

ANGUS COUNCIL**CHILDREN AND LEARNING COMMITTEE – 13 JANUARY 2015****REVIEW OF INSTRUMENTAL MUSIC SERVICE****MARGO WILLIAMSON, STRATEGIC DIRECTOR OF PEOPLE****ABSTRACT**

This report summarises the outcomes of a recent review of Angus schools' Instrumental Music Service (IMS) and seeks approval for recommended changes to service delivery.

1. RECOMMENDATION(S)

It is recommended that the Committee:

- (i) Approve the recommendations in section 5 of this report to redesign the Instrumental Music Service

2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/SINGLE OUTCOME AGREEMENT/CORPORATE PLAN

This report contributes to the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016:

Our children and young people are confident individuals, effective contributors, successful learners and responsible citizens

3. BACKGROUND

The council budget setting process for 2014 to 2017 approved a small efficiency saving of £24,000 for the IMS for the financial year 2014 to 2015 as detailed in Angus Council Revenue Budget Report number 84/14. At that time the schools and learning service was also tasked with reviewing the IMS in order to identify the impact of any additional future savings. A service review group was established with the remit of analysing current IMS provision and determining the likely impact of additional future budget savings.

4. CURRENT POSITION

- 4.1 Angus IMS provides Angus children with opportunities to learn a musical instrument and provides platforms at school and regional levels to help children develop their musical skills. In school session 2013 to 2014, 9% of Angus pupils (1188) accessed the IMS. The standard charge is currently £201. A £30 charge for hire of an instrument has been introduced and there are now reduced fees for second and subsequent children taking an instrument. £150,000 of revenue was raised through fees in 2013-14. Pupils are guaranteed 28 lessons per year from a possible 39. The current staffing level is 18.3 Full Time Equivalent (FTE):

Strings (upper)	6.0
Strings (lower)	2.6
Woodwind	2.2
Brass	4.0
Percussion	1.0
Guitar	1.0
Piano	1.0
Pipes	0.5

There are 11 full time and 12 part-time instructors. The instrumental service covers all 8 secondary schools and as far as practical all 53 primary schools depending on up-take in rural areas. In general, strings and piano lessons begin in P4, brass, woodwind, pipes and guitar lessons in P5 and percussion in S1. Children can be taught in groups of up to six in early stages but more advanced pupils can receive one-to-one especially those seeking places at conservatoire or university. Around 300 pupils take part in IMS bands and orchestras programme and between 50 and 60 attend 'Concert-in-a-day' band weekends. 60 pupils attend the Angus Youth Orchestra for which there is a fee of £35 and is self-funding.

4.2 An Instrumental Music Review Group (IMRG) was established in April 2014 and agreed the following aims:

- Identify current strengths
- Identify key areas of challenge in the context of future budgets
- Identify key stakeholders for consultation
- Identify options for change management
- Explore critical opportunities for workforce development
- Assess options and risks
- Make recommendations

A key challenge for the group was how the music service would operate effectively in the context of staff reductions and continue coverage across 8 secondaries and 53 primaries. Engagement with stakeholders centred on questionnaires and consultation discussions. Information was also accessed from other regions through Heads of Instrumental Teaching Scotland (HITS) on how change has been managed and how it had impacted on music service delivery. There was substantial satisfaction from stakeholders with the IMS. Learning a musical instrument is perceived as a benefit and force for good in children's lives.

4.3 Models were worked up to analyse the impact of service delivery with a service cohort of 7, 9 and 11FTE music instructors. The pros and cons for each model were explored alongside different models of IMS delivery.

5. PROPOSALS

5.1 The recommended option involves the prioritisation of instrumental disciplines. Basing the new service on the proportions of an orchestra will enable string orchestras and wind bands to continue.

5.2 An IMS size of 11FTE is recommended which allows for:

4.0 FTE Upper strings [including up to 0.4FTE traditional music a with Gaelic medium tuition]
1.5 FTE Lower strings
2 FTE Woodwind
2 FTE Brass
1 FTE Percussion
0.5 FTE Bagpipes and pipe drumming.

Guitar does not feature in the new model as it can be accessed cheaply out with school and can also be accessed in primary through YMI projects. Secondary schools also offer guitar during Broad General Education (BGE) and evening courses are available at Dundee and Angus College. Piano would not feature in the new model.

5.3 Deployment to the 11FTE posts would be carried out in line with the Council's Managing Change Policy.

6. FINANCIAL IMPLICATIONS

6.1 The costs for operating an IMS of 11FTE are as follows:

Budget	Costs	Income
11 FTE @ £40,500 per unit	445500	0
Coordinator	54000	0
Repairs, replenishment	8000	0
Travel	8000	0
Income projection	0	91500
TOTAL	515500	

6.2 The current IMS costs £714000 to operate (minus the 2014/15 agreed saving). Redesigning the service as outlined above therefore delivers a budget saving of £198500 and represents a reduction of 36%.

7. OTHER IMPLICATIONS

7.1 Deployment to the 11FTE posts would be carried out in line with Council's managing workforce change policy. A job description, person specification and an attractive contract would be drawn up containing the new skills and qualities required for future posts.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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