NHF NBF

Supporting the hair, beauty and barbering industries

Quality, Standards and Progression in Beauty Advanced Practices/Aesthetics

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Director of Quality and Standards

… Working together to ensure safety

National Occupational Standards (NOS) are statements of the standards of performance individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding.

NOS are developed for employers by employers

Start the search for your National Occupational Standards here.

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Skills - Be able to …….

Knowledge - You need to know and understand ….

Range - Scope/range related to performance criteria …

Values, Behaviours, Skills, Glossary

SKABT32 Provide advanced micropigmentation and skin rejuvenation techniques

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https://www.nhf.info/education/apprenticeships-in-wales/

Higher apprenticeships (level 4)

Higher apprenticeships lead to a qualification that is equivalent to a foundation or honors degree.

Advanced beauty practices

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Qualifications – Advanced Practices /Aesthetics

Level 4

- ✓ Certificate in Advanced Skin Studies and Principles of Aesthetic Practice
- ✓ Certificate in Chemical Skin Peeling
- ✓ Certificate in Micro-Needling
- ✓ Certificate in Blemish Removal by Thermolysis and Cryotherapy
- ✓ Award in Core Knowledge for Aesthetic Practice
- ✓ Award in Advanced Skin Science
- ✓ Award in Skin Health Assessment for Aesthetic Practitioners
- ✓ Diploma in Chemical Skin Peeling and Micro-Needling
- ✓ Diploma in Aesthetic Practice
- ✓ Diploma in Advanced Skin Studies, the Practice of Chemical Skin Peeling and Micro-Needling
- ✓ Award in Advanced Electrolysis

Level 5

- ✓ Award in Laser Tattoo Removal

Level 4

- ✓ Diploma in Management Practice and Advanced Techniques in the Hair and Beauty Sector
- ✓ Hair Management Practice & Advanced Techniques in the Hair and Beauty
- ✓ Theatrical and Media Make-up
- ✓ Diploma in Management Practice & Advanced Techniques
- ✓ Advanced Beauty Therapy Techniques Advanced Theatrical and Media Make up Techniques
- ✓ Management Practice and Advanced Techniques in the Hair and Beauty Sector

Level 4

- ✓ Diploma in Salon Management
- ✓ Diploma in Permanent Hair Removal and Skin Rejuvenation
- ✓ Diploma in Advanced Beauty Therapy
- ✓ Certificate in Salon Management
- ✓ Certificate in Micropigmentation
- ✓ Certificate in Laser and Intense Pulsed Light (IPL) Treatments
- ✓ Certificate in Enhancing Eyebrows with Microblading Techniques
- ✓ Certificate in Advanced Beauty Therapy
- ✓ Award in Skin Blemish Removal
- ✓ Award in Physiology for Advanced Beauty Therapy
- ✓ Award in Laser and Light Treatments for Skin Rejuvenation
- ✓ Award in Laser and Light Treatments for Hair Reduction
- ✓ Certificate in Ultrasound
- ✓ Certificate in Skin Peeling
- ✓ Certificate in Radio Frequency

Level 5

Certificate in Laser Tattoo Removal
Certificate in Advanced Blemish Removal

IQ Verify is an independent, international Certification Body (UKAS Accredited) focusing primarily on security, risk and organisational resilience standards.
We offer UKAS accredited auditing and certifications to industry and sector standards, working with institutes and associations to develop and offer inspection schemes.

Skin Rejuvenation
Levels 4,5,6,7

https://www.nhf.info/documents/qualifications-and-age-restrictions-fact-sheet/

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PLEASE NOTE:

* Qualifications
- Qualifications currently under development or not widely available.
- Where an NVQ is specified, acceptable alternative qualifications must be an equivalent, and competency based e.g. SVQ or an apprenticeship. Where an NVQ is not specified, other nationally recognised qualifications training by an accredited and regulated Awarding Organisation are acceptable.

**Professional Statutory Regulatory Body (PSRB)
- The Professional Statutory Regulatory Bodies regulate healthcare professionals (e.g. General Medical Council, General Dental
Council, Nursing and Midwifery Council, Health and Care Professional Council, General Pharmaceutical Council etc).
- Healthcare professionals who are regulated hold a licence to practice. They are subject to sanctions or removal of the licence if the Code of Practice is breached.
- Without a licence to practice, these professionals are unable to continue in their professional capacity.

*** Level 3 Bridging Qualification

This is a specific qualification developed by Awarding Organisations to ensure practitioners have sufficient underpinning beauty therapy knowledge and understanding, particularly anatomy and physiology before progressing on to advanced beauty therapy practices and aesthetics. Titles include: Certificate in Principles of Cosmetic Practice.

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Qualification requirements

The following table shows the qualifications required for anyone providing the beauty treatments listed below.
If your salon provides any of these treatments, you must ensure that your beauty therapists hold the right qualifications for the treatment they will be providing for clients. If they are studying more advanced treatments, the right-hand column of the table also shows which qualifications they must already hold while they are working under supervision.

You will not be covered by your insurance for anyone who performs beauty treatments if they are not properly qualified, if they are under age or provide a treatment to a client who is under age.
Check that your public liability insurance covers your salon for all the treatments you will be offering.

YOU MUST HAVE AN NVQ OR EQUIVALENT QUALIFICATION AT THE SPECIFIED LEVEL TO OFFER THESE TREATMENTS	MODALITY /TREATMENTS	REQUIREMENTS AND ANY QUALIFICATIONS YOU MUST ALREADY HAVE TO START TRAINING (PRE-REQUISITES)
PIERCING		
Level 2 qualification in hair and/or beauty including ear piercing **or** Level 2 Manufacturer's training equivalent in ear piercing	• Ear lobe piercing with stud and gun	NVQ Level 2 in hair and/or beauty*
Level 3 qualification in hair and/or beauty including advanced piercing **or** Manufacturer's training equivalent in advanced piercing	• Piercing of the nose, navel, lip, tongue or the top of the cartilaginous portion of the ear	Level 3 qualification in hair and/or beauty*
LEVEL 2 BEAUTY THERAPY TREATMENTS		
Level 2 qualification in the specific treatment or equivalent	• Self-tanning • Indian head massage • Advanced make-up • Threading • Eyebrow shaping • Eyebrow or eyelash tinting	NVQ Level 2 in Hairdressing, Beauty Therapy or Nail Services* Eyebrow/eyelash tinting - an allergy alert test must be completed on the client at least 48 hours before application as detailed in the NHF/NBF protocols

YOU MUST HAVE AN NVQ OR EQUIVALENT QUALIFICATION AT THE SPECIFIED LEVEL TO OFFER THESE TREATMENTS	MODALITY /TREATMENTS	REQUIREMENTS AND ANY QUALIFICATIONS YOU MUST ALREADY HAVE TO START TRAINING (PRE-REQUISITES)
MASSAGE		
Level 4 Massage qualification including Massage or equivalent **or** NVQ Level 3 Beauty Therapy* **and** Level 4 Manufacturer's training in Massage	• Massage	NVQ Level 3 in Beauty Therapy* including Massage or equivalent qualification
LEVEL 3 BEAUTY THERAPY TREATMENTS		
Level 3 qualification in the specific treatment or equivalent	• Faradic treatments • Micro current • Ultrasound • Vacuum suction • Microdermabrasion • Radio frequency • Advanced manicure / pedicure treatments • Eyelash perming • Intimate waxing • Semi-permanent/single lashes • Airbrushing • Camouflage make-up • Thermal auricular • UV tanning	NVQ Level 2 in Beauty Therapy* or equivalent qualification **Under 18's are not allowed within a UV tanning area**

AT THE SPECIFIED LEVEL TO OFFER THESE TREATMENTS		ALREADY HAVE TO START TRAINING (PRE-REQUISITES)
MICRO-PIGMENTATION (SEMI-PERMANENT MAKE-UP)		
Level 4 Micro-pigmentation qualification* or equivalent **or** NVQ Level 3 Beauty Therapy* **and** Level 4 Manufacturer's training in Skin Micro-pigmentation	• Micro-pigmentation	NVQ Level 3 Beauty Therapy* or equivalent qualification
Level 5 Micro-pigmentation* qualification or equivalent **or** NVQ Level 3 Beauty Therapy* **and** Level 5 Manufacturer's training in Skin Micro-pigmentation	• Advanced micropigmentation and skin rejuvenation techniques	Level 4 Micro-pigmentation qualification* or equivalent qualification **or** NVQ Level 3 Beauty Therapy* **and** Level 4 Manufacturer's training in Skin Micro-pigmentation
MICROBLADING		
Level 4 Microblading qualification* **or** NVQ Level 3 Beauty Therapy* **and** Level 4 Manufacturer's training in Microblading	• Microblading	NVQ Level 3 Beauty Therapy* or equivalent qualification
ELECTROLYSIS		
Level 3 Beauty Therapy* including Electrical Epilation or equivalent qualification	• Electrolysis	NVQ Level 2 Beauty Therapy or equivalent qualification
Level 4 Electrical Epilation or equivalent qualification **or** NVQ Level 3 Beauty Therapy* including Electrical Epilation **and** Level 4 Manufacturer's training in Electrical Epilation	• Advanced electrolysis	NVQ Level 3 Beauty Therapy* including Electrical Epilation or equivalent qualification

SKIN REJUVENATION - MICRO NEEDLING / DERMA ROLLING / SKIN NEEDLING		
Level 4 Skin rejuvenation qualification* (micro needling) **or** NVQ Level 3 Beauty Therapy* **and** Level 4 Manufacturer's training in skin rejuvenation (micro needling)	• 0.5mm micro needling	**Mesotherapy to only be delivered with agents licensed as suitable for intravenous use in the British National Formulary (BNF) guidance** NVQ Level 3 Beauty Therapy* or equivalent qualification
Level 5 Skin rejuvenation qualification* (micro needling) **or** NVQ Level 3 Beauty Therapy* **and** Level 5 Manufacturer's training in skin rejuvenation (micro needling)	• 0.5-1.0 mm micro needling	**Mesotherapy to only be delivered with agents licensed as suitable for intravenous use in the British National Formulary (BNF) guidance** Level 4 Skin rejuvenation (micro needling) * or equivalent qualification **or** NVQ Level 3 Beauty Therapy* **and** level 4 Manufacturer's training in skin rejuvenation (micro needling) ***NB*** *you must have completed level 4 equivalent qualification/manufacturer's training and hold the relevant pre-requisites before training at level 5.*
Level 6 Skin rejuvenation qualification* (micro needling) **or** NVQ Level 3 Beauty Therapy* **and** Level 6 Manufacturer's training in skin rejuvenation (micro needling)	• Up to 1.5mm micro needling to the face • Up to 2mm micro needling for non-facial areas	**Mesotherapy to only be delivered with agents licensed as suitable for intravenous use in the British National Formulary (BNF) guidance** Level 5 Skin rejuvenation (micro needling) * or equivalent qualification **or** NVQ Level 3 Beauty Therapy* **and** level 6 Manufacturer's training in skin rejuvenation (micro needling) ***NB*** *you must have completed a level 4 and 5 equivalent qualification/manufacturer's training and hold the relevant pre-requisites before training at level 6*

LIPLED (LASER, INTENSE PULSED LIGHT AND LIGHTER EMITTING DIODE) **– LASERS AND IPL**		
Level 7 Laser and IPL treatments / LIPLED	• Laser treatments of any sort within the periorbital rim Excludes treatments on or within the eyeball	**The NHF does not support the use of laser treatments of any sort within the periorbital rim**
SKIN REJUVENATION - CHEMICAL PEELS		
Level 4 Skin rejuvenation qualification (chemical peels) **or** NVQ Level 3 Beauty Therapy* **and** Level 4 Manufacturer's training in skin rejuvenation (chemical peels)	• Very superficial chemical peels to stratum corneum	NVQ Level 3 Beauty Therapy*
Level 5 Skin rejuvenation qualification* (chemical peels) **or** NVQ Level 3 Beauty Therapy* **and** Level 5 Manufacturer's training in skin rejuvenation (chemical peels)	• Superficial chemical peels to the mid-epidermis in skin types 1 and 2	Level 4 Skin rejuvenation (chemical peels) * qualification or equivalent qualification **or** NVQ Level 3 Beauty Therapy* **and** Level 4 Manufacturer's training in skin rejuvenation (chemical peels)
Level 6 Skin rejuvenation qualification * (chemical peels) **or** NVQ Level 3 Beauty Therapy* **and** Level 6 Manufacturer's training in skin rejuvenation (chemical peels)	• Superficial chemical peels to Grenz zone in all skin types • Mesotherapy with/without homeopathic topical treatment	Level 5 Skin rejuvenation (chemical peels) * **or** equivalent qualification **or** NVQ Level 3 Beauty Therapy* **and** level 5 Manufacturer's training in skin rejuvenation (chemical peels) ***NB*** *you must have completed level 4 and 5 equivalent qualification/manufacturer's training and hold the relevant pre-requisites before training at level 6*
Level 7 Skin rejuvenation qualification* (chemical peels)	• Mesotherapy with topical agents • Medium depth chemical peels and localised or diluted whole-face phenol	**The NHF does not support the use of full-face phenol peels**

LIPLED (LASER, INTENSE PULSED LIGHT AND LIGHTER EMITTING DIODE) **– LASERS AND IPL**		
Level 4 Laser and IPL treatments / LIPLED qualification **or** NVQ Level 3 Beauty Therapy*/ L3 Beauty bridging qualification*** from a recognised Awarding organisation **and** Core of knowledge (1-day Laser safety course) **and** Manufacturer's training equivalent to treatments at Level 4 in LIPLED	• Lasers and IPL for hair removal/ reduction • Non-ablative lasers, IPL and LED for photo rejuvenation including sun induced benign dyschromia Excludes treatments within periorbital rim	NVQ Level 3 Beauty Therapy (General including electrical epilation)* **or** L3 Beauty bridging qualification*** from a recognised awarding organisation **and** Core of knowledge (1-day laser safety course)
Level 5 Laser and IPL treatments / LIPLED qualification* **or** NVQ Level 3 Beauty Therapy*/ L3 Beauty bridging qualification*** from a recognised Awarding organisation. **and** Core of knowledge (1-day Laser safety course) **and** Manufacturer's training equivalent to treatments at Level 5 in LIPLED	• Laser treatments for tattoo removal • Laser and IPL treatments for benign vascular lesions Excludes treatments within periorbital rim	Level 4 Laser and IPL treatments/ LIPLED **or** Equivalent qualification* (a level 4 qualification in Hair Removal* and/or Skin Rejuvenation qualification* is recommended) **or** Manufacturer's training equivalent to treatments at Level 4 in LIPLED ***NB*** *you must have completed a level 3 and 4 equivalent qualification/manufacturer's training and hold the relevant prerequisites before training at level 5*
Level 6 Laser and IPL treatments / LIPLED qualification* **or** NVQ Level 3 Beauty Therapy*/ L3 Beauty bridging qualification*** from a recognised Awarding organisation **and** Core of knowledge (1-day Laser safety course) **and** Manufacturer's training equivalent to treatments at Level 6 in LIPLED	• Laser and IPL treatments for generalised and discrete pigmented lesions • Ablative fractional laser treatments Excludes treatments within periorbital rim	Level 5 Laser and IPL treatments for generalised and discrete pigmented lesions / LIPLED qualification* (level 5 tattoo removal is not mandatory) **or** Manufacturer's training equivalent to treatments at Level 5 in LIPLED ***NB*** *you must have completed level 4 and 5 equivalent qualification/manufacturer's training and hold the relevant prerequisites training at level 6*

BOTULINUM TOXINS		
Level 6 qualification* in Botulinum Toxins **or** Manufacturer's training at the equivalent level in Botulinum toxins	• Injectables eg Botox or similar anti-wrinkle injectables	Oversight by a PSRB** registered prescriber Level 5 Skin rejuvenation* qualification or equivalent qualification **or** NVQ Level 3 Beauty Therapy (General) **and** Level 4 Beauty Therapy Advanced Practices **and** Manufacturer's training in skin rejuvenation at level 5 **or** L4 Beauty bridging qualification*** from a recognised Awarding organisation **and** Manufacturer's training in skin rejuvenation at level 5 ***NB*** *you must have completed a level 3, 4 and 5 equivalent qualification/manufacturer's training and hold the relevant prerequisites before training at level 6*
DERMAL FILLERS		
Level 6 qualification* in Dermal Fillers **or** Manufacturer's training at the equivalent level in Dermal Fillers	• Dermal fillers (temporary fillers only)	**The NBF does not support the use of non-autologous permanent fillers** Access to a PSRB** professional is recommended Level 5 Skin rejuvenation* qualification or equivalent qualification **or** NVQ Level 3 Beauty Therapy (General) **and** Level 4 Beauty Therapy Advanced Practices **and** Manufacturer's training in skin rejuvenation at level 5 **or** L4 Beauty bridging qualification*** from a recognised awarding organisation **and** Manufacturer's training in skin rejuvenation at level 5 ***NB*** *you must have completed a level 3, 4 and 5 equivalent qualification/manufacturer's training and hold the relevant prerequisites before training at level 6*

YOU MUST HAVE AN NVQ OR EQUIVALENT QUALIFICATION AT THE SPECIFIED LEVEL TO OFFER THESE TREATMENTS	MODALITY /TREATMENTS	REQUIREMENTS AND ANY QUALIFICATIONS YOU MUST ALREADY HAVE TO START TRAINING (PRE-REQUISITES)
BOTULINUM TOXINS		
Level 7 qualification* in Botulinum toxins **or** Manufacturer's training at the equivalent level in Botulinum toxins	• Injectables eg Botox or similar anti-wrinkle injectables	PSRB** registered prescriber Level 6 qualification* in Botulinum toxins or equivalent qualification **or** Manufacturer's training at the equivalent level in Botulinum toxins ***NB*** *you must have completed a level 4, 5 and 6 equivalent qualification/manufacturer's training and hold the relevant prerequisites before training at level 7*

Age requirements

TREATMENT	MINIMUM AGE OF CLIENT	MINIMUM AGE OF THERAPIST
Botox or similar anti-wrinkle treatments	18	18 (but note qualifications required)
Dermal fillers	18	18 (but note qualifications required)
UV tanning	18	18
Intimate waxing	18	18
IPL (intense pulsed light) treatments	18	18
Eyebrow / eyelash tints	16	16
Micro-pigmentation	18	18
Microblading	18	18
Piercing ear lobes, nose, navel, lip, tongue or the top of the cartilaginous portion of the ear	16	16

CARRYING OUT ANY BEAUTY TREATMENT ON UNDER 16s IS NOT RECOMMENDED.
Some treatments are permitted for under-16s, but you must ensure you have written permission from a parent or legal guardian before going ahead. A parent or responsible adult (e.g. carer) must be present during the treatment. The permitted treatments are:

- Ear lobe piercing.
- Waxing (not intimate waxing).
- Facials.
- Manicures.
- Pedicures.

Beauty therapists must protect and promote the welfare of under-16s and vulnerable adults. You must ensure treatments are safe and appropriate and that the individual wants to have the treatment or treatments.
You should always follow the manufacturer's instructions and guidelines.

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Blogs, Guides……

https://www.nhf.info/advice-and-resources/blog/latest/

Health and safety in your beauty salon

Health and safety must be a priority in your beauty salon. It's vital to protect your staff and clients and operate within the law. Read more

- What the law says
- Carrying out a risk assessment
- Creating a health and safety policy
- Staff training
- Appointing a first aider
- Your staff and dermatitis
- Your staff and musculoskeletal problems
- Allergy alert and skin sensitivity testing
- Age restrictions on treatments
- Treatments and health and safety
- Dealing with hazardous substances
- Keeping your salon and equipment safe
- Checklist

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Health and Safety support for salons

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- ✓ Business and HR advice
- ✓ 24/7 HR ad legal lifeline
- ✓ Free employment contracts and essential paperwork (apprenticeship, room renting)
- ✓ Legal protection against employment disputes.
- ✓ A voice in government and industry.
- ✓ Tax and VAT protection.
- ✓ Free tax and commercial lifeline.
- ✓ Discount on insurance.
- ✓ Access to the NHF/NBF Workplace Pension Solution (Salvus Master Trust pension scheme).
- ✓ Guidance and resources to help you run a business (guides and factsheets).
- ✓ Kept up to date with the latest news, views and changes to legislation.
- ✓ Networking opportunities and discounts on event tick
- ✓ £274 per year - this membership type is perfect if you employ staff.

Thank you, Any Questions ?

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