

REPORT TO: POLICY AND RESOURCE COMMITTEE – 21 FEBRUARY 2019

REPORT ON: CHILDREN AND FAMILIES SERVICE - INSTRUMENTAL SERVICE

REPORT BY: EXECUTIVE DIRECTOR OF CHILDREN AND FAMILIES SERVICE

REPORT NO: 87-2019

1.0 PURPOSE OF REPORT

1.1 To inform the committee of the changes proposed for financial year 2019/20 regarding the Dundee Schools Instrumental Service.

2.0 RECOMMENDATIONS

2.1 It is recommended that the proposals in this report are implemented:

- i. That free music tuition continues and all other costs associated with music tuition are removed entirely. This would result in the removal of the instrument hire charge for all children wishing to take up music tuition.
- ii. The Dundee Schools instrumental service is rationalised and reduce to 23.7 FTE, a reduction of 4 FTE. The service would continue to be delivered in the way detailed within this report.
- iii. Local secondaries are utilised more effectively for rehearsal/ concert activities and under utilised and non-DDA compliant Bell Street Music Centre is deemed surplus to requirements.
- iv. That sponsorship is sought for central bands and orchestras costs including the sporting concerts, to support the total costs of the service and retain this as a free activity.

3.0 FINANCIAL IMPLICATIONS

3.1 The removal of the 4 FTE Instructor posts would result in a part year saving of £109,000 in financial year 2019-20 and a full year saving of £175,000.

3.2 Removal of instrumental hire will remove current income of approximately £17,000 in financial year 2019-20 and £27,000 in a full financial year.

3.3 The savings from the cessation of the Bell Street Music Centre are £65,000 in a full year with no account taken of any one off potential capital receipt, however the revenue savings identified are contingent on the property being sold or rented. Therefore this saving has not been recognised.

3.4 The cost of the central musical activities that sponsorship is being sought is approximately £41,000 in financial year 2019-20 and £66,000 in a full year. This saving would only be achieved if sponsorship is found.

3.5 The net saving for Children and Families service if the staffing savings are implemented would amount to £133,000 in financial year 2019-20 and £214,000.

4.0 MAIN TEXT/BACKGROUND

4.1 There is an imperative to identify and achieve significant savings and increase income in financial year 2019/20.

- 4.2 The School Instrumental Service in the city has a long and well established history stretching back to the beginning of the 20th century.
- 4.3 At present we charge no fees and have a charge only for instrumental hire, however this remains free for many pupils (all those in receipt of free school meal entitlement, or studying Music at SQA level). Over 21% of all pupils P4-S6 receive instrumental tuition. This is the highest in Scotland apart from Orkney, Western Isles and Shetland.
- 4.4 The service allows for young people to prepare for examinations, has positive effects on confidence, communication and teamwork. This led to the establishment of the Aspire programme and our current relationship with Sistema Scotland as extensions of the core instrumental programme.
- 4.5 The work of the service leads to city wide annual concerts and performances across the city in a variety of venues. The service allows young people from a variety of schools to come together and for many young people plays an important role in their maturation and socialisation.
- 4.6 Dundee at present has 27.7 FTE Instrumental Instructors of which 4.9 FTE are funded from specific grants. Nationally, as at the July 2018 Instrumental Service audit conducted by the ISS, Scottish local authorities reported 644 FTE across the entire country. Dundee's total of a percentage of this in relation to the current level of instructional staff in the city is 4%. This is a very high level of provision compared to the national average where there would be an expectation based on pupil population that Dundee would have approximately 18.6 FTE.
- 4.7 Across Scotland at the July 2018 ISS audit there were nationally 60326 pupils receiving tuition. 3793 of these were in Dundee. This is an extremely high figure in comparison with other local authorities, more than 300% that of Angus, and larger than Fife.
- 4.8 Dundee City Council have now committed to free universal instrumental tuition and this has brought many benefits to young people, families and schools. To enable this to continue three specific proposals are made:

- Reduce the Instrumental Service by 4 FTE.

This would leave Dundee with an Instrumental Service of 23.7 FTE of which 4.9 FTE are funded from specific grants, this is still above the national position. There are implications for the redeployment of Children and Families staff associated with the Dundee Instrumental Service as 4 posts would be removed. The removal of these posts would be dealt with through the council's workforce management procedures. Current permanent post holders would be considered for VER where appropriate and redeployment where possible in the first instance.

- Remove the cost of instrumental hire.

The only charge that remains for instrumental lessons is the hire cost of the instrument. These hire costs only apply to certain pupils. Currently, pupils who are in receipt of free school meals, and those studying Music as part of an approved SQA course do not pay for the hire of instruments. All those involved in music based Aspire programmes have a free instrumental hire. Removal of all remaining hire costs would see the reduction of £27k per annum of income, but would simplify the system greatly and have a knock on reduction in administration costs.

- Move all Central Activities to Secondary Schools in the City and close the Bell Street Music Centre.

The Bell Street Music centre although having a long history with the city is an old building that is not DDA compliant and expensive to keep open. It is used during the day as an office, with a minimal number of staff at any one time. The activities during the day are office based activities and could be hosted in a variety of buildings.

The costs of running the Music Centre are £65,000, with the main costs being rates (£17,000) and electricity (£25,000).

The building is used in the main in the early evenings 4 days a week and on Saturday morning, all sessions taking place between October and April.

It is proposed that all central music activities transfer to secondary schools, with one main host school from October 2019 and that the Music Centre in Bell Street be sold or rented. One of the advantages of the current music centre is the central location that allows pupils the options of using public transport easily from all parts of the city. A shift to the activities taking place in a secondary school will mean that the use of public transport may require more planning, however parking for parents dropping young people off will be easier particularly on Saturday morning sessions.

- Sponsorship is sought for all central bands and orchestra activities including the spring concerts.

At present no charge is made for central activities although charges are made in other parts of the country. To enable this important part of the Dundee Instrumental Service to remain free it is proposed that sponsorship is sought for individual bands/orchestras/competitions and annual concerts.

At present the total cost of these activities is £66,000 in a full financial year.

5.0 POLICY IMPLICATIONS

- 5.1 This report has been subject to an assessment of any impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. A copy of the Integrated Impact Assessment is attached to this report.

6.0 CONSULTATIONS

- 6.1 There has been consultation on this proposal at this stage with Head Teachers and Head of the Instrumental Music Service .There has also been consultation with the Parent Council Chairs in the city.

7.0 BACKGROUND PAPERS

- 7.1 None.

Paul Clancy
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February 2019



Integrated Impact Assessment Report.

Committee Report No: 87-2019

Document Title: Music Instrumental Service

Document Type: Service

New/Existing: New

Period Covered: 01/02/2019 - 01/02/2019

Document Description:

The document sets out proposals to reduce the size of the instrumental service by 4TE, move the music service from Bell Street to secondary schools, remove the hire cost involved with any instrumental tuition and seek sponsorship for central bands and orchestral activities.

Intended Outcome:

The aims of these service changes is to retain a completely free instrumental service for all young people in the city in a context of significantly decreasing council budgets.

How will the proposal be monitored?:

The Head of Instrumental Service meets regularly with the Chief Education Officer and the Head of Instrumental Music working with his staff and school HTs will take forward the change of location and associated staffing changes. The Chief Education Officer working with corporate colleagues will take forward the sponsorship activities.

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A. Equality and Diversity Impacts:

Age:	Not known
Disability:	Positive
Gender Reassignment:	Not known
Marriage and Civil Partnership:	No Impact
Pregnancy and Maternity:	No Impact
Race/Ethnicity:	Not known
Religion or Belief:	Not known
Sex:	Not known
Sexual Orientation:	Not known

Equality and diversity Implications:

The Music Centre is not DDA compliant and the upper floor is mostly inaccessible to those with significant mobility issues. The move to more modern premises will allow full access for young people and adults with mobility issues.

If the instrumental instructor posts in the report cease during the school session 2019-20, the impact in relation to protected characteristics is either unknown (e.g. religion/belief; gender reassignment) because we do not collect this data; or there is no impact, e.g. marriage; maternity. Regarding the impact on current employees, gender would not affect future employment opportunities.

Proposed Mitigating Actions:

The removal of these posts would be dealt with through the council's workforce management procedures.

Is the proposal subject to a full EQIA? : No

The Music Centre is not DDA compliant and the upper floor is mostly inaccessible to those with significant mobility issues. The move to more modern premises will allow full access for young people and adults with mobility issues.

B. Fairness and Poverty Impacts:**Geography**

Strathmartine (Ardler, St Mary's and Kirkton):	Positive
Lochee(Lochee/Beechwood, Charleston and Menzieshill):	Positive
Coldside(Hilltown, Fairmuir and Coldside):	Positive
Maryfield(Stobswell and City Centre):	Positive
North East(Whitfield, Fintry and Mill O' Mains):	Positive
East End(Mid Craigie, Linlathen and Douglas):	Positive
The Ferry:	Positive
West End:	Positive

Household Group

Lone Parent Families:	Positive
Greater Number of children and/or Young Children:	Positive
Pensioners - Single/Couple:	No impact
Single female households with children:	Positive
Unskilled workers or unemployed:	Positive
Serious and enduring mental health problems:	Positive
Homeless:	Positive
Drug and/or alcohol problems:	Positive
Offenders and Ex-offenders:	Positive
Looked after children and care leavers:	Positive
Carers:	Positive

Significant Impact

Employment:	Negative
Education and Skills:	Positive
Benefit Advice/Income Maximisation:	No Impact
Childcare:	No Impact
Affordability and Accessibility of services:	Positive

Fairness and Poverty Implications:

The removal of hire charges will have a positive benefit for families in all areas of the city, and will allow young people to gain instrumental skills that will enhance educational achievement and have a positive impact on employment opportunities.

There are implications for the redeployment of Children and Families staff associated with the posts which would be removed. The removal of these posts would be dealt with through the council's workforce management procedures. Current permanent post holders would be considered for VER where appropriate and redeployment where possible in the first instance.

Proposed Mitigating Actions:

The removal of these posts would be dealt with through the council's workforce management procedures.

C. Environmental Impacts

Climate Change

Mitigating greenhouse gases:	Not Known
Adapting to the effects of climate change:	Not Known

Resource Use

Energy efficiency and consumption:	Not Known
Prevention, reduction, re-use, recovery or recycling waste:	Not Known
Sustainable Procurement:	Not Known

Transport

Accessible transport provision:	Not Known
Sustainable modes of transport:	Not Known

Natural Environment

Air, land and water quality:	No Impact
Biodiversity:	No Impact
Open and green spaces:	No Impact

Built Environment

Built Heritage:	No Impact
Housing:	No Impact

Is the proposal subject to Strategic Environmental Assessment

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Proposed Mitigating Actions:

None

Environmental Implications:

Although the music centre activities will take place in a more energy efficient building, the Bell Street premises is more centrally located and may mean that public transport may not be as easy an option for users. The effects of this have not yet been assessed.

D. Corporate Risk Impacts

Corporate Risk Implications:

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

Corporate Risk Mitigating Actions:

None