

# **Proposed Decision to be taken by the Portfolio Holder for Education and Learning on or after 16 June 2017**

## **School Term and Holiday Dates 2018/19**

### **Recommendation:**

That the Portfolio Holder for Education and Learning approves the school term and holiday dates for the 2018/19 academic year.

### **1.0 Key Issues**

- 1.1 The Local Authority (LA) is currently responsible for setting school term and holiday dates for all Community and Voluntary Controlled Schools. Academies, Foundation and Aided Schools are responsible for setting their own term dates. There is collaboration between the LA and Academies; Foundation and Aided schools which have been invited to consult on the term dates and have generally followed the Local Authority's pattern of terms and holiday dates.
- 1.2 A number of 'guiding principles' have traditionally been used to set the pattern of terms and holidays and effort is made to adhere to as many of the following as possible:
1. 195 days from which the five teacher days are taken;
  2. Two of the five days defined by the local authority, one of these days is at the start of the autumn and spring terms; the other three to be set by schools;
  3. Complete weeks when setting holiday dates wherever possible;
  4. A three weekend break at Christmas and Easter;
  5. A summer break as close to six weeks as possible;
  6. A pattern which is as consistent as possible with neighbouring authorities.
- 1.3 The consultation ran between the 15<sup>th</sup> of January 2017 and the 31<sup>st</sup> of January 2017; this consultation was carried out with schools, neighbouring authorities, parents and other interested parties for the academic year 2018/2019.
- 1.4 The three options put forward for consideration differed in several ways.

- **Option 1:** The academic year would begin on Monday 3<sup>rd</sup> September and continue through till the 22<sup>nd</sup> of July with this day being a teacher training day so for pupils they would finish the year on the 19<sup>th</sup> of July. Christmas holidays would be for 2 weeks from the 21<sup>st</sup> of December till the 7<sup>th</sup> of January which is a teacher training day so the pupils would return on the 8<sup>th</sup>. The two half terms would run from the 29<sup>th</sup> of October till the 2<sup>nd</sup> of November and the February half term would run from the 18<sup>th</sup> till the 22<sup>nd</sup>.
  - **Option 2:** School would begin on the 3<sup>rd</sup> of September and continue through to the 29<sup>th</sup> of July for teachers with pupils breaking up the Friday before (the 26<sup>th</sup>). This would result in a 5 week summer holiday with the extra week being added to the October half term which would run from the 19<sup>th</sup> of October till the 5<sup>th</sup> of November. The other term dates would match that of Option 1 with the Christmas holidays beginning on the 21<sup>st</sup> of December and ending on the 7<sup>th</sup> of January for staff and the 8<sup>th</sup> for pupils. There would be a 2 week break for Easter from the 12<sup>th</sup> of April till the 29<sup>th</sup> and May half term being the last week of the month.
  - **Option 3:** These term dates would largely match Option 1 but with the 3<sup>rd</sup> of September being a teacher training day rather than the 7<sup>th</sup> of January and the October half term being moved forward a week to cover the period from the 22<sup>nd</sup> till the 26<sup>th</sup> of October.
- 1.5 Before the consultation period began discussions were carried out with neighbouring authorities to align dates as much as possible. It was the West Midlands Regional Group Meeting who initially proposed the 5 week summer holiday option (Option 2) at the Meeting to discuss Holiday and Term Dates. It was for this reason that Option 2 was added to this consultation. Warwickshire County Council is currently still waiting for the neighbouring authorities to complete their consultation and make a firm decision on the outcome for their 2018/19 term dates.
- 1.6 In total 303 responses were received from this consultation through the AskWarwickshire Website, the online Survey, directly through emails, and through general correspondence. Of these 303 responses only 10 were deemed to be invalid through not stating a preference. This is a large increase on the previous year's consultation which on received 81 responses, Warwickshire County Council is crediting this on the increased dissemination of the consultation to a wider audience.
- 1.7 Of these respondents 136 or 45% were in favour of Option 2, this makes it the most popular option. Those who identified as School Governors, Teachers or Parents were largely responsible for this being in the majority. Those that chose this option pointed to the greater benefits to child welfare by shortening

the initial autumn term into more manageable pieces. Of the other respondents Headteachers, Unions and other official groupings were in favour of Option 1, with 93 30% respondents or 30% in favour of this option.

## 2.0 Recommendation

2.1 Due to the large amount of positive responses for option 2 and its expected positive impact upon learning it is recommended that option 2 be adopted for the 2018/19 academic year.

## 3.0 Background Papers

None

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## Appendices

Appendix A – Written responses to consultation

Appendix B – Options 1, 2 and 3 for 2018/19 school term dates

Appendix C – EQIA

This report was circulated to the following members prior to publication:

Councillors Hayfield, Caborn, Williams, Rickhards, Parsons

## Appendix A

### Responses to Consultation

*Please note: all responses have been included word for word by consultees*

1. My only query is the 22nd July Teacher inset day which would not be as valuable as the first day of the Spring Term.
2. The dates don't matter as much as the context, the principal factor here being the likely term dates set by other authorities.  
Do you have any information on this? And is any consultation or information sharing with other authorities ongoing?  
My view:  
6 week summer is preferred  
Dates to be up to 1 week at odds with majority, thus contributing to increased national variance in holiday dates – is preferred
3. I think that having a TTD on the first Monday of the summer holiday would have very little impact on developing staff practice. TTDs at the end of the holiday allow schools to train/refresh staff and then they have the following weeks to implement. Introducing a new policy/scheme on the Monday at the start of the holiday will not have the same positive impact. I am open to the options that include two weeks in the Autumn term but not the TTD at the start of the summer holiday.
4. Option 1 issues - no September training day. The Jan day would be better in September, Option 2 issues- the two week holiday in October is appealing in terms of staff workload in the middle of what is always the hardest term. However it would have a very negative impact on yr 11 students in secondary schools. Much as I think it would have been a good idea a few years ago, with today's accountability measures I think this would be a major problem in terms of retention of information and motivation for yr 11. Also no September training day. The Jan day would be better in Sept, Option 3 – the 7 week /8 week split in term one is not good as the second half of this term is always the most challenging one of the academic year for staff and students in terms of morale and behaviour. I would like to comment on the use of a set INSET day at the end of July as not being particularly helpful.
5. option 3 as it allowed time for Christmas productions and a good block of weeks for non-Christmas work
6. having discussed with SLT we feel that option 2 is the best one in terms of balance of terms and breaks. Having a longer October half term and a 5 week summer is a much better balance and therefore helps with staff well-being as hopefully this could reduce staff absence in the autumn term as this term is historically the most challenging. We have a short summer 1 in all options but option 2 does mean we avoid that 8 week autumn 2 which is always difficult for both students and staff.

7. It is really important to have a long six week summer holiday to give everyone a proper break. This long summer holiday is an important time for us as a family.
8. I've just read your consultation and would welcome option 2 with a 5 week summer holiday and two weeks in October half term. My child would really benefit from a shorter summer holiday and more time to recuperate at half term. At the moment it's a struggle to get him home, fed and into bed on time each evening as he is so exhausted from each day at school. I'm also struggling to find holiday clubs that will have him for a working day during the holidays as lots either don't take 4 year olds or only do reduced hours.
9. After reading the proposed new term dates, I personally think option two would be better for the children and parents. Children find the 6 weeks holiday too long a break and therefore I feel they would benefit from being back in school after a shorter amount of time off. In doing this and extending the October half term, you are making the half terms more manageable for the children (7 weeks per term) therefore getting a better performance from them. As a parent who works term time only I feel this would be the better option all around. Option 2 all the way!
10. Options a and c seem reasonable, my concern with option b and having a 2 week half term is that holiday clubs/sports camps etc won't be running and will leave working parents without any childcare options. If we can agree that extra provision will be made for this then I would agree in principle to option b.
11. I agree with option 2. I work at a School and we set our holidays as roughly 5 weeks for the summer and 2 weeks for October half term. I find this works incredibly well in terms of education for the following reasons: shortening the summer holiday to 5 weeks still gives children (and staff) enough time to rest and recuperate after a long school year, but 6 weeks is perhaps 1 or 2 weeks too long in terms of memory, so we find children retain more of their previous learning by having a slightly shorter summer. Having a 2 week half term during the arduous Autumn terms gives us all a chance to catch our breath... children and adults return enthusiastically, ready to learn. Staff have had more time to plan, prepare and assess as well as rest so the 2nd half term is more focused and productive. The school heating bills are cheaper! Parents really appreciate the mismatch of our holidays to national holidays means they have the chance of a cheap half term holiday, which may reduce the number of absences (authorised or unauthorised) for holidays during the school year. More parents would appreciate it in our school if those with siblings in other Warwickshire schools could also make the most of this holiday opportunity.
12. I think option 2 would work as often the first term in school is too long resulting in children having time off because they are ill or exhausted. 5 weeks in the summer is plenty
13. I am loving option 2! Personally I dread the 6 (sometimes 6.5) wks summer holidays. As a working mum of 2 I have to pull in thousands of favours mixed

with paid childcare mixed with taking extended unpaid leave. Its too long off school and even my daughter whinges about missing school and her friends. It gets boring for them and expensive and stressful for parents. Im all for a long break but over 4 weeks has such a negative impact in our household through lack of routine, not enough money to do things every day and the worries of juggling work/time off and childcare. That extra week less will be a godsend. It also means parents have the option of a slightly cheaper oct half term holiday away somewhere if they choose, whereas with the standard holiday model used for years, its near on impossible for an average family of 4 to go abroad for a 2 week summer holiday. I was looking myself in the sales and the average cost for 4 of us was £3-£4k for 2 weeks, but go 1 week earlier in the proposed October half term dates, it drops to under £2k! Big difference. Our previous school in another Local Authority used to have the 5 inset days tagged on to the beginning of the September term. This was great! We could all holiday at nearly term time prices just before school started back.

14. I love the fact you are offering options and asking for feedback so here is mine. I am emailing in response to the consultation for the 2018/19 school term dates. Firstly, Thankyou for giving parents the opportunity to have their say. As a parent with 2 children of school age, and 1 pre-school child, all within Warwickshire schools, as well as working in a Warwickshire school myself, I really appreciate the opportunity. Option 2, where the summer holiday is shortened to 5 weeks and the October half term extended to 2 weeks would be my my preferred option. In my opinion, The 6 weeks Sumer holiday is too long. It is a long time to keep the children occupied, they get unsettled and miss their school friends and the routine. When my children first started school, they had all their induction sessions in June & July, were ready & keen to start, but then had the long 6 weeks to wait. September is then a very unsettling time for all. This was also the same when my eldest moved from primary to secondary this year, which is a daunting time anyway. Having 6 weeks to fill with activities is also very expensive, having the holidays spread out would mean families could do more and spread the cost. As a farming family we can never go on holiday in the 6 weeks summer holiday as we are busy harvesting and drilling, etc. We therefore tend to try and get a family holiday in the October half term, which is always a squeeze as there is only a week and everywhere is busy. To have a 2 week period in October means we, and more families who struggle to get away in the Summer, have the opportunity to get a holiday together. I believe this option would give more families the flexibility to spend quality time together, around their other commitments. It would also make the summer holidays more enjoyable, and affordable.
15. I like the idea of the five week summer holiday but would prefer a two week half term in May, not October. This would be brilliant in allowing a two week off peak family holiday. Other parents I have spoken to feel the same

16. I think option 2 helps to alleviate the pressure on working parents during the summer holidays with arranging childcare. Also this option smooth's out the length of each term.
17. The current school holidays remain the fairest in my opinion, but reducing the main august holiday to 5 weeks makes it difficult to get annual leave from work and currently we all take 1 week each, I work within the NHS as a nurse so we can't all take the same annual leave, I'm sure this will apply to the majority of people. Adding a week to October isn't a good idea poor weather making it difficult for those of us that cannot afford to holiday abroad therefore relying on U.K. holidays
18. 5 weeks is plenty of time in the summer, the children would forget less, and for a working parent less holiday to cover in one block. Two weeks at October would mean a good break when the weather is not too bad and holidays are cheaper!
19. Many staff at our school thought the 2 weeks in October sounded tempting in terms of cheaper holidays (although not if you have children in a different county which some did, & only until the holiday companies catch on). However, as a Y6 teacher, I would be concerned that lengthening the summer term (i.e after SATs) would be hard for the children in terms of keeping them motivated (however hard we try) whilst KS1 are extremely tired by mid July, let alone giving them another week. I'm not sure of the positives of option 2.
20. Option 1. Do not want to finish summer term later than 19 July. - Children are shattered.
21. Why is the INSET day at the beginning of the summer holiday not under consultation. Have chosen Option 3 but would rather have that INSET day moved to January (the start of the spring term) not in July.
22. Using the first Monday of the summer holiday as a training day appears to not be up for consultation. This is not a productive day for training, at the end of the holiday is far more beneficial. This also cuts teachers' choice of weeks for holidaying and many with engineering partners are still tied to the traditional 'factory fortnight' at the beginning of the school holidays.
23. Two weeks in October is too long, the children have only just settled in, so a two week break at that point is unproductive, particularly for younger pupils. To shorten a longer autumn term, break up a week later in July and start back a week later in September or 10 days in October and 9 days in May or February depending on the term lengths. Sometimes half weeks are welcomed, particularly when breaking up too early or too late for Christma.
24. 6 week school holidays are really difficult for parents to cover as employers generally don't want staff taking all of their annual leave in one go and its not ideal for employees to have to work in this manner either.
25. Costs of holidays and summer camps/childcare get far more expensive over the summer holidays meaning parents either have to accept the higher costs, not go on holiday or take children out of school to holiday at another time of year. It doesn't seem ideal to me either that a child spends 6 weeks without

any formal education. The more that can be done to stagger holiday periods across different counties the better. This is a view shared by most parents I know of.

26. Having a longer half term is a great idea - having it earlier in October rather than pushing the second week into November is preferable as the weather is better, and the clocks don't go back until the end of October. Firstly, it will be easier to arrange childcare for 5 weeks in summer rather than 6 - especially if grandparents are doing childcare, it means they can split their care between the summer and October half term rather than all in the summer holiday. Would also be easier for parents to have time off work which is split more across the year rather than all in the summer. Furthermore, I think for children starting school (Reception or Secondary School) it breaks them in more gently to the school regime. It gives the teachers a proper break too having 2 weeks at half term (most work during half term and most of the summer holidays anyway) so they would be more refreshed heading into Xmas. I also feel it would be the only week we could feasibly have a family holiday - as the prices would not be astronomical (ie like in July / August holidays) and this is a vital issue for us as a family. It would facilitate a week of family time at an affordable price as the rest of the UK would have different half term holiday dates.
27. We are disappointed that all 3 options have a 4 week half term and an 8 week half term.
28. We need a longer half term and Christmas with a shorter summer holiday.
29. Please try to keep school holiday in first week of Jan to a minimum. Returning to school on 8th Jan (options 1 & 2) is too late. Requires too much annual leave to be used by parents.
30. A longer October half term would be bad for student learning as it is too big a break after only being back for 7? weeks. It would also seem daft to have an extra week when the weather is miserable and the days are short, in exchange for a week of quite long days and better weather!!
31. I think the current 6 week summer holiday is ideal, and extra time at October would enable some families to take advantage of cheaper holidays (if every authority did not do the same) - reducing in less time off school when parents take term-time cheaper holidays.
32. Our school does not have a preferred option, but feels strongly that whatever option is chosen should be arrived at only in consultation with neighbouring authorities
33. Reducing the summer break helps with childcare and provides an opportunity for greater flexibility with family holidays in the extended half term break.
34. Not only do the staff, governors and I feel this would get the best out of the staff, we know that a number of parents request time for holidays at Oct half term. This may give everyone greater options for holidays.
35. 1. The longer October half-term is fine, but I would prefer that the extra week is added to the Christmas holiday or at a time of year when the weather might



be better. Introducing changes for 2018 may be difficult for any family who would already have booked a "special" family holiday taking account of the original dates. Although some children would benefit from a shorter summer break, some families may find it difficult to fit in their holidays as it is noted that some already try to take their children out of school outside the official holiday periods

36. I feel that Option 2 would not be beneficial for our Reception pupils. It takes them until half-term to settle into school and many find it difficult to return after a one week break. 2 weeks at this time would be very unsettling for them.
37. Be great to have a longer half term
38. I feel option 1 is best as the students come back fresh and full of energy from holidays ready to learn and the first half term is the longest; students will best cope with a long half term at this point. I do believe there should be an option 4 that eliminates February half term, which I believe disrupts the flow of learning. Students have just come back from Christmas holidays and just as soon as they get back into the flow of their studies, February half term begins. Some of the days from February half term could be used as professional development days, school and community project days, or added on to the summer holidays. Thanks for your consideration
39. A teacher day on a Tuesday is very inconvenient for working parents. Many PT working parents tend to be off either Monday or Friday, if teacher training days could be equally split between these two days of the week only that would be so much better accepted and acknowledged.
40. I feel that the two week Christmas holiday which we had was insufficient for the children to recharge their batteries and to spend time with their families. I prefer a system where the holidays are more balanced
41. Keep it as it is.... If it isn't broken don't fix it
42. October half term would not be good to extend as children are only just settling in to new classes/schools/routines.
43. I think it's very important to consider a parent's perspective, especially those who work and need to make adequate childcare provisions with limited options available particularly in Nuneaton where a lot of the government play schemes do not cover normal working hours (i.e 37.5 hours per week and therefore ending after 5 or 5:30 and starting before 9am).
44. It would be better to have 5 weeks in summer and extend May by another week? I agree with a 5 week summer either way
45. Hi agree with a shorter summer holiday but not to extending the October half term. The May week would be better to extend to 2 weeks. In October they have just gone back to school after a long break; the weather is not reliable if considering a holiday - many places are "closing down" for the winter. If you have just been away in the summer break you are not likely to be booking another holiday so soon for October. The May one is nearer the end of the school year so it more appreciated by the pupils; weather is better in this country and abroad and the holiday season is just starting. We have more

choice as a parent to then spend money on holidays with summer, Easter and May as options.

46. I believe option 2 would suit families more, especially now that the more have 2 working parents. A shorter summer break would also make the transition in to the next year group smoother (many struggle after having 6 weeks off).
47. Good idea to reduce summer hols and redistribute. Will minimise loss of learning over summer and provide significant opportunity for families to take a holiday in holiday time rather than term time.
48. I do not think a 2 week October half term is a good idea. Although there is recognition that a longer summer holiday has a detrimental effect on learning, I cannot see how a shorter summer then followed by a 2 week break is any better, as pupils will be back at full speed and this momentum needs to be continued. If a shorter summer is the aim, the additional week would be best added to the Easter holiday - revision time for older pupils and a better time of year for families to be at home or on holiday, due to British summer time. This also gives families more options to go away in holiday time, and may discourage families taking their children out of school in May and June.
49. I agree with a 5 week summer holiday, has two weeks at the May half term been considered instead of the October HT
50. Option 3 is also suitable but 5 week summer holiday is too short. If possible I would choose to add all training days to May half term so that families can access cheaper holidays by flights on a Wednesday instead of just Saturday etc.
51. I would support half terms being two weeks across the whole year, meaning a shorter summer holiday. Although I think the May half term would only need to be 2 weeks if Easter is later (mid April) that year, a week would be sufficient in this instance. Neither of my children feel fully refreshed after a week's leave as we do so much as a family and a 6 week break is really a little but too long. It would be interesting to see what the consultation with children says.
52. Although I agree with only having a 5 week summer holiday I think the proposal to have 2 weeks in October is quite a ridiculous notion. Holidays will not be cheaper for parents and this will have a greater impact on parents who do not work term time only as many employers are sympathetic to the 6 week summer holiday but not be so accommodating to 2 weeks in October. It will also impact massively on those parents who have children in Academy schools who may not follow suit with the WCC term date plans. Have a 5 week summer and keep the rest of the holidays the same.
53. Children don't need 6/7 weeks holiday in the summer, 5 weeks is more than enough. Would even propose 4 and also have 2 weeks off in May
54. Add an extra week to May half term to allow the children to enjoy (hopefully) the start of warmer weather.
55. Better to have it (HT) when the weather is better or during the ski season
56. Six weeks summer holiday is too long. Too expensive to go on holiday at this time. Off peak holidays are preferable.

57. I teach outside Warwickshire but my children go to school in Warwickshire, having different school holidays would have a huge impact on our family.
58. Shorter summer holiday and longer at Christmas.
59. I have consulted with my whole staff of 30 and the vast majority chose option 1
60. Not happy that all options include a single day at the end of the summer term as a training day; 5 days aren't enough already to get all staff together for training and a day before the summer holidays will not be productive day for staff training. I really like to idea of moving a week from the summer to the October half term, but again this includes a training day, so parents would have 5 weeks in the summer, staff only 4 days and 4 days, therefore losing a weekend.
61. I feel a 2 week half term would help kids to recharge their batteries in a term where more coughs and colds are happening with autumn/winter.
62. All very weak. The failing of this year, along with other recent years is this premise about "complete weeks". There is no educational problem with long holidays being more or less than a complete week. Having an INSET day on the last day of the summer term, is professional suicide. I would expect no or very little training to take place, which is clearly not what the allocated days are for. Please rethink!
63. The autumn term is very long, and a longer break would be good- but there is also an argument for a longer break when the weather is better. Possibly going back later in September (and starting summer holidays later!)
64. I think this option is best because it puts the needs of the children first. Shorter summer holidays but longer half terms means that they are rested at intervals throughout the year and not bored by the end of the summer because it is so long and they need several weeks back at school just to get themselves back into the swing of things!
65. Have you not thought about making the Christmas holiday longer rather than the half term? Parents find Xmas holidays very stressful as it is a busy time and usually the weather is not too good so children would be off school in poor weather. This would be better for transport companies also as their staff would prefer to be off longer surely at Xmas?
66. Has a two week break in May been considered in conjunction with a five week summer holiday?
67. Very difficult to sort childcare for 2 weeks in oct when just had summer hols & then have 2 weeks at Christmas to cover as well
68. Please do some joined up thinking! If you are a teacher in a different area and have children in Warwickshire schools this is incredibly difficult for childcare. Also if you want to demoralise an already disillusioned profession giving them a 5 week summer holiday will not go down well!
69. We should have 6 weeks in the summer as the weather is better than in October. If we only have 5 weeks in the summer it will push up prices and

make it harder for families to book holidays. It may even increase the number of holidays taken in term time!

70. spending 6 weeks in the summer with my child when the weather is nicer gives more family time than 2 weeks in October when darker nights and colder.
71. Option 2 would coincide one week with neighbouring Leicestershire's half term holiday in October. It also better breaks up what is a very long school term. The shorter summer holiday suits working parents for whom 6 weeks of childcare is difficult & expensive.
72. The the summer holiday is short enough as it is! If you're going to extend an existing holiday, make it Easter or May half term - no-one wants two weeks off in October!
73. Reduce the more difficult dark, November/December half term
74. Although the Autumn term is a long one, I think a two week half term could unsettle children who have just settled into a new school year.
75. The aim of aligning holidays across areas will surely have the effect of driving up holiday prices for parents and encourage more of them to take children out of school in term time. As recent legal decisions mean the threat of action against parents for doing this has greatly reduced what mechanism are schools going to use to prevent this from happening. Focusing decisions like these purely on the schools' requirements runs the risk of reducing the level of education/quality of life for children from poorer backgrounds.
76. I think that schools should consider letting pupils have longer at the Christmas period as its a crucial family time for children and important for their memories and development
77. A longer October break would 1 - break up the very long autumn term, 2 - give families the option for holidays at lower prices than the traditional summer period which prices many people out, 3 - be easier to arrange for working parents who could space out time off more/spread the additional childcare costs.
78. A shorter summer break will relieve the burden on working parents to source childcare for a solid 6-week period. A longer break in October will also break up a long term
79. Option 2 offers a reasonable spread of holidays across the academic year, as well as also sticking to the guiding principles
80. This would ease the pressure on finding childcare over the long summer break, and would be of benefit to our children as the Sept-Dec term is typically the most tiring.
81. Educationally, I agree that it makes sense to reduce the Summer holiday hours. In addition, given the overload of that first half term for students, I think that the extra break during October half term would go a long way towards reducing fatigue and refreshing the students for their learning in the second half of that term. I would thus support this option above the others. Also, it would allow families who were unable to take a break during Summer to do so

slightly later in the year without the impact of absence on the students' learning.

82. None of the above options.
83. Why haven't parents been made aware of this consultation?
84. Allowing shorter breaks in the summer will allow more retention of information by pupils between years. Longer half term breaks will reduce unauthorised absences due to holidays
85. I would prefer two weeks at Whitsun ( as Cheshire do) and two weeks in October. However I would like the earlier week in October for example from 15th as the private schools do. We have many friends who have children at both private and WCC schools so I think it would be beneficial to align with them. Then for the summer we could just take August off and have four weeks. I believe this would cut down on term time absence. ?it would help "poorer" families afford a holiday and it would release the burden for companies when the majority of their staff want their holiday in just six weeks, as people would have the option for two week holidays five times throughout the school year Christmas Easter Whitsun the summer and then October.
86. Holidays are cheaper in October and you can still get to warm places so would prefer 2 weeks in Oct
87. Personally I feel that an additional week in the autumn term adds nothing as the children will have only been back 6 or 7 weeks. An additional week at Christmas would ensure healthier and happier staff and children restarting the year or an additional week at Easter would do the same. The 5 week holiday idea is a good one as the longer children are away from school, the more catch up teaching is required. Option 1 therefore, is preferable.
88. Please don't shorten the summer holiday - it's an important break for exhausted children and the best time of year to learn how to deal with boredom. If the summer holiday must be shortened please consider extending the May half term instead of October - the children are not yet tired enough in October to need extra time off whereas in May they're worn out. My main concern with adjusting the traditional holiday periods is whether holiday clubs and school age childcare will adjust alongside term dates. For working parents this is essential and should be a major consideration to ensure feasibility for working families. My last comment is purely selfish - if summer holiday dates can be offset from other authorities it really helps struggling families to afford a trip away.
89. I'd rather y11/13 students didn't lose a week of teaching the year of their final exams.
90. I'm also a working parent and a shorter summer holiday and longer October would be more manageable when it comes to balancing childcare and holiday costs throughout the year.
91. An extended oct break is unnecessary and leave the 6 week summer holiday alone, the children work hard enough as it is and they need to have a decent

break to do activities they struggle to do due to vast amounts of homework in term time.

92. I feel the current setup in Warwickshire works. I would be reluctant to add another week in the autumn term...it takes a significant amount of time to settle a new class and I feel a 2 week break after only 7 weeks back would potentially hamper progress.
93. I think an levelling of the term lengths needs looking at as they vary from 40 to 19 days.
94. I do not understand why the Easter break is not being considered for change. The half term between Easter and Whitsun is too short with children only attending 3 full weeks, each other term is 7-8 weeks. Making Easter a one week break and October or Feb a two week break would give children and staff a better routine overall.
95. Why can't we have more time off in spring/early summer to take advantage of uk holidays rather than 2 weeks in October which is cold and wet and children are less likely to be outdoors which we should be encouraging. Other councils (Manchester for example) have 2 weeks at Whit which would be my preference. Thank you
96. It would have been good if parents had been specifically asked for comments on this, as it will affect childcare arrangements.
97. The options were not clearly explained, and when we opened the attachments, the calculations were not all correctly worked out, e.g. the second half term in option 2.
98. 6 weeks summer holidays is too long and the first term back requires a longer break
99. Option 2 much more manageable for working parents also kinder to the younger children who would really benefit with two weeks in October after their first term at school. 5 weeks off over summer also less disruptive to children's routines.
100. 8 weeks in the last summer half term is too long for kids, especially young kids. Option 3 has 7 weeks.
101. Autumn term is the longest term and the children do not come back from October half term as rested as other holidays. 6 weeks during the summer is too long for children and parents. For working parents finding childcare is expensive and the costs all fall at the same time.
102. The shorter summer holiday is good. Could the second week be tagged into the spring break instead when the weather would hopefully be nicer?
103. I've feel children would benefit from the 2 weeks at october half term to recover from the start of term. Also shorter summer holidays would interrupt a child's education less and be more manageable for parents to find child care.
104. I think putting an INSET Day on the Monday after the summer term has finished is a waste of an INSET as everyone is in anyway to tidy their classroom etc and they are all shattered.

105. 6 weeks is a long time off school. It would help with child care for working mum's.
106. 5 weeks would be so much better for the children and their education. Regular breaks are important so a 2 week in October would restore the children better especially as winter illnesses start at this point.
107. I think would massively support children's learning, as there would be less of a summer dip in children's knowledge and understanding. I also feel the Autumn term is very long, espically for the new reception children and this would ease their transition into school life. A professional friend of mine that works in the Rutland, already does this and she says her families, children and staff much prefer this still of term time. I think this is an excellent idea all round.
108. Think a 2week oct half term is fantastic idea
109. Feel both teachers and students get tired in the first term and summer can be a little long. Work in an academy what I dnt suggest is different holidays within the county this could cause truancy amongst students and childcare issues for both parents and teachers with children.
110. Better for students to have 2 weeks break in October as the run up to Xmas is always hectic. Also saves on heating/elec bills in school.
111. It would be good to see if neighbouring counties are thinking the same way as many of our primary school age children have siblings in other county secondary schools
112. Option 3 provides an opportunity to have a holiday outside of the traditional school holiday times which is helpful. It also helps to keep the summer holidays to a more manageable length for working parents. However the resultant effect is a very long second half of the summer term which could be detrimental to staff and students, particularly in terms of their capacity to learn.
113. We certainly do not want a two week half term in October. It is more beneficial to have a longer break in the summer rather than squeeze it in during the Autumn. It is difficult enough to juggle child care logistics. No proper reasoning is given for these options so I would be interested to know the full rationale.
114. Its hard to have six weeks off but at least the weather might be better in the summer than the 2 weeks in oct/nov
115. The autumn term is extremely tiring for all those involved and a longer holiday then I believe would be beneficial. The shortened 5 weeks I don't believe will have an impact on anything so therefore will be a positive. Well done Warwickshire on giving the voice to those in the sector and parents! Fabulous!
116. I would be concerned if Option 2 was chosen, as this covers the period of applying for secondary school places - the National deadline being 31st October each year, as set out in the Code. A 2 week holiday period during this time may mean more parents going away and making it more difficult for the

service to chase families where an application has not been made. Personally I don't find any extension to late autumn / winter holidays very appealing.

117. It's a great pity there isn't an option to extend the whitsun half term as this would give parents and education staff access to more reasonably priced holidays during better weather!
118. I would worry about option 2 for children in years 11 and 13 as there is one less week in school learning as they finish in June so the length of the summer holiday is less relevant to them. I like my children having different holidays to neighboring counties as holidays are cheaper, places are less busy and as I work in a team with other mothers with children in Leicester and Coventry if our holidays are different we are more likely to be able to take our annual leave with our children as we can't all be off together
119. Children tend to find the first half term hard so be nice to have a longer holiday in that term.
120. Extending October half term is not helpful for parents. Extending the February half term would be much better.
121. From a parents point of view there is little to do in holiday time in the autumn and a longer spring half term has more options.
122. If this is not possible then I would prefer things to stay the same i.e.  
Option 1
123. The Autumn term is often the longest and a two week half term would benefit both children and school workers. I think a slightly shorter summer holiday would make things easier on parents.
124. A 2 week break in October is not good for parents and more time at the Christmas break would be better.
125. Definitely not option 2
126. A shorter summer holidays suits a working parent lifestyle which is more common in this day and age.
127. The long summer holiday is an important break for everyone.
- 128.
129. I don't agree with any of the options. I believe the best option is 5 weeks summer and 2 weeks at whitsun when the weather is better or have one week flexi
130. Would rather finish later at Christmas and have more holiday in January
131. The reduction of the summer holiday to 5 weeks will make it difficult for staff and families to fit in a summer holiday. This reduction of opportunity for such an important aspect of family life is not acceptable.
132. I cannot see the educational sense in introducing an extra week of holiday in October at the expense of working even further into July - when it is often too hot to be productive in the classroom.
133. Really would not like option 2
134. As a free school, we already have two weeks in October. I would suggest not pushing the Summer Term 2 through to July 29th. I would look to



build teacher training days within the existing holidays to reduce that last half term. I would also suggest Pushing half term 5 on a week to make it 24 days. The bank holiday would need to be made up. We have decided at our school to come back two days earlier at the end of the summer holidays (August 30th and 31st) to use as Teacher Training Days.

135. As part of a MAT spanning four local authorities we can not support a change including two weeks at October half term.
136. I think that either 1 or 3 would be best. Not having a 6 week summer holiday would be very impractical particularly for many teachers who have children . They need to be with their children for as long as possible and get away on holiday asap. Summer holiday care is particular expensive and difficult to find. For most secondary schools staff are in either because they have to be or because they are forced/encouraged to be for the GCSE and A level results and days before and after - therefore often cutting the holidayss by 8 or 9 days.
137. I agree with option 2. The summer holidays are too long and my children start to forget what they have learned the previous term. Having a 2 week holiday in October would also benefit parents wanting to find cheaper holidays abroad.
138. summer holiday childcare - secondary schools many members of staff and not just senior staff are forced to come in over the exam results period so already lose over a week to 10 days of holiday - limits time when they can book family holidays, particularly when partner is not a teacher
139. Extending the length of the Summer Term and a longer October Half Term could mean that Year 11 students have less teaching time.
140. A two week break on the lead up to Christmas would mean an increase in pressure upon primary schools, as this is already one of the busier times due to plays and concerts etc.
141. As well established and agreed parameters for deciding the holiday pattern already exist by consultation between the LA and the Teacher/Heads Unions at TRP. I would urge that this is the only process that should be used, unless agreed otherwise. The proper consultative channels should be followed by the LA.
142. I would only go for a 5 week summer break in favour of a 3 week Christmas break. October half term of 2 weeks is too close to the summer break.
143. As a teacher I do like the idea of a shorter summer holiday as our children are 'fast forgetters' and so hopefully would not then need the first few weeks to regain what they had lost over the holiday. On a personal note, i do like the six weeks holiday but would give up a week in the summer for it to be added to the spring bank holiday.
144. We find the longer school holidays are a problem for pupils and parents. Making option 2 better.

145. Why not have the 'extra' day disaggregated so schools can use the time at a more useful time of year rather than the last day before the longest break?
146. Autumn term is excessively long. Rearrange the school year to have autumn half term as two weeks and Easter break as three.
147. Why are we losing our teacher-day at the beginning of the spring term- I thought this was protected.
148. Option 2 would be dangerous as fireworks are on sale and children out of school are likely to use them to scare animals and old people.
149. Extra week at October is silly. I don't feel anyone has done enough to deserve long holiday.
150. It would be nice in the future to consider the extra week off being taken in May instead of October as this offers a better holiday alternative to parents.
151. Would allow the possibility of affording a family holiday during the October holidays and would make childcare arrangements easier to manage for working parents.
152. Option 2 balances the length of terms more. A 7 week summer holiday is too long, the option to take a longer break in October gives more options for taking a holiday without worrying about if it overlaps with school term.
153. please not option 2 ! 1 or 3 are fine
154. Really pleased to see this option for 2 weeks in the autumn half term.
155. I feel a longer break at October would be helpful because the children are particularly tired following the very long term leading up to Christmas.
156. I believe that the two break in the Autumn helps break the cycle of illness that builds during the Autumn term and also help primary pupils (and their teachers) maintain their stamina in the long Autumn term that ends with productions and other Christmas celebrations.
157. -Why is the inset day at the start of the summer holiday not under consultation? This is a ridiculous day to have an INSET day- no effective training would take place. Many factories in Warwickshire have the 'factory fortnight shutdown', by insisting on an INSET day on that first Monday will mean for any members of staff with partners in this position, you are denying them the option of having a fortnight holiday with their families. Option 2 states that it has a 5 week summer holiday, when in fact for staff it will be a 4 week & 4 day holiday. Saying it is a 5 week summer holiday is misleading and inaccurate for staff. October is not a good time of year to extend a holiday to two weeks for the children. The children have only just returned to school after the longest break and are just settling in to their new year group, a two week holiday there would completely disrupt their education. Extending Christmas, February (half way through the year) or Easter would make more sense. Part weeks often work well, not sure why Warwickshire have a problem with part weeks. INSET day always work best on a Monday at the start of a term. A preferred option would be to combine Option 1 & 3 –have an INSET day on

the 3rd September and the 7th January and get rid of the 22nd July INSET day (a similar structure to what we have always had)

158. Further to your Consolation document regarding school holiday and term dates for 2018/19, we have reviewed these and also consulted with staff to take their opinions into account. Our main concern would be having an extended Summer term as proposed in Option 2 due to the impact on learning during a longer summer term period as this would not potentially be as effective. As an academy we do aim to fall in line with the County dates and our local primary schools for parents and staff from the local area, and it is also beneficial for us to be in line with our neighbouring counties for the similar reasons
159. We vote for option 3, Please keep the six weeks holiday when the weather is better Please can you ensure that in future consultations are communicated to the relevant audiences better. It was only by chance we found out about this consultation.
160. As the Academy Trusts are providing a service to Warwickshire they should work within Warwickshire's current Term times. Having two weeks in October/November when the days are getting shorter and the weather is more inclement is not a good option. An alternative option to consider maybe is to have 2 weeks at Whitsun & push back the summer holidays by a week (5 weeks)?
161. How can 2 weeks late October when the days are shorter be a good option. Are Academy Trusts not providing a service to Warwickshire and they should work with Warwickshire's Term times.
162. Not good 2 weeks Oct/Nov when weather is less good and days shorten. Please give more publicity to consultations in future.
163. I don't agree with any of your options. I think extending the period after exams and SATS by a week doesn't make sense. It would make more sense to finish school on 22nd July, return to school a week earlier i.e. end of Aug to have a two week half term. Your traditional principles make it very difficult for me as an NHS worker. Variance between local authorities holiday dates gives me the opportunity to book more holiday off with my children as we can't all take our leave at the same time during school holidays. Having different half-terms/ slightly different start/end dates to terms means that there is an increased opportunity for us to be able to take leave to spend time with our children.
164. Option one has worked really well over the years with full weeks and retaining the 6 week holiday in the summer – much needed long break for everyone. Although the two-weeks half term in October would break up the long Autumn term, families might find it difficult to manage compared to the, hopefully, better weather in the summer.
165. I don't feel there is any need to change the timetable and i think having two weeks off in October is unsuitable as that isn't the time of year families

like to get away. If change is needed then maybe consider finishing the school year earlier than 22/7 like Ireland and Scotland.

166. option 1 is the best option – not worth having 2 weeks in October , as nothing much open then to do with kids and weather could be bad wet – would be interested in knowing the college holidays as with children in school and college they all need to be at the same time. Why change what ive known since the 70's
167. Option two sounds fantastic. All children in autumn term particularly the little ones. It is so long. Teachers massively struggle too! And need the half term! This would financially help parents as well slightly reducing the summer holiday. Private schools have had two weeks in October for years and it works brilliantly!
168. Option 1 is preferable as it allows the students to have time to get their heads down before we have the first half term
169. The shorter Summer break is less favourable for a number of reasons:
- 1) Summer holidays are often when extra curricular trips occur. For example I lead World Challenge expeditions in the break and I still need a holiday to recover. I would not offer to lead a three/four week trip if the summer break was shortened.
  - 2) A second week of holiday in drizzly October is less appealing to both to families who will incur additional costs for indoor entertainment and to staff.
170. Please allow me to state firstly that I object to the proposal set out in Option 2, to move to a 5 week summer holiday, in very strong terms. I believe that asking staff and, more importantly, students to work for an additional week after other councils may have broken up will have a direct impact on effort and energy levels and on motivation, as well as an inevitable impact on students' progress as well. At secondary level, the impact on students' morale when they are aware they are being asked to work for longer at the end of a full academic year, while having less holiday to look forward to, is likely to be significant. This option also results in an eight week long half term being formed at the end of the academic year. Half terms this long are always exhausting for all staff and students and I strongly feel they should be avoided wherever possible.
- While the option suggests offsetting this with an additional week's holiday in October, the extra time given to students then is unlikely to make any difference to overall energy levels nine months later. From a personal point of view, this change would also make a significant difference to anyone whose families work in other councils or boroughs with more typical term structures. For myself, my wife teaches in another county and this would have a significant impact on any holiday arrangements we might make as well as cutting short the extremely valuable time we get to spend together as a family. For others, a move like this could incur significant childcare costs and other problems. In fact, without this being a more unilateral change in term-planning across local councils, I find it very difficult to see positives.

Unfortunately, I have no strong feelings about the remaining choices as they are so nearly identical and either would be preferable to Option B. It is very disappointing, in fact, to see that with the ability to propose three different options for term and holiday dates, that two options have been taken up with the movement of just a single training day from the beginning of one term to another. The choice seems to be simply having a day of training on either September 3rd or January 7th (both the Monday of an otherwise normal working week and therefore having little or no impact on peoples' holiday plans) and is likely to have no real impact for the vast majority of employees and families effected. In effect, this has therefore become a consultation between only two real options.

Again, I am very grateful for the opportunity to comment on this consultation and I hope these views and opinions are of some use.

171. Option 2 looks like a good compromise, It would make sense to me that as the summer term is shorter than the other terms, would it be possible to add on another week, to finish on August 3rd, leaving a 4 week summer break, but having 3 weeks off at Christmas, returning to work on 14th January?

172. I work at [Warwickshire School] my options for the academic year 2018 would be option number 2, which is 5weeks in in July and August and two weeks in October.

173. I am against option 2; as having a two week holiday in the autumn term (October) would mean that we will lose one teaching week with Year 11 and Year 13. They finish their exams in June so adding an extra week at the end of the summer term in July will not benefit them. Optimising the teaching time with Year 11 and Year 13 should be a key priority when determining the terms for an academic year as any reduction will have an adverse effect on their progress and their GCSE and A level results. This has been acknowledged by the Department for Education:

"The analysis of the link between overall absence (and individual reasons for absence) and attainment when taking prior attainment and pupil characteristics into account showed that, for each KS2 and KS4 measure, overall absence had a statistically significant negative link to attainment – i.e. every extra day missed was associated with a lower attainment outcome." (Department for Education, The link between absence and attainment at KS2 and KS4 2013/14 academic year.)

174. **WCC Transport Operations Response:** I understand that Heads seemed keen on the five week summer / two week October option. Operationally, it wouldn't present us with any problems but several people in my team have asked about how much flexibility academy schools have in determining their own holidays. Because of the tight and complex network we manage many, indeed most of our vehicles operate to more than one establishment. If one school is open and the others are not, then we have to provide the service, albeit for a

handful of students. This of course significantly increases the number of days operation, and the subsequent price. We already experience this with teacher training days and any increase in flexibility would have a substantial impact on the home to school transport budget.

## Warwickshire School Term and Holiday Dates - 2018/19 Option 1

M	T	W	T	F	S	S
August 2018						
		1	2	3	4	5
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M	T	W	T	F	S	S
September 2018						
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M	T	W	T	F	S	S
October 2018						
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M	T	W	T	F	S	S
November 2018						
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December 2018						
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31						

January 2019						
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February 2019						
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18	19	20	21	22	23	24
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March 2019						
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April 2019						
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29	30					

May 2019						
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June 2019						
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July 2019						
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August 2019						
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September 2019						
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30						

Half Term	Days
1	40
2	35
3	29
4	35
5	19
6	35
<b>Total</b>	<b>193</b>

	Total days
Autumn Term	75
Spring Term	64
Summer Term	54

- School Holiday
- Public Holiday
- Teacher Training Day  
(3 to be set by school)



## Warwickshire School Term and Holiday Dates - 2018/19 Option 2

M	T	W	T	F	S	S
August 2018						
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M	T	W	T	F	S	S
September 2018						
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M	T	W	T	F	S	S
October 2018						
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M	T	W	T	F	S	S
November 2018						
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December 2018						
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31						

January 2019						
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February 2019						
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March 2019						
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April 2019						
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May 2019						
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June 2019						
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July 2019						
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August 2019						
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September 2019						
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30						

Half Term	Days
1	34
2	40
3	30
4	35
5	19
6	35
<b>Total</b>	<b>193</b>

	Total days
Autumn Term	70
Spring Term	64
Summer Term	58

	School Holiday
	Public Holiday
	Teacher Training Day (3 to be set by school)





## Warwickshire School Term and Holiday Dates - 2018/19 Option 3

M	T	W	T	F	S	S
August 2018						
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M	T	W	T	F	S	S
September 2018						
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October 2018						
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M	T	W	T	F	S	S
November 2018						
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December 2018						
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January 2019						
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February 2019						
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March 2019						
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April 2019						
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May 2019						
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June 2019						
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24	25	26	27	28	29	30

July 2019						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2019						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September 2019						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Half Term	Days
1	34
2	40
3	30
4	35
5	19
6	35
<b>Total</b>	<b>193</b>

	Total days
Autumn Term	74
Spring Term	65
Summer Term	54

	School Holiday
	Public Holiday
	Teacher Training Day (3 to be set by school)



# **EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)**

Education and Learning Schools Sufficiency Strategy

**Warwickshire County Council**

## Equality Impact Assessment/ Analysis (EqIA)

<b>Group</b>	Communities
<b>Business Units/Service Area</b>	Education and Learning
<b>Plan/ Strategy/ Policy/ Service being assessed</b>	School Term Dates 2018/19
<b>Is this is a new or existing policy/service?</b>	It is an existing policy / service which is subject to review.
<b>If existing policy/service please state date of last assessment</b>	<b>May 2016</b>
<b>EqIA Review team – List of members</b>	Sarah Mills Chloe McCart Bern Timings
<b>Date of this assessment</b>	11/05/2017
<b>Signature of completing officer (to be signed after the EqIA has been completed)</b>	<b>S.Mills</b>
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public?</b> If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	<b><u>Yes</u></b>
<b>Name and signature of Head of Service (to be signed after the EqIA has been completed)</b>	<b>Sally Taylor</b>
<b>Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)</b>	<b>Phil Evans</b>

**A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team**

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**Form A1**

**INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS**



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Sufficiency Strategy			✓			✓			✓			✓			✓			✓			✓						
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? <b>If yes please explain how.</b> N/A																								<b>YES/ NO</b>			
Are your proposals likely to impact on a <b>carer</b> who looks after older people or people with disabilities? <b>If yes please explain how.</b>																								<b>YES/ NO</b>			

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**Form A2 – Details of Plan/ Strategy/ Service/ Policy**

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The Local Authority (LA) is currently responsible for setting school term and holiday dates for all Community and Voluntary Controlled Schools. Academies, Foundation and Aided Schools are responsible for setting their own term dates. There is collaboration between the LA and Academies; Foundation and Aided schools which have been invited to consult on the term dates and have generally followed the Local Authority’s pattern of terms and holiday dates.</p> <p>A number of 'guiding principles' have traditionally been used to set the pattern of terms and holidays and effort is made to adhere to as many of the following as possible:</p> <ol style="list-style-type: none"> <li>1. 195 days from which the five teacher days are taken;</li> <li>2. Two of the five days defined by the local authority, one of these days is at the start of the autumn and spring terms; the other three to be set by schools;</li> <li>3. Complete weeks when setting holiday dates wherever possible;</li> <li>4. A three weekend break at Christmas and Easter;</li> <li>5. A summer break as close to six weeks as possible;</li> <li>6. A pattern which is as consistent as possible with neighbouring authorities.</li> </ol>
(2) How does it fit with Warwickshire County Council’s wider objectives?	The LA has a statutory duty to set term dates for all Community and Voluntary Controlled Schools.
(3) What are the expected outcomes?	To approve the 2018/19 school term dates

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(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	This is part of the statutory role of the LA; however the recommended option includes a 5 week summer holiday. Along with other highlighted benefits within the report to the Portfolio Holder, including greater benefits to child welfare by shortening the initial autumn term into more manageable pieces, it may also provide more opportunities for families with regards to holidays and leisure.		
<b><u>Stage 2 - Information Gathering</u></b>			
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	Meeting with West Midlands Regional Group as well as consideration to Academy Trusts that have already published their term dates for 2018/19 to try and align dates where possible.		
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	The consultation ran between the 15 <sup>th</sup> of January 2017 and the 31 <sup>st</sup> of January 2017		
(3) Which of the groups with protected characteristics have you consulted with?	The consultation was carried out with schools, neighbouring authorities, parents and other interested parties, including Unions, for the academic year 2018/2019.		
<b><u>Stage 3 – Analysis of impact</u></b>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?	RACE	DISABILITY	GENDER

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If yes, identify the groups and how they are affected.			
	MARRIAGE/CIVIL PARTNERSHIP	AGE	GENDER REASSIGNMENT
	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
(2) If there is an adverse impact, can this be justified?	N/A		
(3)What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	N/A		
(4) How does the plan/strategy/service/policy	The proposed term dates do not distinguish between any groups with protected		

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contribute to promotion of equality? If not what can be done?	characteristics
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	N/A
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	N/A
(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?	It is not anticipated that the proposed changes will have a negative impact on health and wellbeing.
(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)	N/A
(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	No.
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is	No.



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the evidence?	
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<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>					
If No Further Action is required then go to – Review & Monitoring	EqIA Action Plan				
(1)Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	<b>Action</b>	<b>Lead Officer</b>	<b>Date for completion</b>	<b>Resource requirements</b>	<b>Comments</b>
	To review / revise the document following consideration by Corporate Board / O&S.	Sarah Mills	June 2017		
	To review / revise the document following consultation exercise	Sarah Mills	May 2017		Completed
	To review / revise the	Sarah Mills	May 2018		

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	document following implementation.				
(2) Review and Monitoring State how and when you will monitor policy and Action Plan	The policy will be regularly reviewed as the proposals move through the democratic services / consultation process.				

Please annotate your policy with the following statement:

**'An Equality Impact Assessment/ Analysis on this policy was undertaken on 11/05/2017 and will be reviewed on an annual basis.'**