



Llywodraeth Cymru
Welsh Government

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

Final progress report

April 2019



Report of the task and finish group on music services in Wales – Final progress report

Audience

Local authorities, primary, secondary and special schools in Wales, school governing bodies, the Welsh Local Government Association (WLGA), Her Majesty's Chief Inspector of Education and Training in Wales, Culture, Welsh Language, and Communications Committee, regional consortia and the Arts Council of Wales. The Education Workforce Council and teaching unions will also have an interest.

Overview

This document is the final progress report on the recommendations of the task and finish group for music services in Wales, which published its report in June 2015.

Action required

This report contains an update on recommendations for Welsh Government, local authorities, schools and governing bodies, the Welsh Local Government Association, and the Arts Council of Wales.

Further information

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

The Music Services Task and Finish Group

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, Association of Directors of Education (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 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.

In April 2017, Welsh Government published an update on the progress made towards the implementation of the accepted recommendations.

You will note from some of the narrative within this report that Welsh Government is continuing work on music services, particularly through taking forward the recommendations from the Culture, Welsh Language and Communications (CWLC) Committee inquiry into funding for and access to music education: *Hitting the Right Note* which sets out 16 recommendations focused on improving music service provision across Wales.

<http://www.assembly.wales/laid%20documents/cr-ld11595/cr-ld11595-e.pdf>

In response to one of the recommendations within the CWLC *Hitting the Right Note* report the Minister for Education agreed to publish this update on the task and finish group report. This will be the final update report.

Report of the Task and Finish Group on Music Services in Wales. Final Update report, January 2018

Key Task 1:

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

Recommendations

Local authorities should provide the Welsh Local Government Association (WLGA) with details of their current models of service provision by October 2015

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.

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.

We previously reported on the work WLGA had done with its local authority partners and CAGAC to explore potential models for service delivery.

The WLGA concluded that music services were best managed on a local level to enable support to be tailored to meet individual local needs.

CAGAC in consultation with others collated an overview on music services in the UK. Much work has been completed and there is now a comprehensive understanding of music service provision across Wales. There is a variety of service provision identified across local authorities including local providers, collaborated services between regional authorities, and co-operative services in others. CAGAC continue to monitor provision as it changes to reflect local need and provide advice and support to local authorities.

Following the CWLC Committee's inquiry into music education, the Committee published a report 'Hitting the Right Note' with a number of recommendations. The Minister for Education issued a response to the report in July 2018, accepting 8 of the 16 recommendations with another 3 being accepted in principle. As a result of some of those recommendations Welsh Government officials are taking forward work to procure a feasibility exercise to assess options for the future delivery of music services and consideration of a national plan for music education. Part of this enhances the work of the task and finish group recommendations and provides a further route for considering music provision across Wales to ensure future plans are sustainable and meet the needs of all learners in Wales. This study will consider the viability of alternative models for delivery.

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

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.

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.

The one year report provided an update on the collaborative work being done on this issue. The Pupil Development Grant (PDG) is a powerful tool for schools to support learners from disadvantaged backgrounds to access the arts and cultural experiences they may not otherwise be able to participate in. In 2015 the Welsh Government issued [guidance](#) to schools on using the PDG in support of arts and cultural activities. This guidance made it clear that schools could use the PDG, on a case by case basis, to help individual learners from low income families to pursue particular art forms, such as musical instrument tuition; as long as it supported academic attainment more generally. The Welsh Government has produced a [training pack](#) on using arts and cultural activity to tackle the impact of poverty on attainment. This has been published on Learning Wales and highlights how the PDG can be used to

support cultural enrichment. It also provides structure and support to professionals to increase their confidence when designing arts, culture and heritage interventions. Tuition would need to be part of a planned programme aimed at raising attainment across the curriculum with clearly defined outcomes.

In December 2018, the Welsh Government announced additional grant funding of £1.4 million for local authorities to support music provision in 2018-19. Local authorities can use the funding as they see fit and in accordance with local needs to deliver any one, or a combination of options from a set of criteria. One of the options available for use of this funding is to ensure that there is access to music provision for those pupils in receipt of free school meals by establishing an appropriate fund specifically for use on lessons, exams, courses, and resources.

Another option is to support pupil progression and achievement. Where charges for lessons have resulted in students sharing lessons in inappropriately sized groups, which may lead to a decline in achievement, the funding may be allocated to ensure adequate provision is restored.

The Creative Learning through the Arts programme, which we are delivering in partnership with Arts Council of Wales, with total funding of £20m over the period 2015-2020, supports schools to develop creative teaching approaches, using the Arts, including music, to enhance learning for all pupils, across the curriculum. The programme can offer opportunities to deliver musical experiences, to inspire young people to pursue career options in music. The grants available under the Creative Learning through the Arts programme (Go and See and Creative Collaborations), enable schools, including those in more deprived areas, to deliver music activities and experiences for learners, such as trips to concerts or orchestra education initiatives.

It is recognised that as music provision across Wales is being delivered via various models, terms and conditions of music staff vary across Wales. The range of services commissioned locally means that providers come from a variety of backgrounds, some are local authority employees, whilst some are self employed or working via charity commissions; it is also recognised that staff may be employed on different pay scales and/or rates. The recommendation from the task and finish group referring to a review of the terms and conditions of music services staff also features as a recommendation in CWLC Committee's report 'Hitting the Right Note'. The Welsh Government wrote to ADEW in Wales in November 2018 to discuss this issue and encourage local authorities to review the terms and conditions of music service staff, where it was appropriate to do so.

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

Recommendations

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.

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

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.

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.

Following on from the update provided in 2017, CAGAC have worked with local authorities to look at the feasibility of a national database. Regional variations in music service provision and differences in need have led to various models. Instruments are shared across regions when possible on a needs basis. Each local authority undertakes its own audit. Existing networking is effective in ensuring sharing of endangered and specialist instruments. It is reported that formalising agreements would not bring any additional benefits and would require additional administration funds.

Local authorities and schools can advise families of musical instrument providers where 'Take It Away' schemes for interest free musical instrument purchase is available. Schemes are also available for portable instruments to be purchased via local authorities at a tax free rate.

The Welsh Government organised in 2017 and 2018, two musical instrument amnesties, enabling the public to donate instruments which were then distributed to schools and orchestras across Wales, increasing the opportunities for our young people to participate in musical activities

Over 60 instruments were donated in the initial pilot. The Royal Welsh College of Music and Drama agreed to support our amnesty and their students tested

and repaired the instruments. A further 80 instruments were collected through the subsequent wider amnesty initiative involving local authorities.

To further support this initiative, Welsh Government provided funding of £10k in March 2017 to every local authority in Wales to purchase new instruments.

The funding of £1.4 million allocated in 2018-19 offers local authorities the option to purchase more musical instruments where required.

In addition, £100,000 in 2018-19 has been awarded to National Youth Arts Wales to support the important work they are doing and increase opportunities for our young musicians.

Key Task 4:

Consider the potential for greater partnership working

Recommendations

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.

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, a summary of the newly appointed CAGAC was provided within the one year progress review report in April 2017. CAGAC continue to work collaboratively across stakeholders.

The Welsh Government continues to work collaboratively with key stakeholders in relation to music activities. These groups have recently been invited to participate in the feasibility exercise currently being conducted by Welsh Government following the CWLC Committee's inquiry into music education.

Key Task 5:

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

Recommendations

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

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.

A number of challenges were reported in the last update report regarding ensuring consistent and collaborated services across local authorities. These centred around funding difficulties particularly in rural areas where there are additional barriers due to demand and demographics.

The Welsh Government continues to promote the terms of reference for music services in Wales (annex A). The terms of reference provide a clear statement of expectations for consistent, high quality, affordable musical tuition in all schools. CAGAC promote and provide guidance to local authorities on the implementation of the terms of reference. The majority of local authority provision is working towards meeting the objectives as set out in the terms of reference although funding issues have caused some difficulties in many areas. The Welsh Government's £1.4 million additional funding to local authorities in 2018-19 is aimed at supporting innovative and creative ways to further enhance music provision.

Following a feasibility study, the Welsh Government agreed to recommendations to establish a national endowment fund in Wales. Subsequently 'Anthem – Music Fund Wales-Cronfa Gerdd Cymru' has been established, funded by a £1 million Welsh Government investment. Arnout van der Veer has recently been appointed as the inaugural Chair of Anthem.

Anthem is now in the process of establishing its board and identifying a set of Music Ambassadors, following which, the process of developing a robust funding strategy and capitalising the fund will begin. It is envisaged that funding will be available from this scheme from 2020/21. The fund aims to make musical opportunities more accessible to all young people aged 3-25, to develop musical opportunity in all genres and in all communities, to identify and nurture talent and ability and to support career pathways in music and the music industry.

Key Task 6

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

Recommendations

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 our last report, CAGAC have continued to work with local authorities and a number of collaborative arrangements continue between local authorities. The memorandum of understanding describes local authorities commitment to continue to maintain and improve the delivery of high quality music services to meet the needs of learners and to work collaboratively with other authorities in consideration of alternative methods of delivery and, where necessary, on co-construction of new models of service provision, in order to build robust structures for future delivery of services. CAGAC have a comprehensive overview of the regional services across local authorities and the local solutions being delivered to meet local needs.

Alternative models have been developed in some areas, with local authorities working together to share provision to secure delivery of music services to learners. CAGAG continue to take this work forward by considering how local authorities can work closer together to ensure children across Wales have access to equal and accessible music education. There are reported pressures going forward, with differing input and commitment to consortia arrangements. It is important that local authorities continue to work together to identify and develop arrangements to ensure all learners have equal access to music services across Wales.

Welsh Government officials are working with key stakeholders, as part of a wider exercise to consider the feasibility of a national music plan for education in Wales. This work will give a greater understanding of regional services, and barriers to local authorities working collaboratively across regions and develop more equitable access to music education services for all pupils in Wales. This exercise will also consider alternative models for delivery of music services.

Annex A

Terms of reference for music services in Wales

Music services should offer provision to all schools in their area so that all children and young people have the opportunity to learn to play and sing. Schools, supported by local authority music services, are at the heart of instrumental and vocal music tuition.

In relation to instrumental and vocal tuition, local authority music services are expected to:

- meet schools' needs in respect of range and quality of service;
- meet learners' needs for high quality, affordable group/individual tuition in a range of instruments, delivered by trained staff;
- support school music departments in providing high quality extracurricular provision, including ensemble and other performance opportunities;
- provide opportunities for progression, access to advice and support for learners wishing to develop their skills;
- support learners in preparation for music examinations;
- work with schools to develop fair and consistent charging policies and systems;
- have partnership working at the heart of their operations, and participate actively in developing new partnerships;
- offer consistency of provision across a region, coterminous with the regional education consortia regions;
- have quality assurance systems in place and be required to develop consistent pay and conditions;
- provide training to ensure that staff are up to date with changes in current education policy and practice;
- work at a regional and national level to ensure the most cost-effective options for musical instrument supply;
- collaborate within and across regions to share printed music resources; and
- where relevant, incorporate the use of digital technology to improve tuition outcomes.

In addition, and particularly in the context of future changes in the national curriculum, local authority music services could be expected to:

- Support generalist class teachers and non-specialist practitioners to deliver the requirement of the national curriculum to all learners, taking good account of best practice and research findings to make effective use of their own skills and expertise;
- Support teachers new to the profession to develop their confidence in delivering music lessons to their classes;
- Support schools to promote whole school singing and musical performances of a high quality.