

Report for: Cabinet on 16th July 2024.

Title: Decision to Approve Funding for Haringey Music Service to become North London Music Hub Lead Organisation.

Report authorised by : Ann Graham, Director of Children Services

Lead Officer: Daniel Earley, Head of Haringey Music Service
Daniel.Earley@haringey.gov.uk

Ward(s) affected: All

**Report for Key/
Non Key Decision:** Key Decision

1. Describe the issue under consideration

- 1.1. This report seeks authority to approve receipt of grant funding for Haringey Music Service to become the North London Music Hub Lead Organisation.
- 1.2. In June 2024 it was announced that Haringey Music Service (HMS) would be the new Hub Lead Organisation. Haringey Council will receive a total grant of £2,374,756 in funding from the Department for Education, via Arts Council England (ACE). The funding will be made up of £1,796,756 in revenue investment with an additional £578,000 of capital.
- 1.3. The funding will go towards coordinating music education in the local area, as well as to invest in new musical instruments, equipment and technology tailored to the needs of children and young people across Haringey, Barnet, Camden, Enfield and Islington, including those with special educational needs and disabilities.
- 1.4. Working with over 400 schools across each of the boroughs, students will be offered high quality music education through diverse partnerships between educational, creative and community organisations, in their local communities and throughout the country.
- 1.5. Through a competitive bidding process, HMS worked collaboratively with nominated local councils, to submit a consortium bid, which met the objectives of the four other boroughs and those of ACE. To ensure strategic alignment with key partners and stakeholders there were extensive conversations - with various Heads of Service, Service Managers and Senior Leaders from other Music Education Hubs across North London and the Haringey Hub Advisory Group, which includes young people attending HMS – and this informed the bid.
- 1.6. After a short period of ACE consultation from the 1st September 2024, ACE will change the geographical make-up and names of their current Music Education Hub landscape. Typically, this means grouping local authority areas together to make larger geographical areas.
- 1.7. HMS will be signing an ACE Funding Agreement and will therefore administer the funding to the other consortium members. In agreement with Heads of Service and Service Managers from Barnet Education Arts Trust, Camden Music, Enfield Music Service and Music Education Islington. Haringey will become the Hub Lead Organisation from the 1st September 2024. This means Haringey will be responsible for the distribution of the Music Hub grant (£1,796,756.00), and the capital grant (£578,995), and quarterly reporting for the above areas, now referred to as the North London Music Hub.
- 1.8. Haringey Music Service will retain branding and identity.
- 1.9. It is recommended that approval to receive funding is granted and that HMS can continue to develop a funding agreement with ACE.
- 1.10. There is no financial risk to the local authority, as the grant requires no match funding, requires no additional staffing and there are clear delivery plans in the final stages of development and agreement with partners.

2. Cabinet Member Introduction

- 2.1. I am delighted to present this report to Cabinet and am asking that the recommendations set out in paragraph 3 are approved in full.
- 2.2. In Haringey we are rightly proud of our Music Service which has a reach across the entire borough and which supports hundreds of children and young people to engage in making music across many different genres – whether through playing an instrument or singing. The service is well known and highly regarded, and in co-

operation with the four partner boroughs comprising the new Hub, it is proposed that Haringey Music Service becomes the lead organisation to administer and develop the new North London Music Hub

- 2.3. This new collaborative approach to music education requires the five partner boroughs to work together in a wider and reconfigured music landscape, under the auspices of Arts Council England. Partners agreed that Haringey Music Service should lead the North London Hub, which is a fitting tribute to the strength and depth of the service. There is no financial risk to Haringey, and indeed, I am confident that under the administrative leadership of Haringey Music Service, the North London Hub will thrive.

3. Recommendations

Cabinet is asked to

- 3.1. Approve acceptance of the grant funding set out in this report (£2,341,580) to proceed with the proposal for HMS to be the Hub Lead Organisation for the North London Music Hub as part of the ACE Music Hub investment programme as permitted by Contract Standing Order 17.1 where the grant is valued at £500,000 or more.
- 3.2. Agree that LBH will administer the funding to consortium members taking a top slice of 3.75% for the administration of the North London Music Hub from Consortium members namely, Barnet Education Arts Trust, Camden Music, Enfield Music Service and Music Education Islington.
- 3.3. Agree that HMS will be the Hub Lead Organisation using a flow through model of grant funding to consortium members as per the suggested Department for Education funding formula. Each Hub Lead Organisation will receive a proportion of the overall Music Hubs programme funding amount based on the number of eligible pupils in each Local Authority area that the Music Hub serves. Ninety percent of the funding is distributed based on the total number of pupils registered on roll. Ten percent of the budget is allocated according to the Hubs' share of the total number of pupils who are eligible for free school meals. This recognises that these pupils will need greater support from Hubs than others in order to take up certain musical opportunities.
- 3.4. Agree the timely mechanism of receiving the Music Hub grant from ACE and payment to consortium members.

4. Reasons for decision

- 4.1. In common with other Music Education Hubs in England, the new geographies have been prescribed by the Department for Education. The North London Music Hub, consisting of five Local Authority areas is the smallest in London, typically other geographies include seven Local Authority areas.
- 4.2. Considerations were given at the time of application as to which organisation would be most suitable for the role of Hub Lead Organisation. It was agreed with Heads of Service and Service Managers from Barnet Education Arts Trust, Camden Music, Enfield Music Service and Music Education Islington that Haringey has an outstanding and well-established Music Service and would be most suitable.
- 4.3. This links to aspirations with the culture strategy and London Borough of Culture 2027 project.

4.4. Due to the competitive nature of the bidding process, there was some risk that 3rd parties such as Multi Academy Trust may apply and be successful. Not being the Hub Lead Organisation would possibly reduce influence, reduce service profile and also exclude Haringey from applying to be an ACE Centre of Excellence for one of the following categories: Inclusion, Continuing Professional Development, Music Technology or Pathways to industry.

5. Top slicing

Table 1 below shows the names of the Local Authority areas (consortium partners) that make up the North London Music Hub. Column two is the total value of each partners music hub grant, and column three is the contribution in pounds at 3.75% of the Music Hub grant. Including Haringey's contribution as a consortium member this totals £66,097.60 for 2024 / 2025. Column four shows the amount that will be sent to consortium partners to undertake activity in their area.

Local Authority area	REVENUE Allocation TOTAL (£)	3.75% Revenue grant top slice TOTAL (£)	Amount to fund consortium partners (£)
Barnet	523,903	19,646.36	504,256.64
Camden	190,330	7,136.38	183,193.62
Enfield	501,802	18,817.58	482,984.50
Haringey	332,133	12,454.64	319,676.36
Islington	214,417	8,042.64	206,374.36
Totals	1,762,585	66,097.60	1,696,485.48

- 5.1. The above amount although relatively low in terms of contract management is a workable figure, considering the consortium nature of the North London Music Hub partnership.
- 5.2. It is extremely unlikely that Haringey Local Authority as the Hub Lead Organisation would incur any additional expenditure, which is outside of the top slice contribution.
- 5.3. Amounts to fund consortium partners (column four), will be sent in four quarterly payments upon the Hub Lead Organisation receiving reporting documentation.
- 5.4. Reporting documents required will be published in July this year as part of the relationship framework. Typically, this will involve reporting on the three strategic aims and five strategic functions, along with management accounts and Hub board minutes.
- 5.5. Due to the current high performance of the Music Service, undertaking the Hub Lead role for North London is seen by many as a great honour and this will only help to strengthen the reputation of Haringey.
- 5.6. Heads of Service from consortium members will form an Executive Leadership Team responsible for the operational and strategic work of the Music Hub. Heads of Service and Service Managers from consortium members have a joined-up approach and positive working relationship, endeavouring in doing what's best for young musicians and their families.

- 5.7.** A separate Hub Board, independently chaired, will have a key role in monitoring and challenging the work of the Music Hub. The selection panel for the Hub board will consist of an inclusion lead, representatives of each consortium member, two independent members and a seat for ACE observers.
- 5.8.** The diverse and equitable membership of this Board will ideally be made up of:
 - 5.9.** Youth Voice (Under 25s)
 - 5.10.** Parent/Carer voice
 - 5.11.** Representatives of each local lead partner
 - 5.12.** Music Industries/ UK Music
 - 5.13.** Different music genres artists
 - 5.14.** Music technology professions
 - 5.15.** Business & Legal
 - 5.16.** Finance / Fundraising / Sponsorship
 - 5.17.** Ambassador roles
- 5.18.** The Executive Leadership Team will develop terms of reference which all board members will need to commit to. These will be in line with best practice guidance and ACE guidelines.
- 5.19.** Accountability will come from peer review, independent quality assurance and constituent Local Authorities or in the case of Barnet Education Arts Trust, their trustees. All stakeholders have a role here given their importance of supporting the establishment, realisation & success of the North London Music Hub. It is felt this level of governance will provide assurances that the Music Hub is compliant with ACE requirements.
- 5.20.** Haringey as the proposed Hub Lead Organisation and consortium member will be responsible for:
 - 5.21.** An area-wide strategic vision, shared values, and budget, monitored by a representative Hub Board.
 - 5.22.** A strategic approach to supporting inclusion and progression so that young people can connect to local, regional, and national structures.
 - 5.23.** A shared understanding and approach to considering environmental responsibility.
 - 5.24.** A collective commitment to consulting regularly, researching, and analysing need, evaluating and monitoring the impact of programmes, keeping abreast of sector thinking and ideas (including through relationships with Hub Centres of Excellence), and using this evidence to ensure that resources, investment, and support can be effectively targeted.
 - 5.25.** A strategic approach to identifying shared fundraising and income generation opportunities, with resources and capability directed at the use of government funding to leverage further investment.
 - 5.26.** The identification of opportunities to realise economies of scale and reduce duplication by centralising expertise, resources, and processes.
 - 5.27.** A diverse and more equitable range of musical activities, opportunities, teachers, instruments and equipment which is consistently available to more young people.
 - 5.28.** A better supported and more collaborative workforce that has access to training and networking, resources, and career progression opportunities.
 - 5.29.** A strategic approach to ensuring quality through performance management, monitoring and evaluation, quality assurance processes and peer assessment.

- 5.30. More strategic and high-profile engagement by Music Hubs with significant place-based infrastructure such as Combined Authorities and Local Enterprise Partnerships.
- 5.31. Stronger communications and marketing which means that children and young people, families, and schools know about local, regional, national opportunities, prices, and subsidies.

6. Alternative options considered

- 6.1. Other local authorities could have applied, however there was partnership consensus that Haringey should put forward a bid on behalf of the North London local authorities.
- 6.2. If Haringey did not apply, there would be no option to progress to an ACE centre of excellence in four areas: Inclusion, CPD, Music Technology and Pathways to industry.

7. Background information

- 7.1. Music Education Hubs were created in August 2012 as partnerships of music education organisations to deliver aspects of the first National Plan for Music Education (2011) in England. After some consolidation and changes in leadership, there are currently 117 Hub partnerships. Around 70% are led by local authorities, with charitable trusts leading most others. Music Education Hubs were never rebranded local authority music services, although some confusion grew up around this which still persists. The Department for Education has funded Hubs every year since 2012, and at substantially the same level since 2015/16.
- 7.2. In June 2022, the Department for Education published a new National Plan for Music Education, The Power of Music to Change Lives. This reasserts schools' primacy in delivering music education and redefines Hubs' role as more strategic, supportive and developmental, with commissioned activity from a wider range of partners. It has long been understood that the Hub grant would be retendered following publication of the new National Plan for Music Education.
- 7.3. ACE published bidding guidance on 14th June 2023, confirming a number of changes from the current programme. These included:
 - 7.4. From the 1st September 2024, there will be 43 Music Hubs in England, all but five covering multiple local authority areas.
 - 7.5. Music Hub areas are pre-defined by the DfE.
 - 7.6. The funding formula remains the same (ninety percent on eligible pupil numbers and ten percent Free School Meals allocation).
 - 7.7. Allocations will be for academic years.
 - 7.8. There is a new, explicit requirement to raise at least the value of the grant from other sources (such as income from parents and partners).
 - 7.9. Music Hubs will receive a capital allocation to purchase instruments and equipment and the total capital budget is £25M and will be drawn down in 2024/26 with more information to be published.
 - 7.10. Eligible pupil numbers include those who are sole or dual main registered at a school in Year 1 to Year 11 or aged five to sixteen at 31st August in the year before funding is distributed. Where dual registration applies, all young people registered

on roll at their main school. Free school meal eligible pupils in Year 1 to Year 11 or aged five to sixteen at 31st August in the year before funding is distributed.

- 7.11.** The new geography, London North will include five upper tier Local Authority areas - Barnet, Camden, Enfield, Haringey and Islington. Approximate pupil numbers are 200,555 based on July 2023 data, with 438 Schools in scope. Within the upper tier Local Authority areas, Barnet is represented by Barnet Education and Arts Trust, and is the only charitable trust within the North London Music Hub consortium. All other consortium members are part of a Local Authority.
- 7.12.** ACE believe the benefits of Music Hubs should operating across larger geographic areas include:
- 7.13.** Attracting excellent leaders, high calibre Board members, and experienced operational teams.
- 7.14.** Galvanising partners to collaborate and connect more effectively at a local, regional, and national level so that a more diverse and equitable offer of activity, expertise, and equipment is available.
- 7.15.** Fostering connected approaches to supporting access, inclusion, and progression, including by sharing practice, resources, ideas, and opportunities.
- 7.16.** Identifying new and effective ways of generating income and support.
- 7.17.** Embedding broader support, collaboration, learning, and career development for the music education workforce.
- 7.18.** Creating more opportunities for research, innovation, and exploration.
- 7.19.** Enhancing our collective understanding of the quality and impact of music education on the lives of children and young people.
- 7.20.** Raising the profile of music education, through more effective, transparent, and navigable communications and through better alignment with place infrastructure including Combined Authorities and Local Enterprise Partnerships.
- 7.21.** The below table shows the Local Authority area together with the total amounts of the revenue and capital grant. This is set next to total pupil numbers and the number of schools.

Local Authority area	REVENUE Allocation (£)	CAPITAL Allocation (£)	Total Pupils (2023/24)	Total Schools
Barnet	523,903	172,098	61,263	127
Camden	190,330	62,522	22,049	61
Enfield	501,802	164,838	56,588	98
Haringey	332,133	109,103	37,929	85

Islington	214,417	70,434	23,890	66
Totals	1,762,585	578,995	201,719	437

- 7.22. The Executive Leadership Team are currently undertaking agreements for sharing data, collating financial statements of information, preparing a draft consortium agreement and further investigating a risk management analysis.
- 7.23. We will take legal advice and are looking to the Haringey Deal as a point of reference and to include underrepresented voices.

8. Consultation

- 8.1. Due to the prescribed geographies from the Department for Education, and that day-to-day teaching, learning and music making is unaffected, consultation around the new governance has remained with Director, Assistant Director, Heads of Service and Service Managers. The strategic and largely prescribed administrative nature of the proposed changes, meant there was no scope and little point in consulting on options with service users and schools / settings as the teachers in schools and settings will not change as a direct result of the Hub Lead Organisation status.

9. Can any risk be mitigated?

- 9.1. This proposal will not adversely impact on families trying to access their local music education services across the new geography.
- 9.2. A consortium agreement is in the process of being completed, outlining how the consortium will work together for our young people.
- 9.3. Due diligence is in progress, including legal and financial advice. Currently as Music Education Hubs all consortium members have a low-risk rating from ACE and this means any financial risk is minor.
- 9.4. Feedback from on our ACE bid (appendix 1) in relation to financial risk was rated as minor, the lowest category.
- 9.5. There is little to no reputation risk involved in HMS undertaking work as the Hub Lead Organisation.

10. Contribution to the Corporate Delivery Plan 2022-2024 High level Strategic outcomes'

- 10.1. **Approval to accept the funding and related Music Hub programme directly responds to outcomes** in the Corporate Delivery Plan 2022 to 24, particularly in relation to themes 3 and 7 which sets out the council's ambition for every child to have the best Start in Life, a successful future and for Haringey to be a culturally rich borough through:
- 10.2. Ensuring music is part of the first few years of every child's life.
- 10.3. Giving children and young people the long-term foundation to thrive through requirement to align with the National Plan for Music Education.
- 10.4. Increased access to Haringey Music Service and high-quality music education by local and neighbouring Children and Young People.

- 10.5. Being an integral part of Haringey's cultural landscape.
- 10.6. Increasing access to arts and culture by Haringey residents.
- 10.7. Providing tangible opportunities for skills and professional development within the creative industries.

11. Financial sustainability

- 11.1. To further develop financial sustainability, we will explore diverse revenue streams including corporate sponsorships and partnerships with larger educational institutions.
- 11.2. The service currently has cost management strategies in place.
- 11.3. Achieving financial sustainability will require a comprehensive approach that we will develop over time.

12. Carbon and Climate Change

- 12.1. We aim to offer training and workshops focused on energy conservation and sustainability, raising awareness among musicians, teachers and the instrumental and vocal workforce about best practices in reducing energy usage.
- 12.2. Our current plans include commitments to our approach to sustainability.
- 12.3. The Service are continually improving environmental performance as an integral part of our environmental strategy and operating methods.

12.4. Transport -we will:

- 12.5. Reduce the need to travel, for example in planning teaching timetables.
- 12.6. Promote the use of travel alternatives such as e-mail or video/phone conferencing.
- 12.7. Encourage staff, partners and suppliers to travel by public transport wherever practical.
- 12.8. Make additional efforts to accommodate the needs of those using public transport or bicycles.
- 12.9. Maintain the hire of our electric van.

12.10. Energy and water - we will seek to:

- 12.11. Reduce the amount of energy we use as much we can.
- 12.12. Switch off lights and electrical equipment when not in use.
- 12.13. Adjust heating with energy consumption in mind.
- 12.14. Consider energy consumption and efficiency of new products in purchasing decisions.
- 12.15. Evaluate whether a need can be met without purchasing new equipment.
- 12.16. Endeavour to reduce waste and to order only what we need.
- 12.17. Favour more environmentally friendly and efficient products wherever possible.
- 12.18. Reuse and recycle everything we are able to.

12.19. Purchasing office supplies and musical equipment - we will:

- 12.20. Evaluate whether a need can be met without purchasing new equipment.
- 12.21. Endeavour to reduce waste and to order only what we need.
- 12.22. Favour more environmentally friendly and efficient products wherever possible.

12.23. Reuse and recycle everything we are able to.

12.24. Paper and plastic - we will, as far as possible:

12.25. Minimise the use of paper in the office

12.26. Reuse and recycle all paper

12.27. Seek to buy recycled and recyclable paper products

12.28. Avoid single-use plastics and excessive packaging

13. Statutory Officers comments (Director of Finance (procurement), Assistant Director of Legal and Governance, Equalities)

Finance

13.1 This report seeks authority to approve receipt of grant funding for Haringey Music Service to become the North London Music Hub Lead Organisation.

13.2 The funding will go towards coordinating music education in the local area, it will be across Haringey, Barnet, Camden, Enfield and Islington, Haringey will be the Hub Lead Organisation.

13.3 There is no financial risk to the local authority, as the grant requires no match funding and requires no additional staffing and there are clear delivery plans in the final stages of development and agreement with partners.

13.4 The top slice of £66,069.27 will be used for costs as a direct result of being the Hub Lead organisation. There will not be any financial burden for the council.

14. Strategic Procurement

14.1 Strategic Procurement have been consulted in the preparation of this report. CSO 17.1 permits Cabinet to approve the receipt of grants valued at £500,000 or more.

14.2 Strategic Procurement support the recommendations in section 2 of the report.

15. Assistant Director of Legal & Governance [Monitoring Officer]]

15.1 The Assistant Director of Legal & Governance has been consulted in the preparation of this report.

15.2 Pursuant to Contract Standing Order 17.1 Cabinet has the power to approve receipt of grants referred to in the recommendations of this report.

15.3 The Assistant Director of Legal and Governance sees no legal reasons preventing Cabinet approving the recommendations in this report.

16. Equality

16.1 The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

16.2 Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.

16.3 Advance equality of opportunity between people who share protected characteristics and people who do not.

16.4 Foster good relations between people who share those characteristics and people who do not. The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual.

16.5 This report relates to the receipt of the Music Hub grant for children and young people across North London. This service by its inclusive nature provides support to vulnerable people, including those with the protected characteristics.

16.6 The Arts Council Grant will clearly set out the supplier's responsibilities under equalities legislation, including a requirement to have in place up to date equalities policies and to ensure that the service is accessible to all sections of the community. The contractor's compliance with equalities legislation will continue to be quality assured through regular contract monitoring and service review.