

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2023)

North Yorkshire and York Music Hub

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যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	CYPS, Music Service
Lead Officer and contact details	Ian Bangay (ian.bangay@northyorks.gov.uk)
Names and roles of other people involved in carrying out the EIA	Christine Hume, Amy Fleming
How will you pay due regard? e.g. working group, individual officer	Working group
When did the due regard process start?	April 2024

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

The Music Service has been awarded Lead Organisation in the setting up of a new Music Hub covering North Yorkshire and York. The Music Service will lead in the delivery of the governments National Plan for Music Education in partnership with York Music Hub

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

Arts Council and DfE have drawn up new boundaries for Music Hubs. We have bid to become lead organisation so we can remain in control of our own finances and develop more opportunities for pupils across both regions. This will also enable us to increase our traded footprint.

Section 3. What will change? What will be different for customers and/or staff?

There will be no change for staff other than an increased management workload. Customers in North Yorkshire will not be affected and customers in York will now be able to access our services

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?) Permission to bid was granted by Exec Members for CYPS. We have consulted with York arts organisations, Arts Council England and our current Music Hub partners in North Yorkshire. Internally we have consulted with legal services, HR and finance and at AD level. All agree that it is important to remain as Lead Organisation in the new hub.

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Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

There should be no impact on the council budget as the Music Service receive no core funding and the new arrangements will allow the music service to increase its traded offer.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age	*			
Disability	*			
Sex	*			
Race	*			
Gender reassignment	*			
Sexual orientation	*			
Religion or belief	*			

Pregnancy or maternity	*			
Marriage or civil partnership	*			

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?		*		There will be a wider choice of ensembles for pupils to access.
...have a low income?	*			Our current remissions will remain the same
...are carers (unpaid family or friend)?	*			
..... are from the Armed Forces Community	*			

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	No impact
Craven	No impact
Hambleton	No impact
Harrogate	No impact
Richmondshire	No impact
Ryedale	No impact
Scarborough	No impact

Selby	No impact
If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.

No

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	*
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services.)	
The Music Service is open to anyone that wishes to engage with it and this will remain the same after the setting up of the new hub.	

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Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

We will have SMART targets to feed back to the Arts Council and DfE. These will be monitored by a relationship manager and our own leadership team to make sure we are delivering the National Plan for Music Education

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements
SMART target completion	I bangay	Quarterly	After inception in September	Agreed with ACE

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

There are no impacts for people with protected characteristics.
 The current processes for Music Service delivery will remain but we will have the opportunity to expand our traded offer.
 Opportunities for Children and Young People will be enhanced



Section 14. Sign off section

This full EIA was completed by: Ian Bangay

Name: Ian Bangay

Job title: Head of Music Service

Directorate: CYPS

Signature: Ian Bangay

Completion date:02/05/24

Authorised by relevant Assistant Director (signature): Amanda Newbold

Date: 08/05/2024