

## Equality Impact Assessment Form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2012 – race, age, gender, etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

<b>Service Area:</b> Gwent Music Support Service	<b>Head of Service:</b> Alun F. Williams	<b>Person responsible for the assessment:</b> Alun F. Williams	<b>Date of Assessment:</b> January 2013	
<b>Name of policy/practice to be assessed:</b> Proposed 100% cut of the funds for Gwent Music Support Service (GMSS).			<b>Is this a new or existing policy/practice under review?</b>	New

<p><b>1. Briefly describe the purpose of the policy/practise:</b></p> <p><b>If the policy/practice is under review, please list any options under consideration.</b></p>	<p>The purpose of the practise is the proposal to cut 100% (£292k) of GMSS funding from Newport City Council (NCC) as part of the existing collaborative agreement between NCC, Monmouthshire (MCBC), Torfaen (TCBC) and Blaenau Gwent (BGCBC). NCC is the Host Authority for the music service.</p> <p>This proposal is currently under consultation by council/cabinet and would be effective from 1<sup>st</sup> April 2013.</p>
<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<ul style="list-style-type: none"> <li>• GMSS Annual Business Plan</li> <li>• Education service plans</li> <li>• Corporate Plan</li> <li>• National curriculum of Music</li> </ul>
<p><b>3. Who are the main stakeholders in relation to the policy/practice?</b></p>	<ul style="list-style-type: none"> <li>• Children and young people KS1 – KS4</li> <li>• Citizens of NCC, MCBC, BGCBC, TCBC</li> <li>• Schools</li> <li>• Communities</li> <li>• Parents</li> <li>• All employees</li> <li>• Elected members</li> <li>• Suppliers &amp; partner organisations</li> </ul>
<p><b>4. Who performs the service?</b></p>	<ul style="list-style-type: none"> <li>• Employees of GMSS hosted by NCC (specialist music tutors, managers, administrative staff)</li> <li>• Self Employed Providers (specialist music tutors)</li> </ul>

**5. What outcomes are wanted from this policy/practice?**

- As a non-statutory service NCC has outlined that although the council appreciates the added value of Gwent Music, focus must be on frontline education for the benefit of all pupils.
- NCC intends for the service to become self-financing.

**6. What factors could contribute to/detract from the outcomes (risks/opportunities)?**

- Intended outcome is to continue delivery of the service but without the core funding from NCC.

**RISKS**

- Reduced access to the wide opportunities for engagement in music tuition and activities currently available in and outside school resulting from reduced availability of provision and increased costs to schools and parents.
- Redundancy/restructure of employees
- Reduction/Ceasing of availability of musical instruments free of charge.
- Diminished national and UK profile and reputation of Gwent Music.
- Charging for activities resulting in less people involved in music tuition activities from areas of low income families.
- Movement of tuition to private companies and individuals working independently e.g. CAVMS (Cardiff and Vale Music Service). Charges for CAVMS are currently above GMSS for individual tuition but lower than GMSS for group tuition to schools (not inclusive of an instrument).

**OPPORTUNITIES**

- Reshaping of Gwent Music to ensure a sustainable financial and delivery model.
- Core music tuition activities would remain available for NCC schools to buy in group tuition.
- Individual tuition lessons would remain available for parents to purchase directly.
- Movement of tuition to private companies and individuals working

<p><b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b></p>	<p>Consultation and involvement with the following:</p> <ul style="list-style-type: none"> <li>• GMSS Senior Management Team</li> <li>• GMSS Staff</li> <li>• Head of Education for NCC</li> <li>• Annual Review</li> <li>• Use of monthly budget and participation monitoring figures and trends</li> <li>• Customer feedback</li> <li>• Comparisons with like for like services/market testing</li> </ul>
<p><b>8. Give a summary of the information the council has taken into account for this assessment</b></p>	<p>The information that the council has used to propose the cut is based on NCC central budget position, maintenance of high standards within schools, ensuring that Welsh Government funding targets are met and statutory obligations.</p>
<p><b>9. Does the policy/practice eliminate discrimination and promote equality and good community relations due to:</b></p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• Disability</li> <li>• Race</li> <li>• Religion/belief</li> <li>• Welsh language</li> <li>• Gender reassignment</li> <li>• Marriage/civil partnership</li> <li>• Sexual orientation</li> <li>• Pregnancy and Maternity</li> </ul>	<p>The cut in funding does not promote equality amongst lower income families and those from deprived areas as increases in charges could mean that those pupils will no longer be able to access the activities/tuition provided by the service at a reasonable/subsidised cost. This impact can be mitigated by the creation of a fund to allow access to tuition for children from financially challenged families.</p>

**10. Summary of the impact of the policy/practice on the general equality duty:**

Unless mitigated the impact on children from lower income families could be to reduce/deny access to the opportunities provided by Gwent Music.

<b>Equality Action Plan</b>		
<b>Key Actions</b>	<b>Actions (with dates) Any associated Performance targets</b>	<b>Lead Officer(s)</b>
Actions to eliminate discrimination, promote equality and good community relations for the basis for the Plan.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	Decision through cabinet meeting 26 <sup>th</sup> February 2013	James Harris
How will the policy / practice be: <ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> <li>• Reported</li> </ul>	The policy decision will be reported back to GMSS once made. GMSS are currently undergoing a major review exercise to propose a number of scenarios going forward including the management of further policies in line with this one in future years. The position of the current collaborative agreement is also being considered as it is based on a level of contribution from each of the four Authorities.  Assessments and reports will be made of any impacts once they have been put into place and associated plans and actions have been implemented.	Alun F. Williams
Does the EIA need be repeated in 6 months/ a year ?	The aim of the current review of service being undertaken is that similar reviews will not have to take place each year based on potential budget positions as GMSS is looking to find a way forward to work in a different way in light of the changes and with the reduction in participation due to increases in cost.	

Signed (lead officer) \_\_\_\_\_

Signed (Head of Service) \_\_\_\_\_