

Appendix B

Neath Port Talbot County Borough Council and City and County of Swansea

Consultation document

Proposal

This consultation is a proposal to end the 'West Glamorgan Music Service' (WGMS) with effect from 31 August 2016, and to create a single music service in each local authority under a service level agreement (SLA) with schools (and with the college in Neath Port Talbot).

Introduction

Background

Following local government reorganisation in 1996, a number of educational services continued to function via 'joint working' between Neath Port Talbot County Borough Council (NPTCBC) and the City and County of Swansea (CCS).

The role of the WGMS is to support schools to deliver high-quality music education. The musical instrument and vocal tuition can and does contribute significantly to school culture, cohesion and identity. Access to this provision can enhance skills and life chances, ensuring that learners, particularly those from disadvantaged backgrounds, have opportunities to realise their potential.

The music service supports and enhances the teaching of music in our schools (and college in NPTCBC) by providing children and young people with opportunities to learn a wide range of instruments, to develop singing and to perform in ensembles, choirs, and other groups, on school premises, in the wider community, and at regional and national level.

The WGMS is currently funded from a number of sources:

- Service level agreement (SLA) buy back from schools/college
- Additional extra-curricular tuition
- Post-16 funding
- Additional out-of-county income
- Education base budget subsidy

Reason for proposal

Austerity measures implemented by central government are having a devastating impact on local government services with settlements for both NPTCBC and CCS being heavily reduced year on year.

There needs to be clarity over the cost of the service to each local authority, particularly in these times of austerity and potentially reducing SLA buy-back from schools, as well as reducing council financial contributions.

Staff need to be clear over who is their employer and which schools they work with.

The needs of schools need to be met in the most cost-effective way to ensure the future sustainability of the services.

Case for change

The key principles for change are:

- To ensure that children and young people within both local authorities continue to have access to learn a wide range of instruments, to develop singing and to perform in ensembles, choirs, and other groups, on school premises, in the wider community, and at regional and national level.
- The WGMS works with all stakeholders to focus on the most appropriate way to deliver a music service to children and young people.
- To continue supporting the West Glamorgan youth ensembles with clear accounting and cost sharing for this element of the service.
- Clarification for staff with regards to their employer, place/s of work and contract of employment.

Issues to consider

As part of the process, all employees affected will be supported by each local authority's relevant policies and procedures. This will involve consultation and access to the 'at risk register' where they will be placed, should they be at risk of losing their job following consultation. Some employees may wish to take voluntary redundancy. Throughout the process, both local authorities will be working with the teacher/support staff trade unions to secure the employment of any staff at risk, where possible.

All staff employed within the WGMS will potentially be affected.

The proposal will inevitably cause some disruption and uncertainty for a period as potentially all staff could be at risk. Staff are used to working with particular schools under the WGMS but could be required to attend different schools and in a different authority if the proposal goes ahead. This could have an impact on travelling expenses. All assets of the service will need to be shared between the two councils and new locations for the separate offices could be sought.

Both local authorities intend to continue supporting the West Glamorgan youth ensembles with clear accounting and cost sharing for this element of the service.

Staffing

Neath Port Talbot – current staffing

The total hours of music teaching are 538 hrs (19.56 FTE approx.) per week by staff employed by NPT.

The total hours of instructors at the Music Centres are 12hrs per week (0.4 FTE approx.)

The total hours of admin are 36.75 (1FTE approx.) hrs per week by staff employed by NPTCBC.

Neath Port Talbot County Borough Council - proposed staffing

One manager, admin support, a team of peripatetic teachers and a team of instructors (non-peripatetic at Dwr y Felin, Cwmtawe and Pontardawe Brass Centre).

The total amount of teaching hours needed for September 2016 are currently calculated to be 384 hours per week (14 FTE approx). This means that effectively there will be a reduction of 164 hours per week (5.96FTE approx.).

There will be a reduction in hours and/or grade of admin support in line with the duties of the new service.

The total amount of instructor hours needed will be 12hrs per week (0.4FTE approx.).

City and County of Swansea – current staffing

The City and County of Swansea currently employ staff to provide 568.01hrs across the local authorities (21.8 FTE approx.)

City and County of Swansea – proposed staffing

Based on current buy-back levels from schools in Swansea the following hours of peripatetic support are estimated to be needed per week for September 2016:

Curriculum – 58.85
Strings – 204.64
Brass – 93.98
Woodwind – 101.83
Drama – 2.66
Guitar – 47.75
Percussion – 42.08
Keyboard – 7.25
Harp – 23.58
Vocal – 22.08

The total hours required (approx. 604 or 23 FTE) is greater than the current number of staff hours paid by Swansea, although subject specialisms may not match requirements from schools.

Travel time, management and administration will be added to this estimated structure.

Peripatetic staff in both local authorities will continue to be paid under the school teachers' pay and conditions document. With effect from 1 September 2016, their confirmed employing council will issue all staff with a new contract.

Proposed services provided

- To provide regular weekly instrumental/vocal tuition to pupils
- To provide classroom music teaching support – by arrangement
- To provide INSET for schools/college and in-house staff – by arrangement
- To provide pre-inspection advice and guidance
- To serve as a PPA resource for schools
- To continue to provide dance and drama to certain schools – by arrangement.

What do schools say?

“At our school, we feel a deep commitment to the importance of music for children of all abilities and from all backgrounds. Music gives all pupils the ability to express their creativity and has a tremendous impact on self-worth and esteem. Children who experience difficulties at home and/or in school can achieve and get involved in things which they would otherwise have no chance of doing. The educational effect that music has in terms of literacy and numeracy are also immense. I would be extremely reluctant to cut, what is, a truly wonderful and enriching provision.”

“It would deny our pupils, many of whom do not get the opportunity to access private music tuition outside of school due to the geographical location and economic circumstance of many of our families, the opportunity to learn an instrument, to perform in school and community events, to learn how to read music and to widen their appreciation for and knowledge of music, musicians and musical instruments.”

Success

- A strong tradition of an excellent music making
- Comprehensive high-class instrumental/vocal/classroom curriculum provision to schools
- Consistently high standards achieved across all key stages
- Customer satisfaction and buy back

- Friends of West Glamorgan Music Service (FWGYM)
- Internal and external practical examination results
- Youth Arts Wales involvement
- Youth music performance opportunities and annual concert at the Brangwyn Hall and Margam Festival. Tours to Lake Garda with string/wind orchestras and brass band with invitations to return on future dates.
- First class inspection reports with Estyn.
- Workshop days provided to schools and partnership with projects from outside agencies.
- Musical instruments, equipment and library for schools. Under the ERW consortium, joint working systems are being further developed across the consortia including specialist instrument loan, music libraries, and performance opportunities.
- West Glamorgan Music is highly regarded by schools and the new services in each local authority will prioritise maintaining this high standard of delivery.

Equality impact

Each local authority has undertaken the required Equality Impact Assessments.

Consultation

The formal 30-day statutory consultation on this proposal will be undertaken during the period Tuesday 9 February 2016 until Thursday 10 March 2016, with staff, trade unions, relevant headteacher groups and other stakeholders.

Consultation will be facilitated via team and one-to-one meetings where relevant.

The outcome of consultation will be reported through each local authority's relevant HR process.

How to respond

Responses may be made to:

Director of Education, Leisure & Lifelong Learning, c/o Chris Millis, Head of Participation, ELLL Directorate, Civic Centre, Port Talbot, SA13 1PJ.

c.d.millis@npt.gov.uk

Chief Education Officer, c/o Nick Williams, Head of Learner Support Service, Civic Centre, Swansea, SA1 3SN.

education@swansea.gov.uk