**ANSWER BOOKLET**

**General marking guidance**

* Learners must be rewarded for what they have shown they can do, rather than be penalised for leaving things out.
* Examiners are encouraged to award full marks if deserved.
* In contrast, examiners should award zero marks if there is no rewardable content.
* Answers in the marks scheme are for guidance only. Other suitable answers provided by a learner should be rewarded.
* Spelling, punctuation, grammar, presentation and responses should not be penalised or rewarded.

**Q1 (a) Explain Gross Domestic Product (GDP) and analyse the contribution made to the UK economy by the hair and beauty sector, making connections to related industries.**

**Gross Domestic Product (GDP)**

The GDP is a measure of the market value of all goods produced and services provided quarterly or yearly.

GDP can be calculated by different methods or approaches:

GDP also measures how the economy of a country is growing.

GDP also reflects the wealth of a country.

**Hair and Beauty industry contribution to the UK economy**

* Hair and beauty businesses **provide job opportunities**. This means that there will be **more working people** who will have **more money to spend** and they will contribute to the economy by **paying taxes and spending money in other businesses** which help **maintain other businesses** and boost the economy.
* Also, hair and beauty businesses such as salons, spas, health clubs, retail sales, **create a demand for variety of products and services** and so there is **more consumer choice and more opportunity for increased national spending** on these products and services which brings in **more taxes for the economy**.
* **Banks may benefit** as **loans and overdrafts** are given to hair and beauty businesses and are repaid with interest which keeps a **healthy cash flow** for the banks.
* **Related and linked industries** such as **advertising and sales** **and marketing** and their related businesses such as magazines, newspapers, radio, cinema, social media companies and sales distribution businesses benefit from the hair and beauty industry as more **hair and beauty businesses use their services to advertise their businesses**.
* **Related industries**, such as **distribution companies** who deliver hair and beauty products and **manufacturers of equipment and products**, **are maintained** as **hair and beauty businesses use their services and they can continue to buy and invest in new products**. This **increases their profits** and **brings in more taxes for the economy** and also this **creates jobs**, for example product companies will require **manufacturer**s (someone to make new hair and beauty products), **a trainer** (someone to train therapists in how to use new products), distribution staff and also marketing/advertising support.
* **Related industries** such as **leisure and tourism** benefit as **spas and hair salons are used in leisure centres and gyms, cruise ships and hotels** and bring in a lot of **extra profits** for these businesses and the industry and **create jobs** too. This all brings in **more taxes for the economy**.
* **Do not award marks for**  **0 marks**
* **No valid response** provided by the learner. The learner’s response did **not contain accurate information** of the Gross Domestic Product or how the hair and beauty industry contributes to the UK economy. The learner was unable **to provide a connection to the related hair and beauty industries**.
* **Level 1 Pass**  **1-3 marks**

The learner understood the hair and beauty industries contribution to the UK economy **in simplistic terms** and **made reference to GDP**. The learner’s response contained **limited examples** of how the sector connects with the **related hair and beauty industries**. The learner’s response **lacked explanation and analysis.**

* **Level 2, Level 3 Merit**  **4-7 marks**

The learner’s response showed an understanding of Gross Domestic Product. The learner provided **limited analysis** of the contribution made to the UK economy by the hair and beauty industry. Connections were identified between the hair and beauty sector and related industries, however, there was **limited** application of **knowledge.**

* **Level 4 Distinction**  **8-10 marks**

The learner’s explanation of Gross Domestic Product was **detailed and a broad range of examples** were used to **analyse** how the hair and beauty industry contributes to the UK economy. The learner was able to apply their knowledge and make connections with the related industries, drawing conclusions on how the hair and beauty sector benefits them, demonstrating higher-order thinking skills.

Setting up a new business requires planning and organisation to ensure all legislative and regulatory requirements are adhered to. Business owners have a number of responsibilities and there are serious consequences if businesses are not compliant.

**2 (a) Summarise employer’s responsibilities under the Trades Description Act.**

**[3 marks]**

The Trades Description Act requires employers to:

* Ensure that all descriptions, about goods or services are always accurate and true.
* Avoid making false claims about services or products.
* Ensure that all promotional material or labelling/sales about goods and services are true
* Ensure that they don’t supply or offer any goods or services to which a false trade description is applied.

**2 (b) Describe two responsibilities for a business under the Personal Protective Equipment at Work (PPE) Regulations 1992.**

**(4 marks)**

* To provide protective equipment and clothing for staff that will prevent contact with harmful chemicals that could irritate the skin, stain the skin or cause dermatitis, such as gloves or aprons when colouring hair.
* To provide protective equipment or clothing for their staff that will prevent contact with potentially infectious condition, therefore decreasing risk of cross infection, such as gloves when waxing
* Employers should provide PPE to staff when they are:
* Carrying out pedicures
* Carrying out waxing
* Carrying out electrolysis
* Carrying out eyebrow shaping
* Colouring hair
* Handling hazardous chemicals
* Cleaning hazardous waste

**2 (c) Compare the difference between sterilisation and disinfection.**

**(2 marks)**

**Sterilisation –** the **KILLING OF100% / ALL BACTERIA and GERMS**, fungi and parasites, for example using an autoclave to sterilise metal equipment, leaving equipment sterile/ bacteria-free.

**Disinfecting –** the **REDUCTION OF THE MOST HARMFUL BACTERIA AND GERMS** from surfaces or objects, for example placing combs in a disinfectant/chemical solution.

**For revision purposes/ another way of answering:**

Sanitisation/DISINFECTING is when the quantity of BACTERIA / germs are minimised to levels that do not pose a threat to health.

**2 (d) Identify two types of non-infectious and infectious conditions.**

**[4 marks]**

Infectious conditions – impetigo, ringworm, folliculitis, herpes simplex, warts, head lice, scabies.

Non-infectious conditions – eczema, psoriasis, dermatitis, seborrhoea.

**2 (e) Describe the purpose of wearing gloves as part of PPE and give examples of when and why you use them in a hair and/or beauty salon.**

2 marks

Wearing gloves as PPE/Personal protective equipment provides the client and employee protection and reduces the risk of cross-infection/cross-contamination for example when carrying out waxing for hair removal. They also protect staff from skin irritation or staining from chemical products for example when colouring hair.

**3 (a) Outline the effects of the following products on the hair and skin:**

**• Relaxing lotion**

**• Toner**

**Relaxing lotion:** A chemical lotion that alters the internal structure of the cortex. The hair can then be combed through straight. This permanently removes the curl or wave from the hair until it grows through again.

**Toner:** removes all traces of cleanser, re-establishes the correct pH balance of the skin’s surface and temporarily close the pores.

**Question 4:**

Mariana is in the final year of her GCSEs and has recently been to a careers interview in school to discuss the different pathways that are available to her. When she went home to it with her parents, she was still slightly unsure about which educational pathway would be the most suitable for her career ambitions.

**4 (a) Compare and appraise the educational opportunities available in private training and further and higher education.**

**Private training**

Within private training you may find:

* Smaller class sizes therefore more one-to-one tutoring, potentially leading to quicker completion of the course
* More flexibility: part-time courses are available and start and end dates are more flexible as you can enrol at different times of the year and not just enrol for September start (like further and higher) because it is not restricted to academic year
* Shorter courses, so you might be able to start work more quickly after leaving school
* You can complete several qualifications at the same time
* May have more specialist and vocational skills training, so you may build a larger variety of skills
* A negative is the cost factors: some courses are expensive and are not government funding like further education
* Another negative, is the resources may be limited if it is a small training establishment

**Further Education**

Within further education you may find.......

* Full time study programmes which can also include work placements, employability skills, English and maths and pastoral care providing a more well-rounded education experience.
* A wider range of qualifications available including, A-levels, also a wider variety of courses from many different subject areas and Technical and Professional qualifications
* That many schools or Colleges offer further education in your area so you will have a lot more choice of where you want to study
* A wide range of resources available
* Mostly 16-19 year olds attend due to Government funding
* A negative could be that entry requirements are often given for many courses eg 5 A\*C /9-4 GCES. (depending on your grades)
* A negative could be that courses are timetabled to run over an academic year so all courses start in September and finish in June/July and that might not suit you.
* A negative could be larger class sizes and less one-to one teaching

**Higher Education**

Within higher education you may find......

* Full time study programme mostly at universities, this includes lectures and home study and a lot of independent study, so if you like working independently, this is a good choice. If you struggle with homework, deadlines for coursework and independent work, this wouldn’t be the choice for you.
* You also may get work placements within the selected career pathway, which would be interesting
* Entry requirements are needed for all universities or higher education colleges (this involves UCAS points), each course will have its own entry requirements, so you need to think about this when applying.
* Students may have the opportunity to study away from home and live in halls of residence or student housing – this might be a positive or a negative depending on the person and their circumstances.
* Larger costs: student loans to pay for course fees are generally about £9000 a year and degree courses are usually 3 years. If you are living away from home, you will need to pay rent and bills and food costs etc.
* Courses include foundation degrees, undergraduate, masters and PhD programmes
* Mostly for 19+ learners

For revision purposes, use 3-4 from each area to enable you to get 10 marks or less, depending on what you remember.

**5 (a) Evaluate the role of an apprentice within the hair and beauty industry.**

**[4 marks]**

**Advantages**

* The apprentice will gain real, hands on experience within the workplace
* The apprentice will work with skilled and experienced professionals and learn a wide range of skills from them
* The apprentice can be earning a wage and studying so they will “earn while they learn”
* The apprentice will be working in a real working environment and so is prepared for the work which many employers like / view it as a strength, so it makes them more employable.
* The apprentice may get a job from their workplace at the end of their apprenticeship

**Disadvantages**

* The apprentice’s experience and skills they learn will vary depending on the training establishment or the people they work with
* Wages can be lower than the government minimum wage
* This pathway way be not be suitable for learner’s who require extra support with study, more pastoral care or extra support and time for their practical skills
* There may be limited apprenticeship in the certain industries within the hair and beauty sector for example apprentice cruise ship spa therapists or apprentice media make-up artists within the film / television industry.
* There may be less apprenticeship programmes offered in certain areas of the country where young people live for example small villages in the countryside compared to big cities. (geographical location)

**5 (b) Identify one related industry to the hair and beauty sector and describe how the two are linked.**

**[3 marks]**

**Choose 1 out of these:**

**Related Industries** –

* Theatre and media is linked to the hair and beauty industry due to the use of make-up and styling of hair for performance requirements. TV and film companies employ hair/beauty/make up professionals to prepare actresses, actors and presenters to meet the required standard for camera.
* Further education and training– employees within the hair and beauty industry may choose to undertake teaching, training and assessing qualifications to allow them to teach within different training or educational establishments.
* Manufacturing – the development of new hair and beauty products and services will increase employment opportunities within the manufacturing industry. Product companies will work with manufacturers to create new hair and beauty products to prepare them for retail/shops.
* Distribution: the development of new products and services within the hair and beauty industry will increase employment opportunities within the distribution (delivery/haulage) industry as businesses need new hair and beauty products and equipment to be delivered to them.
* Leisure and tourism / health and fitness – Many leisure and tourism / health and fitness facilities such as gyms, hotels and holiday parks often offer hair and beauty services with in-house salon facilities. These will be staffed by hair and beauty professionals.
* Retail – Department stores offering professional ranges of hair and beauty products often recruit staff with hair and beauty qualifications to promote their products and offer simple treatments and services.
* Fashion – Fashion designers use hair and make-up and nail professionals to prepare their models with hair styles and nail and make-up designs that complement and promote their clothes and fashions.
* Photography – Many photographers work alongside hair, beauty, make-up and nail professionals that prepare models’ for their photo-shoots requirements
* Aesthetic nursing: with non-surgical beauty treatments, such as Botox and fillers becoming more popular, aesthetic nurses are needed within the beauty industry to be trained and administer the treatments within beauty clinics.

**5 (c) Identify two roles of HABIA.**

**[2 marks]**

**Choose 2 out of these:**

* It is the leading Hair And Beauty Industry Authority.
* It provides support and advice to members of the hair and beauty industry
* It provides training to members of the hair and beauty industry.
* Conducts research and issues statistics on the hair and beauty industry / sector
* Consults with industry workforce to help shape the future of the industry
* It provides the structures and assessment strategies for all hair and beauty qualifications
* Sets the structures of national vocational qualifications (NVQs)
* Leads on the development of national occupational standards (NOS)

**6 (a) Describe two types of business ownership.**

**[4 marks]**

**Choose 2 out of these:**

* Sole trader – when one person owns, runs and finances a business, they have full responsibility, make all the decisions about the business, keep all profits, pay tax and they are liable for any losses.
* Partnership – when two or more individuals own, run and finance a business, they are responsible for the business operation, share the decisions and management and they share the profits and pay tax.
* Franchise – is when one acquires/buys the right to use an existing business idea and trademark of that business, for example McDonalds. Opening a franchise is usually less risky than setting up as an independent retailer because you are using a proven and successful business model.
* Concession - This is where a business is operated / trades within another business, for example a beauty counter within a large department store. The product company and the department store have a Concession Service Agreement in place which outlines arrangements for rental of space and profit sharing.
* Independent/Freelance - This hair or beauty practitioner provides services on a self-employed basis by providing services in client’s own homes or premises. For example a mobile hairdresser or mobile beauty therapist. Many make-up artists also work on a freelance basis and are hired to work for different companies for a set period of time.
* Limited liability partnership - some partners will have limited liability, each partner is not responsible for another partners misconduct or negligence.
* Private limited company - offers limited liability or legal protection for its shareholders, has certain extra responsibilities.
* Public limited company - company is registered under the Companies Act, has statutory minimum requirements and company shares are offered to the public.

**Question 7**

Charlotte has recently qualified as a beauty therapist and is exploring her employment options. Charlotte’s plan was to set up her own hairdressing business as a sole trader and rent a local shop space. She intends to set up her business in a small village where she lives. It is 20 miles from the nearest large town.

The bank manager has requested that Charlotte submit a business plan to support her business loan application. During the production of her business plan, Charlotte has been offered a full time employed position within a large city salon, situated 20 miles away and she does drive so it is an option for her.

**7 (a) Critique (look at the pros and cons) of the sole trader option and analyse the benefits of accepting the full time employed position.**

**[10 marks]**

**Critique of the sole trader option:**

* Location of business is in a small village so may be challenging to build a client base.
* Depending on the state of the local shop space she may need to pay for updating decor
* High initial start-up costs for the business due to amount of products and equipment, advertising required
* Rental and running costs of salon (gas, electric bills etc), tools and equipment, furniture etc will eat into her profits
* Management of self-assessment tax accounts due to being self employed
* No regular / set wage – will depend on how many customers come in that month
* No holiday pay or sick pay
* Sole responsibility of the success of the business
* Has to pay for own insurance
* Newly qualified hairdresser and won’t have support of peers, colleagues and more experienced staff.
* No company pension
* Positive: Flexibility in working hours and appointments offered
* Positive: makes all own decisions and is her own boss
* Positive: doesn’t have to work with or work for unpleasant colleagues
* Positive: can put her own ‘stamp’ on the business and create her own ‘brand’ or ‘vibe’
* Positive: eventually she may be able to take on staff and take holidays and have breaks when she wants
* Positive: low travel costs due to salon being near her home

**Benefits of full time employed position:**

* Location of salon is in a city therefore greater access to client base due to a larger population
* No costs for products and equipment as the salon will hold all the necessary items
* No initial start-up costs as the salon will provide all products and equipment
* Tax and National Insurance will be paid and company pensions may be available
* Regular set wages sometimes with bonuses
* Staff benefits including sick pay, holidays, commission, bonuses, rewards
* Staff development and further training may be available for career progression
* Promotions may be available and so increase in salary will be possible
* As a newly qualified hairdresser there will be peer support and shared responsibilities due to working in a team

**END OF TEST**