

REPORT AUDIT TRAIL				
CONSULTATION				
Name/Position	Portfolio/Ward/ Directorate	Date Sent	Date Received	Comments in para:
Councillor Lynda Marshall	Cabinet Member for Street Scene and Green Spaces	17/07/25	28/08/25	Approved
<i>Andrew Bramidge</i>	Regeneration and Environment	Click here to enter a date.	Click here to enter a date.	
<i>Chloe Parker, Finance</i>	Finance and Customer Services	17/07/25	Click here to enter a date.	Implications included at 6.1
<i>Michelle Sacles, Legal Services</i>	Legal Services	04/07/25	10/07/25	Implications included at 7.1
<i>Amy Leech, Human Resources</i>	Assistant Chief Executive's Office	04/07/25	14/07/25	Implications included at 8.1
<i>Karen Middlebrook, Procurement</i>	Finance and Customer Services	17/07/25	Click here to enter a date.	Implications included at 6.2
Equalities	Assistant Chief Executive's Office	17/07/25	Click here to enter a date.	

<u>REPORT APPROVAL TRACKING</u>			
Equalities	Initial Screening completed and included with report	YES	17 th July 2025
	Full Assessment completed and included with report	YES	25 th July 2025
Carbon Impact Assessments	Carbon Impact Assessment completed and included with report.	YES	Insert date agreed
Background information	Rotherham Cultural Strategy 2019-2026		
Appendices	Appendix 1 Rotherham Music Services & Impact Appendix 2 Proposed Schedule of Fees & Charges Appendix 2 Equalities Impact Assessment Part A and Part B Appendix 3 Carbon Impact Assessment		
Cabinet Member Approval	YES	28/08/25	
Report Authorised by Strategic Director	YES/NO (delete as appropriate)	Click here to enter a date.	
Report Authorised for publication by Chief Executive	YES/NO (delete as appropriate)	Click here to enter a date.	

Committee Name and Date of Committee Meeting

Delegated Officer Decision – 28 August 2025

Report Title

Rotherham Music Fees 2025/2026

Is this a Key Decision and has it been included on the Forward Plan?

No, but it has been included on the Forward Plan

Assistant Director Approving Submission of the Report

Polly Hamilton, Assistant Director, Culture, Sport & Tourism

Report Author(s)

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Ward(s) Affected

Borough-Wide

Report Summary

On 5th March 2025 Council approved the Council's Budget and Council Tax Report 2025/26 as part of this, the service was granted an exemption from the inflationary price increase to allow time for a full review of its schedule of Fees & Charges.

The review ensures that its products and services are both appropriate for the current market and affordable for Rotherham residents. The review has explored the following areas:

- Decreasing demand linked to addressing bad debtors
- Decreasing demand linked affordability
- Market analysis
- Addition of services not currently reflected in the schedule of Fees & Charges
- Removal of services no longer offered

The report sets out the factors that present challenge for the service and the areas of opportunity that could be linked to price. It proposes a new set of Fees & Charges that better reflects the current service offer and the associated pricing strategy for each for the academic year 2025/26 to be implemented from September 2025.

The proposed Fees & Charges predominantly relate to the in-school provision therefore the report contains a request for fee changes for this service to be implemented annually in September to avoid changes mid-way through the academic year.

Recommendations

1. To approve the amendments to the schedule of Fees & Charges.
2. To approve the proposed Fees & Charges for academic year 2025/26.
3. To approve the annual implementation of Fees & Charges for Rotherham Music from September onwards to avoid prohibiting participation mid-way through the academic year.

List of Appendices Included

Appendix 1: Rotherham Music Services and Impact
Appendix 2: Proposed Schedule of Fees & Charges for Rotherham Music
Appendix 3a: Rotherham Music Equalities Action Plan Part A
Appendix 3b: Rotherham Music Equalities Action Plan Part B
Appendix 4: Rotherham Music Carbon Impact Assessment

Background Papers

None

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Rotherham Music Fees 2025/2026

1. Background

- 1.1 On Monday 10th June 2019, Cabinet endorsed the new Cultural Strategy for the borough with an overarching goal to 'get more people active, creative and outdoors, more often'.
- 1.2 The Cultural Strategy also sets out seven game-changing strands including: 'Vital Neighbourhoods', 'Passion to Profession' and 'Children's Capital of Culture 2025'. The Rotherham Music service makes a vital contribution to all of these strands ensuring that children and young people across the borough have access to high quality music education, skills and talent pathways and opportunities to perform and access a high-quality music offer.
- 1.3 Rotherham Music creates, enables and supports the music offer across the borough. Its core offer is an in-school provision that supports a number of peripatetic teaching staff at different levels of qualification who are assigned teaching responsibilities in schools and for 1-2-1 tuition across a range of venues in timetables agreed at the start of the term. This part of the service provides:
- Classroom instrumental lessons in schools – teaching to a full class of students as an introduction to music
 - Ensemble lessons in schools – teaching to smaller and more targeted groups of children and young people e.g., brass or woodwind
 - Personal tuition – 1-2-1 tuition and lessons for students aged from 5-18 both in and out of school settings
 - Extra-curricular programming – the coordination and management of programmes such as big bands and choirs which include both the support for rehearsal and teaching alongside large-scale concerts and performances
 - After school and holiday activities – the coordination of activities out of school to support continued music education
- 1.4 Outside of these core services to schools the service also runs a popular Early Years programme, Mini Melodies, targeting under 5s which is delivered in Rotherham Libraries venues and has recently secured contracts with private nurseries.
- 1.5 Up until recently the service had been traditional in its programming with the focus on a transactional service with schools and very little proactive engagement work outside of this. Following a Management Restructure in 2022 the service has begun a period of transformation and restructuring its offer to enable more creativity and imagination within its in-school provision, a wider diversity of outreach and engagement opportunities within its out of school offer and exploring new relationships with wider community engagement such as adult learning. Development to date have included:
- Establishing the annual youth-led Signals Music Festival which takes place in February Half-term each year

- Development of pathways to industry programmes and opportunities including a community-led music network and open-mic nights
 - Research and Development (R&D) for outreach and engagement projects such as the Care Home Choir programme which utilised funding from Public Health to support interventions reducing loneliness and isolation
- 1.6 A fuller explanation of the services offered by Rotherham Music and the reach and impact of the services can be found at Appendix 1.
- 1.7 Prior to the pandemic the service supported more than 5,000 children and young people through a range of in school programmes each week. Since the pandemic and during the following cost of living crisis the number of students has dropped to around 3,000 per week as schools and parents/carers struggle to afford the cost of lessons. This is set across a landscape of rising costs within the service as teachers' salaries have increased by 16% in the last three years whereas the Music Hub grant awarded by Arts Council England to support the delivery of music provision for children and young people has remained static.
- 1.8 The products on offer have not changed in design for many years and some of the published products for the service no longer reflect the reality of the offer.
- 1.9 On 5th March 2025 Council approved the Council's Budget and Council Tax Report 2025/26 and as part of this, the service was granted an exemption from the inflationary price increase to allow time for a full review of its schedule of Fees & Charges. The review ensures that its products and services are appropriate for the current market, reflective of its evolving offer and affordable for Rotherham residents.

2. Key Issues

2.1 Decreasing Demand Linked to Addressing Bad Debtors

2.1.1 Traditionally the service operated solely through schools with parents/carers paying the school for music lessons and the school paying Rotherham Music. At the insistence of schools who found the administrative burden of managing the payments too great, the service moved to a hybrid offer in 2021. The hybrid offer allowed the majority of parents to pay Rotherham Music directly for music provision, whilst some schools could still pay for students with particular arrangements for example, where Pupil Premium applies.

2.1.2

The move to parent billing highlighted a number of issues for the service:

- The data held regarding lessons and billing was out of date and records transferred from schools to the service could not be relied upon to accurately determine which lessons were still awaiting payment
- Schools were operating under a termly payment system where payment was taken at the end of the term meaning the service did not receive payment in advance which is against the Council's Financial and Procurement Procedure Rules (FPPRs).
- In some cases, there were repeat instances of payments not being met but services still being delivered.

- The administration of parent billing has required the service to move from holding a relationship with 92 schools to having direct relationships with more than 900 parents and 48 schools bringing additional strain to the service operation.

2.1.3 In 2024 the service undertook a full data review and cleanse, identifying where there were consistent bad debtors and removing them from the service. It also switched to upfront termly billing requiring parents to pay in advance for lessons at the start of every term. Whilst this work was necessary to remove the risk of bad debtors it also impacted on the number of pupils accessing the service which reduced by 110 as a result.

2.2 Decreasing Demand Linked to Affordability

2.2.1 Historically the service has implemented the inflationary price increase in line with the Council’s policy related to Fees & Charges. This means that over the last five years since Covid-19 music lessons have seen an 12% increase in prices. During that same period of time the local economy has weathered recession and recovery from the pandemic, rising utility bills and the cost-of-living crisis with increasing uncertainty in the global economy affecting interest rates and impacting the average household income. All of these factors have placed increased pressure on disposable income, particularly in those areas where there are a higher proportion of low-income families.

2.2.2 The service only holds data for the last two years due to the change over to the new EEPOS client management system. However, the data that is available shows there was an 26% decrease in take up in lessons following an 6% increase in pricing across the portfolio of services, which equates to 320 pupils.

2.3 Market Analysis

2.3.1 In 2024 Arts Council England changed the relationship it holds with Music Hubs from a direct local relationship with every local provider to a smaller number of regional relationships. The Music Hub Grant is now held by South Yorkshire Mayoral Combined Authority and passed on to each local Music Hub provider. Different Local Authorities and Hub Providers have used the subsidy in different ways over the last decade of the grant being provided directly to each area. As such there is a longer-term ambition to harmonise the offer where possible across the four South Yorkshire hubs ensuring that prices are comparable, but this will still need to reflect local need and priorities and will not be applicable to every service. The review of Fees & Charges also looked at the comparable pricing structures for the other four South Yorkshire Music Hub provisions.

2.3.2 The table below shows the comparative pricing structures for similar products and services across the four local authorities:

Lesson per child/ per term	Rotherham Music Hub	Barnsley Music Hub	Sheffield Music Hub
Group (3-5 children)	£68	£57.50	n/a
Paired	£89	n/a	n/a

Individual – 15 minutes	£106	n/a	n/a
Individual – 20 minutes	£151	£115	£196.80
Individual – 30 minutes	£189	£166	£295.20
Whole Class – 30 mins	£250	n/a	n/a
Whole Class – 60 mins	£500	£317	£558
Music Centre (Out of School provision)	£25-£40	£16 - £30	£55 - £99

2.3.3 Doncaster works to an entirely different model where charges are made hourly for tutor time rather than per lesson and therefore does not provide a comparator. There are a number of local private sector providers who offer 1:1 lesson tuition at the following rates per lesson:

Rotherham Private Musical Lessons		Rotherham Music
City Music	£16 Individual for 30 mins per lesson	£10.60 per 30-minute lesson based on an average term of 13 weeks
Musical Mr Fox	£14 Individual for 30 mins per lesson	
Ray Gallagher	£16.50 Individual for 30 mins per lesson	

2.3.4 Rotherham Music is significantly cheaper per lesson and also has added the value of providing instruments, performance opportunities and group practice opportunities.

2.3.5 By comparison to the cost of the services offered across the region, the average household income across the four local authorities also varies dramatically with Rotherham having the lowest average household income*:

- Barnsley: average household income £34,300 per annum
- Doncaster: average household income £36,700 per annum
- Rotherham: average household income £32,500 per annum
- Sheffield: average household income £40,688 per annum

2.5.6 The figures above show that the Rotherham pricing structure ranges from 1%-57% higher than the Barnsley equivalent. Sheffield is often priced higher however it can sustain demand for its services at these rates due to higher rates of household income, where the data shows Rotherham is struggling to attract demand at these pricing levels.

*Statistics from the Office for National Statistics 2021

2.4 Proposed Schedule of Fees & Charges

2.4.1 A full schedule of proposed Fees & Charges and the proposed pricing structure for the 2025/26 academic year is provided at Appendix 2. Below is an outline of the proposed changes, descriptions of the services offered and the rationale behind these proposals.

2.4.2 The existing schedule of Fees & Charges is based on the products and services that have historically been offered by the service and, in some cases, these are no longer relevant or appropriate for the current offer of the service. As such the following items from the current schedule of Fees & Charges are recommended for removal:

- **WCET follow on delivery 30 min delivery:** WCET stands for Whole Class Education Teaching and is also sometimes referred to as First Access, this is now known as Classroom Instrumental Lessons and refers to the teaching of a full class together. The service used to offer 30 minutes of additional delivery time but take up of this was low and it was not cost effective therefore it has not been offered since 2023.
- **Curriculum Music Delivery KS1 & 2:** this was previously delivered as a stand-alone item but is now delivered as part of the Classroom Instrumental Lessons to add value to and encourage take up of this offer.

2.4.3 Conversely there are some services that have been trialled and added to the offer which have not been included on the schedule previously but are now well-established offers within the service:

- **Sibling Discount:** The current pricing schedule would see parents buying two 15-minute individual lessons at a cost of £220 which is greater than a 30-minute lesson at £190. This effectively penalises a parent with more than one child but purchases the same amount of teaching time. The introduction of sibling discount a 20% eliminates this issue and provides an additional incentive for parents to enrol more than one child. The discount applies to multiple siblings.
- **Mini Melodies:** The service has been developing an offer for Early Years to extend its reach and develop new areas for income generation. These have largely been delivered in Libraries and Community Centres but have recently been trialled in Private Nurseries. Although it has been in operation for many years, it has never been included in the schedule before.
- **Out of School Offer - Ensemble Music Groups in Music Centres:** This is an out of school provision that allows groups and ensembles to rehearse and develop outside of formal lessons. Again, this is a service that has been offered for a number of years, but not previously included in the schedule before.
- **Out of School Offer - Lessons in Music Centres:** As above, individual lessons have been delivered out of school for a number of years, however lessons were charged at the same price and same terms as in school lessons (33 weeks). Since moving to Oakwood Primary School for

the main Music Centre this service can now only be offered over 30 weeks and therefore requires a separate lower charge, which may also be more appealing to parents.

- **External Instrument Hire:** The service holds a large stock of instruments at Bailey House which historically have only been utilised for in school lessons however there is an opportunity for income generation from wider loans, particularly for students who are progressing to a higher standard and require better quality instruments but don't have the means to invest.

2.4.4 The following products and services are proposed for retention in the schedule but with a reduction in price:

- **Classroom Instrument Loan:** provides instruments to schools who are receiving whole class lessons. However, to cover the cost of lessons and the cost of instrument hire on top is proving challenging for schools and parents. Many schools have mitigated this buying in their own instruments with recorders and ukuleles becoming increasingly popular and a class set can be bought for around £300-£400. Whilst a cost still needs to be applied to cover maintenance and repair, it is proposed that the hire costs are reduced to encourage take up of the more traditional instruments in the instrument collection and make better use of this asset.
- **Individual Lessons 20 & 30 minutes:** Currently the service offers 15, 20 and 30-minute individual lessons. Over time the service would like to remove the 15-minute option as it is not cost effective and does not provide the best outcome for students, however it is currently the most affordable for parents and therefore the most popular. To encourage migration to longer lesson slots it is proposed to reduce the cost of these lessons, whilst increasing the cost of the shorter lesson.

2.4.5 The following products and services are proposed for retention in the schedule but with an increase in price:

- **School Assembly Live Music Sessions:** Professional performances in schools are one of the main recruiting strategies for the service. Qualified staff deliver music sessions, which involves teaching children about the instrument that they play, how they play it, how it's made, why they love playing that instrument. The staff then play as a live band and involve the children in a sing & play along, encouraging the children to take up the lesson, and engaging teaching staff at the school. Increase in price to reflect the staffing costs associated.
- **Bespoke Lesson Development:** The nature of requests for bespoke lessons has changed in recent years with most requests now for more specialist provision particularly in areas of Special Educational Needs and Disabilities (SEND) and Profound & Multiple Learning Disabilities (PMLD). It is proposed to increase the cost of these sessions so that the service can invest in keeping staff trained in current practice in these areas.
- **Bespoke Continuing Professional Development (CPD) Development:** The service offers an extensive free CPD provision for teachers in school as part of the added value and attraction of the classroom instrumental offer. Aside from this core offer, the service does also receive approaches for bespoke CPD requested by schools. Currently the provision doesn't take account of the cost of delivery including the planning and

development time and is also priced much lower than comparative local authorities.

- **Classroom Instrumental Lessons:** The Arts Council guidance on these lessons has changed and renamed them as Classroom Instrumental Lessons (previously First Access or WCET). As noted above the curriculum lessons once offered have now been combined into this offer but the price has not previously been reviewed to reflect this enhanced offer.
- **Individual Lessons 15 minutes:** Over time the service would like to cease offering this product, however currently it is the most popular product and would be too risky to remove altogether but it is proposed to increase the price of this service whilst decreasing the price of longer lessons to make the longer offer more attractive.
- **Shared Lessons:** Lessons delivered to two pupils together. Similar to the 15-minute lessons, over time the service would like to only offer group lessons, simplifying its offer and making it more cost effective, but again this product is currently popular and will need to be phased out over time through the pricing strategy.

2.4.6 It is proposed that the current pricing strategy for Group Lessons is retained with no increase. This is the most accessible product that the service offers and is often the starting point for many students. As pupils improve in standard in a Group Lesson, they move on to paired or individual lessons making this an important product for growth and retention of pupils.

2.5 Rotherham Music Service Recovery

2.5.1 In 2021 the service identified a recurring budget pressure of £95,000 per annum due to staffing costs. A management restructure was completed in 2022 reducing the recurring pressure to £45,000 per annum. Working alongside colleagues in Finance the service has developed a Service Recovery Plan to address the ongoing pressure. Additional actions have included:

- Relocating the back-office functions to Riverside House which provided a saving of £11,559 per annum
- Removal of internal charges for storage at Bailey House which provided a saving of £3,000 per annum

2.5.2 The service provides a supply and demand model, it cannot save costs by reducing its teaching staff as without the teaching staff it cannot deliver its services should demand occur. Therefore, in order to address the budget pressure, the service needs to increase demand for its services across the board and as such it is proposing a one-year trial of the pricing strategy outlined above to test the effect on demand.

2.5.3 If the current demand remained static with the proposed pricing structure for 2025/26 academic year the service income would increase by £5,692.

2.5.4 However, if the demand grew by 5% just for Classroom Instrumental Lessons the service would see an increased income of £4,481. This amounts to seven additional whole class lessons covered, which can be covered within the current

salaried staff so would be no additional cost to deliver. If there was a 5% growth across all products as a result of the changes the income to the service income would increase by £18,702, if demand was to fall by 5% the overall income from the services set out in the schedule of Fees 7 Charges would fall by the same amount. Based on the proposed charges in the schedule should demand remain static income from these services would be expected to increase by £1,922.

- 2.5.5 Currently 35% of Primary Schools (96 Primary Schools in the borough) take up the Classroom Instrumental Lessons. The 33 Primary schools who buy these in buy 69 lessons a week between them. With the increased visibility of the service bought about by our large musical opportunity projects (Signals, One Voice, Rotherham Opera etc.) there is hope that demand for these projects will grow.
- 2.5.6 The new pricing structure will need to be supported by an effective marketing campaign to drive increased demand and re-engage with lapsed customers.
- 2.5.7 Whilst the new pricing structure will be in operation for the 25/6 Academic Year a full review of the service offer, structure and operations is underway and is likely to result in further changes to the pricing model to support full cost recovery, greater access and affordability and more stable demand from schools. The changes being explored as part of the review include:
- Introducing monthly direct debits alongside the termly payments to allow parents to spread the cost of lessons
 - Notifying parents and schools of the intention to cease provision of the 15-minute lessons and paired lessons from 26/7 to allow longer to prepare for transition
 - Reviewing the service to school offer which could see a Gold, Silver, Bronze package model rather than each service sold as a separate item, which would provide greater value to the schools and an offer tailored to their needs, alongside providing guaranteed annual work for the service which would enable more efficient programming of timetables for teaching staff

2.6 Implementation of Fees & Charges

- 2.6.1 The service works to a term timetable in line with school delivery. It would not be appropriate to alter prices mid-way through the academic term as this may prohibit a pupil from continuing with lessons mid-way through their development.
- 2.6.2 For this reason, it is proposed that price changes affecting the in-school music offer are not implemented until September each year.

3. Options considered and recommended proposal

- 3.1 Do Nothing: To do nothing would mean keeping prices at the same level they were for academic year 2024/25. We know that the price increases over previous years led to a decrease in take up and therefore to remain at this level would continue to price some children and young people out of being able to access lessons.

- 3.2 Increase prices in line with inflation: A further increase would likely see a further decrease in take up of the services offered from both schools and parents. It would also continue to widen the difference in accessibility and affordability of lessons across the South Yorkshire Music Hub partnership.
- 3.3 Approve the proposed pricing structure: This is the recommended option. Whilst there is a risk of no increase in demand if demand is static there will still be an increase of income of £6,193, there is evidence of clear demand in some of the new products that have been trialled and provide an opportunity to reengage with lapsed customers who were previously priced out of being able to access the offer. Whilst the additional income will be welcome the predicted pay rise for teachers under Teacher's Pay & Conditions is likely to continue to present a pressure for the service budget. To mitigate this risk the service is continuing to explore other areas of efficiency as part of its Service Recovery Plan.

4. Consultation on proposal

- 4.1 The teaching staff at Rotherham Music have direct engagement with schools and pupils and are in constant consultation with regards to how to improve the service. Teaching have fed back over the last three years that the rising price of lessons is causing a loss of pupil take up and engagement.
- 4.2 Now that the service holds a direct relationship with parents as part of its parent billing role it also has direct contact with those who pay for the lessons and receives regular feedback. When prices rose in line with inflation for academic year 2024/25 the service lost 320 customers as a result.

5. Timetable and Accountability for Implementing this Decision

- 5.1 The proposed pricing structure for the academic year 2025/26 will come into effect from September 2025. The pricing structure will be communicated to schools and parents prior to the end of the academic year 2024/25.
- 5.2 It is the responsibility of the Music Service Manager to ensure that all prices agreed are advertised at the correct rate and communicated to customers effectively. It is the responsibility of the Head of Creative Programming & Engagement to work with the Music Service Manager to continually monitor the impact of the pricing structure.
- 5.3 The proposed Pricing Structure is intended as a one-year trial with a review in December 2025 to inform the future pricing structure for the service as part of budget setting for the 2026/27 budget.

6. Financial and Procurement Advice and Implications

- 6.1 The proposed fees and charges for the academic year 2025/26 are included in Appendix 2. The prices proposed are a one-year trial as the Service works towards ensuring its costs are met by its income. For next academic year

onwards, subject to approval of the appropriate exemption, prices will be reviewed and set accordingly to meet this target.

- 6.2 There are no direct procurement implications arising from the recommendations detailed in this report.

7. Legal Advice and Implications

- 7.1 There are various legal powers which allow the Council to set fees for the provision of certain services, the Music Service is a discretionary service rather than a statutory service. The legal principle for discretionary services is that the income cannot exceed the cost of providing the service. When setting fees and charges the Council should consider the impact upon service users.

- 7.2 There are no specific legal implications arising from the content of this report.

8. Human Resources Advice and Implications

- 8.1 There are no direct HR implications resulting from this report.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 Rotherham Music delivers a range of services for children and young people. Its core offer is an in-school music lesson provision ranging from classroom instrumental lessons to 1:1 tuition and ensemble practice. The service also provides vital opportunities for performance and progression through a linked events programme including the annual One Voice event in which more than 1,000 children and young people come together to sing and perform at Magna each year, the annual Big Blast and Big String orchestral performance events providing opportunities for more than 500 children and young people to perform, and an annual programme of seasonal concerts.

- 9.2 The service also provides wider engagement opportunities through its Music Centre (out of school) programmes which have seen a 12% growth in demand since relocating to Oakwood Primary. Following the Management Restructure and a shift in strategic direction the service enhances this work with a series of large-scale, mass participation events including the annual Signals Music Festival which takes place in February half term and other creative projects including the commissioning of the largest community opera in the UK, Rotherham Opera, which has been produced by more than 1,500 school children in partnership with the Rotherham Opera and Ballet and will premiere this November as part of Children's Capital of Culture Festival Year.

- 9.3 These opportunities provide children and young people with confidence, social skills and independence. Music lessons in schools have been proven nationally to increase attendance and, in some cases, attainment improving the overall life chances of children and young people who access this provision. It is therefore essential that the service is as affordable as possible ensuring that all children

and young people regardless of their background can experience the benefits of this provision.

10. Equalities and Human Rights Advice and Implications

- 10.1 An Equalities Impact Screening has been completed for this programme and can be found at Appendix 2.
- 10.2 Although the service delivers a range of Equality, Diversity and Inclusion (EDI) programmes it has not previously undertaken an Equalities Impact Assessment. As the service is undergoing a phase of review and development a single EIA has been created by which all future developments will be considered.
- 10.3 The associated Equalities Action Plan separates actions related to staffing and actions related to the intended audience for the service.

11. Implications for CO2 Emissions and Climate Change

- 11.1 A Carbon Impact Assessment has been completed and can be found at Appendix 3.
- 11.2 Should demand increase as a result of the alterations to the pricing structure there would be a slight increase in travel for teaching staff to meet this demand. This would be mitigated through managing timetables to reduce the need for and distance of travel.

12. Implications for Partners

- 12.1 The service forms part of the recently formed South Yorkshire Music Hub, a partnership which brings together the four Music Hub providers across the South Yorkshire Region. The partnership is seeking to harmonise services where possible, recognising that each locality will have its own unique challenges and opportunities. Reviewing the pricing structure to be in line with our closest neighbours in terms of household income means that the service is able to offer a consistent experience and form equal partnerships for events and activities with neighbouring authorities ensuring that as many Rotherham children and young people have the access to opportunity.
- 12.2 The service works with a range of partners to deliver its services, often drawing on freelance and local music providers to deliver workshops and activities in lessons. The service also works with large scale national organisations to deliver one-off development projects. These partnerships will be enhanced if the service is able to secure access to these projects for even more children and young people through an affordable pricing strategy.
- 12.3 The main partner for the delivery of Rotherham Music services is schools across the borough including Primary, Secondary and Special Provision. Schools hold the relationships with the service where they act on behalf of a pupil, for example, where there is a Pupil Premium supporting access. A more affordable

pricing structure will mean that there is greater access for pupils in receipt of Pupil Premium and therefore bring added benefits to schools and their pupils.

13. Risks and Mitigation

- 13.1 No increase in demand: There is a risk that even with more competitive and affordable pricing the service is unable to drive up demand for its offer. Investment in marketing and targeted communication to lapsed pupils will seek to mitigate against this. In addition, at the start of term all parents on the Parent Billing System will be sent full details of the Music Service offer and updated on new pricing structures to encourage further take up from existing pupils.
- 13.2 Oversubscribed services: The new pricing structure could create a spike in demand which will be challenging for the team to meet both in terms of administratively as new accounts are created and parents are inducted to the customer management system and in terms of teaching capacity depending on the areas of interest e.g., which instrumental lessons are chosen will depend on how much availability there is within the current staff team. As the new pricing structure will be shared at the end of the 2024/25 academic year there will be an early indication of demand and as such recruitment of additional staff can be undertaken throughout the summer with the option to also offer existing staff additional hours. Administratively there may be a requirement to increase capacity on a temporary contract to support the start of the new term.

14. Accountable Officers

Leanne Buchan, Head of Creative Programming & Engagement
Toby Smith, Music Service Manager

Approvals obtained on behalf of Statutory Officers: -

	Named Officer	Date
Chief Executive	John Edwards	Click here to enter a date.
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	Click here to enter a date.
Assistant Director of Legal Services (Monitoring Officer)	Phil Horsfield	Click here to enter a date.

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