

# Fairness and Equalities Impact Assessment (FEIA)

Version 1 – 29 October 2019

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

**Completed by:** Karyn Keane      **Role:** Assistant Head of Education

**Head of Service:** Sarah Morgan      **Date:** 10/12/2019

**I confirm that the above Head of Service has agreed the content of this assessment**

Yes

**When you complete this FEIA, it is your responsibility to submit it to**  
impact.assessment@newport.gov.uk

**1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.**

Gwent Music provides peripatetic music lessons to pupils in all schools in Newport and the region. To support pupils who are eligible for free school meals, the cost of these lessons is subsidised. The subsidy that Newport City Council gives to Gwent Music is higher than that of neighbouring local authorities. This proposal sets out the intention to reduce the subsidy that Newport City Council provides to Gwent Music so that it is in line with that of other local authorities.

**2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal**

Formal consultation will take place as part of the council's budget setting process for 2020/21. This proposal will be subject to standard consultation processes as part of the council's budget setting arrangements for 2020/21 before a decision is taken by Cabinet as to whether or not to proceed with the proposal. All stakeholders will be encouraged to participate in the consultation.

**3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.**

There are 57 schools in Newport, each having access to Gwent Music. Through their work, the service provides a range of opportunities including music curriculum support for schools and specialist music lessons for individual pupils.

Stakeholders will include:

- all staff within Gwent Music
- other staff across the wider Central Education Service
- Headteachers, Governing Bodies and school staff

- pupils and families who access Gwent Music
- wider partners who are impacted by the work undertaken by Gwent Music

#### 4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Autumn 2019 Pupil Census indicates that there are 21,140 pupils of statutory school age (5-16 years) being educated in Newport. 4024 of these pupils are eligible for free school meals. This proposal will affect pupils who are eligible for free school meals and who receive subsidised music lessons from Gwent Music. These pupils may no longer be able to access free music lessons and their families may incur a charge for these.</p> <p>In the case of a reduction in the hardship subsidy, there is likely to be an overall reduction in the number of pupils and schools who benefit from the work of Gwent Music. There is likely to be a reduction in the number of pupils who are eligible for free school meals that take GCSE and A level Music examinations, perform in ensembles or orchestras, or take music centre examinations.</p> <p>Gwent Music will continue to work across all schools and provide a subsidised service for the families of pupils who are eligible for free school meals. However, this will be at a greater cost to these families than that previously experienced or will be accessible to fewer pupils.</p> <p>With regard to Gwent Music staff, 66% of service employees are over 50 years old. All affected staff will be treated equally regardless of their age.</p>
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This proposal will affect children and young people of statutory school age who are eligible for free school meals and who receive subsidised music lessons from Gwent Music. Learners who are eligible for free school meals may have Additional Learning Needs (ALN) and benefit significantly from the support they receive from Gwent Music. These pupils may no longer be able to access free music lessons and their families may incur a charge for these. The Autumn 2019 Pupil Census indicates that there are 4721 pupils of statutory school age who have Additional Learning Needs (ALN) of whom 750 have a statement of Special Education Needs. These pupils attend mainstream</p>

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<p>schools across the city or may also attend one of the 2 special schools located in Newport.</p> <p>There are no employees in the Gwent Music team that class themselves as disabled.</p>
<b>Gender reassignment/transgender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	In terms of any affected pupils, we do not hold data in relation to this. All affected pupils and families will be treated equally regardless of their status under this protected characteristic.
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	7 of the 13 affected employees are single with the remainder being married or in partnerships. This proposal does not specifically affect this protected characteristic in a disproportionate way. All affected staff will be treated equally regardless of their marriage or civil partnership status.
<b>Pregnancy or maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal does not specifically affect this protected characteristic in a disproportionate way. Any affected staff will be treated equally regardless of their status under this protected characteristic.
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Autumn 2019 Pupil Census indicates that there are 5594 pupils from black and minority ethnic groups attending school in Newport. Gwent Music provides support to pupils from black and minority ethnic groups who are eligible for free school meals. These pupils may no longer be able to access free music lessons and their families may incur a charge for these.</p> <p>Gwent Music will continue to work across all schools and provide a subsidised service for the families of black and ethnic minority pupils who are eligible for free school meals. However, this will be at a greater cost to these families than that previously experienced or will be accessible to fewer pupils.</p> <p>No Gwent Music employee identifies themselves as being from a black or minority ethnic group. All affected staff, pupils and their families will be treated equally regardless of their status under this protected characteristic.</p>
<b>Religion or Belief or non-belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	In terms of any affected pupils, we do not hold data in relation to this and insufficient data is available from staff. This proposal does not specifically affect this protected

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	Positive	Negative	Neither	
				characteristic in a disproportionate way. All affected staff, pupils and families will be treated equally regardless of their status under this protected characteristic.
<b>Sex/ Gender Identity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Of the 21,140 pupils of statutory school age in Newport, the Autumn 2019 Pupil Census indicates that 10,838 are male and 10,302 are female. Both male and female pupils will be equally affected by this proposal.</p> <p>Overall, 13 members of staff will be affected by these proposals, 9 males and 3 females. The proposed cuts would therefore have a disproportionate impact on the male workforce.</p> <p>All affected staff, pupils and families will be treated equally regardless of their status under this protected characteristic.</p>
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal does not specifically affect this protected characteristic in a disproportionate way. All affected staff, pupils and families will be treated equally regardless of their status under this protected characteristic.
<b>Welsh Language</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Of the 57 schools in Newport, 4 are Welsh medium with 1 of these being a secondary school and 3 being primary schools. The reduction in hardship grant will affect the availability of support for pupils who are eligible for free school meal and attend these schools.</p> <p>Gwent Music will continue to work across all Welsh medium schools and provide a subsidised service for the families of pupils who are eligible for free school meals. However, this will be at a greater cost to these families than that previously experienced or will be accessible to fewer pupils.</p> <p>From employee surveys that have been undertaken, most of potentially affected employees state they have no or little Welsh language skills.</p> <p>The Local Authority has duties under the Welsh Language Act and the proposal reduction in staffing levels will have an impact on the ability to deliver services bilingually</p>

## How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The Council must achieve a balanced budget and maintain the best service for its customers. Customers are wider than those in schools alone. This budget proposal prevents a further, disproportionate funding reduction to wider Council services.</p> <p>There are no options for savings available with Gwent Music other than to reduce the hardship subsidy. Without Gwent Music making this saving, there will be exacerbated pressure on other education services as well as frontline services across the city.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This proposal does not aid greater collaboration. In the case of a reduction in the hardship subsidy, there is likely to be an overall reduction in the number of pupils and schools who benefit from the work of Gwent Music. There is likely to be a reduction in the number of pupils who are eligible for free school meals that take GCSE and A level Music examinations, perform in ensembles or orchestras, or take music centre examinations.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All budget proposals will be consulted upon. Key stakeholders linked to this proposal include Chairs of Governors, Headteachers, parents, pupils, Schools Forum, Gwent Music employees and Newport City Council staff.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Council must achieve a balanced budget and maintain the best service for its customers. This budget proposal prevents a further, disproportionate funding reduction to wider Council services.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This proposal is not supportive of improving educational attainment or of supporting pupils disadvantaged by poverty. However, adding additional funding pressure to other service areas also puts council wide services at further risk, particularly those services which are aligned to vulnerable groups.</p>

## **5 What will the impact be on the wellbeing goals (under Wellbeing of Future Generations Act 2015)?**

The proposal will likely have a negative impact on the uptake of music lessons for pupils who are already disadvantaged by poverty. It will also impact negatively on their families as a cost may be incurred if their children continue to access this provision.

## **6 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?**

This proposal will disproportionately affect those schools that serve the more deprived communities in Newport. More pupils in these schools currently benefit from subsidised music lessons.

## **7 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission**

The budget process considers where the Council's reducing financial resources should be spent. These services affect children that are vulnerable. The proposal should be seen collectively alongside other proposals.

## **8 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?**

The reduction in the subsidy provided to Gwent Music is likely to have an impact on the number of pupils who are eligible for free school meals who access specialist music lessons. This will impact on the outcomes that vulnerable learners achieve at the end of Key Stage 4 and Key Stage 5. There will also be reduced numbers of pupils in Newport who participate in ensembles and orchestras. Gwent Music will continue to work across all schools and provide a subsidised service for the families of pupils who are eligible for free school meals. However, this will be at a greater cost to these families than that previously experienced.

## **9 Monitoring, evaluating and reviewing**

The numbers of pupils accessing Gwent Music provision is reviewed annually. Monitoring of the children most affected by this proposal will be ongoing by schools and by central education.

## **10 Involvement**

This proposal is being made as part of the Council's 2020/21 budget process which will include consultation and engagement with relevant key stakeholders.

## **11 Summary of Impact (for inclusion in any report)**

### **Equality Act 2010 AND Welsh Language**

The proposal will have an impact on services for Children and Young People. The impact will negatively affect children and young people who are eligible for free school meals as there will be a significant reduction in the support provided to families.

