

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Proposed application to be music hub lead organisation for the new Department for Education prescribed geographical areas from September 2024
Brief Service Profile (including number of customers)	
<p>SMS works with all 74 schools in Southampton, developing music education for schools and their communities. Since 2012 we have worked with over 70,000 CYP in the city. We currently lead the Music Hub in Southampton and the IOW. Southampton and IOW Music Hubs are a thriving partnership of over 60 local, national and regional organisations, engaging every education setting in the region, and building an inspiring and inclusive programme of music making that reflects the cultural diversity of the regions. The hubs are dedicated to delivering life-changing music experiences that enrich the life, health and well-being of children, young people and their communities.</p>	
Summary of Impact and Issues	
<p>As set out in accompanying cabinet report – positive impact and risks associated with not applying are as follows:</p> <p>Impact:</p> <ul style="list-style-type: none"> • Meeting the needs of CYP and their diverse communities through a commitment to ensuring ambitious and high quality musical activities that meet the needs of all children and young people in the communities that we serve. • As the hub lead organisation, Southampton Music Services can continue to increase investment into the city through the hub grant, as well as through additional funding leveraged against it, ensuing work with children with SEND and those in challenging circumstances continue to have equality of access to music education. • As hub lead organisation, Southampton Music Services can continue to 	

build Southampton's reputation as a child friendly city and align with the Southampton Education Strategy.

Risks

- Loss of investment from music education hub grant, impacting schools CYP and the wider community, including remissions policies and ringfenced funding for children in challenging circumstances and those with SEND.
- Loss of additional investment leveraged against the music education hub grant impacting schools CYP and the wider community
- Loss of influence and impact on quality for opportunities and outcomes for children and young people in Southampton

Potential Positive Impacts

Achieving the bid would enable us to make the following impacts:

- Working with a diverse range of partners from across a wide range of communities and musical backgrounds
- Supporting the development of small organisations and community musicians from under-represented backgrounds, helping them develop the skills to enter and build sustainable careers in the music education workforce
- Support for SEND and Alternative Provision settings
- Working in partnership with inclusion services and the voluntary sector
- Securing funding for work with children and young people in challenging circumstances

Responsible Service Manager	
Date	
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age		
Disability		
Gender Reassignment		

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Health & Wellbeing		
Other Significant Impacts		

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