

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	Education
Service area	Gloucestershire Music Service
Title of the proposed change being assessed i.e. the policy, service, or other development	Acceptance of Arts Council England bid to act as the Hub consortium lead organisation for Gloucestershire, Swindon and Wiltshire from September 2024.

Describe the purpose of the proposed change and the intended outcomes
The purpose of the bid to Arts Council England is to become the Hub consortium Lead Organisation and enable Gloucestershire Music to retain its role as a Music Hub in the new national Arts Council Music Hub model. As such it will retain and enhance its role in ensuring the delivery of wide-ranging, high quality Music Education in the county and the wider consortium region.

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	Yes
Other (please specify):	

<p>Decision to be taken and decision maker</p>	<p>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>Delegates authority to the Director of Education to implement the bid with Gloucestershire Music as the Hub Lead Organisation, in consultation with the Cabinet Member for Education, Skills and Bus Transport</p>
<p>Person(s) responsible for completing this assessment</p>	<p>Kirsten Harrison, Director of Education Lisa Mayo, Acting Music Hub Lead</p>
<p>Date of this assessment</p>	<p>January 2024</p>

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	Joint meetings with existing Music Hub Leads and independent chairs in Wiltshire, Swindon, and Gloucestershire. Comms shared in first instance when the new geographical areas were announced on social media.	Access to updates from Arts Council England
Workforce	Staff inset day (September 2023) Staff e-newsletters	Access to updates from Arts Council England
Partners	Hub Partners Meetings (Termly) Individual partner meetings Hub Advisory Board Meetings (Quarterly)	Access to updates from Arts Council England
Other		

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantages and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
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<p>Protected Characteristics (Equality Act 2010)</p>	<p>The proposed changes should have little to no negative impact on service users in general – particularly in the first year (2024-2025) and the transition to the new HLO occurs.</p> <p>The negative impact to those with protected characteristics is extremely low, as the change is around leadership arrangements and governance and not changes to the form of delivery of services.</p> <p>If anything, there will hopefully be positive impacts on users with protected characteristics from the sharing of best practices and expertise will be greater between the Glos, Swindon, and Wiltshire areas.</p> <p>The services we are able to provide may change depending on the priorities of the new HLO, but this will only occur when significant needs analysis is conducted during 2024-25. The likely outcome then is only going to benefit those with protected characteristics as the equality, diversity and inclusion priorities are very high on the Arts Council England’s requirements and the role it plays in the National Plan for Music Education.</p> <p>Whatever the outcome of the decision for the new HLO, the change will be managed sensitively and communicated in an inclusive and accessible way to all service users with the support of our project manager.</p>	<p>The proposed changes should have little negative impact on service users in general – particularly in the first year (2024-2025) and the transition to the new HLO occurs.</p> <p>The negative impact to those with protected characteristics is extremely low, as the change is around leadership arrangements and governance and not changes to the form of delivery of services.</p> <p>Any changes that could occur, due to a change of leadership, which would affect the level of delivery offered to our Hub partners will not be discriminatory to any individuals. Changes would be around the level of work being commissioned by the HLO and the required services bought in by schools for instance. The allocation of work to staff will remain the same and is always delegated on an explicit set of criteria that is careful to never to contravene the Equalities Act.</p> <p>Whatever the outcome of the decision for the new HLO the change will be managed sensitively and communicated in an inclusive and accessible way to all service users with the support of our project manager.</p>
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<p>Additional Groups (including care leavers / care experienced adults)</p>	<p>Gloucestershire Music do not collect data of this nature from any adult service users. It is not something that is required legally, and no reporting takes place for adult service users requiring this information.</p> <p>However, there should be little to no negative impact on such service users, as outlined above.</p>	<p>Gloucestershire Music do not collect / see data of this nature for any staff. No reporting with this identifying criterion takes place for staff information.</p> <p>However, there should be little to no negative impact on such service users, as outlined above.</p>
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3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	x				More inclusive opportunities and strategic planning for young people. This is particularly relevant to the widened age remit for working with 0–5-year-olds and 18–25-year-olds in the National Plan for Music Education 2022 (NPME).	N
Disability	x				Greater sharing of expertise and potentially greater financial support for young people with SEND needs could be a benefit of this new wider area plan.	N
Sex		x				N

Race	x				The strong equality, diversity, and inclusion agenda in the new NPME means a greater emphasis will be placed on actively broadening and diversifying our reach and finding even more ways to be fully inclusive in our offers.	N
Gender reassignment		x				N
Pregnancy & maternity		x				N
Religion and/or belief		x				N
Sexual orientation		x				N
Marriage & civil partnership		x				N
Armed Forces community		X				N
Carers		X				N
Care leavers / care experienced adults		x				N
Digital exclusion		x				N
Geography, for example, urban and rural areas	x				Having connections with delivery partners closer to our borders in Swindon or Wiltshire may help us to reach those more remote communities and schools.	N
Socio-economic disadvantage	x				Greater collaborative working to raise funds for our bursary schemes could be a huge benefit to increase our reach those who face financial barriers to music participation.	N
Vulnerable groups of society		x				N

Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		x			<i>There should be no negative impact to GCC staff with protected characteristics (and additional groups) as part of this process</i>	N
Disability		x				N
Sex		x				N
Race		x				N
Gender reassignment		x				N
Pregnancy & maternity		x				N
Religion and/or belief		x				N
Sexual orientation		x				N
Marriage & civil partnership		x				N

Armed Forces community		x				N
Carers		x				N
Care leavers / care experienced adults		x				N
Digital exclusion		x				N
Geography, for example, urban and rural areas	x				Possibly easier arrangements for working over area borders may be possible, which would help with travel constraints and allocated working areas	N
Socio-economic disadvantage		x				N
Vulnerable groups of society		x				N
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
With ongoing strategic work on equality, diversity, inclusion, workforce development, progression routes and environmental sustainability the priorities of Hub Lead Organisations and Arts Council England / NPME there is much potential for continued positive impact from the partnership working and strategic planning for this new tri-hub.	New needs analysis will be undertaken for all three areas with stakeholder input from service users and workforce. Continued consultations will always ensure the voices of those with protected characteristics are captured wherever it is lawful for us to seek this / capture this characteristic data.	Music Hub Lead - Lisa Mayo	September 2025

5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Director of Education – Kirsten Harrison; Music Hub Lead – Lisa Mayo
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Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	1 st March 2025
Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u> :	Stakeholder / staff / service users (from GCC and hub partner staff engaged in Gloucestershire, Swindon, and Wiltshire) feedback questionnaires will be shared in Gloucestershire, Swindon, and Wiltshire to allow us to evaluate the transition arrangements and identify any issues in order to rectify any issues. This will be via


<ul style="list-style-type: none"> ▪ What mechanisms will be used? ▪ How will service users / the wider community / GCC staff and other stakeholders be involved? 	<p>a digital portal link / QR code and promoted in schools, with freelance staff, employed staff and via our website and social media.</p> <p>We will also offer ‘drop in’ virtual sessions where anyone can come and ask questions or share ideas between June 2024 – Feb 2025.</p> <p>We will share our glosmusic@gloucestershire.gov.uk email address as a key contact point for any enquiries.</p> <p>There will also be a networking event planned for in Summer Term 2024 to enable the workforce across the three areas to meet, if they wish, and come and share their thoughts and ideas.</p> <p>Lead schools, Inclusion lead, Early Years Lead, progression routes lead and other hub partners will be feeding into the overall strategies being put into place and feeding back from their networks and stakeholders as part of the Hub Consortium Executive Board.</p> <p>The Independent Hub Board (and Independent Chair and Co-Chair (young person aged 18-25) will be reviewing the impact of the plans being put into place every term and advising the Hub Consortium Executive Board.</p> <p>The Director for Education will be overseeing and supporting Gloucestershire Music in its leadership role.</p>
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Part 2 – Ongoing arrangements (from around six months onwards)

<p>Frequency of monitoring and review:</p>	<p>Quarterly monitoring by the HLO and Arts Council.</p>
<p>What mechanisms will be used?</p>	<p>The key contact points - Hub email will still be open to stakeholders / service users and staff. The feedback survey will remain open for the full year.</p>

<p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>GCC staff (and staff in the other areas) will have regular inset and team meeting times for us to feedback on plans and ideas and for them to feedback to the HLO.</p> <p>The Hub Consortium Executive Board will continue to monitor and review from their respective areas of expertise and feedback to the HLO.</p> <p>Continued scrutiny from the Independent Hub Board and support and oversight from the Director of Education.</p>
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6. Approval

<p>Signature of Senior Officer</p>	
<p>Name of Senior Officer</p>	<p>Ann James</p>
<p>Date</p>	<p>13 March 2024</p>

<p>Signature of Decision Maker</p>	
<p>Name of Decision Maker</p>	<p>Cllr Philip Robinson</p>
<p>Date</p>	<p>12 March 2024</p>

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information																		
Age	<table border="1"> <thead> <tr> <th>0-5</th> <th>6-10</th> <th>11-15</th> <th>16-20</th> <th>21+</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>0.5%</td> <td>14.3%</td> <td>13.7%</td> <td>5.8%</td> <td>8.2%</td> <td>57.2%</td> </tr> </tbody> </table>						0-5	6-10	11-15	16-20	21+	Unknown	0.5%	14.3%	13.7%	5.8%	8.2%	57.2%	
0-5	6-10	11-15	16-20	21+	Unknown														
0.5%	14.3%	13.7%	5.8%	8.2%	57.2%														
Disability	0.5%																		
Sex	<table border="1"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Other</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>18.5%</td> <td>25.1%</td> <td>0.05%</td> <td>57.2%</td> </tr> </tbody> </table>						Male	Female	Other	Unknown	18.5%	25.1%	0.05%	57.2%					
Male	Female	Other	Unknown																
18.5%	25.1%	0.05%	57.2%																
Race	Asian/Asian British – Chinese, Indian, Pakistani, other 1.06%	Black/Black British – African, Caribbean, Other 0.29%	Mixed – White, Asian, African Caribbean Other 1.2%	Other 0.1%	Prefer Not to Say 0.35%	White – British, Irish, Other 20.9.%	Unknown 75.9%												
Gender reassignment	We do not collect this data																		
Pregnancy & maternity	We do not collect this data																		
Religion and/or belief	We do not collect this data																		

Sexual orientation	We do not collect this data									
Marriage & civil partnership	We do not collect this data									
Armed Forces community	We do not collect this data									
Carers	We do not collect this data									
Care leavers / care experienced adults	We do not collect this data									
Digital exclusion	We do not collect this data									
Geography, for example, urban and rural areas	Cheltenham	Cirencester	Cotswolds	Dursley	Fosbury	Gloucester	Newent	Stroud	Tewkesbury	Out of County
	506	75	26	93	97	431	12	260	42	136
Socio-economic disadvantage	FoGYM	MMG	GM							
	10	92	92	Those who receive bursaries currently						
Vulnerable groups of society	We do not collect this data									

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information												
Age	<table border="1"> <tr> <td></td> <td>0-19</td> </tr> <tr> <td>6</td> <td>20-34</td> </tr> <tr> <td>11</td> <td>35-49</td> </tr> <tr> <td>13</td> <td>50-64</td> </tr> <tr> <td>2</td> <td>65+</td> </tr> <tr> <td>1</td> <td>Prefer not to say</td> </tr> </table>		0-19	6	20-34	11	35-49	13	50-64	2	65+	1	Prefer not to say
	0-19												
6	20-34												
11	35-49												
13	50-64												
2	65+												
1	Prefer not to say												
Disability	<p>DISABILITY AND IMPAIRMENT</p> <table border="1"> <tr> <td>2</td> <td>I identify as a deaf or disabled person, or have a long-term health condition</td> </tr> <tr> <td>21</td> <td>I identify as being non-disabled</td> </tr> <tr> <td>10</td> <td>Prefer not to say</td> </tr> </table>	2	I identify as a deaf or disabled person, or have a long-term health condition	21	I identify as being non-disabled	10	Prefer not to say						
2	I identify as a deaf or disabled person, or have a long-term health condition												
21	I identify as being non-disabled												
10	Prefer not to say												
Sex	14 Female 19 Male												
Race	<table border="1"> <tr> <td>31</td> <td>White-British</td> </tr> <tr> <td>0</td> <td>White-Irish</td> </tr> <tr> <td>0</td> <td>White-Gypsy or Irish Traveller</td> </tr> <tr> <td>0</td> <td>White - Any other white background</td> </tr> </table>	31	White-British	0	White-Irish	0	White-Gypsy or Irish Traveller	0	White - Any other white background				
31	White-British												
0	White-Irish												
0	White-Gypsy or Irish Traveller												
0	White - Any other white background												

	0	Mixed - White and black Caribbean
	0	Mixed - White and black African
	0	Mixed - White and Asian
	0	Mixed - Any other mixed background
	0	Asian/Asian British - Indian
	0	Asian/Asian British - Pakistani
	0	Asian/Asian British - Bangladeshi
	1	Asian/Asian British - Chinese
	0	Asian/Asian British - Any other Asian background
	0	Black/Black British - African
	0	Black/Black British - Caribbean
	0	Black/Black British - Any other black background
	0	Other - Arab
	0	Other - Any other ethnic group
	1	Other - Prefer not to say
	0	Other - Not known
Gender reassignment	1	Yes
	32	No
	0	Prefer not to say
Marriage & civil partnership	We do not collect this data	

Pregnancy & maternity	1 member of staff currently pregnant												
Religion and/or belief	We do not collect this data												
Sexual orientation	<table border="1"> <tr> <td>0</td> <td>Bisexual</td> </tr> <tr> <td>1</td> <td>Gay man</td> </tr> <tr> <td>0</td> <td>Gay woman/lesbian</td> </tr> <tr> <td>30</td> <td>Heterosexual/straight</td> </tr> <tr> <td>1</td> <td>Queer</td> </tr> <tr> <td>1</td> <td>Prefer not to say</td> </tr> </table>	0	Bisexual	1	Gay man	0	Gay woman/lesbian	30	Heterosexual/straight	1	Queer	1	Prefer not to say
0	Bisexual												
1	Gay man												
0	Gay woman/lesbian												
30	Heterosexual/straight												
1	Queer												
1	Prefer not to say												
Armed Forces community	We do not collect this data												
Carers	We do not officially collect this data, but we do unofficially know of several staff who are carers												
Care leavers / care experienced adults	We do not collect this data												
Digital exclusion	We do not collect this data												
Geography, for example, urban and rural areas	We hold records of staff addresses and have staff based all over the county. We also know the restrictions this brings for some of our peripatetic staff in their role.												
Socio-economic disadvantage	We do not collect this data												
Vulnerable groups of society	We do not collect this data												
