

## **FLINTSHIRE COUNTY COUNCIL**

**REPORT TO:** **LIFELONG LEARNING OVERVIEW AND SCRUTINY COMMITTEE**

**DATE:** **THURSDAY, 10 OCTOBER 2013**

**REPORT BY:** **DIRECTOR OF LIFELONG LEARNING**

**SUBJECT:** **FLINTSHIRE MUSIC SERVICE REVIEW**

### **1.00 PURPOSE OF REPORT**

1.01 To update Members on the progress in developing the Flintshire Music School operating model approved by Cabinet in April 2013.

### **2.00 BACKGROUND**

2.01 In April 2013 Cabinet agreed a new Optimum Service Model for the School Music Service.

2.02 The Business model agreed allowed schools to select and control the range of services they wish to purchase on an annual basis. Schools would be required to notify the Music Service about their detailed requests in the preceding summer term in 2013 (and during the Spring term in future years), to enable appropriate staffing levels to be in place for September. It was recognised that the Service requires the flexibility to respond to fluctuations in demand early in the Autumn Term.

2.03 Cabinet agreed that the service requires strong and focused artistic and educational leadership and additionally needed stronger and more resilient business management. To increase capacity within the service a part time Business Manager post would also be established.

### **3.00 CONSIDERATIONS**

3.01 In the first year of operation of the new model, requests for schools to identify their service needs were made in the summer term. In future years this process will be undertaken earlier. Despite this, by the end of the summer term 59% of schools had identified their service needs for 2013-4, including all mainstream High Schools. These schools have "ordered" 328 hours of tuition (in 2012-3 these same schools received 286 teaching hours). Schools that have not yet responded have been contacted by Service Managers and are expected to identify their needs in the first two weeks of term to allow Music Service staff timetables to be confirmed. On receipt of the full set of

school requests Service Managers will be able to assess the budget implications and will commence actions to align the staffing complement of the service to reflect need.

- 3.02 The appointment of the Part Time Business Manager post is currently progressing through the County Council job evaluation and recruitment management process.

#### **4.00 RECOMMENDATIONS**

- 4.01 Members note the progress made on reviewing the operating model for the School Music Service.

#### **5.00 FINANCIAL IMPLICATIONS**

- 5.01 The Service needs schools to purchase a high enough number of hours of tuition to match the capacity of current staffing levels and areas of expertise. Where additional hours in an instrumental/vocal area are required these will be initially filled with current staff as identified as appropriate following a skills audit which has been conducted by Service Managers. If the service cannot meet demand in an instrumental area, this will be covered through commissioning.

#### **6.00 ANTI POVERTY IMPACT**

- 6.01 None from this paper.

#### **7.00 ENVIRONMENTAL IMPACT**

- 7.01 None from this paper.

#### **8.00 EQUALITIES IMPACT**

- 8.01 No additional impact since the previous report. Future reports will include analysis of gender balance of learners receiving tuition.

#### **9.00 PERSONNEL IMPLICATIONS**

- 9.01 Should receipt of final requests from schools for tuition show a deficit (surplus of staffing) the authority will need to complete a redundancy selection procedure.

#### **10.00 CONSULTATION REQUIRED**

- 10.01 If as identifies in 9.01, redundancy selection procedures are required, these will include formal consultation.

#### **11.00 CONSULTATION UNDERTAKEN**

- 11.01 Consultation has taken place with primary and secondary schools at

the Headteachers' Federation meetings, with Heads of Music at their music forum meetings which are held each term. Additionally there has been ongoing consultation with Music Service staff throughout the process.

- 11.02 Service Managers recognise that parental views and learner voice can provide additional benefits in assuring the quality of the service.

## **12.00 APPENDICES**

- 12.01 None.

### **LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985 BACKGROUND DOCUMENTS**

Report to Cabinet – 23<sup>rd</sup> April 2013: School Music Service – Review of Business Model

**Contact Officer:** Kevin Grandfield  
**Telephone:** 01352 704018  
**Email:** kevin.grandfield@flintshire.gov.uk