



Equality Impact Assessment – Gwent Music Support Service

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, Assessments should take into consideration each of the so-called “protected characteristics” listed in the Equality Act 2010 (race, age, gender etc.).

Don't be put off by the apparent length of this form. Many of the questions will not require a specific response, other than “no impact”.

Service Area: Education - Gwent Music Support Service	Head of Service: Alun F Williams	Person responsible for the assessment: Alun F Williams	Date of Assessment: 12th January 2012	
Name of the function to be assessed: Gwent Music Support Service			Is this a new or existing function	Existing function
1. Briefly describe the aims of the function		<p>The Music Service is a non-statutory function provided across the Gwent region.</p> <p>The Service is organised by Newport City Council in collaboration with Blaenau Gwent, Monmouthshire and Torfaen local authorities. It provides instrumental tuition and organises a wide range of music activities for children and young people</p>		
2. Name any associated policy, function etc.		Education service plans and specific operational plans		

3. Who are the main stakeholders in relation to the function	Children and young people; schools and colleges; communities
4. Who performs the service?	Various staff and specialists
5. What outcomes are wanted from this function?	A vibrant and accessible range of music tuition and events across the Gwent region that support young people, their families and the community generally
6. What factors/forces could contribute/detract from the outcomes?	<p>The service is non statutory and provided jointly with Monmouthshire, Torfaen and Blaenau Gwent Councils.</p> <p>The option proposed is a £42k efficiency saving which equates to 15% of the total budget, from the management and organisation of the service and from the programme of music activities, ensembles and events.</p> <p>This reduction in funding will mean a freeze on appointing senior tutor posts while the remaining savings will accrue from changes in the way the “Music for All” and activities programme is delivered in Newport, the reduction of purchasing instruments for the whole class projects and the reduction of instruments for new starters in areas of high deprivation.</p>
7. Is full information and analysis of users of the service available?	Service usage and knowledge of take-up and coverage

<p>8. What consultation has taken place?</p>	<p>Headteachers in Newport have been informed of the proposed efficiency savings, a possible increase in the hourly tuition rate and changes in the delivery of the Music for All programme. Staff of the Music Service have also been informed of the proposed savings from the budget.</p> <p>Head of Music Service has also contacted the other three Unitary Authorities to say that their service provision will not be affected.</p>
<p>9. Are there concerns that the function <u>could</u> have a differential impact due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion/belief • Welsh language • Gender reassignment • Marriage/civil partnership • Sexual orientation 	<p>The programme of activities will still be available to schools and pupils in Newport, but the full cost of provision for certain activities will be passed on to schools and parents. In the case of youngsters with particular needs, individual assessment will be carried out by their individual schools to ensure that appropriate packages are available.</p> <p>Another increase in the hourly rate of tuition may also be passed on to pupils and parents from the schools and again schools will have processes in place for young people with particular needs.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Schools already have appropriate packages and assessment procedures in place but this is not carried out by the Music Service.</p>
<p>10 .How will the function be monitored?</p>	<p>Performance management; customer usage and satisfaction</p>

11. How will the impact of the function be evaluated?

As above

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