



REPORT TITLE: Acceptance of GCC Music partnership bid for the new Arts Council England national Music Hub model

Dates between which decision will be taken	Earliest date: 8 February 2024 Latest date: 31 March 2024
Cabinet Member	Cllr Philip Robinson, Cabinet Member for Education, Skills, and Bus Transport
Key Decision	Yes
Purpose of Report	<p>To seek approval, should the joint consortium bid by Gloucestershire's County Council Music Service (Gloucestershire Music), Swindon Music Service and The Music Works to the Arts Council be successful:</p> <ul style="list-style-type: none">• To accept the joint consortium bid award from the Arts Council England• For Gloucestershire Music to be the Hub consortium Lead Organisation (HLO) for Gloucestershire, Swindon, and Wiltshire from September 2024
Recommendations	<p>In the event of the joint consortium bid by (a) Gloucestershire County Council's Music Service (Gloucestershire Music) b) Swindon Music Service and (c) The Music Works to the Arts council England being successful, that the Cabinet Member for Education, Skills and Bus Transport:</p> <p>(a) approves the acceptance of the joint consortium bid award from the Arts Council England of £1,766,519.00, commencing 1st September 2024 and</p> <p>(b) delegates authority to the Director of Education in consultation with the Cabinet Member for Education, Skills and Bus Transport to enter into the grant agreement with the Arts Council and to undertake the responsibilities of the Hub Lead Organisation.</p> <p>(c) Delegates authority to the Director of Education in consultation with the Cabinet Member for Education, Skills and Bus Transport to:</p> <ul style="list-style-type: none">• Distribute Arts Council funding to the Hub Lead Organisation in line with the 'Consortium by Contract', which details the sub-granting arrangements for 2024 -2025. The HLO has confirmed funding for Year 1.• Sub granting to delivery partners in Year 1 through the established commissioning process of existing partnership agreements which have been in place for 10 years. For

	<p>Year 2, either sub-grant arrangements will continue as for Year 1 or move to a contract procurement route through developed frameworks. Sub-contracting would continue an annual basis subject to any Department for Education of Arts Council England changes to funding arrangements.</p> <ul style="list-style-type: none"> • Distribute the capital fund via a Type A, full tender procurement process. <p>The DfE has confirmed that it will continue to invest around £115 million per annum in cultural education over the next two financial years (2023-24 and 2024-25) via its music, arts and heritage programmes. This includes £76,105,440 of grant-funding per annum for the Music Hub programme, with current levels of funding confirmed until April 2025.</p>
<p>Reasons for Recommendations</p>	<p>To allow the high-quality commissioning and delivery of the National Plan for Music Education to continue and develop in Gloucestershire , whilst enabling GCC to take a lead role in the future strategic planning for Music across the new Arts Council geographical collaboration partnerships.</p>
<p>Resource Implications</p>	<p>The total grant allocated to the new HLO for Gloucestershire, Swindon and Wiltshire will be £1,766,519.00 for the purpose of funding the Consortium by Contract arrangements during the period of September 2024 to April 2025 as described in the recommendations above. The indicative split allocation of this funding to each area (based on pupil numbers) would be:</p> <ul style="list-style-type: none"> • Gloucestershire £812,273.00 • Swindon £329,845.00 • Wiltshire £624,401.00 <p>An additional £582,120.00 has also been allocated by the Arts Council in respect of Capital funding as described in recommendation (c).</p>
<p>Background Documents</p>	<p>DfE new National Plan for Music Education, <i>The Power of Music to Change Lives</i>. The power of music to change lives - A National Plan for Music Education (publishing.service.gov.uk)</p> <p>Music Hub Relationship Framework 2023-24 (The document for 24-25 has not yet been published by the Arts Council)</p>
<p>Statutory Authority</p>	
<p>Divisional Councillor(s)</p>	<p>All</p>
<p>Officer</p>	<p>Any representations should be sent to: Name: Kirsten Harrison, Director of Education Tel. no: 01452 426336 Email: Kirsten.Harrison@gloucestershire.gov.uk</p>

	By 5pm on 20 March 2024
Timeline	<p>If approved, the intention would be to:</p> <ul style="list-style-type: none"> Act in line with the notification of the Arts Council Music Hub bid outcomes in April 2024 for the new Music Hub to come into place in September 2024.

Background

1. Music Education Hubs (MEH) were created in August 2012 as partnerships of music education organisations to deliver aspects of the first National Plan for Music Education (2011) in England.

2. After some consolidation and changes in leadership, there are 117 Hub partnerships. Around 70% are led by local authorities, with charitable trusts leading most others.

3. The Department for Education has funded Hubs every year since 2012, and at substantially the same level since 2015/16. The current Music Hubs are over halfway through a three-year funding settlement of £76.1M per year. Funding is distributed and managed by Arts Council England (ACE).

4. In June 2022, the DfE published a new National Plan for Music Education, *The Power of Music to Change Lives*. This reasserts schools' primacy in delivering music education and redefines Hubs' role as more strategic, supportive, and developmental, with commissioned activity from a wider range of partners

5. It has long been understood that the Hub grant would be retendered following publication of the new National Plan. ACE published bidding guidance on 14th June 2023, confirming a number of changes from the current programme:

- There are to be 43 Music Hubs in England, all bar five covering multiple local authority areas. Music Hub areas are pre-defined by the DfE.
- The funding formula remains the same, but allocations will be for academic years.
- There is a new, explicit requirement to raise at least the value of the grant from other sources.
- Music Hubs will receive a capital allocation to purchase instruments and equipment. The total capital budget is £25M and 90% will be drawn down in 2024/25. The allocated breakdown for the Capital budget and the grant allocation can be seen in the table below and is based on current allocations. More detail is awaited around how the capital grant can be used.

			INDICATIVE	FINAL	FINAL	FINAL		
Name of Local Authority	Name of Music Hub Area	Area (Arts Council England)	REVENUE - Indicative 2024-25, based on 2023-24 allocations (£)	CAPITAL - Final Allocation BASIC	CAPITAL - Final Allocation FSM	CAPITAL - Final Allocation TOTAL	Total Pupils	Total Schools
Gloucestershire	Gloucestershire, Swindon & Wiltshire	Southwest	812,273	247,834	20,422	268,256	89,345	303
Swindon	Gloucestershire, Swindon & Wiltshire	Southwest	329,845	99,948	9,582	109,530	34,720	88
Wiltshire	Gloucestershire, Swindon & Wiltshire	Southwest	624,401	190,505	13,828	204,333	69,594	237
Total						582,119		

- Support for the TPS revaluation continues via the Dedicated Schools Grant for unattached teachers employed by local authorities, but it is withdrawn for admitted bodies who have been receiving it as a grant via ACE.

Music Hub Arrangements

6.Hubs will be required to publish a commissioning policy and if a Hub Lead Organisation (HLO) wishes to commission activity from itself, the arrangement will be required to meet the policy.

7.Each Hub must have a board which is distinct from the HLO’s own governance, and it will be required to have an independent Chair.

8.Timeframe:

01 Apr 24	Negotiation period with new Hub leads commenced
01 Jun 24	Quarterly reporting to ACE
31 st July 24	Arts Council Annual Data Return to be completed (by those who are not going to be HLOs from Sept 2023, to release final payment for the 23/24 academic year.
01 Sep 24	Quarterly reporting to ACE; evidence of compliance with transition
01 Sep 24	New Music Hubs Launch and Local Plan for Music Education to be submitted to ACE (new Hub Lead’s responsibility

Transition arrangements

9.At least 74 current HLOs will not be HLOs on 1st September 2024. The Relationship Framework for 2023/24 and the application guidance point to a number of processes to enable a smooth transition:

TUPE

10. Work is being undertaken presently with the Hub guidance available to determine whether there are any TUPE implications should Gloucestershire not be successful in its bid for Hub Lead Organisation. In this situation, should services be commissioned elsewhere, those staff wholly dedicated to undertaking those services presently within Gloucestershire may be subject to TUPE

11.Transfer of assets – instruments and equipment

Instruments bought with the Hub grant in the last five years may be subject to transfer to the new HLO, although they may still be best managed close to where they will be used. Arts Council England have promised more guidance on these transfers.

12.Transfer of assets – intellectual property

Resources, toolkits, and other intellectual property developed using the grant may also come into scope for transfer to a new HLO. We await further guidance from Arts Council England (ACE).

13.Transfer of assets – data and operational information

The Relationship Framework gives ACE powers to require information and grant holders must comply with the Relationship Framework. In 2023/24, ACE will withhold 4% of the grant until they are satisfied that out-going HLOs have complied with transition requirements, including completion of the annual data survey template for 2023/24.

Options

Option 1

14. If the consortium bid is successful, that Gloucestershire Music accepts the Arts Council Grant to function as the Hub consortium Lead Organisation (HLO).

Benefits

15. GCC/Gloucestershire Music will retain control over the strategic planning and quality in delivery of music education not only for our county but for the new larger geographical area

16. GCC/Gloucestershire Music will be able to ensure the money allocated to our county and the other areas will be fairly distributed, ensuring the young people of each area receive the funding intended for them.

17. GCC/Gloucestershire Music will also be able to ensure the delivery partners currently working to deliver the National Plan for Music Education are able to continue to deliver high quality, diverse and inclusive opportunities for young people aged 0-25.

18. GCC/Gloucestershire Music already works effectively with the consortium proposed (Gloucestershire County Council, Swindon Music Service and The Music Works) to deliver on the ambitions of our Local Plan for Music Education and the key strategies of the National Plan for Music Education, which includes strategies on: inclusion, progression, sustainability, workforce development, early years and career progression, school music development plans along with the existing delivery priorities inside and outside of schools.

19. GCC/Gloucestershire Music will be able to ensure the continuity of offer for our county's young musicians through this transition and beyond and continue to provide targeted funding (bursaries) to combat financial barriers to participation

Risks

20. The development of 2024/25 Service Level Agreements with schools will be developed before the new HLOs and commissioning are confirmed. ACE will still want high levels of engagement with schools as part of any Hub Lead or Hub member activity. Data reporting on this element will continue to be monitored closely. School engagement will a high priority for any HLO, so this is a low risk, especially in the transitional first year period.

21. There is a dependence on partners for successful delivery. Due diligence will be undertaken on potential partners. The consortium members have been communicating with key delivery partners in Wiltshire. No change should occur in delivery for Gloucestershire and Swindon. The HLO will also ensure partners share reasonable risk in partnership and commissioning agreements. Heads of Terms are being drawn up by the three consortium members in anticipation of the announcement in April 2024 when the legal consortium by contract will be created. The HLO will monitor the quality of partners' delivery through its staffing expertise and resources to enable the HLO to ensure systems are in place to monitor quality and value for money to ensure best use of the grant money.

Option 2

22. The Council does not accept the grant award. Gloucestershire Music will not be the Hub Lead Organisation.

Risks

23. Should the Council not accept the grant award, there will be overstaffing in Gloucestershire Music service as a result of strategic functions moving to a different organisation. The current interim Hub Lead is undertaking work to establish potential TUPE arrangements further to the bid announcement and will follow GCC's organisational change policy should TUPE apply.

24. Gloucestershire Music may not be commissioned to deliver work in the new Music Hub. Gloucestershire Music is proactively seeking alternative income sources and cultivating relationships with rival bidders and will make constructive contact with the new HLO on the day of the bid outcome announcements.

25. There is a risk that the release of data required for transfer of the HLO function breaches GCC's data policies. The current Hub lead will work closely with the Information Management Service and ensure appropriate data policies are followed. A DPIA assessment has been completed as part of the preparation work for the HLO transfer risk and IMS have determined this is not a legal requirement at this stage.

Financial implications

26. Redundancy is a risk with Option 2. If the Council does not accept the award and Gloucestershire Music are not the HLO, then there are risks as to whether Gloucestershire Music will be funded to deliver some or all of their existing services.

27. Gloucestershire Music currently leads the Gloucestershire Music Hub and manages the majority of the administration for the Hub, including its financial management. If the Council does not accept the bid and Gloucestershire Music does not retain this management and strategic role, and if TUPE does not apply, then a significant restructure may be needed and there is potential risk to the sustainability of the service as a whole. There are currently five managers, three administrators, two music instrument technicians and twenty-three permanent, part time tutors. A redundancy calculation has been requested for illustration but is awaited from HR at the time of preparing the report.

Climate Change and Ecological implications

28. Has the Climate Impact Assessment Tool (CIAT) been completed? No

29. Has an Ecological Impact Assessment (EclA) been produced, or will one be undertaken at a later stage? No

30. There are no climate change implications on habitats, species or ecosystems in this decision.

Equality implications

31. Has an Equalities Impact Assessment (EqIA) been completed? Yes

32. Cabinet Members should read and consider the Equalities Impact Assessment to satisfy themselves as decision makers that due regard has been given.

Data Protection Impact Assessment (DPIA) implications

33. A DPIA decision checklist has been completed and it has been determined that a DPIA is not a legal requirement at this stage due to the personal data processing involved. The Hub Lead will continue to keep this under review with support from the Information Management Service who have confirmed this assessment.

Social value implications

34. Gloucestershire Music's role as the Music Hub Lead Organisation will ensure no loss or reduction of services to the community and will greatly enhance the opportunities available to children and young people in terms of access to a wide range of high quality, inclusive Music Education.

35. Currently the Music Hub (Make Music Gloucestershire) engages with 98% of schools in the county. Gloucestershire Music (GM) is responsible for the engagement of 96% of those schools. GM also works across all sectors of educational establishment, for example, in 23/24 GM engaged with 237 primaries, 40 secondaries, three 16+ colleges and 7 Alternative Provision providers and special schools. The reach to young people in the county is significant and existing relationships with schools and their leadership teams is strong and well established.

36. In 2022-2023, Make Music Gloucestershire hired instruments to 1500 people; gave whole class ensemble tuition to 7777 pupils in the county for between 10-30 weeks; and taught 1143 young musicians through their music centres and music ensembles.

37. Make Music Gloucestershire has a well-established, nationally recognised reputation in the county for high quality music provision. Any change or disruption to its services may be detrimental to the county's young people and the many teachers who are engaged and employed to deliver these services.

38. Music education also goes beyond encouraging the next generation of musicians. At a time when 1 in 6 young people in the UK have a diagnosable mental health condition, it is well documented that music has health, as well as cognitive benefits. The funding from the Department for Education will not only help to impact change for young people physically and mentally but will also ensure the quality and access to music education is of high importance inside and outside of schools across the county.

Consultation feedback

N/A

Officer recommendations

Option 1

39. The recommended option is to accept the grant if the consortium bid is successful. This will place Gloucestershire in an advantageous position to promote high quality Music Education and provision for the children and young people of the county and across the wider region. The Hub

consortium Lead Organisation role will enhance the Music opportunities available to children and young people.

40. To retain the status and role of Music Hub consortium Lead Organisation will secure and enhance the current high quality Music Education offer in the county and more widely in the region.

Performance management/follow-up

41. The Consortium Music Hub will be governed and overseen by a Music Executive Consortium Board which is distinct from Gloucestershire Music's own Hub Lead Organisational board/governance and will have an independent Chair.

42. The current interim Music Hub Lead will liaise closely with the bid consortium, working under agreed legal Heads of Terms until the bid outcome is known in April 2024.

43. The Director of Education will monitor the national and local roll out of the changing Music Hub arrangements.