

MEDIUM-TERM FINANCIAL PLAN

SAVING PROPOSAL ASSESSMENT

DIRECTORATE: Education and Corporate Services
SERVICE AREA: Music Service

1. GENERAL INFORMATION

SAVING PROPOSAL TITLE: Music Service

BUDGET AREA: Core budget

TOTAL BUDGET FOR THIS AREA: 427K

% OF TOTAL BUDGET IN SAVINGS PROPOSAL: 10%

TOTAL SAVING: £42,600

Please provide a brief description of how the saving will be achieved:

In December 2021 Caerphilly Music Service was awarded £307,457.14 from Welsh Government for the purchase of musical instruments. This has enabled us to replenish our instrument stock meaning in the coming years - we will no longer need to spend on instruments out of our annual budgets.

Caerphilly Music Service has been awarded £252,030.00 for the next three financial years until 2025. This Welsh Government funding is for the implementation of the priorities set out in the National Plan for Music Education.

This funding is being used by CMS in the following ways:

- Staffing for Music in Schools programmes of work:
 - o Employing new 'First Experiences' whole-class tutors and providing free first experiences lessons to all primary schools across the LA;
 - o Supporting the work Caerphilly Music Service has always done in providing Music Pathways opportunities to our students;
 - o Music Tuition – providing financial support to young people from low-income households through comparatively very low SLA fees
 - o Music outside of schools programmes of work including ensembles
- National instrument, resource and equipment library:
 - o CMS is investing in developing systems for loaning and tracking instruments
- Staffing for building capacity to work in partnership with the National Music Service Co-ordinator to develop plans and provide regular updates for monitoring purposes.
- Recent significant expenditure on equipment means that the service will need to spend a minimal amount on musical instruments over the next couple of years. The service will also review opportunities to access other grants and generate additional income. It is anticipated that this will support the £42k savings target for the service.

2. PUBLIC IMPACT ANALYSIS

PLEASE DESCRIBE HOW THE PROPOSED SAVING COULD IMPACT UPON THE PUBLIC:

Consider the 5 ways of working, in particular, *long-term* implications for future generations and *preventative services*. Recognising that savings now may be needed to secure future provision, or may secure provision in another area.

Long-term guidance: Consider the importance of balancing short-term needs with the need to safeguard the ability to meet long-term needs.

Through the National Music Plan, Welsh Government has signalled an intention to raise the profile of music within the expressive arts. Therefore, this recent national initiative is intended to continue beyond the next two years.

Schools are responsible for allocating their budgets towards music provision. Therefore, through the SLA process, the music service will adjust based on the needs of schools.

The service will explore a slight increase to the service level agreement through an extended consultation process (potential 5% increase) to support increase in staffing costs etc. However, we will maintain our commitment to providing a Service Level Agreement to schools that is much more affordable for schools compared to other Local Authorities. A continued priority for the music service (in line with the Education Strategy) is to ensure equity in provision, with particular focus on pupils from disadvantaged backgrounds.

Prevention guidance: Consider whether the proposed saving is affecting a preventative area that reduces future burdens and supports well-being.

Does not affect.

DOES THE PROPOSAL HAVE THE POTENTIAL TO IMPACT MORE GREATLY ON PEOPLE WITH PROTECTED CHARACTERISTICS? (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)

* Yes ☐ No ☒

This will need to be considered at individual school level whilst setting the budget for 2023/24.

DOES THE PROPOSAL IMPACT ON PEOPLE WHO FACE SOCIO-ECONOMIC DISADVANTAGE?

(low income/income poverty, low wealth/or no wealth, material deprivation, area deprivation, socio-economic background, cumulative impact – information on [Policy Portal](#))

* Yes ☐ No ☒

This will need to be considered at individual school level whilst setting the budget for 2023/24.

DOES THE PROPOSAL HAVE AN IMPACT ON THE WELSH LANGUAGE? (opportunities to use the language, promote the language and/or treating the Welsh language less favourably than the English language)

* Yes ☐ No ☒

This will need to be considered at individual school level whilst setting the budget for 2023/24.

NB * If **YES** to any of the above, please complete an [Integrated Impact Assessment](#) (IIA). For further advice and guidance please see the [Policy Portal](#). A Saving Proposal Template or an IIA, if relevant, must be submitted to be included as hyperlinks to all decision reports related to the proposed savings. IIAs are not required for nil impact proposals.

PLEASE DETAIL ANY CONSULTATION THAT HAS BEEN UNDERTAKEN IN CONSIDERING THIS PROPOSAL. Summarise any feedback received.

Consider the 5 ways of working, in particular, *involvement*.

Involvement: Consider whether you have involved people who have an interest in the service area, including service users and potential service users.

- Music service staff have been engaged in the implementation of the National Plan
- Meetings with Music Heads of Year to consider implementation of the National Plan.
- Evaluation reports to education senior management meetings on the implementation of the plan (and associated reduction in budget)

IS FURTHER CONSULTATION REQUIRED BEFORE THIS PROPOSAL CAN BE IMPLEMENTED?

Yes ☒ No ☐

As part of the Authority's 2023-24 Budget Consultation process.

NB* Please seek guidance from Corporate Policy, who can advise on whether a formal consultation is required and adherence to the Gunning Principles.

TAKING ACCOUNT OF THE ABOVE AND THE IMPACT RATING DEFINITIONS, PLEASE INDICATE THE PUBLIC IMPACT RATING APPLICABLE TO THIS SAVING PROPOSAL (please tick):

Nil ☐ Minor ☒ Moderate ☐ Significant ☐ Critical ☐

3. ORGANISATION IMPACT ANALYSIS

PLEASE DESCRIBE HOW THE PROPOSED SAVING COULD IMPACT UPON THE ORGANISATION:

- Potential increase in the service level agreement to schools should the grant funding end in two years. This would be following full consultation. However, the projected cost would be lower than current costs in other Local Authorities.
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PLEASE DESCRIBE HOW THE PROPOSED SAVING WILL IMPACT UPON MEMBERS OF STAFF:

The significant spend in any school is staffing related. Consequently, there could be a need to reduce staff hours / and or the staffing numbers for some. This will be reviewed and determined by each school with established support.

No immediate concerns around the reduction of staff. The music service has continued to operate a model of allocating staff depending on demand from schools. The additional grant from Welsh Government can be utilised to support staffing costs (linked to the conditions for the National Plan).

NUMBER OF FULL-TIME EQUIVALENT (FTE) STAFF IN BUDGET AREA AFFECTED:

None

NUMBER OF POSTS AFFECTED BY THE PROPOSED SAVING:

PLEASE SPECIFY HOW THIS WILL BE MANAGED:

HOW MANY POST(S)(please state)

- ALREADY VACANT:

- VOLUNTARY SEVERANCE:
- RETIREMENT:
- REDEPLOYMENT:
- REDUNDANCY:

PLEASE PROVIDE DETAILS OF WHEN THIS WILL BE IMPLEMENTED:

WILL THE PROPOSED SAVING HAVE AN IMPACT ON ANOTHER DIRECTORATE, SERVICE AREA OR TEAM WITHIN THE COUNCIL? (please tick)

Yes ☐ No ☒

This proposal could impact a school's decision on how funds are spent, which could impact within the Authority.

WILL THE PROPOSED SAVING HAVE AN IMPACT ON ANOTHER PUBLIC SECTOR PARTNER, OR VOLUNTARY SECTOR PARTNER? (please tick)

Yes ☐ No ☒

If **yes**, please consider the 5 ways of working, in particular *integration*.

DESCRIBE:

- THE AREA(S) AFFECTED; AND
- HOW THE PROPOSED SAVING WILL IMPACT

Integration guidance: Consider how the proposal will impact on other service areas, or partners, and their ability to meet their objectives.

If a school's financial position is such that it is required to find a saving from within its budget allocation, then this could impact allocation of music provision within the individual setting.

HAVE ANY OPTIONS BEEN CONSIDERED TO MITIGATE ORGANISATIONAL IMPACT?

PLEASE PROVIDE DETAILS OF ANY MITIGATION (e.g. gradual reduction in service, income generation, transferrable skills of staff, commercialisation of the service etc.)

In addition, consider the 5 ways of working, in particular, acting in *collaboration* with other service areas or partners.

Each Headteacher & Governing Body will determine the spending plan / budget for the coming financial year. This planning is part of a schools Strategic Development Plan.

TAKING ACCOUNT OF THE ABOVE AND THE IMPACT RATING DEFINITIONS, PLEASE INDICATE THE ORGANISATIONAL IMPACT RATING APPLICABLE TO THIS SAVING PROPOSAL (please tick):

Nil ☐ Minor ☒ Moderate ☐ Significant ☐ Critical ☐

4. LINKS TO POLICY AND CORPORATE OBJECTIVES

DOES THE SAVINGS PROPOSAL LINK TO ANY OF THE FOLLOWING?

If so, please specify and state what the implication may be.

POLICY AREA:

CORPORATE PLAN and WELL-BEING OBJECTIVES (please state which objectives)

WHAT IS THE LINK?

Improving Educational Outcomes for All

WHAT WILL BE THE IMPACT?

Impact at School level and will be different for each. Each school will make their own decisions in how they plan and set the budget for the new financial year.

POLICY AREA:

STATUTORY DUTIES (including the requirement to provide services in Welsh)

WHAT IS THE LINK?

WHAT WILL BE THE IMPACT?

POLICY AREA:

WELSH GOVERNMENT GUIDANCE or STRATEGY

WHAT IS THE LINK?

WHAT WILL BE THE IMPACT?

5. OTHER RISK(S) AND SENSITIVITIES

HAVE ANY OTHER RISKS BEEN IDENTIFIED IN CONNECTION WITH THIS SAVING PROPOSAL?

Yes ☐ No ☒

IF YES, PLEASE SPECIFY BELOW:

PLEASE SPECIFY BELOW ANY OTHER MITIGATION:

Not all risks can be mitigated. Some may need to be tolerated in the context of budget pressures.

6. OTHER RELEVANT INFORMATION

PLEASE USE THIS SECTION TO PROVIDE ANY OTHER RELEVANT INFORMATION WHICH YOU FEEL HAS NOT BEEN CAPTURED.

HEAD OF SERVICE: Keri Cole, Chief Education Officer

DATE OF COMPLETION: 17th January 2023