

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
CHILDREN & YOUNG PEOPLE CABINET BOARD

Report of the Head of Participation - Chris Millis

Matter for Decision

Wards Affected:

All Wards

Review of School Music Service

Purpose of the Report

The report seeks Members' approval to withdraw from the current joint West Glamorgan music service and to establish a new music service to support Neath Port Talbot schools from 1st September 2016.

Executive Summary

Following joint consultation between the City and County of Swansea and Neath Port Talbot County Borough Council it is proposed that the 'West Glamorgan Music Service' (WGMS) is disaggregated with effect from 31 August 2016 and that a single music service is established to deliver music provision under a service level agreement (SLA) in Neath Port Talbot.

It is proposed that the new service will continue to deliver tuition, enabling children and young people to experience and learn a range of musical instruments and to develop singing abilities.

The music centres, orchestras, ensembles and bands will continue to operate jointly as these are self-funding (from income raised, support from a friends group and parental contributions).

Background

The West Glamorgan Music Service is a joint-working service between Neath Port Talbot County Borough Council (NPTCBC) and the City and County of Swansea. Staff are employed by each of the local authorities but sometimes work across schools in both councils.

The WGMS is mainly funded by schools via a service level agreement (SLA). The value of the SLA is determined in part by the subsidy provided by the respective local authority. In NPT, the subsidy for the music service for 2015/16 was £267,174.

In Neath Port Talbot, the Council has decided to continue to subsidise the service for the financial year 2016-2017 by £272,935. However, the City and County of Swansea has only committed its subsidy until August 31st 2016. Under such funding arrangements the joint delivery of music provision becomes untenable as it would become increasingly difficult to secure value for money and clear accountancy of the subsidy being provided by NPT.

The disaggregation of the service will provide greater clarity and accountability over the cost of the music service. It will ensure that staff are clear over who is their employer and which schools they work with.

Consultation took place with staff, trade unions, schools, pupils and other interested parties during the period 9 February 2016 until 10 March 2016.

The attached joint local authority consultation paper (Appendix B) was circulated widely and made available. Joint meetings were also held with staff employed by both local authorities and with trade union representatives. Individual meetings and consultation with pupils also took place.

Between both authorities, 966 response letters were received during the consultation period, as well as two petitions (one with 6090 electronic signatures).

The main points raised by those responding to the consultation related to the financial subsidy for the service or a misconception that the proposal was to end the service completely; however, this was not a part of the consultation. The proposal is to create a music service in each of the local authorities, funded by each respective local authority, with staff employed by that local authority to serve the schools (College) maintained by that council.

A summary of the consultation responses is attached at Appendix B.

Financial Impact

There should be minimal direct financial implications from this proposal.

The total budgeted cost for the music service for 2016 /17 is £926,855 which is offset by income of £653,920 and a net subsidy of £272,935 (see also Appendix A).

Costs

The majority of the costs for the service is on salaries and transport. The salary costs are in the region of £805,077 which is largely the costs of peripatetic music teachers and a small administration support service. Transport costs are in the

region of £29,000. Other costs that are attributable to the provision of services include :-

- County Youth Orchestra
- Music Centres
- Youth Music Brass Bands

Income

Budgeted Income for 2016 / 17 is £653,920 which is largely made up of a Service Level Agreement with Neath and Port Talbot schools - £318,750. There is currently strong “buy back” profile from Neath and Port Talbot schools and few schools have indicated that they want to withdraw from this service.

Schools also pay for additional tuition and it is envisaged that this income will be in the region of £247,777.

However, financial pressures could result if schools were not to support the Service Level Agreements. Existing service provided to Powys will also have to be reviewed to ensure that NPT is achieving value for money.

A complete inventory of assets / instruments will be undertaken and split on an equitable basis. Any school pulling out of the full SLA will have assets removed from the school.

There is a potential for redundancy related costs arising from the disaggregation of the Music Service, funded from central budget provision.

Equality Impact Assessment

An Equality Impact Screening Assessment has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment it has been determined that this proposal does not require an Equality Impact Assessment.

Workforce Impacts

It should be noted that if schools do not buy back the SLA (regardless of the outcome of the proposal to disaggregate the service) then there could be redundancies in either of the authorities, as currently schools in NPTCBC are serviced by staff employed by Swansea and vice-versa. This potential has always been present given that the bulk of the funding has always been generated by schools purchasing the service via SLA, and so a disaggregation of the service does not affect this.

- The disaggregation of the service will lead to a contractual review, with NPT staff being issued with new contracts and job descriptions.
- NPT staff will be placed in NPT schools, based on their skill set and musical specialisms.
- There is currently a hold on recruitment
- The skills audit will identify expertise
- Surplus areas such as “Strings” will be negotiated with CCS where they have deficit and vice versa
- Support for the manager will be implemented immediately in relation to staff audit, skills audit, resource audit and financial management.

Legal Impacts

Legal support will be provided in relation to any employment issues arising from any transfer of employment contract or if any subsequent restructure involves the potential for redundancies.

Risk Management

Schools may pull out of the SLA resulting in possible redundancies. However, early indication through correspondence and surveys have shown a 90% buy back for the financial year of 2016-17

The Service may have a surplus of certain skills and instrumental teaching and a deficit in other areas, e.g. Strings and Brass. However, a skills audit will take place across both authorities

A planned review of the NPT SLA will take place in order to tailor the needs to the demand. This will be in full consultation with both Primary (LLAN) and Secondary (NAASH) senior leaders.

The Service is currently based in Clydach, building is owned by Swansea and therefore no rent is currently charged to NPT. We envisaged that service will re-located to Baglan Training Centre, as the service manager will be located within the same premises as the direct line manager, the Education Coordinator.

There is a review currently operational to identify areas whereby NPT will have a “strong” skill set in one discipline e.g. strings and “weak” in another area e.g. woodwind.

There are currently three individuals who work within the music service that are not on NPT payroll, they invoice NPT for the services that they provide. The staff skills audit will apply to all staff.

Consultation

There has been joint external consultation on a proposal with City and County of Swansea and Neath Port Talbot County Borough Council to disaggregate the shared music service and to establish a new music service in Neath Port Talbot to support Neath Port Talbot schools from 1 September 2016

Recommendations

That Members approve the proposals;

1. to withdraw from the current joint West Glamorgan Music Service;
2. and to establish a new music service to support Neath Port Talbot Schools from 1st September 2016.

Reasons for Proposed Decision

To confirm the disaggregation of the shared music service and to establish a new music service in NPT to support NPT schools from 1 September 2016.

Implementation of Decision

The decision is proposed for implementation after the three day call in period

Appendices

Appendix A – Financial report

Appendix B - Consultation paper

Appendix C – Summary of consultation responses (copies of the actual comments received to the On-line Petition in relation to the consultation are available in the Members Room in Port Talbot and Neath Civic Centres.)

Appendix D - EIA screening Form

List of Background Papers

NA

Officer Contact

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Appendix A

Education, Leisure & Lifelong Learning

Music Tuition		Original	Revised	Original
Actual		Budget	Budget	Budget
2014/15		2015/16	2015/16	2016/17
£		£	£	£
	Expenditure			
	Employees			
789,448	Teachers salaries	778,674	778,674	777,674
25,901	Salaries	26,403	26,403	27,403
2,767	Other Employee Costs	2,763	2,763	2,816
	Transport			
30,442	Transport Costs	24,500	24,500	29,000
	Supplies and Services			
24,023	Materials	37,000	37,000	37,000
2,044	Other Supplies and Services	1,572	1,572	2,103
	Third Party Payments			
21,978	Third Party Payments	0	0	0
	Transfer Payments			
42,390	Transfer Payments	50,170	50,170	50,859
938,993	Gross Expenditure	921,082	921,082	926,855
	Income			
629,795	Gross Income	653,908	653,908	653,920
309,198	Net Expenditure/(Income)	267,174	267,174	272,935
87	Contributions to/(from) Reserves	0	0	0
309,285	Net Expenditure/(Income) after Reserves	267,174	267,174	272,935