

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Sarah Christie
Designation(s): Cultural Services Manager
Directorate/Service: Education, Communities and Organisational Development/Culture, Communities and Educational Resources
Date of Impact Assessment: 12/10/23
Name of Budget Saving Proposal (BSP) ¹ : Reduction in Instrumental Music Tuition

1. Does the BSP impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	X	
d. Council Plan 2023/28 ⁴ (see Section 8)	X	

¹ Please attach the BSP to this Template

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.

3. Impact – Protected Characteristics			
Which of the Protected Characteristics will the BSP have an impact upon?			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			X
Care experienced			X
Disability		X	
Gender Reassignment		X	
Marriage and Civil Partnership		X	
Pregnancy and Maternity		X	
Race		X	
Religion and Belief		X	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Sex		X	
Sexual Orientation		X	
Other groups to consider <ul style="list-style-type: none"> • Carers • The Armed Forces Covenant Duty 		X	X

4. Which parts of the Equality Duty will the BSP impact on?	
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
X	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

5. Impact - Groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impact + <i>(Describe groups affected.)</i>	Negative impact - <i>(Describe groups affected.)</i> <u>Age</u> – Young people would be negatively impacted by this saving as it has the potential to substantially reduce access to instrumental music tuition across Inverclyde schools. <u>Care experienced</u> – For care experienced young people, who are disproportionately

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p>affected by mental health issues and other challenging circumstances, arts and creative activity provide important opportunities to express themselves, build confidence and networks, and develop skills for employment. Reducing access to music tuition across Inverclyde schools is therefore likely to impact negatively on care experienced young people.</p> <p><u>Staff</u> – This proposed saving will obviously impact staff and negatively affect staff morale across music services.</p> <p><u>Carers</u> - A reduction in access to instrumental music tuition across Inverclyde schools will likely impact on families who are unable to access private tuition.</p>
--	---

6. Impact – Fairer Scotland Duty

What impact will this BSP have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive impact +	Neutral impact =	Negative impact -
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Briefly describe how the BSP will impact on reducing inequalities of outcome.

Reduction in access to instrumental music tuition across Inverclyde schools will likely impact on families unable to access private tuition.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this BSP impact on?

X	<p>Theme 1: Empowered people</p> <ul style="list-style-type: none"> Communities can have their voices heard, and influence the places and services that affect them
---	---

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<ul style="list-style-type: none"> Gaps in outcomes linked to poverty are reduced
X	<p>Theme 2: Working people</p> <ul style="list-style-type: none"> More people will be in sustained employment, with fair pay and conditions Poverty related gaps are addressed, so young people can have the skills for learning, life and work Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs
<input type="checkbox"/>	<p>Theme 3: Healthy people and places</p> <ul style="list-style-type: none"> People live longer and healthier lives Supportive systems are in place to prevent alcohol and drug misuse Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
<input type="checkbox"/>	<p>Theme 4: A supportive place</p> <ul style="list-style-type: none"> Vulnerable adults and children are protected and supported, ensuring they can live safely and independently We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm
X	<p>Theme 5: A thriving place</p> <ul style="list-style-type: none"> Growth in our working age population by encouraging people to stay here, and attracting new people to settle here Development of strong community-based services that respond to local need Homes are energy efficient and fuel poverty is reduced Increased use of active travel and sustainable transport options Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities
<p>Briefly describe how the BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p><u>Theme 1:</u> The Scottish Government’s 2018 Inquiry into the Attainment and Achievement of School Children Experiencing Poverty noted that for subjects where some form of parental contribution was required (for example, for materials) participation was impacted. The 2019 report A note of concern: The future of instrumental music tuition in schools further noted that this impact was heightened where the cost was not merely associated with materials, but also with teaching. The reduction in instrumental tuition across Inverclyde schools will particularly impact those young people who are unable to access private tuition.</p>	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Theme 2: Reduction in instrumental music tuition will impact opportunities for young people (and particularly those experiencing poverty) to access skills for learning, life and work achieved through participation in music tuition, and associated bands and groups.

Theme 5: Reduction in instrumental music tuition will impact on opportunities for young people in Inverclyde to access and participate in meaningful cultural opportunities.

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the BSP impact on?

<input checked="" type="checkbox"/>	<p>Theme 1: People</p> <ul style="list-style-type: none"> • Our young people have the best start in life through high quality support and education • Gaps in outcomes linked to poverty are reduced • People are supported to improve their health and wellbeing • More people will be in employment, with fair pay and conditions • Our most vulnerable families and residents are safeguarded and supported
<input checked="" type="checkbox"/>	<p>Theme 2: Place</p> <ul style="list-style-type: none"> • Communities are thriving, growing and sustainable • Our strategic housing function is robust • Our economy and skills base are developed • We have a sufficient supply of business premises • Our natural environment is protected
<input type="checkbox"/>	<p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money • Our employees are supported and developed

Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.

Theme 1: As per Section 7 above, the reduction in instrumental tuition across Inverclyde schools will particularly impact those young people experiencing poverty, who are unable to access private tuition. Participation in music and other forms of creative activity are known to impact positively on health and wellbeing, and mental health in particular – a reduction in such opportunities will likely have the opposite impact.

For care experienced young people, who are [disproportionately affected by mental health issues](#) and other challenging circumstances, arts and creative activity provide important opportunities to express themselves, build confidence and networks, and develop skills for employment.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Theme 2: A reduction in instrumental music tuition will see an overall reduction in music skills development, and important life skills that are associated with this – confidence building, time keeping, socialising etc.

9. Evidence

What evidence do you have to help identify any potential impacts of the BSP?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, Officers’ knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/engagement	<p>Budget Consultation 2024/26 Phase 1: This BSP was one of 5 included in the <i>Schools and Early Years</i> section of the survey⁵. It was ranked number 1 by respondents.</p> <p>Budget Consultation 2024/26 Phase 2: This BSP was one of 16 included in the Budget Consultation 2024/26 Phase 2⁶. It was ranked number 14 by respondents.</p> <p>According to Clyde Conversations respondents, 60% did not agree with a reduction in school instrumental music instruction.</p> <p>The Music Education Partnership Group commented that instrumental music tuition has a positive impact on children’s attainment and wellbeing.</p> <p>Various Instrument Service Stakeholders commented:</p> <ul style="list-style-type: none"> • Music instructors are usually the only way a pupil can get specific one-to-one music tuition and that could be their pathway to the music industry. • There are academic impacts and benefits which correlate with studying how to play an instrument.

⁵ Respondents were asked to rank the BSPs in order of importance: 1 = Most important and 5 = Least important

⁶ Respondents were asked to rank the BSPs in the order they most agreed with. 1 = BSP respondents supported most. 16 = BSP respondents supported the least

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p>Music is a discipline and subject which teaches the importance of critical thinking, promotes aural understanding, promotes focus and enhances literacy, creates environments and opportunities for young people to collaborate, listen to one another and work effectively together for a common goal. They create opportunities for trial and error, problem solving, building resilience and so much more. All of these skills are transferable across all areas of the curriculum.</p> <ul style="list-style-type: none"> • Music is good for individual wellbeing. <p>The Chairs of Parent Councils were consulted and commented that parents think the music service is outstanding and would want to keep this for the self-esteem of Inverclyde (because it wins so many national awards).</p> <p>A focus group of Pupil Council members was consulted and felt they wanted to keep the services that add value to what they currently have, such as music services and swimming lessons.</p>
<p>Research</p>	<p>Care Experience and the Arts</p> <p>Importance of music tuition for learning and development of young people</p>
<p>Officers’ knowledge and experience (including feedback from frontline staff)</p>	<p>Following the pandemic and the abolition of charging for lessons, the service has been successful in rebuilding music provision across all schools. The proposed saving will directly impact the number of young people being taught music across Inverclyde and impact on the rebuilding of our bands and orchestra.</p>
<p>Equalities monitoring data</p>	<p>The service is currently engaging approximately 1,400 young people.</p>
<p>User feedback (including complaints)</p>	<p>This Proposal has the potential for reputational damage across partner organisations/external funders, including:</p> <ul style="list-style-type: none"> • Heads of Instrumental Teachers Scotland • Music Education Partnership Group • Scottish Schools Pipes and Drums Trust

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<ul style="list-style-type: none"> • Beatrice Foundation • Scottish Government.
Stakeholders Other	
Are there information gaps and, if so, what are these?	Depending on the number of posts which might be taken as a result of this BSP, it may not be possible to offer tuition for one or more of the following musical disciplines: woodwind, brass, strings, percussion, guitar, pipes and voice.

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the BSP.

This BSP represents an overall reduction in music tuition across Inverclyde schools. Should the BSP go ahead, a service review could partially mitigate the impact by prioritising aspects of the service provision. Given that many staff are part-time teaching different disciplines, it will be a challenge to minimise the impact across the full range of instruments taught. Officers will seek to mitigate the impact on the total number of young people affected through consideration of discipline(s) affected, timetabling etc.

Details of the Person(s) who completed the Assessment:	Name: Sarah Christie
	Position: Cultural Services Manager
	Date: 21/02/24
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 21/02/24



INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer: karen.barclay@inverclyde.gov.uk.