

Executive Decision Making by an Officer with Delegated Powers

Decision to be taken by: Kirsten Harrison, Director of Education

Report title: **Determination of School Term Dates for Academic Years 2023/24 and 2024/25**

The decision	<p>That the recommended term dates are approved for 2023/24 and 2024/25:</p> <p>Appendix 1 Gloucestershire school term dates and holidays for academic year 2023-24</p> <p>Appendix 2 Gloucestershire school term dates and holidays for academic year 2024-25</p>
Background documents	<p>Background documents include:</p> <ul style="list-style-type: none">➤ Term dates from previous years https://www.gloucestershire.gov.uk/education-and-learning/term-dates/➤ Equality Impact Assessment (2023/24 and 2024/25) - attached➤ Neighbouring local authority term date choices document links available from each LA website
Reasons for the decision	<p>Local authorities have a duty to determine the school term dates for community and voluntary-controlled schools in their area. It also recommends these dates for adoption by Governors of foundation, voluntary aided, trust maintained, academies and free schools.</p> <p>The recommended term dates take into account the favoured principles responded to in the 2016 consultation and proposed calendars put forward by neighbouring local authorities.</p>
Resource implications	<p>Administration to publish term dates on the GCC website, and direct service-users and workforce members to them.</p>
Who has been consulted?	<p>In 2016 Gloucestershire County Council carried out a full public consultation on the principles to be used when setting its future term dates.</p> <p>All neighbouring local authorities were contacted prior to designing dates for academic year 2023/24 and 2024/25 to ensure that, as far as possible, term dates between counties are closely aligned.</p>
What were their comments?	
<p>The key points from the public consultation in 2016 were as follows:</p> <ul style="list-style-type: none">- It is important for the LA to set the term dates;	

- School holidays should be full weeks where possible;
- A six week term would be the most favourable;
- Whilst responders had a preference for equal term lengths, if necessary a longer Autumn term was more favourable than the Summer term;
- Ideally Easter would fall in the middle of the Easter school holiday;
- Schools should be able to set their own inset days within the term dates approved by the LA (195 day calendar)

These favoured principles were applied when designing the 2023/24 and 2024/25 calendar. This has enabled a longer Autumn term than Summer term, and for full weeks and equal term lengths in the main. The pre-determined Easter bank holiday can be accommodated in the middle of the school holiday to allow for observation of this holiday.

Individual schools can continue to set their own INSET days to allow flexibility within this academic calendar.

Background/Context

Term dates are recommended by the LA for all schools across Gloucestershire each year. These are published a minimum of 18 months before the academic year that they apply to. In this instance, we are looking to publish two academic years of term dates to provide schools and service users greater forward planning – and this also allows GCC and neighbouring authorities to plan for home to school transport for LA schools for this period.

Any published term dates are not binding upon any school/academy in the LA, however they are strongly recommended for use to ensure continuity across the county (and neighbouring counties) for schools, parents and pupils alike.

Alternative options considered and why they were rejected

No alternative options were considered at this time; the proposed term dates mirror those of 3 of our neighbouring authorities, with the remaining 4 neighbouring authority calendars still yet to be determined.

Meeting with the West Midlands Group allowed for increased coordination across the local region for setting term dates – and gave opportunity to plan term dates for two academic years, instead of one. Three of Gloucestershire's neighbouring 7 authorities have confirmed their term dates for academic years 2023/24 and 2024/25; each of these confirmed authorities is part of the West Midlands Group, and their proposed term dates for 2023/24 and 2024/25 mirror those of Gloucestershire. Over 27% of out of county pupils attending Gloucestershire schools reside in one of these three neighbouring authorities, and over 53% of Gloucestershire pupils that attend out of county schools do so in these three LAs as well. Aligning closely with our neighbouring authorities will reduce any potential home to school transport issues for schools near LA borders, and minimise any academic year calendar conflicts for parents and staff alike where children attend schools either side of the border.

Although 4 of Gloucestershire's 7 neighbouring authorities have yet to propose or determine their term dates, schools near the county borders can use their INSET days as flexibility to help align with those of other local schools where required. Gloucestershire County Council is unable to align term dates to all neighbouring authorities at this time, as these academic year calendars are yet to be determined.

Risk Analysis

Community and voluntary controlled schools must seek agreement before adopting different term dates to those set by the local authority.

The authority will recommend term dates for all other maintained schools and academies, and the previous consultation exhibited support for doing this. If an increased number of schools were to adopt different term dates, this could create issues for families (in terms of family cohesion and/or employment) and lead to home to school transport implications.

Therefore, all schools are encouraged to consult with the Council regarding any different term dates they might adopt, to ensure their pupils' transport to school is not adversely affected (particularly in cases where one bus/taxi services two different schools with conflicting term dates) - and therefore ensure any additional cost to the Council is minimised.

Equalities considerations

Potential impact upon all protected groups was considered. Overall, aligning term dates closely with neighbouring authorities will have a positive impact upon inclusion and ensuring access to education for pupils across Gloucestershire; this is achieved by minimising differences in academic calendars across county borders, and therefore reducing likelihood of attendance issues for pupils crossing county lines for their schooling.

Has an Equality Impact Assessment been completed?

Yes

Has any conflict of interest been declared by any Cabinet Member consulted on the decision?

The council's Monitoring Officer should be consulted, in the first instance, if any conflict of interest is declared by a Cabinet Member.

If any conflict of interest declared, was a dispensation granted by the Audit and Governance Committee of the Council?

No

Date of dispensation:

Does this decision report form or any supporting papers provided contain confidential or exempt information?

(Refer to Democratic Services Unit for advice if necessary)

No

If Yes, please provide details of document(s) that are confidential or exempt

Does this decision need to be published on the GCC website?

(Refer to guidance on "Executive Decisions taken by Officers").

Yes

In coming to this decision I have given due and full regard to the requirements of the Public Sector Equality Duty contained in section 149 of the Equality Act 2010 ("the Act") by reference to the law itself and also the relevant Equality Impact Assessment, which was/were prepared in accordance with the requirements of the Act.

Having fully considered all available information, I have decided to reject any alternative options and take the recommended decision(s), for the reasons set out in this report.

Signed:

A handwritten signature in black ink, appearing to be 'KH', written in a cursive style.

Kirsten Harrison

Date: 22.12.2021

Contact details for further information:

Officer: Tim Romer, Appeal Lead Officer

Tel: 01452 426116

Email: Timothy.Romer@gloucestershire.gov.uk

SCHOOL TERMS AND HOLIDAYS
2023/24



SEPTEMBER					OCTOBER					NOVEMBER						
Mon	4	11	18	25	Mon	2	9	16	23	30	Mon	6	13	20	27	
Tues	5	12	19	26	Tues	3	10	17	24	31	Tues	7	14	21	28	
Wed	6	13	20	27	Wed	4	11	18	25	Wed	1	8	15	22	29	
Thur	7	14	21	28	Thur	5	12	19	26	Thur	2	9	16	23	30	
Fri	8	15	22	29	Fri	6	13	20	27	Fri	3	10	17	24		
Sat	2	9	16	23	30	Sat	7	14	21	28	Sat	4	11	18	25	
Sun	3	10	17	24	Sun	1	8	15	22	29	Sun	5	12	19	26	
DECEMBER					JANUARY					FEBRUARY						
Mon	4	11	18	25	Mon	1	8	15	22	29	Mon	5	12	19	26	
Tues	5	12	19	26	Tues	2	9	16	23	30	Tues	6	13	20	27	
Wed	6	13	20	27	Wed	3	10	17	24	31	Wed	7	14	21	28	
Thur	7	14	21	28	Thur	4	11	18	25	Thur	1	8	15	22	29	
Fri	1	8	15	22	29	Fri	5	12	19	26	Fri	2	9	16	23	
Sat	2	9	16	23	30	Sat	6	13	20	27	Sat	3	10	17	24	
Sun	3	10	17	24	31	Sun	7	14	21	28	Sun	4	11	18	25	
MARCH					APRIL					MAY						
Mon	4	11	18	25	Mon	1	8	15	22	29	Mon	6	13	20	27	
Tues	5	12	19	26	Tues	2	9	16	23	30	Tues	7	14	21	28	
Wed	6	13	20	27	Wed	3	10	17	24	Wed	1	8	15	22	29	
Thur	7	14	21	28	Thur	4	11	18	25	Thur	2	9	16	23	30	
Fri	1	8	15	22	29	Fri	5	12	19	26	Fri	3	10	17	24	31
Sat	2	9	16	23	30	Sat	6	13	20	27	Sat	4	11	18	25	
Sun	3	10	17	24	31	Sun	7	14	21	28	Sun	5	12	19	26	
JUNE					JULY					AUGUST						
Mon	3	10	17	24	Mon	1	8	15	22	29	Mon	5	12	19	26	
Tues	4	11	18	25	Tues	2	9	16	23	30	Tues	6	13	20	27	
Wed	5	12	19	26	Wed	3	10	17	24	31	Wed	7	14	21	28	
Thur	6	13	20	27	Thur	4	11	18	25	Thur	1	8	15	22	29	
Fri	7	14	21	28	Fri	5	12	19	26	Fri	2	9	16	23	30	
Sat	1	8	15	22	29	Sat	6	13	20	27	Sat	3	10	17	24	31
Sun	2	9	16	23	30	Sun	7	14	21	28	Sun	4	11	18	25	

Term Time	Holidays
Term 1: Mon 4 th Sept – Fri 27 th Oct 2023	40 days
Term 2: Mon 6 th Nov – Fri 22 nd Dec 2023	35 days
Term 3: Mon 8 th Jan - Fri 9 th Feb 2024	25 days
Term 4: Mon 19 th Feb – Fri 22 nd Mar 2024	25 days
Term 5: Mon 8 th April – Fri 24 th May 2024	34 days
Term 6: Mon 3 rd June – Mon 22 nd July 2024	36 days
Total	195 days*

Christmas Bank Holidays	25 th December 2023
	26 th December 2023
New Year Bank Holiday	1 st January 2024
Good Friday	29 th March 2024
Easter Monday	1 st April 2024
Early May Bank Holiday	6 th May 2024
Spring Bank Holiday	27 th May 2024
Summer Bank Holiday	26 th August 2024

*195 days are defined as "School days". In the school year 2023/24 pupils must attend for 190 days. Schools may decide individually or collectively which 5 days in the year are INSET or non-contact days (days pupils do not need to attend).

Please Note: Schools considering alternative dates or considering changes to their school opening times may wish to contact our Transport Team to discuss transport implications and contact local childcare providers to discuss what impact this could have.

SCHOOL TERMS AND HOLIDAYS
2024/25



SEPTEMBER					OCTOBER					NOVEMBER						
Mon	2	9	16	23	30	Mon	7	14	21	28	Mon	4	11	18	25	
Tues	3	10	17	24	Tues	1	8	15	22	29	Tues	5	12	19	26	
Wed	4	11	18	25	Wed	2	9	16	23	30	Wed	6	13	20	27	
Thur	5	12	19	26	Thur	3	10	17	24	31	Thur	7	14	21	28	
Fri	6	13	20	27	Fri	4	11	18	25	Fri	8	15	22	29		
Sat		7	14	21	28	Sat	5	12	19	26	Sat	2	9	16	23	30
Sun	1	8	15	22	29	Sun	6	13	20	27	Sun	3	10	17	24	
DECEMBER					JANUARY					FEBRUARY						
Mon	2	9	16	23	30	Mon	6	13	20	27	Mon	3	10	17	24	
Tues	3	10	17	24	31	Tues	7	14	21	28	Tues	4	11	18	25	
Wed	4	11	18	25	Wed	1	8	15	22	29	Wed	5	12	19	26	
Thur	5	12	19	26	Thur	2	9	16	23	30	Thur	6	13	20	27	
Fri	6	13	20	27	Fri	3	10	17	24	31	Fri	7	14	21	28	
Sat		7	14	21	28	Sat	4	11	18	25	Sat	1	8	15	22	
Sun	1	8	15	22	29	Sun	5	12	19	26	Sun	2	9	16	23	
MARCH					APRIL					MAY						
Mon	3	10	17	24	31	Mon	7	14	21	28	Mon	5	12	19	26	
Tues	4	11	18	25	Tues	1	8	15	22	29	Tues	6	13	20	27	
Wed	5	12	19	26	Wed	2	9	16	23	30	Wed	7	14	21	28	
Thur	6	13	20	27	Thur	3	10	17	24	Thur	1	8	15	22	29	
Fri	7	14	21	28	Fri	4	11	18	25	Fri	2	9	16	23	30	
Sat	1	8	15	22	29	Sat	5	12	19	26	Sat	3	10	17	24	31
Sun	2	9	16	23	30	Sun	6	13	20	27	Sun	4	11	18	25	
JUNE					JULY					AUGUST						
Mon	2	9	16	23	30	Mon	7	14	21	28	Mon	4	11	18	25	
Tues	3	10	17	24	Tues	1	8	15	22	29	Tues	5	12	19	26	
Wed	4	11	18	25	Wed	2	9	16	23	30	Wed	6	13	20	27	
Thur	5	12	19	26	Thur	3	10	17	24	31	Thur	7	14	21	28	
Fri	6	13	20	27	Fri	4	11	18	25	Fri	1	8	15	22	29	
Sat		7	14	21	28	Sat	5	12	19	26	Sat	2	9	16	23	30
Sun	1	8	15	22	29	Sun	6	13	20	27	Sun	3	10	17	24	31

Term Time	Holidays
Bank Holiday	
Term 1: Mon 2 nd Sept – Fri 25 th Oct 2024	40 days
Term 2: Mon 4 th Nov – Fri 20 th Dec 2024	35 days
Term 3: Mon 6 th Jan - Fri 14 th Feb 2025	30 days
Term 4: Mon 24 th Feb – Fri 11 th Apr 2025	35 days
Term 5: Mon 28 th April – Fri 23 rd May 2025	19 days
Term 6: Mon 2 nd June – Mon 21 st July 2025	36 days
Total	195 days*

Christmas Bank Holidays	25 th December 2024
	26 th December 2024
New Year Bank Holiday	1 st January 2025
Good Friday	18 th April 2025
Easter Monday	21 st April 2025
Early May Bank Holiday	5 th May 2025
Spring Bank Holiday	26 th May 2025
Summer Bank Holiday	25 th August 2025

*195 days are defined as "School days". In the school year 2024/25 pupils must attend for 190 days. Schools may decide individually or collectively which 5 days in the year are INSET or non-contact days (days pupils do not need to attend).

Please Note: Schools considering alternative dates or considering changes to their school opening times may wish to contact our Transport Team to discuss transport implications and contact local childcare providers to discuss what impact this could have.

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Children's	
Service area	Education, Children with Additional Needs	
Title of the activity being assessed i.e. the strategy, plan, policy or service	Determination of 2023/24 and 2024/25 School Term Date Calendar	
Brief outline of the proposal(s)	<p>Every year Gloucestershire County Council sets all Community and Voluntary Controlled School's 195 day calendar allowing for the flexibility within these dates for 5 INSET days. At present all schools in Gloucestershire (including voluntary aided, foundation, trust schools and academies) are encouraged to adopt this calendar; although there is no legal requirement for them to do so.</p> <p><u>Aim</u> To create a defined 195 day calendar for all community and voluntary controlled schools for the academic years 2023/24 and 2024/25.</p> <p><u>Outcomes</u></p> <ul style="list-style-type: none"> • Setting a defined 195 day calendar will, as far as possible, attempt to ensure that nobody is disadvantaged. The calendar follows the Local Government Association's guidance on setting six-term school calendars and is in line with as many of our neighbouring local authorities (LAs) term dates as possible. • Setting term dates will limit the possibility of differentiation in term dates in Gloucestershire's and our neighbouring LA's schools, therefore increasing the amount of family and community cohesion across Gloucestershire. • Publishing the calendar over a year in advance will assist families in planning for future holidays and work commitments to reduce the amount of unauthorised absence from schools across Gloucestershire and child care costs for parents. 	
Who is affected by	Service users	<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>

the proposals?	Workforce Other, please specify: <input type="text"/>
Decision to be taken and decision maker	To define the School Term Dates for Community and Voluntary Controlled Schools in Gloucestershire for 2023/24 and 2024/25 Kirsten Harrison – Director of Education
Person(s) responsible for completing this assessment	With responsibility for community and voluntary controlled schools, the local authority sets the recommended term dates for each year. These term dates are published on the Gloucestershire County Council website and sent to schools once determined. All schools, including foundation, voluntary aided, trust maintained, academies and free schools, can distribute and use these term dates to allow establishments to align closely and minimise any potential disruptions brought about by differing academic calendars. Any community or voluntary controlled schools that wish to deviate from these term dates require local authority permission, and should consult with local families and schools to determine if this is appropriate.
Date of this assessment	22 November 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>As at May 2021 there were 300 schools across Gloucestershire - 209 Primary, 18 Infant, 18 Junior, 40 Secondary, 1 UTC and 10 Special Schools. The school term dates relate to all schools across the county.</p> <p>131 schools in the county are community or voluntary controlled schools, who will have their school term dates recommended by the local authority. Foundation, voluntary aided, trust maintained, academies and free schools are encouraged to adopt the term date calendar, as set by the local authority, to minimise any potential difficulties for parents and school staff where their children may attend schools from different authorities.</p> <p>The school census in May 2021 shows that 54.07% of all pupils in Gloucestershire are of primary school age and 45.94% are of secondary age.</p>

	<p>Term dates apply to all children of compulsory school age (4-16 years old). Pre-school and Post-16 education calendars are managed by individual providers, but will align closely, and likely mirror, term dates set by local schools.</p> <p>Meeting with the West Midlands Group allowed for increased coordination across the local region for setting term dates – and gave opportunity to plan term dates for two academic years, instead of one. Three of Gloucestershire’s neighbouring 7 authorities have confirmed their term dates for academic years 2023/24 and 2024/25; each of these confirmed authorities is part of the West Midlands Group, and their proposed term dates for 2023/24 and 2024/25 both mirror those of Gloucestershire. Over 27% of out of county pupils attending Gloucestershire schools reside in one of the three neighbouring authorities, and over 53% of Gloucestershire pupils that attend out of county schools do so in these three LAs as well. Aligning closely with our neighbouring authorities will limit any potential home to school transport issues for schools near LA borders, and reduce any academic year calendar conflicts for parents and staff alike where children attend schools either side of the border.</p> <p>Although 4 of Gloucestershire’s 7 neighbouring authorities have yet to propose or determine their term dates, schools on the borders can use their INSET days for flexibility to mirror those of other local schools if this is required. Gloucestershire County Council is unable to align term dates to all neighbouring authorities at this time, as these academic year calendars are still yet to be determined.</p> <p>Data sources are direct notification from the DfE and other LAs (including meeting with the West Midlands Group – a collection of local authorities from the Midlands area).</p>
Workforce	<p>GCC workforce data is available on our website www.gloucestershire.gov.uk/council-and-democracy/equalities-and-our-duties-under-the-equality-act-2010/equality-information-and-analysis/</p> <p>GCC Shire Hall based staff – 20 throughout the Access to Education Team.</p> <p>GCC Staff in schools - Schools benefit from a countywide approach to term dates, as this ensures staff can plan their academic year and co-ordinate calendars with other local schools where necessary. Closely aligning term dates with neighbouring authorities allows for minimal disruption with regard to holidays (and possible unauthorised absences from such calendar conflicts), reduce home to school transport difficulties, and limit calendar conflicts for children attending schools from different admission authorities.</p>
Partners	<p>Information will be published on the GCC website, schools net, social media, HeadsUp, WhatsUp Gov, and sent to all neighbouring local authorities.</p>

Other	N/A
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3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations. See Appendix 1 for data gathered to perform this assessment.

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	Positive - The aim of co-ordinating term dates across all Gloucestershire schools will ensure that no children are disadvantaged because of their age. The term date calendar is set for voluntary controlled and community schools. Currently most primary and secondary schools across Gloucestershire adopt the principles of this calendar (including foundation, voluntary aided, trust maintained, academies and free schools), therefore all children of compulsory school age will be following the same term dates – particularly assisting those pupils who have to change school or benefit from accessing provision within other educational settings.
Disability <i>percentage/profile of service users who have a disability</i>	Positive - By having a co-ordinated term date calendar across special schools and mainstream schools in Gloucestershire, all children, whether they have Special Educational Needs or not, will be following the same term dates - increasing the possibility for the children and young people within this protected group to mix with their peers and have similar opportunities.
Sex <i>percentage/profile of service users who are male and who are female</i>	Neutral - The setting of the term date calendar has no specific impact on gender and most single-sex academies adopt the principles of this calendar.
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	Positive - Co-ordinating term dates across Gloucestershire, and as far as possible, aligning them with neighbouring Local Authorities, will assist those in Gypsy & Traveller communities who travel across county borders and/or might be dual registered in different counties. This group will benefit from consistent term dates between schools and counties, limiting the number of school days missed due to absence.
Gender reassignment <i>percentage/profile of service users</i>	Neutral - The setting of the term date calendar has no specific impact on Gender Reassignment.

<p><i>who have indicated they are transgender</i></p>	
<p><i>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Neutral - The setting of the term date calendar has no specific impact on Marriage & Civil Partnership. To ensure any single parent and split families can co-ordinate childcare effectively, the chosen term dates are aligned closely with each neighbouring local authority.</p>
<p><i>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>Neutral - The setting of the term date calendar has no specific impact on Pregnancy & Maternity.</p>
<p><i>Religion and/or belief percentage/profile of service users religious beliefs</i></p>	<p>Neutral – correspondents have previously commented on setting of the term date calendar to have regard for Catholic and Christian festivals. The Easter festival occurs within a holiday period to accommodate this. It would not be possible to create a calendar that accounted for all religious festivals to occur outside of term time, however individual schools are able to authorise absence for any pupil who needs to undertake religious observation; schools can also schedule INSET days with religious festivals in mind.</p>
<p><i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>Neutral - The setting of the term date calendar has no specific impact on Sexual Orientation.</p>

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	Positive – The determination of term dates for Gloucestershire allows staff working with and within schools to plan their academic year accordingly; this includes planning for peaks/troughs in workload, and booking annual leave around these times where necessary.
Disability	Positive – The determination of term dates for Gloucestershire allows staff working with and within special schools to plan their academic year accordingly; this includes planning for peaks/troughs in workload, and booking annual leave around these times where necessary.
Sex	Neutral - The setting of the term date calendar has no specific impact on gender and most single-sex academies adopt the principles of this calendar.
Race	Positive - Co-ordinating term dates across Gloucestershire, and as far as possible, aligning them with neighbouring Local Authorities, will assist those who work with the Gypsy & Traveller communities by providing continuity of academic calendar across the local region where possible. This group will benefit from consistent term dates between schools and counties, limiting the number of school days missed due to absence.
Gender reassignment	Neutral - The setting of the term date calendar has no specific impact on Gender Reassignment.
Marriage & civil partnership	Neutral - The setting of the term date calendar has no specific impact on Marriage & Civil partnership.
Pregnancy & maternity	Neutral - The setting of the term date calendar has no specific impact on Pregnancy & Maternity.
Religion and/or belief	Neutral – it would not be possible to create a calendar which accounted for all religious festivals to occur outside of term time, however individual schools are able to authorise absence for any pupil who needs to undertake religious observation; schools can also schedule INSET days with religious festivals in mind. Staff working with, and within, schools can still observe these religious festivals where possible.
Sexual orientation	Neutral - The setting of the term date calendar has no specific impact on Sexual Orientation.

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Meeting virtually, and continued consultation, with the West Midlands Group of local authorities.	To ensure term dates are closely aligned, and planned as far in advance as possible, with other neighbouring authorities. This will help admission authorities, schools, and service users plan each academic year accordingly.

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Continued consultation with neighbouring authorities to ensure the term dates are fit for purpose.	August 31 st 2023	Access to Education

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
<p>Continuous consultation with neighbouring authorities, and communications from the DfE to make any updates where necessary. For example, for academic year 2021/22, guidance from the DfE was updated in June 2021 (after term dates had published) to reflect Bank Holiday changes for 2022 due to the Queen's Platinum Jubilee. This resulted in late amendments to the term dates for academic year 2021/22, and distributing these updated calendars to all schools and academies.</p> <p>The Local Authority will continue to review, support, and challenge as necessary, all own admission authority school or academy's term dates to ensure that they do not adversely impact any protected group.</p>

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Sam Roberts Access to Education
Date	21/12/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Kirsten Harrison
Date	22.12.2021

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1

Protected Characteristic	Service Users	Workforce
Age	<p>The school census in May 2021 shows that 54.07% of all pupils in Gloucestershire are of primary school age, and 45.94% are of secondary school age.</p> <p>Demographic information (through school place forecasting) shows that the number of primary-aged children requiring access to education will continue its steady increase.</p>	<p>Employees in this protected group are not specifically affected by the setting of the term date calendar.</p>
Disability	<p>These term dates will apply to the 10 community special schools in Gloucestershire, and therefore ensure that they have the same term dates as their peers in mainstream schools.</p>	<p>Employees in this protected group are not specifically affected by the setting of the term date calendar.</p>
Sex	<p>The school census for May 2021 shows that 51% of all pupils in Gloucestershire are boys and 49% are girls. This proportion is similar across primary and secondary education.</p> <p>There are 5 single-sex schools in Gloucestershire - 2 of which cater for boys and 3 for girls (all grammar schools).</p>	<p>Employees in this protected group are not specifically affected by the setting of the term date calendar.</p>
Race	<p>No data has been collected on this particular group as there is no evidence to suggest that this group will be specifically impacted upon by the setting of the term date calendar.</p>	<p>Employees in this protected group are not specifically affected by the setting of the term date calendar.</p>
Gender reassignment	<p>No data has been collected on this particular group as there is no evidence to suggest that this group will be specifically impacted upon by the setting of the term date calendar.</p>	<p>Employees in this protected group are not specifically affected by the setting of the term date calendar.</p>
Marriage & civil partnership	<p>No data has been collected on this particular group as there is no evidence to suggest that this group will be specifically impacted upon by the setting of the term date calendar.</p>	<p>Employees in this protected group are not specifically affected by the</p>

		setting of the term date calendar.
Pregnancy & maternity	No data has been collected on this particular group as there is no evidence to suggest that this group will be specifically impacted upon by the setting of the term date calendar.	Employees in this protected group are not specifically affected by the setting of the term date calendar.
Religion and/or belief	<p>There are 47 voluntary controlled Church of England (CofE) primary schools which will likely follow the calendar set by the council. There are also 69 voluntary aided schools, academies and free schools serving Church of England and Roman Catholic families; these schools are encouraged to adopt the same term dates.</p> <p>For the bulk round of admissions in the 2021/22 academic year, 1175 of parents (7.30% of parents applying online for a school place) stated they were applying for a place at a school for religious reasons.</p>	Employees in this protected group are not specifically affected by the setting of the term date calendar.
Sexual orientation	No data has been collected on this particular group as there is no evidence to suggest that this group will be impacted upon by the setting of the term date calendar.	Employees in this protected group are not specifically affected by the setting of the term date calendar.