



**REPORT TO EDUCATION AND CHILDREN'S SERVICES COMMITTEE –
30 MAY 2019**

**OUTCOME OF THE CONSULTATION ON THE PATTERN OF SCHOOL TERM
DATES, HOLIDAYS AND IN-SERVICE CLOSURE DATES FROM SESSION
2020/21 to 2024/25**

1 Recommendations

The Committee is recommended to:

- 1.1 Note the response to the recent consultation on term dates.**
- 1.2 Approve the proposed pattern of term dates, school holidays and in-service closures for the five sessions from 2020/21 (attached as Appendix 2).**

2 Background / Discussion

- 2.1 The current pattern of school holidays and term dates was approved by the Education, Learning and Leisure Committee on 29 May, 2014. This covered the sessions from 2014/15 to 2019/20. This followed an earlier report initiating a consultation on holidays and term dates.
- 2.2 The consultation ran from Monday, 25 March, 2019, until Monday, 6 May, 2019. 7729 responses have been received. The results from the survey, along with the draft set of dates which were consulted on, are attached as Appendix 1.
- 2.3 The pattern of school holiday and term dates currently takes into account the following factors:
 - The national requirement that the school year for teaching staff consists of 195 days, which includes 5 In-Service closures and results in a school year of 190 days for pupils.
 - There are four sets of school holiday periods: a summer break of 6 weeks, and three further breaks of 2 weeks during October, at Christmas and in April (previously referred to as the Spring holidays).
 - The aim to avoid part weeks, as far as possible, where the week begins on a day other than Monday, ends on a day other than Friday, or where there is a closure on a day mid-week.
 - Alignment, where possible, of holiday and term dates with neighbouring local authorities. It should be noted that Aberdeen City Council is currently consulting on its school holiday pattern, which includes options referring to changes to the mid-term break and October holiday.

Survey Analysis and Proposed Adjustments

- 2.5 Question 1 asked who was completing the questionnaire. 7729 responded, with the majority being parents/carers of school aged children, totalling 71%; responses from teachers and other employees of the Council totalled 20% and the other 9% is made up of pupils and others.
- 2.6 Question 2 asked respondents which catchment area they lived in (see Appendix 1 for full results).
- 2.7 Question 3 asked whether the February break should be a full week instead of split between two weeks. 55% agreed, 25% disagreed and the other 20% expressed no preference or not sure. Many respondents wished to see this extended to a full week rather than the current 3 days. The officer recommendation with regard to this request is to maintain the status quo, having three set days in February and allowing individual networks to decide whether they want to use occasional days to create a full week break for pupils, or whether to use them at other points throughout the year. The decision as to where occasional days take place sits with clusters and not officers, and insisting on a full week removes the ability for clusters to make this decision, which they usually align with local holidays. Clusters will be advised of the strong parental preference for a full week's holiday in February.
- 2.8 Question 4 asked if we should continue with the first two weeks as a fixed break in April. 64% agreed with this and 21% disagreed, while the other 15% expressed either no preference or not sure. Whilst there have been a number of comments regarding the Spring holidays and the positioning of Easter, the recommendation is to proceed with a fixed break in the first two full weeks of April. In the years where Easter does not fall within the holidays, Good Friday will remain as a public holiday. In addition, school networks are able to take Easter Monday as one of their occasional days.
- 2.9 Question 5 asked whether we should continue, where possible, to have full weeks at the start and end of term. 69% agreed that we should, 10% disagreed, and 21% had no preference or were not sure. From the comments received, a number of people agreed, but realised that this wasn't always possible at Christmas, and there was a large number who preferred a midweek start at the beginning of term. This has been accommodated, where possible, as indicated in Appendix 2.
- 2.10 Question 6 asked whether holidays should be aligned with neighbouring local authorities. 70% said yes, 6% disagreed and 24% had no preference or were not sure. The majority of comments received agreed that we do this where we can and ask that we take into account the holidays of Angus, Moray and Aberdeen City Councils. A number of comments received indicated that it was good to be different from other local authorities, as activities were less busy. Aberdeen City Council holidays have not been agreed as yet and will be discussed at their Committee meeting on Thursday, 15 May, 2019. It is being proposed that they keep the September weekend and 2 week October holiday, but bring the Summer holiday forward by one week. Moray Council holidays are only available up to July, 2021. Its Easter break begins Monday, 29 March, 2021, which is a week earlier than ours. Angus Council holidays are available until 2021/22 and begins its school year one week earlier, both in 2020/21 and

2021/2022, which has a knock-on effect on the October and December holidays. The Spring holidays are the same.

- 2.11 The revised set of term dates which the Committee is being asked to approve is attached as Appendix 2.
- 2.12 The proposed dates for the 2020-21 session received 58% agreement, with 20% disagreeing. The majority of comments were concerned with the fact that Easter weekend is not included in the Easter break, the preference for a full week in February and the early start to the Christmas holidays. See paragraph 2.8 above.
- 2.13 The proposed dates for the 2021-2022 session received the highest approval rate of 66%. Comments received included concern about the early start to the Christmas holidays, a full week in February, the lateness of the October holiday and the unevenness of terms.
- 2.14 The comments regarding the 2022-2023 terms dates concerned the October holiday being late, the need for the full week in February, the early start to the Christmas term and early January return. Overall, 64% of those responding agreed with the term dates.
- 2.15 The proposed dates for 2023-2024 received the lowest approval rate of 56%. The majority of comments received express concern about the early December finish and early January return, with a large number preferring Easter weekend to be included in the Spring holiday.
- 2.16 65% agreed with the proposed dates for 2024-2025. The majority of comments received expressed concern about the length of the summer break, which is 7 weeks, which they think is too long. Every 5 years, there should be a summer break of 7 weeks, which had not been incorporated into the holiday schedule of 2022/2023. This is due to the accumulation of an extra day each year (52 weeks plus 1 day and a leap year). This has now been added to the holiday schedule for 2022/2023 and reduces the summer break in the schedule of dates for 2024/25.
- 2.17 The Head of Finance and Monitoring Officer within Business Services have been consulted on the contents of this report, their comments have been incorporated and they are satisfied that the report complies with the Scheme of Governance and relevant legislation.

3 Scheme of Governance

- 3.1 The Committee is able to take a decision on this item in terms of Section E.3.3 and E.3.4 of the List of Committee Powers in Part 2A of the Scheme of Governance, as it relates to the statutory functions of the Council under the Schools (Consultation) (Scotland) Act 2010, including those relating to approval of proposals and review of proposals following consultation, and the functions of the Council under the Education (Scotland) Acts, the Education (Additional Support for Learning) (Scotland) Act 2004, and all other relevant legislation and regulations.

4 Implications and Risk

- 4.1 An equality impact assessment was carried out as part of the development of the consultation proposals and analysis of the responses. A potential negative impact has been identified for the protected characteristic Religion/Belief. This is due to the Spring holidays not always coinciding with Good Friday and Easter Monday. A number of respondents felt that this would prevent them from celebrating their religious festival with their families. This can be mitigated to an extent, as Good Friday remains a public holiday, and so pupils and staff would not be in schools on that date. In addition, individual networks can choose to take Easter Monday as an additional holiday, using an occasional day.
- 4.2 There are no staffing and financial implications associated with this report.
- 4.3 The following Risks have been identified as relevant to this matter on a Corporate Level: ACOPR005 – Working with other organisations - Corporate Risk Register

Laurence Findlay
Director of Education & Children's Services

Report prepared by Anne Henderson, ICRM Officer
10 May, 2019

Appendix 1 Consultation on the Pattern of School Term Dates and Holidays from 2020 to 2025

The current pattern of school term dates, holidays and In Service days is set until July 2020.

Aberdeenshire Council has developed a draft calendar for the next five years and wants to hear the views of parents, carers, pupils, staff and the wider public before the dates are finalised.

Please return your completed form to:

Anne Henderson
Education & Children's Services
Aberdeenshire Council
Westburn Road
Aberdeen
AB16 5GB.

The survey will be open until Monday 6th May 2019

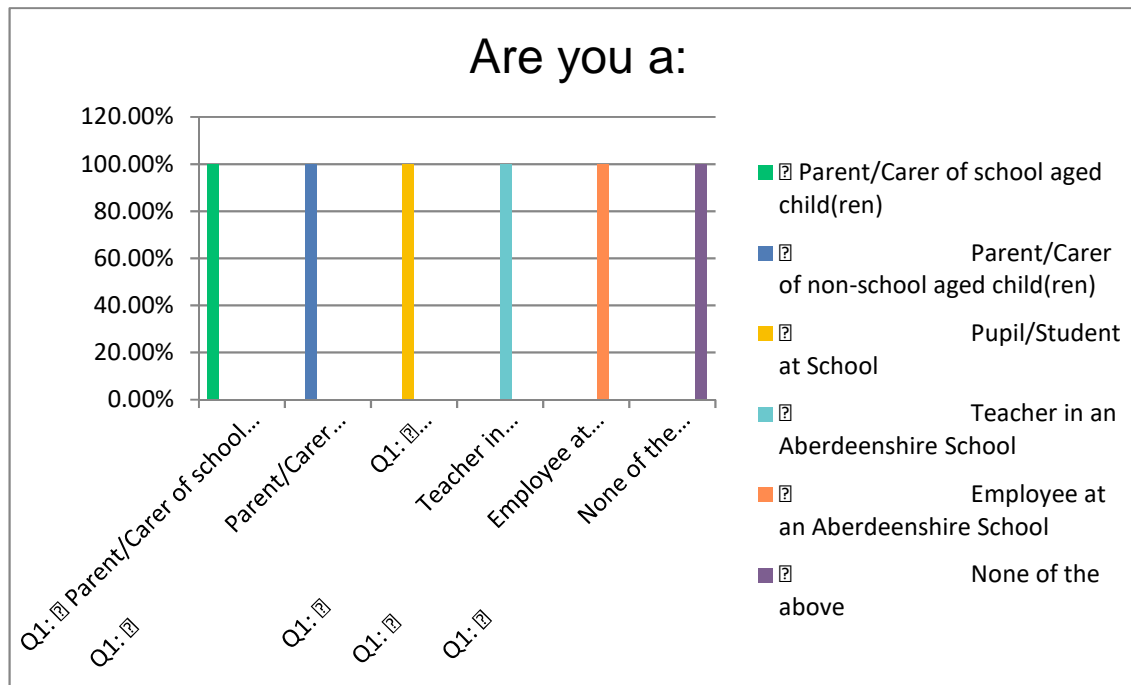
The Education & Children's Services Committee of Aberdeenshire Council will consider the results of this survey at their meeting in May 2019 at which stage they will hopefully approve the final set of term dates.



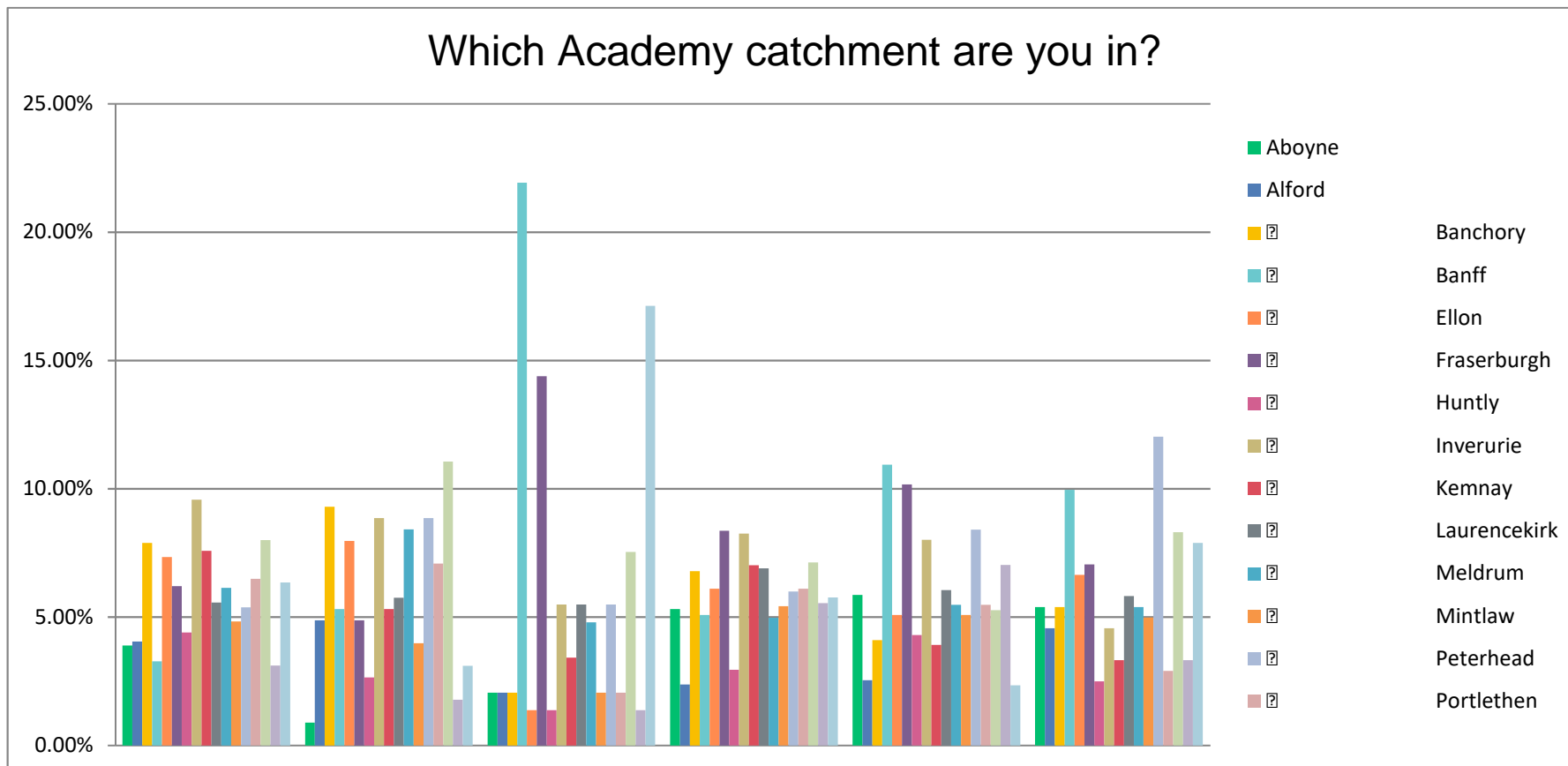
1: Are you a:

- Q1: 0 Parent/Carer of school aged child(ren)
- Q1: 0 Parent/Carer of non-school aged child(ren)
- Q1: 0 Pupil/Student at School
- Q1: 0 Teacher in an Aberdeenshire School
- Q1: 0 Employee at an Aberdeenshire School
- Q1: 0 None of the above
- Total

Answered 7729
Skipped 0



2. Which Academy catchment are you in?

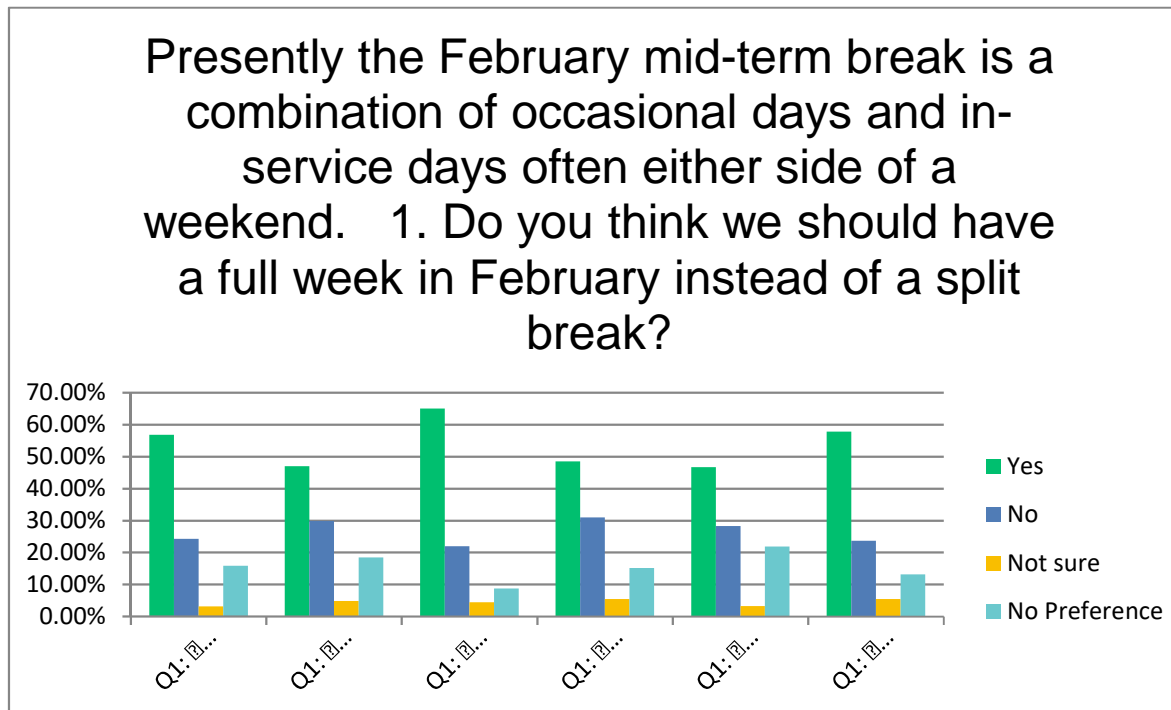


Answered 7153
Skipped 576

Presently the February mid-term break is a combination of occasional days and in-service days often either side of a weekend.

3. Do you think we should have a full week in February instead of a split break?

- Yes
- No
- Not Sure
- No Preference



Answered 7408
Skipped 321

Any comments

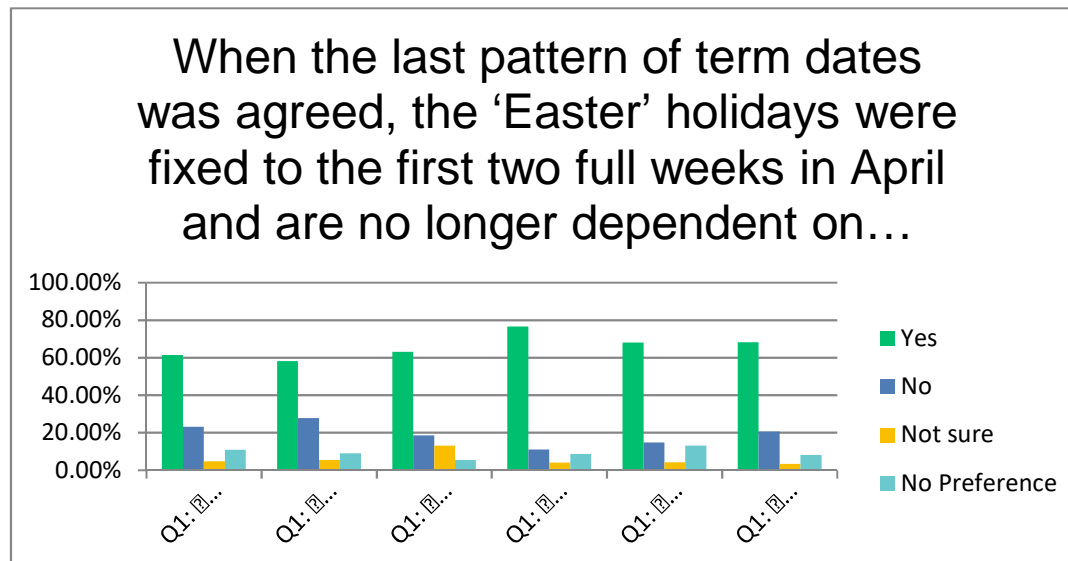
Answered 811
Skipped 6918

When the last pattern of term dates was agreed, the 'Easter' holidays were fixed to the first two full weeks in April and are no longer dependent on when Good Friday and Easter Monday fall.

We would like to continue with having fixed holidays in April, and a number of other councils in Scotland are also trying to put this in place.

4. Do you think that we should have fixed holidays in the first two full weeks of April for the next five years?

- Yes
- No
- Not Sure
- No Preference



Answered 7301
Skipped 428

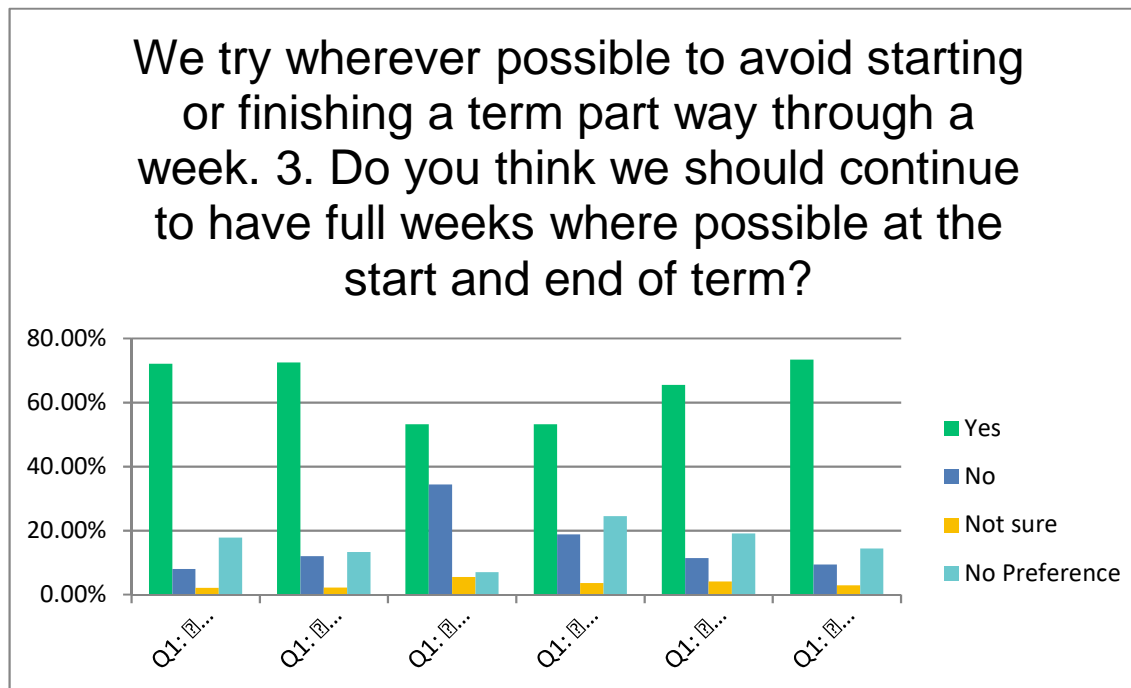
Any Comments

Answered 1279
Skipped 6450

We try wherever possible to avoid starting or finishing a term part way through a week.

5. Do you think we should continue to have full weeks where possible at the start and end of term?

- Yes
- No
- Not Sure
- No Preference



Answered 7243
Skipped 486

Any comments

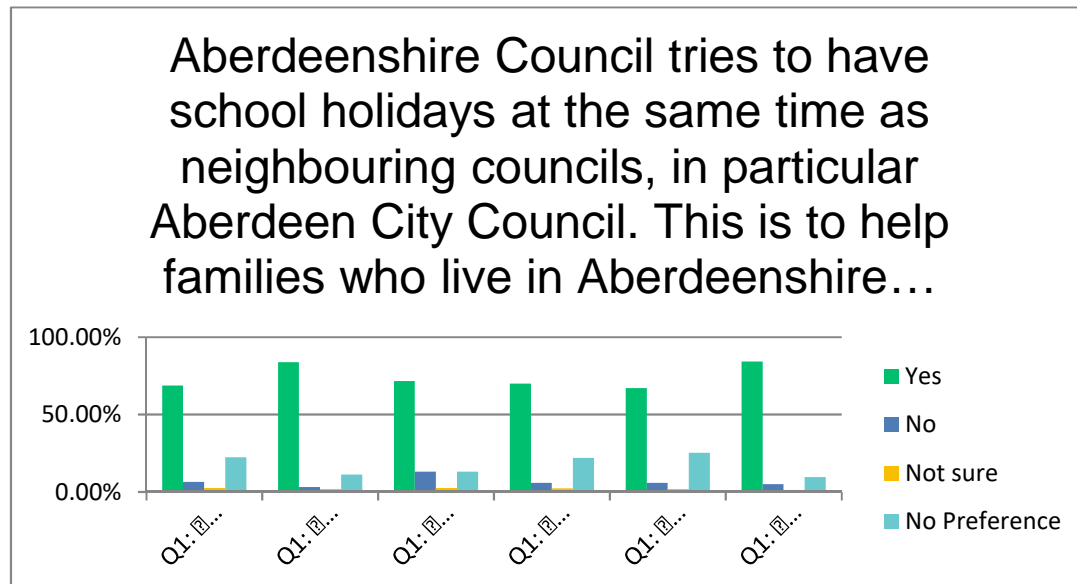
Answered 555
Skipped 7174

Aberdeenshire Council tries to have school holidays at the same time as neighbouring councils, in particular Aberdeen City Council.

This is to help families who live in Aberdeenshire but who work in Aberdeen, and also those who live in Aberdeenshire but are zoned to an Aberdeen City secondary school. There are many families where the younger children are at an Aberdeenshire primary school and older children attend Aberdeen City secondary schools.

6. Do you think we should continue to have our holidays at the same time as other councils where possible?

- Yes
- No
- Not Sure
- No Preference



Answered 7200
Skipped 529

Any comments

Answered 582
Skipped 7147

Session 2020-2021								
	From	To	Days	Including INSET Days		Excluding Public Holidays		Holidays (duration excludes weekends)
Term 1	17/08/20	09/10/20	40	1	17/08/20			
Term 2	26/10/20	18/12/20	42	2	19/11/20 20/11/20			Oct 12/10/20 – 23/10/20 10 days
Term 3	05/01/21	02/04/21	64	2	16/02/21 17/02/21	2	15/02/21 02/04/21	Christmas 21/12/20 – 04/01/21 11 days
Term 4	19/04/21	02/07/21	55			1	03/05/21	Easter/Spring 05/04/21 – 16/04/21 10 days
Christmas			199	5		3		
			1					

Qu 7 Do you agree with the above dates?

	Yes	No	Not sure	No Preference	Total
	58.63% 2851	18.67% 908	12.40% 603	10.30% 501	71.84% 4863
	61.58% 125	19.70% 40	13.30% 27	5.42% 11	3.00% 203
	51.46% 53	19.42% 20	21.36% 22	7.77% 8	1.52% 103
	53.70% 464	24.31% 210	12.38% 107	9.61% 83	12.76% 864
	54.58% 286	18.51% 97	12.21% 64	14.69% 77	7.74% 524
	57.55% 122	15.57% 33	14.15% 30	12.74% 27	3.13% 212
	57.63% 3901	19.32% 1308	12.60% 853	10.44% 707	100.00% 6769
					Answered 6769
					Skipped 960

Qu 8 Do you have any comments you would like to make about the above term dates and holiday plan?

Answered 1470
Skipped 6259

Session 2021-2022									
	From	To	Days	Including INSET Days		Excluding Public Holidays		Holidays (duration excludes weekends)	
Term 1	16/08/21	15/10/21	45	1	16/08/21				
Term 2	01/11/21	21/12/21	37	2	18/11/21 19/11/21			Oct 18/10/21 – 29/10/21 10 days	
Term 3	05/01/22	01/04/22	63	2	15/02/22 16/02/22	1	14/02/22	Christmas 22/12/21 – 04/01/22 10 days	
Term 4	18/04/22	01/07/22	55			1	02/05/22	Easter/Spring 04/04/22 – 15/04/22 10 days	
Total			200	5		2			
Occasional days (To be determined locally)			3						

Qu 9 Do you agree with the term dates and holiday pattern for Session 2021-22

Yes	No	Not Sure	No Preference	Total	
66.53% 3093	11.90% 553	10.60% 493	10.97% 510	71.99% 4649	
72.83% 134	11.96% 22	8.15% 15	7.07% 13	2.85% 184	
50.55% 46	21.98% 20	17.58% 16	9.89% 9	1.41% 91	
67.18% 567	13.86% 117	8.65% 73	10.31% 87	13.07% 844	
63.71% 316	11.29% 56	8.87% 44	16.13% 80	7.68% 496	
59.28% 115	12.37% 24	14.95% 29	13.40% 26	3.00% 194	
66.14% 4271	12.26% 792	10.37% 670	11.23% 725	100.00% 6458	
				Answered	6458
				Skipped	1271

Qu 10 Do you have any comments you would like to make about the above term dates and holiday plan?

Answered 865
Skipped 6864

Session 2022 - 2023									
	From	To	Days	Including INSET Days		Excluding Public Holidays		Holidays (duration excludes weekends)	
Term 1	15/08/22	14/10/22	45	1	15/08/22				
Term 2	31/10/22	20/12/22	37	2	17/11/22 18/11/22			Oct 17/10/22 – 28/10/22 10 days	
Term 3	04/01/23	31/03/23	63	2	14/02/23 15/02/23	1	13/02/23	Christmas 21/12/22 – 03/01/23 10 days	
Term 4	17/04/23	30/06/23	55			1	01/05/23	Easter/Spring 03/04/23 – 14/04/23 10 days	
Total			200	5		2			
Occasional days (To be determined locally)			3						

Qu 11 Do you agree with the term dates and holiday pattern for Session 2022-23

Yes	No	Not sure	No Preference	Total	
65.12% 2928	11.39% 512	11.21% 504	12.28% 552	72.19% 4496	
73.45% 130	9.60% 17	10.17% 18	6.78% 12	2.84% 177	
56.10% 46	14.63% 12	10.98% 9	18.29% 15	1.32% 82	
62.21% 512	16.52% 136	9.36% 77	11.91% 98	13.21% 823	
61.36% 289	12.31% 58	9.55% 45	16.77% 79	7.56% 471	
59.22% 106	12.29% 22	13.97% 25	14.53% 26	2.87% 179	
64.40% 4011	12.15% 757	10.89% 678	12.56% 782	100.00% 6228	
				Answered	6228
				Skipped	1501

Qu 12 Do you have any comments you would like to make about the above term dates and holiday plan?

Answered 803
Skipped 6926

Session 2023 - 2024									
	From	To	Days	Including INSET Days		Excluding Public Holidays		Holidays (duration excludes weekends)	
Term 1	14/08/23	06/10/23	40	1	14/08/23			Oct 09/10/23 – 20/10/23 10 days Christmas 21/12/23 – 03/01/24 10 days Easter/Spring 01/04/24 – 12/04/24 10 days	
Term 2	23/10/23	20/12/23	43	2	16/11/23 17/11/23				
Term 3	04/01/24	29/03/24	62	2	13/02/24 14/02/24	2	12/02/24 29/03/24		
Term 4	15/04/24	28/06/24	55			1	06/05/14		
Total			200	5		3			
Occasional days (To be determined locally)			2						

Qu 13 Do you agree with the term dates and holiday pattern for Session 2023-24

Yes	No	Not sure	No Preference	Total					
55.19%	2429	19.04%	838	12.20%	537	13.57%	597	72.28%	4401
62.57%	107	18.71%	32	11.11%	19	7.60%	13	2.81%	171
49.35%	38	15.58%	12	15.58%	12	19.48%	15	1.26%	77
57.48%	465	19.16%	155	10.75%	87	12.61%	102	13.29%	809
60.00%	273	14.07%	64	8.57%	39	17.36%	79	7.47%	455
53.98%	95	17.05%	30	14.20%	25	14.77%	26	2.89%	176
55.95%	3407	18.57%	1131	11.81%	719	13.66%	832	100.00%	6089
								Answered	6089
								Skipped	1640

Qu 14 Do you have any comments you would like to make about the above term dates and holiday plan?

Answered 933
Skipped 6796

Session 2024 - 2025								
	From	To	Days	Including INSET Days		Excluding Public Holidays		Holidays (duration excludes weekends)
Term 1	12/08/24	04/10/24	40	1	12/08/24			
Term 2	21/10/24	20/12/24	45	2	14/11/24 15/11/24			Oct 07/10/24 – 18/10/24 10 days
Term 3	06/01/25	04/04/25	65	2	11/02/25 12/02/25	1	10/02/25	Christmas 23/12/24 – 03/01/25 10 days
Term 4	21/04/25	27/06/25	50			1	05/05/25	Easter/Spring 07/04/25 – 18/04/25 10 days
Total			200	5		2		
Occasional days (To be determined locally)			3					

Qu 15 Do you agree with the term dates and holiday pattern for Session 2024-25

Yes	No	Not sure	No Preference	Total
63.46% 2744	14.08% 609	9.55% 413	12.90% 558	72.26% 4324
73.49% 122	14.46% 24	6.02% 10	6.02% 10	2.77% 166
67.12% 49	8.22% 6	10.96% 8	13.70% 10	1.22% 73
70.04% 561	10.61% 85	7.24% 58	12.11% 97	13.39% 801
68.89% 310	6.67% 30	7.78% 35	16.67% 75	7.52% 450
60.59% 103	12.94% 22	10.59% 18	15.88% 27	2.84% 170
64.99% 3889	12.97% 776	9.06% 542	12.98% 777	100.00% 5984
Answered				5984
Skipped				1745

Qu 16 Do you have any comments you would like to make about the above term dates and holiday plan?

Answered 819
Skipped 6910

Appendix 2 - Aberdeenshire Council Proposed School Holiday Dates 2020-2025

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Term 1					
Staff training day	Mon. 17 th August	Mon. 16 th August	Mon. 22 nd August	Mon. 21 st August	Mon. 19 th August
Pupils return	Tue. 18 th August	Tue. 17 th August	Tue. 23 th August	Tue. 22 nd August	Tue. 20 th August
Term ends	Fri. 9 th October	Fri. 15 th October	Fri. 14 th October	Fri. 13 th October	Fri. 11 th October
October holiday	Mon. 12 th October to Fri. 23 rd October	Mon. 18 th October to Fri. 29 th October	Mon. 17 th October to Fri. 28 th October	Mon. 16 th October to Fri. 27 th October	Mon. 14 th October to Fri. 25 th October
Term 2					
Term starts	Mon. 26 th October	Mon. 1 st November	Mon. 31 st October	Mon. 30 th October	Mon. 28 th October
Inset Days	Thurs. 19 th November to Fri. 20 th November	Thurs. 18 th November to Fri. 19 th November	Thurs. 17 th November to Fri. 18 th November	Thurs. 16 th November to Fri. 17 th November	Thurs. 14 th November to Fri. 15 th November
Term ends	Fri. 18 th December	Tue. 21 st December	Fri. 23 rd December	Fri. 22 nd December	Fri. 20 th December
Winter holiday	Mon. 21 st December to Mon. 4 th January	Wed. 22 nd December to Tue. 4 th January	Mon. 26 th December to Fri. 6 th January	Mon. 25 th December to Fri. 5 th January	Mon. 23 rd December to Fri. 3 rd January
Term 3					
Term starts	Tue. 5 th January	Wed. 5 th January	Mon. 9 th January	Mon. 8 th January	Mon. 6 th January
Mid term	Mon. 15 th February to Wed. 17 th February	Mon. 14 th February to Wed. 16 th February	Mon. 13 th February to Wed. 15 th February	Mon. 12 th February to Wed. 14 th February	Mon. 10 th February to Wed. 12 th February
Term ends	Thurs. 1 st April	Fri. 1 st April	Fri. 31 st March	Thurs. 28 th March	Fri. 28 th March
Spring holiday	Fri. 2 nd April to Fri. 16 th April (includes Good Friday 2 nd April)	Mon. 4 th April to Fri. 15 th April (includes Good Friday 15 th April)	Mon. 3 rd April to Fri. 14 th April (includes Good Friday 7 th April)	Fri. 29 th March to Fri. 12 th April (includes Good Friday 29 th March)	Mon. 31 st March to Fri. 11 th April (does not include Good Friday)
Term 4					
Term starts	Mon. 19 th April	Mon. 18 th April	Mon. 17 th April	Mon. 15 th April	Mon. 14 th April
Good Friday	Included in Spring holiday	Included in Spring holiday	Included in Spring holiday	Included in Spring holiday	Friday 19 th April
May Day holiday	Mon. 3 rd May	Mon. 2 nd May	Mon. 1 st May	Mon. 6 th May	Mon. 5 th May
Term Ends	Fri. 2 nd July	Fri. 1 st July	Fri. 7 th July	Fri. 5 th July	Fri. 4 th July
Occasional days (by cluster)	1 day to be determined	3 days to be determined	3 days to be determined	2 days to be determined	3 days to be determined

APPENDIX 3
EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Education & Children’s Services
Section	Support Services
Title of the activity etc.	Consultation on the pattern of term dates and school holidays for 2020/21 session to 2024/25 session
Aims of the activity	To set a new 5 year calendar of school term dates
Author(s) & Title(s)	Anne Henderson, ICRM Officer
Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Consultation data from previous 5 year calendar (dated 2014) Consultation exercise on proposed pattern of dates
Internal consultation with staff and other services affected.	Consultation exercise carried out on proposed pattern of term dates, issued to staff, parents and the wider community.
External consultation (partner organisations, community groups, and councils).	Partner organisations, community councils and neighbouring authorities were included in the consultation process.
External data (census, available statistics).	Agreed and published term dates for neighbouring authorities

Other (general information as appropriate).	
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Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	Following the consultation process we are confident that there are no gaps in information.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	Consultation process	March – May 2019

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger			Yes	
Age – Older			Yes	
Disability			Yes	
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief		Yes		
Gender – male/female			Yes	
Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	

Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.		Religion or Belief – the spring holidays will continue to be fixed as the first two weeks in April and not dependent upon Easter. Aberdeenshire Council as a whole does not recognise Easter Monday as a holiday and so there will be limited change. Good Friday will continue to be a public holiday, however there are a number of years where Easter does not fall within the holidays which were previously referred to as Easter Holidays.

Stage 7: Have any of the affected groups been consulted?	
If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	Consultation process was broad and inclusive. Protected groups were not specifically targeted but the survey was made available to them.

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	Good Friday continues to be a Public Holiday	Ongoing
	Individual school networks can decide to use an occasional day to take Easter Monday as a holiday	Ongoing

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

Stage 11: What equality monitoring arrangements will be put in place?	
These should be included in any action plan (for example customer satisfaction questionnaires).	Feedback from parents, pupils and staff

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
		The protected characteristic Religion / Belief is potentially subject to a negative impact. By fixing the spring holidays to the first two full weeks in April for a further five years, Good Friday and Easter Monday do not always fall within the school holidays. Good Friday remains a public holiday and so pupils and staff would not be in school on that day. Easter Monday is not currently recognised by Aberdeenshire Council as a holiday, however individual school networks can select to use one of their occasional days to cover Easter Monday.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

There is no change to the current arrangements with regards to the Spring holidays which have been in place for five years during which time the Easter festivities have not always fallen within the fortnight break. Good Friday remains as a public holiday and Easter Monday is not currently recognised as a public holiday by Aberdeenshire Council.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	EL&L Support Services	
	2) Title of Policy/Activity	Pattern of Term Dates and School Holidays from 2020/21 to 2024/2025	
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Anne Henderson Position: ICRM Officer Date: 9/5/19 Signature:	Name: Position: Date: Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Date:	
	5) Authorisation by Director or Head of Service	Name: Position: Date:	Name: Position: Date:
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.	Date:	
	7) EIA author sends a copy of the finalised form to: eia@abdnshire	Date:	
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:

Action Plan					
Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications
Consultation	March 2019	May 2019	Rachael Goldring	Dependent upon analysis of consultation	Staff time
Response Analysis	May 2019	May 2019	Rachael Goldring	Potential changes to draft calendar	Staff time
Report to EL&L Committee	May 2019	May 2019	Rachael Goldring	Committee will be asked to approve an amended calendar based upon consultation feedback	Staff time

