

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Phil Chapman – Head of Music Service
Directorate:	Chief Executive
Date of Completion:	19 th July 2012

Name of Service

Music Service
Review of future provision

The Aims, Objectives and Expected Outcomes:

The aims are:

To review service delivery options available in the current financial climate of a reduction budget allocation.

Background:

The gross operating costs of the Music Service are currently £699,978 per annum. Income is currently generated through tuition fees and equipment hire, however in 2011/12 there was an estimated operating loss of £157k due to a decline in pupil tuition numbers. The overall budget within Schools and Learning covered this overspend, but will not be in a position to do so over future years. Tuition fees have already risen above inflation in recent years resulting in consequent reduction in numbers of lessons taken up especially from more disadvantaged households.

Objectives:

To consult on a range of options with advocates, service users, stakeholders for the future direction of the Music Service, taking into account the financial resources that will be available

Expected outcome:

To provide members with a range of options to enable them to make a decision on future provision.

Please delete as appropriate:

- This is a proposal for changed council function

Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	Yes
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	Yes
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age				NB this section will be completed following the end of the consultation period
Disability				As above
Gender Reassignment			X	Any change in service provision will not have an impact on a person's gender reassignment status
Marriage & Civil Partnership			X	Any change in service provision will not have an impact on a person's of marriage or civil partnership status
Pregnancy & Maternity			X	Any change in service provision will not have an impact on a person's pregnancy or maternity status
Race			X	Any change in service provision will not have an impact on a person's racial, ethnic or cultural identity
Religion / Belief			X	Any change in service provision will not have an impact on a person's religion or belief status
Sex (male / female)				NB this section will be completed following the end of the consultation period
Sexual Orientation			X	Any change in service provision will not have an impact on a person's sexual orientation

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
Equality of opportunity to access this service will be applied with equity to those who wish to access it.	

Evidence Considered During Screening

Analysis of IW Music Service data
Henley Review DfE commissioned review
National Plan for Music Education 2011
Isle of Wight Music Education Hub
Committee Reports
Team meeting notes

Head of Service Sign off:	Janet Newton
Advice sought from Legal Services (Name)	Helen Miles
Date	3 August 2012

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				

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Sex (male or female)				
Sexual Orientation				
HR & workforce issues				
Human Rights implications if relevant				

Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s website</i> 		