



HAIR MAKE-UP & PROSTHETIC

essential skills requirements

for working with textured
hair & darker skin tones

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Hair, Make-up & Prosthetic essential skills requirements for working with textured hair & darker skin tones.

Created by the Bectu Hair, Make-up and Prosthetic Branch.

Supported by Equity, Hair & Beauty Industry Authority, British Beauty Council and The Hair Council.

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Bectu Hair, Make-up and Prosthetics Branch

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*Global Majority is a collective term for people of Indigenous, African, Asian, Latino, Arab and Middle Eastern decent including biracial and multi racial people who make up approximately 85% of the global population.

Introduction

We know that historically the hair and make-up needs of many Global Majority performers have not been met as fully or as sensitively as they should have been. The main reason for this was the omission of teaching Afro and Asian hair and make-up skills and techniques from the core curriculum of training institutions that produced the industry's professionals. This is now being rectified but it has left a backlog of training needs in the industry.

There is a widespread desire within the hair, make-up and prosthetics community to end this lack of provision and ensure that **every** actor can rely on the hair, make-up and prosthetics department on **every** production to deliver the high-quality service that **all** performers should receive.

This guide aims to bridge any skills gaps within the industry. It has been designed by hair and make-up professionals working in film and TV and it sets out the skills that are required to be considered competent to work with performers who have textured hair and darker skin tones.

The guide is for hair, make-up and prosthetics departments, Global Majority performers, producers and anyone else who needs to understand what constitutes proficiency in this area.

It contains suggestions for producers and performers to support the process.

The guide includes a section covering the BASIC (minimum) skills that EVERY hair, make-up or prosthetics artist should have in their knowledge as they enter or continue in this industry.

We have also provided a continuing professional development (CPD) guide that all hair, make-up and prosthetic artists should be working towards completing to become an artist who is competent to work in detail with Global Majority performers.

For producers, the clear set of skills will help them to understand the requirements needed for their production and ensure that they are provided.

This guide is intended as a live document that will be added to and amended over time. If you think we have missed anything, please contact bectuhairmakeup@gmail.com to discuss what you would like to add.

We hope that the widespread use of this guide will help to ensure the proper provision of high-quality service to Global Majority performers and solve this problem once and for all.

Bectu hair, make-up and prosthetics branch

The hair, make-up and prosthetics branch of Bectu consists of almost 1,000 professionals who provide these services on film and television productions. The branch represents their views within Bectu and in relation to the union's negotiations with the employers such as on the Pact-Bectu Major Motion Picture Agreement and TV Drama agreement.

Background

A survey run by Equity in 2020 revealed that many performers had experienced racial discrimination regarding hair and make-up whilst working in the entertainment industry. The survey collected the experiences of black, Asian and minority ethnic performers. The survey respondents reported instances which broadly fell under the following headings:

- Unprofessional conduct or attitude from a hair and make-up artist
- A lack of appropriate products, or using incorrect products for the performer's complexion
- Needing to bring and use their own make-up
- Having no support or consideration given to their make-up needs
- Wigs being used in place of styling due to lack of skills
- No support with their hair, or having to do their own hair on a job
- No experience of Afro and textured hair, and no knowledge of products or necessary skills
- Having their hair needs outsourced to an external provider
- Having to pay for their hair to be done externally, and being reimbursed
- Having to pay for their hair to be done externally, and not being reimbursed
- Damage to their hair
- A general lack of diversity among hair and make-up artists

At this time Bectu joined with Equity to provide some trailblazing courses on textured hair and make-up for all skin tones which created an understanding and a greater demand for such training.

This survey, as well as numerous pieces of anecdotal evidence, led us to the conclusion that there was need for a document that outlined what constituted appropriate training to allow producers, industry bodies and hair, make-up and prosthetic artists to understand the essential skills needed to work with performers with a range of skin tones and different hair types.

It should be noted that training is only the starting point, and that practitioners will also learn and develop over their careers. Although this document sets out recommendations for training, it cannot be assumed that learning is a one-off activity.

Amount of time needed for training

The training courses recommended in this document will vary depending on the type of course you are doing.

Every hair, make-up and prosthetic artist should have the very **basic** skills that are in this document. If someone does not have these basic skills then it is recommended that they acquire them before they work on any Global Majority performers.

There is also a wide range of CPD skills courses which will give the artist the ability to confidently and correctly create different looks and styles for any performers of the Global Majority.

CPD skills courses will vary for each artist depending on what skills need to be covered, for example, a hair artist may only need to learn (or refresh) barbering skills for Afro and textured hair rather than the full range of barbering skills.

The amount of time taken is an estimate and may vary depending on which courses are undertaken, and if you are learning a new skill or refreshing one.

Training providers

Whilst Bectu do not endorse any of the courses listed in this document, the training providers included in this guide have been collected together from research, as well as courses experienced by members in the industry including members of the Bectu Hair, Make-up and Prosthetics Branch. There is a list of endorsed courses recognised in the general hairdressing and beauty industry and they can be accessed through the Hair and Beauty Industry Authority (Habia) website. Links are in the further information section of this document or for more information please contact us on the email below.

It should be noted that “training providers” does not exclusively mean universities or colleges etc that provide general hair and make-up courses. People or establishments that teach the skills listed in the guide could also be added. For example, hair salons, barbers or specialists that are “industry approved” that provide specific, high-quality training.

Teaching the skills described in the guide can be a way for people and talent that is underrepresented in the industry to enter it, should they want to, and a way of keeping a connection between the origins of the skills and the teaching.

It is important that those undertaking initial training gain experience of working with actual people. It is not enough to work only with training heads, as an important part of the training is understanding how to correctly communicate to a performer/actor about their hair and make-up needs.

It is noted that many universities and colleges are currently embedding schedules for teaching hair and make-up skills for textured hair and darker skin tones into their core modules. This is welcome news, but will take time to build in a structured delivery. We recognise that this will help any future hair, make-up and prosthetic artists to build these skills as part of their standard initial training. In the interim we hope this document will help bridge any skill gaps that are still remaining.

If you are a training provider who can offer the training described in this guide, or you have taken a course you feel would benefit this document then please contact bectuhairmakeup@gmail.com to discuss being added to the updated version.

1. Understanding the wider impacts

An understanding of cultural intelligence and unconscious bias is required by productions and creative departments alike.

This is something that should be understood as much by the person who is budgeting for our department as it should by the hair, make-up and/or prosthetics designer.

Line producers need to be aware of, and make budgetary provision for, extra time elements for certain hair care or procedures, the specialist products required and the possible need for specialist hair artists at certain times during the production.

Productions could consider offering funding to the department, if needed, for a particular course or a “refresher” in the area needed before the production starts.

Performers should come to a production with an understanding of the creative process and what to expect. For example, unless someone has a personal hair and make-up artist (which would normally only be a lead performer) it is likely that they will be looked after by more than one member of the department: this is normal practice. For example, the designer may attend or do the initial fitting, someone else may do a wig template or style the hair, then on the day it may be a new team member who gets them ready for shooting or looks after them on set. A lack of understanding of the creative process can sometimes lead to unrealistic expectations causing unnecessary anxiety and upset.

2. Designer/HOD requirements that Producers should be looking for

One of the main skills of the hair, make-up or prosthetics designer should be the ability to put a team together that has all the capabilities to produce what the script requires. This should include all skills needed to ensure every performer is looked after professionally according to their individual requirements while achieving the artistic vision for the production.

No one should presume or expect all hair and make-up artists to know the whole range of the profession. It is vast; hence the reason artists usually end up particularly proficient in one or two areas. A good HOD should put a team together that reflects what is needed for that project and if needed arrange a suitable “refresher” course for any team member who requires one.

For example, if you have a performer with textured hair then some members of the team should have textured hair skills of the capacity needed for that performer. If there are prosthetics then they should hire a prosthetic artist with a skilled range of skin colouring knowledge for any prosthetic pieces, the same for make-up: the artist should know the whole colour chart for make-up applications that are relevant to the casting and have all the relevant foundation colours required for the performers.

There will also be requirements to add Daily hire with specific specialist skills at certain times and this should be reflected in the budget i.e. barbering, braiding or colouring etc. Leading actors often request that their own hairdresser, barber or colourist is involved in the above examples.

The HOD should be proficient enough to be able to discuss the budget requirements that are reflected by the script and casting with the line producer so there is an understanding beforehand of the budget needed to be able to do a competent and professional job, making sure the needs of any Global Majority performers are looked after professionally and correctly.

Among hair and make-up professionals in film and TV there is a common understanding of the basic skills required. On top of that requirement, each person will have a different set of specialist skills they have developed or honed. Some may be excellent period hair or wig dressers; some may be particularly skilled in special effects make-up. There will also be those who specialise in prosthetics, barbering or braiding and so on.

The HOD should pick artists who have the correct skills needed for that production and they should be able to engage any specialist artists who may be required only on certain days or for particular sections of the shoot.

A good HOD will always ensure the team has the full range of skills required for the production's needs.

3. Basic Make-up skills required for all Make-up Artist's at any level

“No hair texture or skin tone is an optional extra”

This training is the minimal training all make-up artists should have when entering the industry, at any level, when working with any Global Majority performers.

Basic Essential Make-up Skills

Health and safety	Understanding the importance of quality and safety with all skin care and make-up products. Making sure the products being used on the performer are of a professional and safe standard.
Work etiquette and knowledge	Including how to communicate to people about make-up for their skin tone. Has a proper knowledge of preliminary consultation to prepare cast ahead of production.
Make-up knowledge	Knowledge of the full range of skin tones, including all skin tones from the Global Majority spectrum.
Facial hair	Techniques for safe removal of postiche/laid on facial hair and skin care after the removal. (We are adding facial hair in both sections as it is a cross over of both hair and make-up)
Make-up kit	The department should have a range of base make-up for ALL skin tones. There should be a budget in place for this if needed.
Colour effects and corrections for different skin types	The understanding of how to colour correct on every skin tone.
Product knowledge and availability	To cover a wide selection of products in skin care and make-up and skin care that work well on darker skin tones.
How different products affect each skin tone	With particular note to application amounts, primers, mixers and application techniques.
Correct application of bruising make-up	Techniques for applying bruising make-up to darker skin tones and understanding colour and progression of bruising on all skin tones.
Tattoo coverage	Having full colour spectrum knowledge to cover tattoos on any skin tone.

4. CPD Make-up skills for working with Global Majority performers

This CPD training is aimed at make-up artists with a requirement to develop deeper skills for working with Global Majority skin tones. Training will need to include skin preparation, undertones, colour correction techniques, correct selection of products and maintenance techniques for on set.

CPD Essential Make-up Skills

Health and safety	Understanding the importance of quality and safety with all skin care and make-up products. Making sure the products being used on the performer are of a professional and safe standard.
Basic skills required	Making sure you have an up-to-date knowledge of the basic skills and products.
Colour effects for different skin types	Deeper knowledge of colour effects on different skin tones including undertones.
Product knowledge and availability	To cover a wide selection of products in skin care and make-up that work well on darker skin tones.
How different products affect each skin tone	With particular note to application.
Selecting products for correcting imperfections (e.g. uneven skin tones)	Knowledge of corrective make-up for a range of skin tones.
Colour knowledge of make-up for period looks	To be discussed with the designer and performer.
Bald caps and colour matching	Including application.
Correct application of bruising and effects make-up	Different techniques for applying bruising and effects make-up to a range of skin tones and understanding colour and progression of bruising on all skin tones.
SFX	Colouring in of Pro Bondo pieces to match darker skin tones.
Sustainability and Environmental impact	Being constantly aware of the impact you have environmentally in the products used and the actions you take throughout the day.

Training Providers – Make-up

This is a living list of courses and will be updated regularly. Please check

<https://www.hairmakeupbranch.org.uk> for the latest document.

Make-up Training Providers

Afro Hair Academy – Cardiff/Wales	Afro/textured hair & Barbering & Makeup for darker skin tones. https://afro-hair-academy-wales.com/?utm_campaign=gmb
BLCKSTR – Nationwide	Workshops & training for film and TV hair & make-up artists to feel more confident & get practice in working on people of colour. www.blckstr.co.uk
Christine Blundells Make-up Academy (CBMA) – London	Provides general courses covering all global skin tones and all hair textures. Courses ranging from full long courses to CPD short courses. https://cbmacademy.com
Delamar Academy – London	Provides courses covering all global skin tones and all hair textures. Courses ranging from full long courses to CPD short courses. https://delamaracademy.co.uk/allcourses
Iver Make-up Academy (IMA) – London	All full courses have all hair textures and all skin tones incorporated. https://iveracademy.co.uk/courses/
JT Make-up Studio – Yorkshire	Provides courses on Afro and textured hair, make-up for global skin tones and barbering. Please visit website for details on upcoming courses. @jt_makeup_studio
Kamanza Amihyia – Nationwide, UK & Global	Provides courses & bespoke workshops for industry professionals and productions on Afro Textured Hair, Barbering and Media Make-up for Black & Asian ethnicity. Courses cover Black historical references and terminology on hair and make-up. kamanzaamihyia@gmail.com
Levelling Up (Nationwide)	Not for profit organisation tackling hair and make-up discrimination in the performing arts. contactlevellingup@gmail.com @levelingup_uk
MU-Academy – Manchester	Provides courses on Afro and textured hair, make-up for global skin tones and barbering. Please visit website for details on upcoming courses. https://www.mu-a.co.uk
OM Makeup Artistry & Beauty Education Team – Sheffield	Specialized course focused on mastering makeup for deeper skin tones, ensuring inclusivity and expertise in melanin-rich beauty. Covers essential techniques, colour theory, and product selection for diverse complexions. Available as a standalone CPD course or as part of a broader beauty education program. info@ommb.co.uk www.ommb.co.uk
Sangeet Prabhaker – Dorset, Nationwide & Global	Provides CPD and short courses for working with prosthetics and Global Majority skin tones including tattoo covering. sangeet@fromlife.co.uk

5. Basic Hair and Scalp Care skills required for all Hair Artist's at any level

No hair texture or skin tone is an optional extra

This training is the minimal training all hair artists should have when entering the industry, at any level, when working with any Global Majority performers.

Basic Essential Hair Care Skills

Work etiquette and knowledge	<p>Including how communicate with people regarding hair texture and techniques. Using the correct terminology.</p> <p>Has a proper knowledge of preliminary consultation to prepare cast ahead of production.</p>
Basic hair and scalp care	<p>Knowing the preparation needed, as well as being confident while treating textured hair.</p> <p>To be able to look after and care for the scalp and textured hair on a daily basis.</p> <p>Understanding the grades of textured hair.</p>
Shampooing and conditioning	<p>To work with confidence while treating textured hair; selection of correct products for the grade of hair.</p> <p>The understanding of how to prep hair BEFORE you shampoo.</p> <p>To include how to condition and detangle to avoid breaking the hair and scalp care when hair is braided, twisted or with a long-term weft or wig.</p> <p>Understanding the correct products for the grade of hair.</p>
Male grooming kits, dealing with sensitive skin, in-growing hairs etc	<p>A good knowledge of how to treat sensitive skin prone to bumps and ingrowing hair and the products to use to help prevent any reactions.</p>
How to prepare hair for styling/wig application	<p>Safe and comfortable preparation of hair for styling and for wig application including hair wrapping.</p>
Facial hair	<p>Techniques for removal of postiche/laid on facial hair and skin care after the removal. (We are adding facial hair in both sections as it is a cross over of both hair and make-up)</p>

6. CPD Barbering skills for working with Global Majority performers

This type of training is aimed at hair artists in the industry with previous training in hairdressing/barbering. This specialist training should equip the hair artist with an understanding of barbering when working with textured hair and offer a wide range of techniques for cutting, barbering, hair and scalp care.

CPD Essential Barbering Skills	
Health and safety	An understanding of chemicals that can harm, such as relaxers, texturisers, colouring on hair that has been previously treated and other professional techniques that may have been previously provided by an experienced professional.
Trimming Afro hair and blending necklines	Including maintaining continuity in haircuts.
Use of clippers	Including edging, beard shaping and trimming.
Scissor and comb techniques	Use of clippers on textured hair including Afro and East Asian hair.
Male grooming kits	Knowing the issues that can arise with male shaving and a knowledge of how to help with sensitive skin issues. Having the confidence to discuss which tools are preferred by the performer to be used.
Period styling	An understanding of how to cut/style textured hair into a period style.
Product knowledge	Knowledge of a wide range of appropriate products for Afro and textured hair and scalp care.
Tool knowledge	Understanding the correct temperatures for heated tools for textured hair and textured hair wigs. Understanding the correct combs and brushes to use, and what not to use for textured hair and wigs.
Facial hair	Correct techniques and appropriate knowledge of products to aid styling or removal of facial hair. (We are adding facial hair in both sections as it is a cross over of both hair and make-up)
Sustainability and Environmental impact	Being constantly aware of the impact you have environmentally in the products used and the actions you take throughout the day.

Training Providers – Barbering

This is a living list of courses and will be updated regularly. Please check <https://www.hairmakeupbranch.org.uk> for the latest document.

Barbering Training Providers

Afro Hair Academy (Cardiff - Wales)	Afro/textured hair & Barbering & Makeup for darker skin tones https://afro-hair-academy-wales.com/?utm_campaign=gmb
All Skins Training Academy	Offers barbering courses on Afro and textured hair. Afro Caribbean Barbering Training – ALLSKINS Training
The Curly Scott - Scott Cooper (Scotland based)	Provides courses & bespoke workshops for industry professionals, salon groups, film and theatre designers - focusing on afro and textured hair, protective styling for productions and period work for film or theatre. www.thecurlyscott.com scott@crossculturalhair.com
Design Essentials Textured Hair Training Courses (Nationwide, UK & Global)	Provides Habia Endorsed CPD Courses on all hair textures, covering managing, styling, restructuring, & maintaining them, while observing safe practices. Courses can be tailored and cover natural hair, strengthening, straightening, silk pressing, locs maintenance, braiding & barbering. Email for details and customised courses. mailto:smthompson@mcbriideresearchlabs.com
JT Make-up Studio (Yorkshire)	Provides courses on Afro and textured hair, make-up for global skin tones and barbering. Please visit website for details on upcoming courses. @jt_makeup_studio
Joy Djadi	Runs a range of courses for textured hair styling and cutting – Cardiff/London. joy747@btinternet.com
Kamanza Amihyia (Nationwide, UK & Global)	Provides courses & bespoke workshops for industry professionals and productions on Afro Textured Hair, Barbering and Media Artist for Black & Asian ethnicity. Courses cover Black historical references and terminology on hair and make-up. kamanzaamihyia@gmail.com
Kevin Fortune Hair Styling Academy (London)	Offers a variety of courses on hairdressing and barbering. Afro Hair: Texture Barbering with EPH 'The Barber' – Kevin Fortune Hair Styling Academy (kevinfortune-hairstylingacademy.com)

<p>MU-Academy (Manchester)</p>	<p>Provides courses on Afro and textured hair, make-up for global skin tones and barbering. Please visit website for details on upcoming courses.</p> <p>www.mu-a.co.uk</p>
<p>Stacey'SStyleS Ed. Ltd (Nationwide + Online)</p>	<p>Offers courses on naturally textured hair, ranging from short sessions to full intensive 4-day courses. These courses are available on a 1-to-1 basis, in small classes, or for teams, and can be taken both in-person or virtually. Please visit our website for more information and to inquire about upcoming courses.</p> <p>https://www.staceysstyles.uk/education</p> <p>https://www.staceysstyles.uk/education</p>
<p>Tiffany Pierre (Nationwide + Online)</p>	<p>Offers 1-2-1, group and online coursed for textured and afro hair skills – Introduction to afro hair, braiding with and without extensions and afro hair through the periods. Barbering skills for afro hair inc fades.</p> <p>www.tifanypierre.co.uk/about-3</p>

7. CPD Textured Hairdressing skills for working with Global Majority Performers

This type of training is aimed at hair artists with previous training in hairdressing. This specialist training should equip the hair artist with an understanding of working with textured hair, curl patterns, strong straight hair (East Asian) and offer a wide range of different techniques for styling.

CPD Essential Hairdressing Skills

Health and safety	An understanding of chemicals that can harm, such as relaxers, texturisers, colouring on hair that has been previously treated and other professional techniques that may have been previously provided by an experienced professional.
Tools	An understanding of tools for textured hair and how to use them. Understanding the correct temperatures for heated tools for textured hair and textured hair wigs. Understanding the correct combs and brushes to use, and what not to use for textured hair and wigs.
Products	Knowledge of appropriate products, how to use them and to have them in your kit.
Preparing hair for styling	Including product knowledge and techniques including scalp care.
Protection when using heated styling tools	Including protection techniques for hot tongs and combs – correct use of heated appliances.
Silk press	Confidence to apply with care to the hair.
Blow-drying techniques	Correct use of heated appliances.
Extensions/weaves	Knowledge of weaves and extensions; safe application, removal and maintenance including scalp care, styling and wig application.
Styling and finishing	Products to use on fine hair and techniques for edging.

Plating/braiding	<p>Preparing textured hair for cornrows, braids, twists and locs.</p> <p>Scalp care for cornrows, braids, twists and locs.</p> <p>Knowledge of tools and equipment needed for cornrows, twists, braids and locs.</p>
Shampooing and conditioning	<p>To work with confidence while treating textured hair; selection of correct products for the grade of hair.</p>
Wigs: preparation of hair prior to application	<p>Correct techniques to ensure no breakage of delicate hair.</p>
Wig/piece attachment for textured hair	<p>Correct techniques to ensure no breakage of delicate hair and that the wig is comfortable for the actor.</p>
Hair cutting	<p>Confidence with cutting textured hair for continuity.</p>
General period hair styling	<p>Learning to adapt textured hair into a period hairstyle e.g., 1920s, 1930s, 1940s, 1960s, 1970s, Victorian, Regency etc.</p> <p>Understanding of why the hair was styled in this manner and how to achieve the looks with wigs, hair and pieces.</p>
Sustainability and Environmental impact	<p>Being constantly aware of the impact you have environmentally in the products used and the actions you take throughout the day.</p>

Training Providers – Hairdressing (including basic skills)

This is a living list of courses and will be updated regularly. Please check

<https://www.hairmakeupbranch.org.uk> for the latest document.

Hairdressing Training Providers	
Afro Hair Academy (Cardiff - Wales)	Afro/textured hair & Barbering & Makeup for darker skin tones https://afro-hair-academy-wales.com/?utm_campaign=gmb
BLCKSTR (Nationwide)	Workshops & training for film and TV hair & make-up artists to feel more confident & get practice in working on people of colour. blckstr.co.uk
The Curly Scott - Scott Cooper (Scotland based)	Provides courses & bespoke workshops for industry professionals, salon groups, film and theatre designers - focusing on afro and textured hair, protective styling for productions and period work for film or theatre. www.thecurlyscott.com scott@crossculturalhair.com
Christine Blundells Make-up Academy (CBMA) (London)	Provide a 1-week course for textured and afro hair skills. https://cbmacademy.com/makeup-courses/textured-hair-styling-course/ Provides general courses covering all global skin tones and all hair textures. Courses ranging from full long courses to CPD short courses. https://cbmacademy.com
Delamar Academy – London	Provides courses covering all global skin tones and all hair textures. Courses ranging from full long courses to CPD short courses. https://delamaracademy.co.uk/allcourses https://delamaracademy.co.uk/afro-textured-hair
Design Essentials Textured Hair Training Courses (Nationwide, UK & Global)	Provides Habia Endorsed CPD Courses on all hair textures, covering managing, styling, restructuring, & maintaining them, while observing safe practices. Courses can be tailored and cover natural hair, strengthening, straightening, silk pressing, locs maintenance, braiding & barbering. Email for details and customised courses. mailto:smthompson@mcbriдерesearchlabs.com
Erica Liburd (Northampton)	Provides CPD short workshop in Afro tight curl education to equip you with the foundational knowledge and understanding to begin to work with Afro textured hair confidently and adeptly, in a culturally competent manner. info@textureunravelled.co.uk https://textureunravelled.co.uk/
Iver Make-up Academy (London)	Textured and afro hair skills – 1 week course. Barbering skills for afro hair – incorporated into the full course and not specific to afro hair

	<p>https://iveracademy.co.uk/courses/pro-course-intro-to-textured-hair/</p> <p>Makeup for darker skin tones – 4-day masterclass split over 2 sessions within the 3-week course</p> <p>Prosthetics for darker skin tones. All skin tones are Incorporated into all our SFX and prosthetics course</p> <p>https://iveracademy.co.uk/courses/</p>
JT Make-up Studio (Yorkshire)	<p>Provides courses on Afro and textured hair, make-up for global skin tones and barbering. Please visit website for details on upcoming courses.</p> <p>@jt_makeup_studio</p>
Kamanza Amihyia (Nationwide, UK & Global)	<p>Provides courses & bespoke workshops for industry professionals and productions on Afro Textured Hair, Barbering and Media Make-up for Black & Asian ethnicity. Courses cover Black historical references and terminology on hair and make-up.</p> <p>kamanzaamihyia@gmail.com</p>
Levelling Up (Nationwide)	<p>Not for profit organisation tackling hair and make-up discrimination in the performing arts.</p> <p>contactlevellingup@gmail.com</p> <p>@levelingup_uk</p>
Kevin Fortune Hair Styling Academy (London)	<p>Offers a variety of courses on hairdressing and barbering.</p> <p>https://www.kevinfortune-hairstylingacademy.com</p>
MU-Academy (Manchester)	<p>Provides courses on Afro and textured hair, make-up for global skin tones and barbering. Please visit website for details on upcoming courses.</p> <p>https://www.mu-a.co.uk</p>
Stacey'SStyleS Ed. Ltd (Nationwide + Online)	<p>Offers courses on naturally textured hair, ranging from short sessions to full intensive 4-day courses. These courses are available on a 1-to-1 basis, in small classes, or for teams, and can be taken both in-person or virtually. Please visit our website for more information and to inquire about upcoming courses.</p> <p>https://www.staceysstyles.uk/education</p> <p>https://www.staceysstyles.uk/education</p>
Tiffany Pierre (Nationwide + Online)	<p>Offers 1-2-1, group and online coursed for textured and afro hair skills – Introduction to afro hair, braiding with and without extensions and afro hair through the periods. Barbering skills for afro hair inc fades.</p> <p>www.tifanypierre.co.uk/about-3</p>

8. CPD Prosthetic skills for working with Global Majority performers

This training is essential CPD training that all prosthetic artists should undertake when entering the industry or working with anyone of Global Majority ethnicity.

CPD Essential Prosthetic Skills

Health and safety	An understanding of the range of chemicals that can harm. Understanding the different ways that chemicals can affect people.
Etiquette and knowledge	Including how to talk to people about the process, terminology, and what to expect. Has a proper knowledge of preliminary consultation to prepare cast ahead of production.
Tools	Having the correct tools required.
Products	Knowledge of appropriate products to have in kits including colour pallets appropriate for the full spectrum of skin hues and tones. Understanding of how to properly mattify/satinise prosthetics on darker skin tones.
Tattoo coverage	Having full colour spectrum knowledge to cover tattoos on any skin tone.
Prosthetics fabrication	To demonstrate knowledge and understanding of pigments and techniques available to accurately match prosthetics silicones to skin hue/tone of model.
Skin care	Understanding of how to prepare different skin types for prosthetics application and appropriate after care.
Sustainability and Environmental impact	Being constantly aware of the impact you have environmentally in the products used and the actions you take throughout the day.

Training Providers – Prosthetics

This is a living list of courses and will be updated regularly. Please check <https://www.hairmakeupbranch.org.uk> for the latest document.

Prosthetics Training Provider

Sangeet Prabhaker

(Dorset, Nationwide & Global)

Provides CPD and short courses for working with prosthetics and Global Majority skin tones.

sangeet@fromlife.co.uk

Delamar Academy

– London

Provides courses covering all global skin tones and all hair textures. Courses ranging from full long courses to CPD short courses.

<https://delamaracademy.co.uk/allcourses>

<https://delamaracademy.co.uk/advanced-prosthetics>

Iver Make up Academy

(London)

Prosthetics for darker skin tones. All skin tones are Incorporated into all our SFX and prosthetics course

<https://iveracademy.co.uk/courses/>

<https://iveracademy.co.uk/courses/special-effects-makeup-and-prosthetics-application-course/>

<https://iveracademy.co.uk/courses/further-prosthetics-makeup-fx-course/>

9. Bursaries, training grants and other support

The types of support available may vary depending on which course you're taking. Please read the information on each site carefully to check you and the course/s you wish to attend are eligible.

Speak to your production regarding a budget for training skills required for your team. Many productions are investing in ongoing training to support a more confident and skilled workplace for Global Majority performers.

Bursary, training and other support.

ScreenSkills

www.screenskills.com – Hair and make-up artists who work in film and television can apply for a bursary of up to 80% plus any travel and accommodation costs from ScreenSkills. To do this, you need to apply directly to Screenskills via the website above.

Trainee passport

Download here: <https://www.hairmakeupbranch.org.uk/tra>

Bectu sector learning funding for Bectu members only.

This fund has an annual budget of £5,000 and is aimed at those in precarious employment across any of the creative industries. Bectu members (not students) can apply for up to £1,000* to support their career development or trade union studies. Details can be found at <https://bectu.org.uk/about/alfie-squires/>

*Criteria apply

10. Further information and links

- Bectu Hair and Make-up Branch: <https://www.hairmakeupbranch.org.uk>
- ScreenSkills: www.screenskills.com
- Hair and Beauty Industry Authority (Habia): www.habia.org
- British Beauty Council: www.britishbeautycouncil.com
- The Hair Council: <https://haircouncil.org.uk>
- Sustainable Beauty Coalition: <https://britishbeautycouncil.com/sustainable-beauty-coalition/>
- A Beauty industry that looks like you: <https://britishbeautycouncil.com/a-beauty-industry-that-looks-like-you/>

11. Further Viewing & Reading

- **Untold Stories: Hair on Set** - a 45 minute documentary available on Sky Documentaries and NOWTV. Directed by Fola Evans-Akingbola & Jordan Pitt
https://www.youtube.com/watch?v=IO6_DYNjUyw
- **The Hair Tales** - docuseries on HULU.
<https://www.imdb.com/title/tt14921616/>
- **Book - Don't touch my hair - Emma Dabiri** – Watch the interview about her book
<https://www.youtube.com/watch?v=VZmKjNRfc4>
- **Book – Hairdressing for African & curly hair types from a Cross-Cultural Perspective – Sandra Gittens (3rd Edition)**
- **African-Caribbean Hairdressing – Sandra Gittens**
- **Textures – The history and art of Black hair – Hirmer**
- **The Science of Black hair – Audrey Davis-Sivasothy**