

CABINET

Date of Meeting	Tuesday, 23 rd January 2018
Report Subject	Proposals for Integration of the Arts Development and Music Services with Theatr Clwyd.
Cabinet Member	Cabinet Member for Education
Report Author	Chief Officer (Organisational Change) Chief Officer (Education and Youth)
Type of Report	Operational

EXECUTIVE SUMMARY

The 2018/19 stage 2 budget proposals include £0.075m to be used from Theatre tax relief funding to reduce the current Music Service subsidy from £0.035m to zero and to subsidise the Arts Development service by £0.040m. This approach protects current service provision in each of the services.

As part of this work consideration has been given to how best practical arrangements will work. This includes changing the line management of these services to report directly into the Theatre and ensuring the services are fully integrated to maximise benefits and efficiencies. This report recommends this approach which will include full consultation with staff and final sign off under delegated authority.

RECOMMENDATIONS

1	To agree to the integration of the Arts Development (Arts Culture and Events) and Music Service with Theatr Clwyd as outlined in this report, and provide delegated authority for the Chief Officers Organisational Change and Chief Officer Education and Youth in consultation with the relevant Cabinet Member to implement these changes.
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REPORT DETAILS

1.00	BACKGROUND INFORMATION
1.01	Over the last 12 months work has been taking place to increase the connection between the work of Theatr Clwyd, Arts Development (ACE) and the Music Service. This includes moving the location of the ACE team to Theatr Clwyd, Music Service rehearsals and events taking place at Theatr Clwyd, and joint approaches to project work. This approach has made better links between the services and at a time of financial pressure provides opportunities for increased resilience through potential integration of these services.
1.02	For the first time this year Theatr Clwyd has made a Theatr tax relief claim, based on recent changes to legislation in this area. Use of a proportion of this funding to subsidise the ACE and Music Services enables both a budget saving to be made and the service provision in these areas to be protected.
1.03	With the increased connection between the services and the integration of budgets to protect the services, it now makes sense to integrate the senior management of the three services. This will enable the three services to promote themselves as a centre or hub for arts and cultural activity and excellence, and increase the connectivity between planning and development of their work.
1.04	The next stage of work is to start consultation with all three services (Music Services, Arts Development and Theatr Clwyd) to develop the proposals further. This will include handling implications for pay and grading, and where appropriate job design, and this report seeks delegated authority to progress and complete this work.

4.00	RESOURCE IMPLICATIONS
4.01	Work has been taking place over a number of years to ensure these services are as efficient as possible while maintaining a quality provision. This change will enable the beneficial effect of Theatr tax relief to maintain service provision while enabling a budget saving to be made of £0.075m.
4.02	<p>Work is taking place with the Human Resources team to develop the plans for integrating staff from the Music Service and Arts Development teams with the Theatre. The next stage of work includes consultation with all three services and will cover handling implications for pay and grading and where appropriate job design, and this report seeks delegated authority to progress this work.</p> <p>Currently the management and operation of the Theatr is overseen by the Theatr Clwyd Board (part of the Council structure) and sits within the Organisational Change portfolio of services, as does the arts development team. The Music Service is currently managed within the Education and Youth portfolio. These changes will mean all services are integrated within the Organisational Change portfolio.</p>

5.00	CONSULTATIONS REQUIRED / CARRIED OUT
5.01	<p>Staff in each of the three services have been involved in increasing the connectivity between the three services and have been briefed about the proposed changes in this report. Formal consultation with each of the three teams will take place about the detailed proposals.</p> <p>The Arts Council of Wales, given their strategic and funding role, have been engaged in early discussions about integration of the three services and in principle are supportive subject to the detail of the final proposals.</p>

6.00	RISK MANAGEMENT
6.01	<p>Key risks and mitigation include:</p> <ul style="list-style-type: none"> • Theatr tax relief annual amounts reducing – only a proportion of tax relief funding has been used to fund this approach so even if the amount reduces it will be enough to still fund these proposals; • Different cultures in each of the services could make joint work difficult – work has already taken place to increase connectivity between the services and full consultation and engagement will take place with staff and trade unions as these proposals are developed further.

7.00	APPENDICES
7.01	None.

8.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
8.01	<p>Contact Officers: Ian Bancroft / Claire Homard Telephone: 01352 704511 / 01352 704190 E-mail: ian.bancroft@flintshire.gov.uk / claire.homard@flintshire.gov.uk</p>

9.00	GLOSSARY OF TERMS
9.01	Arts Council of Wales – the funding and development organisation for the arts in Wales.