

19 October 2015

Agenda Item: 08

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

ARTS AND MUSIC SERVICES FOR YOUNG PEOPLE – CHANGES TO STAFFING ESTABLISHMENT

Purpose of the Report

1. To seek Committee approval to implement changes to the staffing structure of the Arts and Music Services for Young People to reflect the revised service offer approved by the Committee in July 2015.

Information and Advice

2. The County Council has a long history of developing and delivering opportunities for young people to engage with music and the wider arts. Due to changes in levels of take up and the financial situation of the County Council, the Committee approved a reshaped and revised youth arts and music offer at its meeting on 13 July 2015.
3. In summary, the revised offer will transition young people into alternative provision developed in partnership with the County Council, and will continue to target work at more vulnerable/disadvantaged young people. It will also ensure that music services to schools through the Nottinghamshire Music Hub and Instrumental Music Teaching Service continue, and will further develop and support music education in partnership with the Arts Council England and schools (as detailed in **Appendix 1**).
4. A change to the establishment of the Arts and Music Services for Young People is proposed to reflect the changed operation of services, the reduction in provision and the integration of these services within the management structure of the Libraries, Archives, Arts, Information and Learning Group of services. **Appendix 2** details the current structure and **Appendix 3** the proposed structure. The proposed changes are as follows:

Nottinghamshire Performing Arts

- disestablish the 0.6 FTE (full-time equivalent) post of Arts Coordinator, NPA Centres from 1 April 2016
- disestablish the 0.4 FTE posts of NPA Centre Managers from 1 April 2016
- disestablish the 0.35 FTE posts of Group Leaders from 1 April 2016
- disestablish the 0.29 FTE posts of NPA Centre Administrators from 1 April 2016
- disestablish the 3.02 FTE posts of NPA Teachers from 1 April 2016
- disestablish the 1.62 FTE posts of NPA Support Assistants

- disestablish the 0.12 FTE posts of Trainee Assistants from 1 April 2016
- disestablish the 0.06 FTE posts of NPA Technician from 1 April 2016.

A total reduction in staffing of 6.47 FTE posts is proposed.

Arts and Music Services Management

- disestablish the post of Team Manager Arts and Sports for Young People (Soulbury 17) from 1 October 2015
- disestablish the post of Manager, Nottinghamshire Performing Arts and County Youth Arts (Hay Band C) from 1 October 2015
- disestablish the post of Manager Instrumental Music Teaching (Soulbury 10-14) from 1 October 2015
- reduce the 7 FTE posts of Instrumental Music Teaching Coordinators to 6 FTE
- disestablish the 4 FTE posts of Arts Coordinator from 1 October 2015
- establish the 1FTE post of Manager County Youth Arts
- establish the 1FTE post of Principal Coordinator Instrumental Teaching Service
- establish the 1FTE post of Manager Nottinghamshire Music Hub
- establish the 1FTE post of Old Library Arts Officer from 1 October 2015
- establish the 1FTE post of Countywide Youth Arts Officer from 1 October 2015
- establish the 1FTE post of Youth Arts Events and Projects Officer from 1 October 2015
- establish the 0.4 FTE post of Technical Assistant County Youth Arts from 1 October 2015.

A total reduction in staffing of 1.6 FTE posts is proposed.

5. The financial impact of these staffing changes is a £240,000 saving which will contribute to the Arts and Music Service's phased reduction in subsidy approved by Full Council in February 2015.
6. Appropriate consultation has been carried out with affected staff and their relevant trade unions and this has assisted in design of the final structure. Nottinghamshire Performing Arts staff were briefed and consulted in May 2015, alongside the wider Council budget consultation between November 2014 and February 2015.

Other Options Considered

7. Consideration has been given to the different staffing and structural options available and this model is felt to provide the best quality and overall value.

Reason/s for Recommendation/s

8. These recommendations support the budget savings required by the business cases agreed by Council in February 2015.
9. The recommendations are in line with reports to Children and Young People's Committee concerning the future operating model for Arts and Music Services for Young People in

May 2015 and the revised offer for Arts and Music Services for Young People in July 2015.

10. The establishment of a dedicated post to manage the externally funded Nottinghamshire Music Hub creates the capacity to ensure the outcomes are achieved via both internal and external commissioning of activity.
11. The revised management post enables appropriate management control to be undertaken within the senior management structure of the Libraries, Archives, Arts, Information and Learning Group of services.

Statutory and Policy Implications

12. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Human Resource Implications (MLH 30/9/15)

13. All of the proposed changes detailed in the report will be implemented in line with NCC employment policies and statutory requirements including those relating to consultation, enabling, redeployment and redundancy. The grading of new and changed posts will be subject to the Council's job evaluation procedures.

Financial Implications

14. This proposal will contribute to the £350,000 Arts and Music Service's phased reduction in subsidy approved by Full Council in February 2015.

RECOMMENDATION/S

- 1) That the proposed changes to the staffing structure of the Arts and Music Services for Young People, as detailed in paragraph 4 and **Appendix 3** of this report, be approved.

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Constitutional Comments (LM 22/09/15)

15. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

Financial Comments (SS 02/10/15)

16. The financial implications of this report are contained within paragraph 14 above.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Redefining your Council – Transformation and Spending Proposals – report to Policy Committee on 12 November 2014 (previously published)

Annual Budget Report 2015/16 – report to Full Council on 26 February 2015 (previously published)

Arts and Music Services for Young People: New Operating Model - Governance - report to Children and Young People's Committee on 18 May 2015 (previously published)

Revised offer for Arts and Music Services for Young People – report to Children and Young People's Committee on 13 July 2015 (previously published)

Electoral Division(s) and Member(s) Affected

All.

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