



Llywodraeth Cymru
Welsh Government

Music services: one year on report

A progress report on the recommendations of the
Task and Finish Group for Music Services in Wales

April 2017



Music services: one year on report

Audience

Primary schools; middle schools; secondary schools; governing bodies of maintained schools; local authorities; diocesan authorities; regional consortia; national partners; Estyn; teaching unions; national bodies with an interest in education; and members of the public.

Overview

This document sets out progress made to date against, and should be read in parallel with, the *Report of the task and finish group on music services in Wales* (2015).

Action required

None – for information only.

Further information

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Additional copies

This document can be accessed from the Welsh Government's website at gov.wales/educationandskills

Related documents

Report of the task and finish group on music services in Wales (2015)

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Cabinet secretary's foreword

Music is an essential part of Wales' heritage and cultural life, providing us with a connection to our past and giving our young people opportunities into the future.

I know that we are privileged as a nation to have a passionate and dedicated network of music services and music teachers, who inspire our young people to perform and grow in confidence and skill. They nurture children's talent all the way through the 'pyramid' structure of music education; from those first experiences of making music in the classroom all the way through to individual music lessons, to the opportunity of a place on one of our prestigious national music ensembles.

Ensuring that these services stay accessible to all, regardless of their ability to pay, may seem like a herculean task; but I am sure, that by working together, we can secure them into future and even enhance musical opportunities beyond those currently available.

Earlier this year, in collaboration with the Cabinet Secretary for Economy and Infrastructure, I announced a £1 million contribution to begin the process of establishing a National Endowment for Music, which was one of the recommendations of the Music Services Task and Finish Group. The Arts Council of Wales has begun the process of setting up the endowment and will be looking to draw on expertise and evidence from across the arts and culture, music education and creative industries sectors to inform their development process.

As well as looking to the future, we must deal with the difficult issues we face today. I remain committed to supporting local authorities to take forward their recommendations from the Music Service Task and Finish Group; in order that we safeguard their core offer to schools and young people.

Working with local authorities, Welsh Government will continue to assist them in the establishment of a sharing mechanism for musical instruments. This sharing mechanism will enable local authority music services to make better use of their existing stock of instruments; through freeing up supply and introducing coordination on a national level. This database, along with the recently announced funding for the purchase of musical instruments and Welsh Musical Instrument Amnesty, will allow us to get instruments into the hands of those who need them.

Through working in close partnership with organisations and individuals in music education, who are known for its passion, dedication and drive, I know that we can protect music education for our next generation.

Kirsty Williams
Cabinet Secretary for Education



Introduction

In January 2015, the then Minister for Education and Skills, Huw Lewis AM, commissioned a task and finish group to review the issues surrounding the delivery of Music Services for young people in Wales. The group, which consisted of members from local authorities, education consortia, Arts Council of Wales, The Association of Directors of Education in Wales (ADEW) and schools, was remitted to review current systems of provision across Wales and make recommendations for the improvement to services that were likely to achieve joint agreement by local authorities. The group was asked to consider:

- alternative methods of service delivery
- options for charging policies, with a view to achieving greater parity across Wales, more equitable provision and access for eFSM learners
- options for musical instrument supply, refresh, purchase, rental arrangements, and
- the potential for greater partnership working

The task and finish group published their findings in July 2015, putting forward 15 recommendations which were directed towards the Welsh Government, Welsh Local Government Association, local authorities, schools and the Arts Council of Wales. In November 2015, the then Minister for Education and Skills published his reply, accepting the majority of the report's recommendations.

On 14 February 2017 the Cabinet Secretary for Education made public her commitment to supporting the delivery of enhanced music activities to young people by establishing a National Endowment for Music. This fund will receive £1 million of joint funding from the Cabinet Secretary for Education and the Cabinet Secretary for Economy and Infrastructure for its set up and seed funding.

This report represents a one year update on the progress made towards the implementation of the accepted Music Services task and finish group recommendations.

Progress – one year on

Key Task 1

Consider Alternative Methods of Service Delivery Consistent with the National Model for Regional Working

Recommendations

1. **Local authorities** should provide the Welsh Local Government Association (WLGA) with details of their current models of service provision by October 2015
2. By September 2015, the **Welsh Government, working with WLGA and key stakeholders**, should commission a 'case-study'-type guidance document on existing and potential models of delivery, for consideration by local government. This should be completed by the end of the financial year and made available to local authorities to assist their future planning.
3. **Local authorities** should consider the range of provision models, and the WLGA should provide Welsh Government with each LA's preferred Music Services delivery model by October 2016.

The WLGA has worked with its local authority partners and CAGAC to explore potential models for service delivery. From this process it has been agreed that the current arrangement, of local authority controlled Music Services must be maintained. They felt that each service is flexible enough, in terms of structure and funding, to deliver music activities that are most appropriate for the young people in their area. Services need to be supported to maintain their ability to adapt to changes in demand and financial situation.

WLGA has suggested that Music Services are best delivered at local authority level. At this level, they can reflect the needs of young people and maintain accountability. WLGA believes that the current structure of individual local authority Music Services maximise consistency and quality of delivery, with activities being available from early years, through school, and in post 16 education. This model of Music service delivery ensures that there is equality of provision for all children within each local authority, across a range of vocal and instrumental disciplines, and a pathway for progression of skills.

WLGA also confirmed that quality of service is better maintained where local authorities are free to formulate delivery models that can respond to demand on a local level. However, local authorities will continue to explore co-construction and collaboration agreements where appropriate.

To support local authorities in this process of considering alternate delivery models, CAGAC has consulted with Music Education Council (MEC) and Music Mark to prepare an overview of the current position of music service across the UK. CAGAC will now consider how a further, more detailed case study report could contribute to a clearer understanding of the current landscape.

CAGAC also recommends that in designing the new curriculum, Welsh Government should seek to put in place structures that support greater dialogue between schools and Music Services in Wales, helping them to work in partnership and hold each other to account.

Key Task 2

Examine options for charging policies with a view to achieving greater parity across Wales, more equitable provision and access for Free School Meals learners.

Recommendations

4. **Schools and governing bodies, working with their local authorities**, should adopt clear, fair and consistent charging policies for music tuition which should be prominent in schools' published policy documents by September 2016. For pupils facing poverty, schools and local authorities should optimise the use of grants and their own budgetary resources to minimise disadvantage.
5. In their consideration of new models of provision, **local authorities** should seek to achieve greater consistency within their locality in terms of the running costs of service provision, with the consequent impact of achieving greater consistency in charges. This should be a priority for local authorities within the next two years and should include a review of the terms and conditions of Music Services staff with a view to ensuring fair, sustainable and transparent conditions of employment.

WLGA have advised that steps have been taken to explore how local authorities and schools can work together to develop a shared understanding of the role of music in supporting wider wellbeing and academic goals. Going forward, these conversations will include how schools can use their delegated funding and grants, such as the PDG, to develop a broad and high quality music offer, with a focus on those from deprived backgrounds.

CAGAC, on behalf of Welsh Local Authorities, has investigated how

greater consistency in Music Services delivery can be achieved in each locality. A major challenge identified during this process was the increased costs of operating services in rural areas compared to urban ones; travel and staff retention in small schools being particular issues.

Between local authorities, consistency of charges for tuition has already been achieved. We will look to work with partners in the education sector to develop guidance that will help create consistency of charges between schools, ensuring there is parity of tuition rates within individual local authority areas.

Terms and conditions for the staff employed by Music Services remain flexible so that services can respond to changes in delivery model and financial situation. WLGA and CAGAC will continue to work with all local authority Music Services to ensure that employed staff have access to high quality CPD and essential training. Where staff are self employed they will work with local authorities to ensure opportunities for CPD are made available.

As work on these recommendations develop the WLGA will consider seeking input from stakeholders within schools and the Welsh Government to formulate a Welsh Music Plan to ensure this collaborative approach is achieved.

Key Task 3

Consider options for musical instrument supply/refresh/purchase/rental arrangements

Recommendations

6. **WLGA, in collaboration with other stakeholders**, should commission a national database of musical instruments (by category, grade and condition) within the next twelve months, in order to identify gaps and with a view to schools and local authorities collaborating on redistribution of existing instruments for mutual benefit.
7. Within the next six months, the **Arts Council of Wales, working with other stakeholders**, should explore how a 'Take it Away' individual instrument purchase scheme can complement current musical instrument purchasing and loan plans
8. The **Welsh Government** should work with key stakeholders during the next six months to look at the use of the National Procurement Service for the collective buying of core instruments.
9. **Local authority Music Services** should work together over the next two years to develop collective share/repair/maintenance schemes with

the aim of forming a consistent offer across Wales, and should also work together and with other stakeholders to hold a national instrument amnesty day.

Over the last 12 months, local authorities have explored how a potential national database of instruments may support the redistribution of instruments and so contribute to the better use of existing resources.

The WLGA, with the support of Welsh Government, will now be looking to establish a mechanism to share instruments nationally, with work commencing in the 2017/18 financial year. Additionally Welsh Government will be providing £220,000 (£10,000 per local authority) to purchase new instruments.

Local authorities in Wales have jointly explored the potential opportunities and challenges presented by a shared instrument repair and maintenance scheme. It was agreed that whilst a scheme of this nature was not feasible to achieve, a national recycling centre should be developed to support the provision of instruments.

The Welsh Government has been working with the Arts Council of Wales to establish a National Endowment for Music (see recommendation 13). The independent board that we plan to establish to manage the endowment will oversee how the grants distributed under the fund are targeted. The purchasing of musical instruments for young people will be considered as part of this process.

The Arts Council is still investigating the role and feasibility of a Take It Away scheme for interest free musical instrument purchase by instalments. The Arts Council have had initial discussions with WLGA around the potential for some research on the instrument purchase schemes that already exist in different parts of Wales to provide an overview and consider the best complementary approach to what already exists.

Welsh Government and the WLGA have started the initial scoping for the delivery of a Welsh Musical Instrument Amnesty Week. It is intended for this to take place in spring/summer 2017.

Key Task 4

Consider the potential for greater partnership working

Recommendations

- 10. ADEW** should review the constitution of the heads of Music Services group (CAGAC) within the next six months, with revised terms of

reference to reflect emerging strategic priorities.

11. The **Welsh Government** should engage with the Music Partnership Forum Wales (MPFW) within the next six months and explore the potential for greater partnership working.

ADEW has reviewed the constitution of CAGAC and has made changes that will help the group to better respond to emerging priorities. A full summary of the newly constituted CAGAC is found in appendix A of this update report.

Welsh Government officials attended the MPFW and will continue to work with these partners and those in the WLGA and CAGAC.

CAGAC has representation on MPFW and would welcome the opportunity to work with partners to refine their remit and offer to schools. CAGAC will continue to work with MPFW to ensure all Music Services are given the opportunity to identify needs and opportunities for partnership working and to avoid duplication.

Key Task 5

Develop a set of minimum expectations, exemplar structures and model terms of reference for delivery of Music Services pan-Wales

Recommendations

12. Starting immediately, **local authorities** should work with schools and governing bodies over the next two years towards adopting the terms of reference for Music Services set out in this report. These terms of reference should be widely publicised
13. The **Arts Council of Wales** and the **Welsh Government** should investigate the possibility and parameters for the establishment of a National Endowment for Music to develop the opportunities for young people to realise their possibilities through music skills and talents. The research should look at the model for such an endowment and its resourcing, including the potential for a voluntary ticket levy, and Ministers should receive a report on initial feasibility within six months.

WLGA and CAGAC welcomed the emphasis that the task and finish group places on increasing the consistency of music service delivery through collaboration between local authorities. As they have moved forward with the work under this recommendation they have identified a number of challenges. These have mostly been aspects of delivery most affected by pressures on local authority budgets.

While these challenges are linked to funding levels, both organisations remain committed to working with stakeholders within the local authorities and education sector to find solutions that can maintain and support Music Services to schools.

The Welsh Government, in partnership with the Arts Council of Wales, has completed the feasibility study for the establishment of a National Endowment for Music.

The Welsh Government has now committed to taking forward this new and long term source of income to support the delivery of enhanced provision of music activities for young people. On 14 February the Cabinet Secretary for Education announced that a £1 million joint contribution will be made to the fund in partnership with the Cabinet Secretary for Economy and Infrastructure. This will support its set up and provide seed funding upon which the independent board, who will administer the endowment, can build.

The Arts Council of Wales has been commissioned by Welsh Government to develop the endowment with a view to it being launch later this year.

Key Task 6

Develop a draft memorandum of understanding to be agreed by local authorities.

Recommendations

- 15. Local authorities**, starting immediately where appropriate, should engage in formal collaboration and co-construction of service models, with a view to ensuring that they achieve high quality and value for money. A memorandum of understanding should be used between two or more authorities to reflect current service/delivery models, working practices and partnership arrangements; such memoranda should also be shared with other local authorities as exemplars of good practice and collaboration

Following the publication of the Music Services Task and Finish Group, CAGAC has worked with local authorities to identify those already working in partnership, both formally and informally, and whether opportunities existed to increase and enhance these types of collaborative arrangements.

During this process they have identified a number of barriers that are preventing local authorities from working in a more collaborative

manner. They will continue to work with local authorities to overcome these barriers and support them in forming and maintaining collaborative working arrangements over the coming months.

Annex: Summary of the newly constituted CAGAC

CAGAC is a sub-group of the Association of Directors of Education in Wales (ADEW), organised through the ADEW Improvement Coordination Group

Aim of the association

To promote local authority music education in Wales - ensuring that all children and young people have the access and opportunity to learn, play and sing.

Objectives

- To support music services in meeting schools needs in respect of range, and quality of service, including supporting generalist class teachers and non-music practitioners to deliver the requirement of the national curriculum
- To challenge music services to meet learners needs for high quality, affordable group/individual tuition, delivered by trained staff and with opportunities for progression and access to support to higher level learning
- To have partnership working at the heart of operations by facilitating effective networking with other bodies; and sharing of good practice across all LA Welsh music services
- To represent and reflect the views of ADEW in relation to music education in Wales, providing a pro-active and responsive national association on behalf of ADEW.
- To reflect and respond to Welsh Government policy and strategy for Music education and Music Service provision in Wales.

Membership

The members of the association are the nominated representatives of LA Welsh music services, the models of which will be defined by each authority.

Officers

1. Chair – serving an 18 month period
 - To facilitate and chair all meetings
 - To be the key point of contact for incoming and outgoing correspondence
 - To be a spokesperson for the association
2. North Wales representative– serving an 18 month period
 - To deputise in the absence of the chair
 - To assist CAGAC in facilitating task and finish groups as and when needs arise

- To succeed the chair at the end of the 18 month period (subject to vote)
3. South Wales representative
- To deputise in the absence of the chair
 - To assist CAGAC in facilitating task and finish groups as and when needs arise
 - To succeed the chair at the end of the 18 month period (subject to vote)
4. ADEW / WLGA representative
- To facilitate a link with WLGA and escalate any relevant information for action and information
 - To inform CAGAC of policy and relevant information in line with WG objectives and aims for education
5. Secretary / Treasurer - may be re-elected at the end of an 18 month period
- To be responsible for distribution of papers and CAGAC finances.

Frequency of meetings

The association will meet once a term, on weekdays - one meeting in the south, one in mid Wales and one in the north. Music Services will in turn host these meetings.

Further meetings for curriculum and/or music service task and finish groups will be called as and when needs arise.

Affiliation

Nominated CAGAC representatives will attend the following:

- I. The Advisory Panels of all NYAW ensembles.
- II. Music Partnership Forum
- III. The UK Association for Music Education – Music Mark
- IV. MEC – Music Education Council
- V. ACW – Regional Networks

These nominations are to be confirmed every 18 months– at the same time as election of officers.

Networking

Non-members will be invited by the chair to attend meetings of the association when required by the agenda.

Accountability

Minutes of all meetings will be recorded. All minutes will be sent to Directors of Education / Chief Education Officers after they have been approved at the following meeting.

