fruitti London

I'm a flamboyant hairstylist who's obsessed with colour! I've been hairdressing for nearly four years and am super-passionate about our industry. I've always been a people person and I love chatting and being able to make people happy every day. It's great that we can make a difference in people's lives. I love that we are able to express our creativity and I love the passion that collectively we share for our job. Being State Registered takes our professionalism to the next level. There's a lot of hairdressers in this country and little things like being registered really sets you apart. It shows how serious you are about your career.



Jamie Williams
Bauhaus, Cardiff

I started hairdressing nine years ago. Hairdressing is not a job for me, it's a lifestyle. There's something special about being able to create your work on a person. This industry is constantly evolving, with no two days the same. I love the fact that the industry is like a community and not just a place of work. It's important to be State Registered because it allows the industry as a whole to elevate our professional standards, by registration and regulation. It gives the general public a greater understanding on how we should be perceived, which will in turn give our industry the recognition it deserves.



Laura McComish
Skyler London

I'm a mixologist at Skyler London and am in training to go on the salon floor as a colour specialist. I love learn-

ing from other stylists, asking them why they're mixing certain formulations, watching them work and picking up new techniques. I love the community of hairdressers in the industry, particularly in London. So many hairdressers know each other and are willing to support each other. Hairdressers just want to see their colleagues grow, you don't get that anywhere else! We need as many people as possible to become State Registered and join the fight for regulation of our industry - this will gain hairdressers and barbers the respect they deserve and encourage others outside the industry to view us as professionals.



Ellie Holehouse
Objet D'art, Greater Manchester

I started hairdressing five years ago and have loved every second since. I love that every day that I walk in the salon I'm faced with a different challenge. No two days are the same; this keeps me excited about my work and the feeling of making someone feel better about themselves through the art of styling hair is indescribable. Thanks to my skills, I can take my trade anywhere in the world. The options are endless; from education in colleges or from the comfort of your own salon to owning your own business. How lucky are we! In any trade, being seen as a professional is vital and it's important that our industry is recognised in this way. By becoming State Registered you are protecting your own career and helping those in the future.



Jessica Hill
Stag Barbers Hollingworth, Manchester

I started as a ladies hairdresser from the age of 16 and when I turned 19, I did a barbering course and realised I much preferred the work and atmosphere you get in a barbershop, so four years after completing my men's qualification I'm so happy in my job. The best part has



to be the social side - meeting every different kind of person and hearing their stories. The main reason I chose a career in hair is because I loved giving people that little confidence boost you can only get from a good haircut and an uplifting chat. Working within an industry that is constantly changing is a really exciting thing to be a part of. Styles are always changing and you never know what's coming next, I love how progressive the hair industry is and how creative I can be on a daily basis. I believe State Registration is important as it shows your peers and clients you've trained professionally and gained recognised qualifications. It gives your clients a confidence in you that you can't get just by learning at home.



Niall McNulty

YK Hair and Beauty, Nottingham

I've been hairdressing for eight years now which has gone by in a blink! I'm a director and salon manager, as well as part of the Matrix education team. What I love

about this industry is never feeling like you're at work, it's so varied! Seeing your client happy that you've created just what they wanted is an amazing feeling that you can't describe. And for anyone just starting out in this industry; it can be tough making your way up the ladder, but make sure you're surrounded by like-minded people who love to share and make sure you just absorb as much as you can.



Natalia Antypa

Hair by Jones, Monmouth

I am very lucky as I have found a career that I love. Every day is about being inspired and inspiring other people and making clients feel good about themselves. No other job is as creative as hairdressing - we get to see where a trend has come from and follow its journey. Hairdressing is about constantly moving, progressing and adapting. The biggest issue facing our industry is social media - it can be great if used properly, but also has its downsides.

Cut Through the Colour



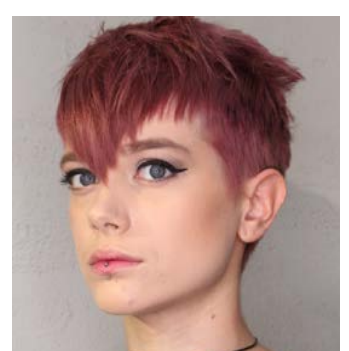
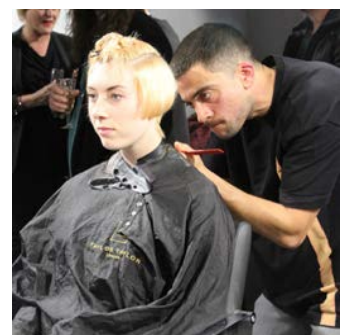
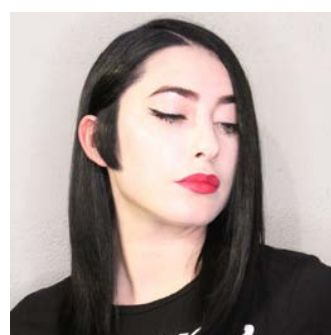
The Hair and Barber Council pop-up event inspired and educated

November saw the Hair and Barber Council's fourth pop-up event, Cut Through the Colour, held at the state-of-the-art Mazella & Palmer Academy in central London, which not only inspired guests but reinforced the work that the Hair and Barber Council undertake.

The event, sponsored by Goldwell and organised and compered by Penny Etheridge, saw top stylists talk about cut, colour and styling techniques that pushed the boundaries in an up close and personal setting. While Jean-Baptiste Mazella and Fanette Dautemer from Mazella & Palmer demonstrated looks from their AW18 Ombré Rouge collection, Ross Cosgrove from Not Another Salon presented a dishevelled lilac Eton crop, alongside Ben Grace from Taylor Taylor London, who showcased an interesting remix of internal platform movement.

Jordanna Cobella presented an ice-cool Tilda Swinton-inspired look on her beautiful model, playing with dimension and depth.

Hair and Barber Council Registrar, Keith Conniford, said: "As an industry, it's never been so important that we work and join together to raise perceptions of this incredible career, be seen in a professional light and raise the standards of the industry throughout the UK."



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THE CHAPEL



The latest salons in The Chapel portfolio are a sight to behold - an old church in Marlow and a 3,000sq ft space in Horsham.

"Our aim with all our salons is to be quirky and unique, whilst feeling like they are part of The Chapel brand. "We've aimed for a boutique 5-star hotel vibe with open and relaxed space for the ultimate pamper and me-time for our guests," explains co-founder Toby Dicker. "The right

setting for our salons is crucial to creating that special environment that makes us different. That is why sometimes our property search can last for years. Finding the right building is actually as important as the location." In fact, Toby and wife Amanda spend many years waiting for the perfect premises to become available. There are now five Chapel salons - Tunbridge Wells, Islington, Marlow, Horsham and Verbier in Switzerland.

The company are Hair and Barber Council Corporate Members and believe it's important hairdressers have a unified voice. "Consumers are more savvy than ever before and they know they are visiting a registered hairdresser with the right experience, training and qualifications."

Curl's World



Zoe's top tips for natural curls

- 1 Don't tong all over, only take random sections.
- 2 Alternate directions with the tong - over and under, then under and over.
- 3 Brush gently through the ends for a soft finish otherwise you can have a ropey, twisted finish.

Zoe's top tips for styled curls

- 1 Blow-dry through the roots, and tong through the mid-lengths and ends only.
- 2 Alternate tonging directions for a beachy effect.
- 3 Tong in the same direction for a more glamorous finish.

There's one trend that is set to take over 2019 - and it's the curl. And while beachy, mermaid waves are the favourite of celebrities and clients alike, 2019 sees the return of soft, shiny curls.

ghd has created a curl menu using its curve creative wand - a selection of easy-to-wear waves with modern techniques for soft, feminine curls.

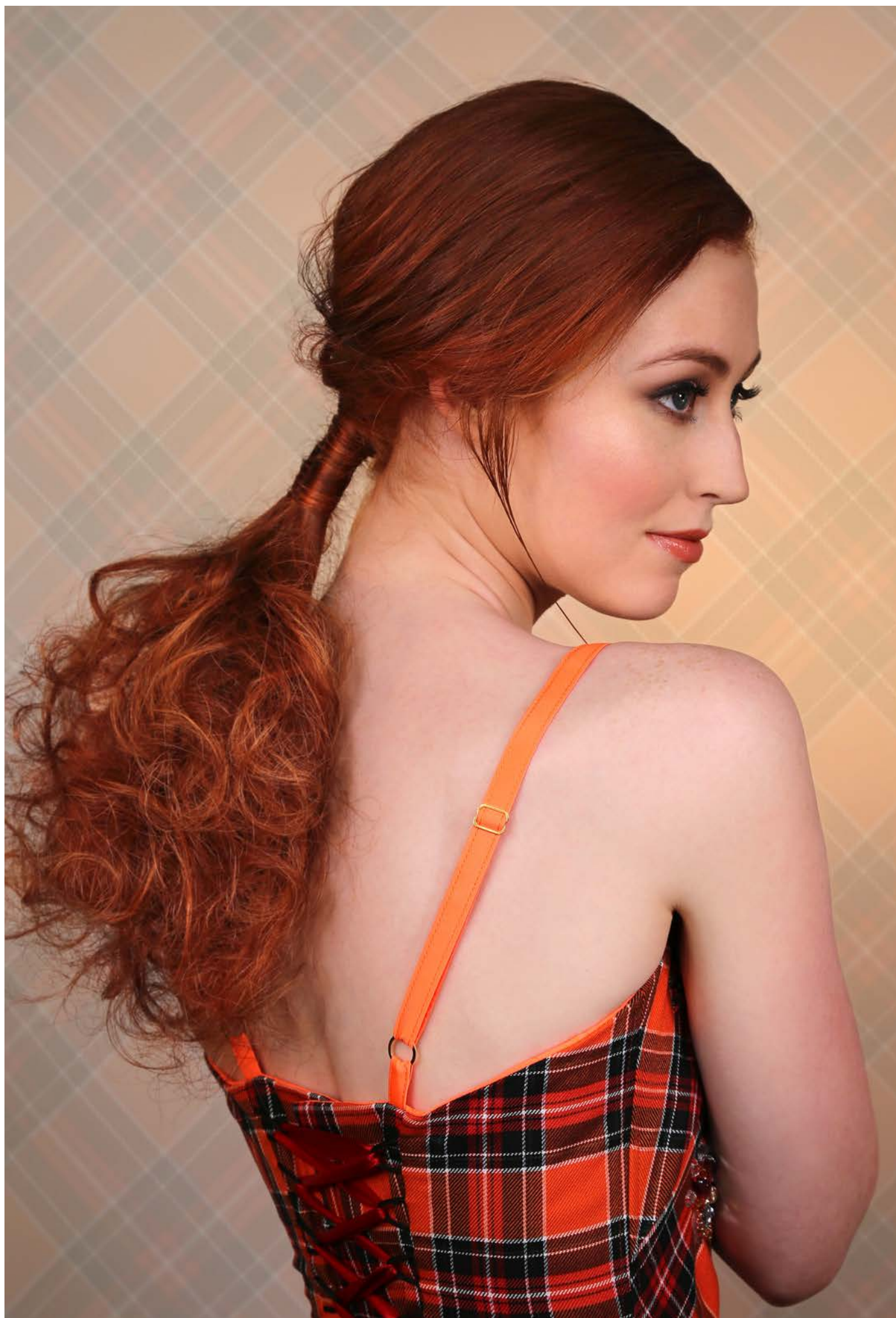
"The silhouette for waves is leaner,



not as bouncy as before but with a bit of volume through the roots," says UK brand ambassador Zoe Irwin. "It's about a gentle movement with a more luxe finish."



The new menu includes four finishes - The Classic Curl, The Glamorous Curl, The Beachy Curl and Hollywood Waves. "The way we create glamorous curls or beachy waves is very different to a few years ago. 2019 curls are more airy, less structured. Shapes are more rounded with a polished finish. Movement used to be taken away from the face, but the cool girl wants her wave coming forward. This makes it look thicker through the front and softer round the face," Zoe adds.



HERITAGE



Hair: Patrick Cameron

Make-up: Alison Chesterton

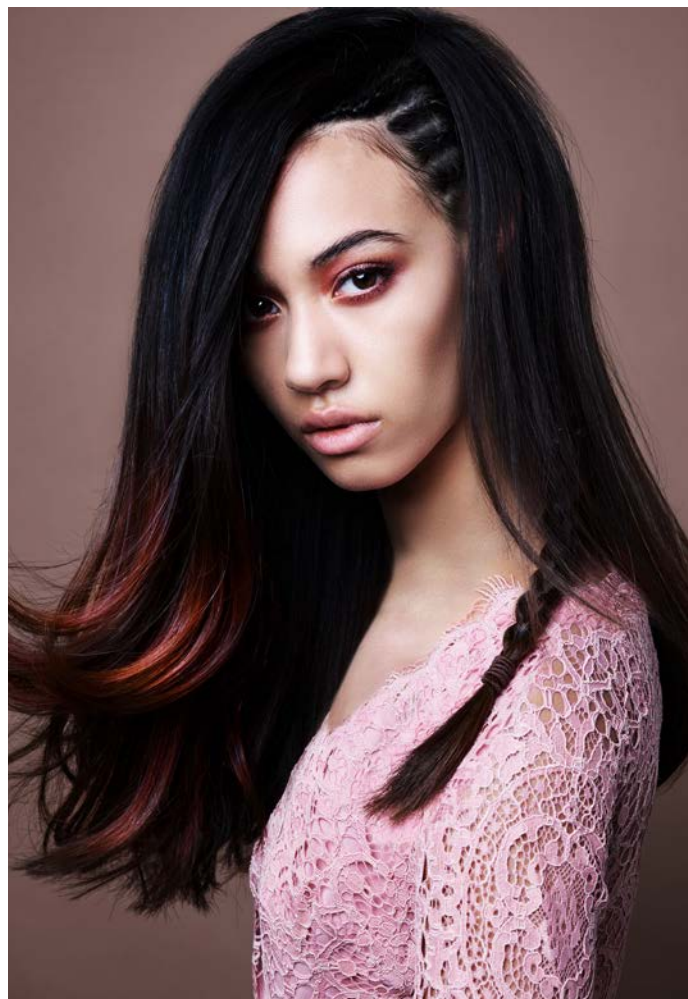
Couture: Marco Erbi

Products: Wella Professionals

Photographs: Marco Erbi



Hair: Tristan Eves artistic team,
Petworth, West Sussex
Make-up: Maddie Austin
Styling: Christopher Heeney
Photographs: Jamie Blanshard





La Dolce Vita





PRECIOUS

Hair: Anne Veck at Anne Veck Salons, Oxford
Assisted by Cassie Jennings
Make-up: Morgan Defre
Products: Revlon Professional
Photographs: Desmond Murray



Dress Codes

The Government has recently published guidance about dress codes so time to look at the law.



Some salons have a strict and detailed uniform policy and supply the uniform that must be worn. In this case there is a need for rules, such as the period before replacements are issued, what happens when the uniform is damaged and returning the uniform on leaving.

Of course, if there is a uniform that **MUST** be worn the employer normally provides it. When the employee also has to contribute to the cost, a number of employers have fallen foul of the minimum wage regulations. This is usually where a weekly deduction from pay has meant the employee effectively has been paid under the minimum wage.

In other salons, there is a much more flexible position and there is a more general dress code or no restrictions at all, promoting individuality. Dress codes often indicate what **ISN'T** acceptable, such as no trainers, more than defining what must be worn.

The new ACAS guidance provides useful information for you to review whatever you have in place.

It indicates:

- A dress code is a set of standards that employers develop about what is appropriate for employees to wear to work and can be a legitimate part of an employer's conditions. Personally, I wouldn't put it in the contract. I would put it in your salon or workplace rules as it's the sort of area where there will be regular changes.

- Dress policies for men and women do not have to be identical, but standards imposed should be equivalent.

- It is best to avoid gender-specific prescriptive requirements, for example the wearing of high heels, make-up, manicured nails or certain hairstyles, is likely to be unlawful.

A dress code could be dangerous and discriminatory,

such as asking women to wear high heels, because it treats women less favourably than men. Whereas a dress code which, for example, allows both men and women to wear trousers in the workplace, is quite acceptable. You must also beware dress

codes that could lead to harassment by colleagues or customers. Consequently, any requirements on women to dress in a provocative manner are likely to be unlawful.

The national guidance suggests that "any requirement to wear make-up, have manicured nails, wear hair in certain styles or to wear certain types of skirts is likely to be unlawful, assuming there is no equivalent requirement for men". A dress code that requires all employees to 'dress smartly' would be lawful, provided the definition of 'smart' is reasonable.

There may be circumstances where you make an exception to your dress code to accommodate the needs of a disabled employee. Similarly, many salon owners agree to relax the dress code for pregnant members in the latter stages of pregnancy as part of their risk assessments.

You might have a dress code relating to tattoos and piercings, requiring them to be hidden (tattoos) or removed (piercings). Is this out of date nowadays? We know one in three young people have a tattoo and almost half of women aged 16-24 are estimated to have a non-earlobe piercing.

A lot of this is common sense and dress codes should be written down and changed when appropriate.

David Wright offers HR support to small businesses, with Contracts of Employment tailor made for your business. Hair and Barber Council members receive a special price of £250+vat
For more details contact 07930 358067 or email info@davidwrightpersonnel.co.uk

DECEPTION



Hair: Mitchell Gough,
Hensmans
Grooming: Paula Racabarren
Photographs: Wayne Lennon



Hair: Jonathan Andrew
Photographs: Ash Martin



WANTED





Damien Owen

London Town Barbers

How did you start your career as a barber?

I started as a lather boy at the age of 12 on a Saturday, then I left school to become an apprentice. I wasn't academic at all and just wanted to be a barber. Then in 2007 I moved to London from Devon and opened my first shop. Unfortunately I expanded too quickly and with a few problems I let the salons go and now have one shop in Barnstaple in north Devon.

What do you love about your job?

I am a traditional barber and love what I do. I love my clients old and new as I believe I have helped each one in different ways. I love the way everyone shares their passion – I was honoured and humbled when Adam Sloan from The Men's Hairdressing Federation gave me the ambassador role of Fellow, and I was invited by City & Guilds to be on the barber board. It's all about sharing our knowledge.

What do you love about the industry?

I feel there are more negatives than positives at the moment, but I know that doing the right thing can bring that sparkle back to the industry and the shops. This is partly why I became State Registered - to bring back the basic but most important things to our trade.

What is a typical week for you?

I start work from the moment I open my eyes to the moment I go to sleep. I never switch off, which my wife and kids are always moaning about!



What advice would you give to young barbers?

Don't believe the hype you see on social media. To earn money you have to work the hours and work for your clients. Never open at silly times, keep it consistent. Always be courteous and show compassion and always listen.



What are the issues facing barbers today?

People think they know everything but they don't. Instafame has made so many uneducated people believe they are experts. There are also companies trying to be things they're not – so we always need to do our research and look at the pedigree of the company. We don't want people jumping on the barbering bandwagon. Your money is in your business, not the fame game.

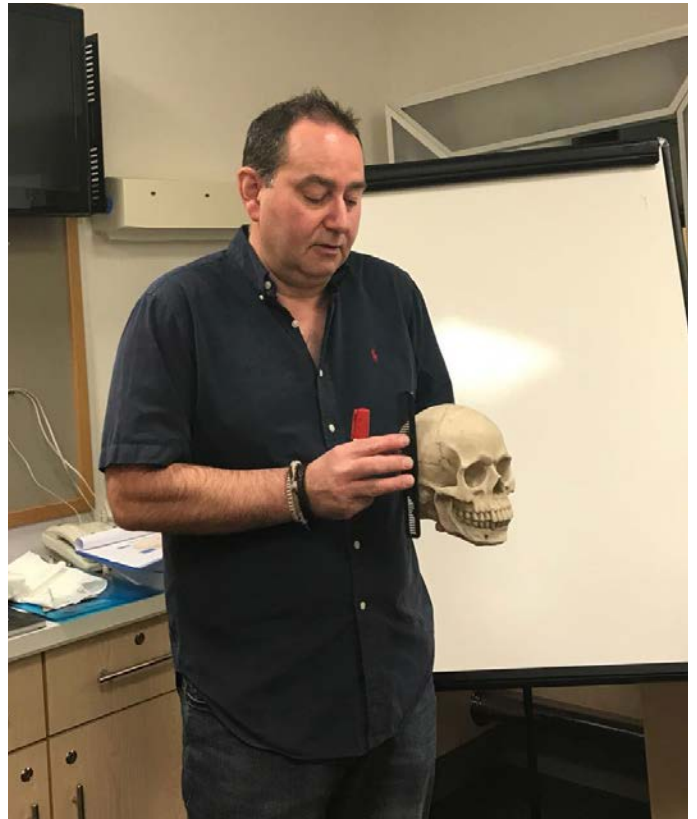


Why is it important to support the Hair and Barber Council?

Everyone thought I was against the Hair and Barber Council but I was only asking the questions that the normal barber on the street ask. After seeing what is going on in the industry I want my clients to see that I'm doing everything I can to give them the best I can, so my business became State Registered.

I believe it's important for the clients to see that all the money I put into my shop has a foundation. It is our duty to act, then understand why the council is helping us put the right foot forward.





LIFE BEHIND THE BLADE

Film barber and educator Richard Jones

How did you get into film work?

It was through a former colleague of mine, Paul Mills, at Barnfield college in Luton. Back then it was one of the very few places to run an NVQ in barbering. Paul now works for VTCT, and was setting up a course at a private college at Shepperton Studios on Hairdressing & Barbering.

What is a typical day for you?

Being involved in the media has really opened my eyes to the different challenges faced by the people who work in it. Teaching barbering within that isn't the same as teaching a group of hair students. The students I teach don't want to be barbers, but they have to know how to cut hair for continuity, or be camera ready. I am often taking photos when I watch TV, so I can show the make-up artists what they should be doing to make men look better on camera.

A day can involve me delivering theory, demonstrating men's haircutting or running a practical session. It's important for the students to know enough barbering, because studios don't generally employ

hairdressers or barbers. They will expect the make-up artists to be multi skilled. Hair will need to be cut for continuity, and if the production is a period drama, then the make-up artists will have to cut all the extras hair too.

What do you love about your job?

When I am at Sky TV or Brushstroke, I feel really valued as a barber. Our job isn't often seen as being important, or highly skilled. But the students are so grateful, it makes me feel valued as a barber, and realise what an important job I do.

Why is the Hair and Barber Council important?

Mandatory State Registration is one of the most important issues within our industry right now, and if we are to make our profession credible, then regulation is the way forward. Wage rises, guaranteed employment, workers rights - none of this is happening and without it we won't keep enough good people in the industry long term.

Business owners are opening new shops, with expensive interiors and nice chairs, yet they don't invest in the most important ingredient, people!

SPOTLIGHT ON..



Name: Richard McIlvenny

Salon name: Maverick Hair Studio

How long have you been in the industry: 24 years

What do you love about the industry: It was an arranged marriage for me, as my mum was a hairdresser and she pushed me into the industry. From that day I was like a sponge. So the thing I love the most is the ever changing part of what we do.

What are the popular men's styles in the salon: It's still fades and pomps, with French crops popular too. There's also a move towards more mod-inspired hair to get the straight razor working.

Why is being a Hair and Barber Council member important: The Council is so important to our industry to give us a voice and help legitimise our industry. I think everyone should be registered as a UK standard.

What's your 2019 ambitions: For 2019 my personal ambitions are to keep learning and working on areas of my hairdressing that I feel are weak. As well as barbering I also have a hairdressing clientele and I've never been a hair-up artist so this area is where I will be focusing on this year.

Grimsby Barber Making Headlines with Local MP

A North Lincolnshire salon owner has raised the issue of State Registration with her local MP - who was aghast at the lack of regulations within the hair and barber industry.

Rebecca Wright, owner of BEX Barbers in Grimsby, has asked her local MP to speak up for hair professionals and fight for mandatory registration in Parliament.

Rebecca, who has more than 23 years experience, believes hair and barbering needs to be taken more seriously as a career option and State Registration will help achieve this.

She told her local newspaper, *The Grimsby Telegraph*: "With how things currently stand, anyone can set up a store and start cutting hair.

"Being a State Registered hairdresser and barber is a status which has to be earned. I'm proud of my trade, I have worked hard for what I have and being a State Registered Barber was the cherry on the cake for me."



Barbershops buck the trend on struggling high street

According to a recent survey by the Local Data Company, the number of barberhops on the high street rose by 349 in the first half of 2018.

So while the high street suffers and independent shops close at an alarming rate, it seems barbers are bucking the trend. As well as haircuts and beard trims, customers are heading to the barber for other male grooming services such as waxing, eyebrow shaping and manicures.

Keith Conniford, Hair and Barber Council Registrar, says: "I believe it's because of the rise in professionalism of the barber industry, the way barbers excel at promoting themselves on social media and the way they provide an excellent service for customers. The change in the public's perception of barbering as an industry has changed dramatically these past few years."



However, barbershops need to continue raising their standards while keeping a tight control on costs.

"Offering and maintaining professional standards in training and education is key, as well as ensuring health and safety hygiene standards are exemplary and presenting a professional environment too," Keith adds.

MHFED AND HAIR AND BARBER COUNCIL JOIN FORCES

The Men's Hairdressing Federation, MHFed, has joined forces with the Hair and Barber Council in a bid to raise awareness and standards amongst barbers.

Led by Adam Sloan, the Feds are the latest organisation to join us as Corporate Members.

"Joining the Hair and Barber Council as a Corporate Member made perfect sense to me as the CEO of the MHFed," explains Adam.

"The Feds strive to raise and maintain standards within the barbering profession and I believe we should have professional status. We have a duty of care to our clientele to be as qualified as possible in the services we provide right across the board, from customer service to fantastic practical skills.

"The MHFed totally support the Hair and Barber Council. We see them as the route to our industry achieving professional status and above all, ensuring standards are met for our clients. We will do all we can to help turn the current Voluntary Act of Parliament to that of Mandatory."

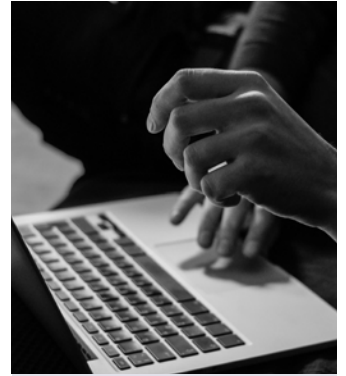
Who is MHFED? A not-for-profit organisation looking to raise the standards in men's hairdressing and barbering within the industry. The team has toured the UK delivering shows and CPD events to raise standards. It offers online education aligned with awarding organisations with downloadable instructions for each service for just £30 a year for Hair and Barber Council members (a saving of £20)

Who can join? Anyone that is working to a level 2 and 3 or new standards in Barbering or looking to upskill on their barbering work.

For more information visit www.mhfed.com



Hair and Barber Council Registrar Keith Conniford with MHFED CEO Adam Sloan



Have we got your current email address? If not, you are missing out!

Drop us a message quoting your membership number on registrar@haircouncil.org.uk and we will ensure your details are updated.

To keep you on top of all the many happenings at the Hair and Barber Council we need to be able to communicate with you - and our monthly newsletter has everything you need to know.

Alternatively, follow us on social media for the latest industry news and fashion trends to take your business through 2019.

Happy birthday, Denman!



Can you believe Denman is 80 years old? And to celebrate, the brush manufacturer has created an art deco collection of 1938 monograms for its iconic D3 brush. £10 www.denmanbrush.com

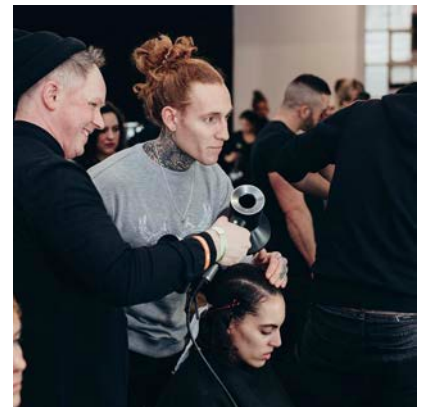
MEN'S HAIR TAKES OVER THE CAPITAL FOR LONDON FASHION WEEK MEN'S

Salon owner Gavin McIntyre worked backstage at the recent London Fashion Week Men's, creating the trends for AW19.

Gavin, from GEMcIntyres in Northampton, worked at the Jordan Luca show with lead stylist Declan Sheils, and the Christopher Raeburn show with lead stylist Brendan O'Sullivan.

"For AW19 there's a lot of undone and lived-in textures," Gavin explained. "We're seeing either shoulder length hair like the Man Bob look with a hint of a cool hair-up vibe with braiding, or very short, textured crops complemented with a very low, short taper on the back and sides as opposed to a fade and mostly with cropped fringes."

"Androgyny is still ever present as we move through the gender neutral trends, but the majority of looks were more masculine. 2019 promises to be an exciting year again for men's hair for experimentation and I suspect a trend shift is on the horizon."





Welcome to the first issue of your Barber Council magazine for 2019 - and what a year it's going to be!

Our Economic Impact Survey will be ready to share with the press and Parliament in May which will give us a real value for our amazing industry. This, in turn, will help raise perceptions of hair and barbering to attract new people into the industry and increase professionalism and standards.

Our barber membership continues to grow and working together we can ensure our incredible industry is seen as the best it can be, bursting with amazing talent, dedicated entrepreneurs and fantastic career opportunities.

Make sure we have your email details to stay up to date with our latest news. We're going to make a difference in 2019 and can't do it without you!

Gary

Gary Machin
Chairman
The Barber Council

Front cover image
Hair: Jonathan Andrew
Photographs: Ash Martin



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Hair & Barber Council



Hair and Barber Council

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The Magazine for State Registered Barbers

The Barber Council

