

Music Service Equality Impact Assessment (EIA) Questionnaire

1. Details of function, policy, procedure or service:	
Title of what is being assessed: proposal to move the Music Service to a charitable company limited by guarantee	
Is it a function, policy, procedure or service?: Service	
Department and Section: Children's Service, Schools and Learning	
Date assessment completed: 31/08/2012	
2. Names and roles of officers completing this assessment:	
Lead officer	Lynn Holman-Fox
Stakeholder groups	Schools and settings, youth service
Representative from internal stakeholders	Music Service Senior Management Team and Administrative Staff
CS Equalities Network rep	Elaine Tuck
HR rep (for employment related issues)	
3. Full description of function, policy, procedure or service:	
<p>The Music Service currently offers:</p> <ul style="list-style-type: none"> • 65 primary schools receiving free whole class instrumental and vocal tuition (2940 children) • 2700 children having lessons that are paid for by schools or parents • 892 children and young people attending 3 Music Centres and playing in bands, groups and orchestras • 75 Students on the 2 centralised Music A level courses • 11 Looked After children receiving free tuition • 167 children on Free School Meals receiving £50.00 per term towards the cost of their lessons • 72 children on Free School Meals having a free place in a Music Centre group • A partnership project funded by the GLA to deliver a transition programme alongside the BBC Concert Orchestra at St James Catholic High School (considered by the Paul Hamlyn foundation to be an example of best practice) • An Infant Music Festival – 57 schools for 2011-2012 • A Schools Music Festival (2012– all primary schools took part) • Major events and concerts • Work with the youth service reaching vulnerable groups of young people • Work with other partners i.e. English Pocket Opera Company, Pavillion Opera, Bollywood Brass, Federation of Music Services, Trinity College of Music. • Summer university 	

The proposed transfer of the Music Service to a charitable company limited by guarantee will enable children and young people from families with low incomes to access music tuition. At present the Music Service receives requests for financial support from only 2.9% of the Free School Meals population. Schools have informed us this is because the families cannot afford to pay the remaining cost of the lessons

At present the Music Service supports the work of the youth service in delivering programmes to vulnerable young people – these are at present funded by the youth service. The new Music Service will seek funding to offer targeted programmes to these vulnerable young people and those at risk of offending. This could lessen the demand on the youth service budget.

The transfer will take approximately 4 months to complete – papers will be presented to Cabinet Resources Committee in October 2012 and the aim is to make the charity application in November 2012. A period of mobilisation will take place between October November 2012- December 2012 and all staff will be Tupe'd over for February 1st 2013. There are no planned redundancies

4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far

Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this?
Race	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Children and young people of all races use the music services. The proposed change will not reduce the current service being offered.	
Gender	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Children and young people use the music services irrespective of gender. The proposed change will not reduce the current service being offered.	
Disability	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Children and young people who have a disability that makes it difficult to participate in music services are offered additional support, such as extra staff or modifications to instruments. This would continue under the proposed new music service.	

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Age	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The service is offered to support children and young people from 0 to 19. No changes are proposed that would impact on this.	
Sexual orientation or gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The service is provided to children and young people regardless of their sexual orientation or gender reassignment and the proposal would not change this.	
Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The music service currently makes appropriate adjustments, for example lessons are provided in some Jewish schools during times of the day that do not conflict with Jewish studies. The proposal would not change this.	
Pregnancy/maternity (including teenage parents)	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The music service does not currently offer services specifically targeted at teenage parents. This could change if appropriate.	
Marital status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The service is available to children, young people and staff regardless of marital status and this would continue.	
Those on low incomes	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Under the proposed new model, those on low incomes who are eligible for Free school meals will get more help with the cost of instrumental lessons.	
Vulnerable groups	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The music service is currently funded on an as and when basis to provide services to targeted groups, including NEETs and young offenders. Under the new model there could be a	

		<p>possibility of the new music service funding such programmes itself.</p> <p>Looked after children currently receive free tuition and use of instruments and this would not change under the new model.</p>	
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<p>5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents</p>
<p>86% of all Barnet schools (primary, secondary and special) currently buy into the traded music service. Over the years a number of schools have opted out of the service but have then opted in a few years later. The proposal could have a positive impact on satisfaction ratings among residents as the new model, which allows fundraising, is likely to help keep fees for tuition and so on for both schools and parents at an affordable level.</p>
<p>6. How does the proposal enhance Barnet's reputation as a good place to work and live?</p>
<p>The new charity will provide better services for less money by having a different delivery structure. It will continue to contribute to the every school agenda and will have more resources to help every child. This would help to enhance Barnet's reputation.</p>
<p>7. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?</p>
<p>Those on low incomes are likely to feel more positive about the Council as they will have greater access to free provision under the proposed new model. School communities are likely to feel more confident about the Council as it is trying to achieve better value for money while also increasing services. The music services will have a detailed Service Level Agreement with the Local Authority to ensure that government priorities are effectively delivered using the music education grant. This will help to reassure residents that the Council is continuing to ensure music priorities are delivered.</p>
<p>8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? <i>Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 13)</i></p>
<p>The data set that the Music Service gives to the DFE on an annual basis will be available for the Charities commission, The Local Authority, the board of trustees, the DFE and the Federation of Music Services. The music education grant has some performance measures attached.</p>
<p>9. How will the new proposals enable the council to promote good relations between different communities? <i>Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.</i></p>

All children on subsidised or free lessons will be offered a free place in one of the Music Service bands, orchestras and/or choirs at music centre. This will enable social mobilisation.

10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.

The Music Service asks schools to inform on the reasons why children discontinue lessons. 82% of the replies indicate they cannot afford the cost of the lessons. The proposed new model would increase the amount of free tuition offered and help to keep fees as low as possible, which would help to address this.

Friends of Barnet Music Services (a parent teacher organisation), staff in the music service, local authority officers and local schools have been consulted on the proposal. No concerns have been expressed from service users.

11. Decision:

No Impact	Positive Impact	Neutral Impact	Negative Impact or Impact Not Known ¹
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. Comment on decision

It is anticipated that a new charitable company model of music service would have a positive equalities impact. The new model would allow greater flexibility and innovation so that the service would be able to offer services to more children, young people and settings. The new model would also be more cost effective which would enable more services to be offered free to children and young people on low incomes. There will be no reduction in the services offered and current good equalities and diversity practice.

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

13. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Ensure any inequalities are identified early and acted on.	Free School Meals data will be collected and reported to the Children's Service	A 50% increase in the first year	Lynn Holman-Fox	March 2013
Ensure effective communication with all stakeholders regarding the terms of grants.	All data sets required by the DFE to be made available to the Local Authority, trustees and schools	Disseminate data to all parties	Lynn Holman-Fox	March 2013