

**NORTH SOMERSET COUNCIL
DECISION OF: THE DIRECTOR OF CHILDREN'S
SERVICES WITH ADVICE FROM:
HEAD OF STRATEGIC PLANNING & GOVERNANCE,
CHILDREN'S SERVICES IN CONSULTATION WITH
EDUCATIONAL STAKEHOLDERS AND THE COMMUNITY**



DECISION NO: CY26 (2020/21 SCHEME)

SUBJECT: SCHOOL TERM AND HOLIDAY DATES 2022 - 2023

KEY DECISION: YES

Background:

School employers are required to set the term dates of their schools. The Local Authority is the employer for staff at community, voluntary controlled and community special schools and maintained nursery schools. Governing bodies are the employers in foundation/trust and voluntary aided schools. Academy Trusts/Multi-Academy Trusts are the employers of staff in academies and free schools.

As at 11 January 2021, the Local Authority has 11 schools (including special schools) that it has a statutory duty to set term dates for.

Although some school employers may want to set their own term dates, most still look to the Local Authority to suggest dates to provide a basis for any school level decisions.

Decision:

That the following term dates are agreed by the Children's Services Directorate for community, voluntary controlled and community special schools in the school year 2022 – 2023:

Term dates Summary			Days
Term 1	01 September 2022	- 21 October 2022	37
Term 2	31 October 2022	- 16 December 2022	35
Term 3	03 January 2023	- 10 February 2023	29
Term 4	20 February 2023	- 31 March 2023	30
Term 5	17 April 2023	- 26 May 2023	29
Term 6	05 June 2023	- 21 July 2023	35
		Total	195

Reasons:

North Somerset Council is the employer of staff at local community, voluntary controlled and community special schools and therefore has a duty to set term dates for these schools.

Options Considered:

The Calendar for 2022-2023 has been determined in accordance with the standing principles (wherever possible) of:

- starting the school year early in September;
- equalised teaching and learning blocks where possible and without detriment to public holidays where appropriate (i.e. Christmas and Easter)
- allowing a summer holiday of at least six weeks;
- identifying and agreeing annually designated periods of holiday, including the summer holiday, where head teachers are recommended not to arrange teacher days;

Legally there must be 195 days in the school year (190 days plus 5 five non-educational / In Service Training days of which the dates are determined by individual schools and used for curriculum planning/training).

The objective is to provide a model that:

- allows for local flexibility in determining “non-teaching workdays”, especially at the beginnings and ends to school terms, so as not to interrupt the integrity of smoother curriculum delivery, learning and assessment,
- ensures that, as far as possible, teachers and parents with children at school in neighbouring authorities are not inconvenienced by differing term and holiday dates,
- balances the needs of primary and secondary schools in terms of teaching blocks.

North Somerset Council consulted with colleagues in Bristol, Somerset, Bath and North East Somerset, South Gloucester and other Local Authorities in the South West to consider possible options for the 2022-2023 term dates based on a 195-day model. These initial discussions formed the basis of the calendar, that has been worked around how bank holidays fall and applies the standing principles where possible. This collective timetable was proposed and consulted on by North Somerset and neighbouring Local Authorities to ensure parity across the region where possible.

The public holidays set in 2022-2023 have allowed for an even distribution of the school holidays resulting in equalised teaching and learning blocks. There is only one-part week (where absence rates are often higher) and this is at the beginning of the school year when schools often like to schedule in-set training days.

Financial Implications:

There are no financial implications when setting term and holiday dates.

Costs:

None

Funding:

None

Legal Powers and Implications:

School term and holiday dates are set in accordance with the Education Act 2002 - section 32, the Education Act 1996 – section 551(1), the Education (School Day and School Year) (England) Regulations 1999 and the Changing of School Session Times (England) (Revocation) Regulations 2011.

Climate Change and Environmental Implications:

None.

Consultation:

A consultation with North Somerset stakeholders via the Council's on-line E-consult facility was undertaken between 4 January and 14 February 2021. Details of the consultation were published in the Council publications of Noticeboard and the Knowledge in January 2021. Notification of the consultation was listed in Members Briefing. Diocesan bodies, relevant profession body unions and other key stakeholders were also contacted. The consultation was also open to the public. Appendix 1 shows the terms dates included in the consultation.

There are 78 schools in North Somerset, serving approximately 31,000 students. This consultation covers the attendance at 11 maintained schools where the Local Authority remains the employer of staff and sets the school term dates. The governing bodies and trust boards of the remaining 67 schools and academies can set their own term dates.

There were 22 responses registered on E-consult. Responses could cover both the schools that the Local Authority serves and those that set their own term dates. Most of the comments were supportive of the proposed dates.

There are 5 responses that disagree with the proposed dates:

- One response refers to the Easter holidays requesting that the dates are pushed back a week to allow families to go on holiday when prices are cheaper, however this proposal would result in an unbalanced distribution on the teaching weeks and would also result in a part week (where absence rates are often higher).
- Two comments related to the Christmas break, with one suggesting that parents do not want a whole week before Christmas but want time after New Year, and the other commenting that returning on the 2nd January is too early as children are exhausted after the Christmas excitement. This needs to be balanced against the period that most employers will shut down over Christmas and the need for families to arrange childcare.
- A further comment says, *'I haven't yet seen the term dates for 2022/2023?'* which were available in the consultation document.

- The remaining response relates to the holidays set by the Priory Learning Trust, which is outside the scope of this decision.

Equality Implications:

An EIA assessment was undertaken prior to the start of this process. Under section 149 of the Equality Act 2010 the Local Authority has the following public sector equality duties:

- I. Eliminate discrimination, harassment, victimisation and other conduct prohibited by the Act.
- II. Advance equality of opportunity between people who share a protected characteristic and those who do not.
- III. Foster good relations between people who share a protected characteristic and those who do not.

In planning the term dates for 2022/2023, officers considered the impact this could have on a range of equality groups including: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage or civil partnership. These groups are described as 'protected characteristics' in the Equality Act 2010.

In summary, initial thoughts were that of the 78 schools in North Somerset, the three special schools (catering for disabled people) are still maintained by the Local Authority. Therefore, proportionally the effect on disabled people of the Local Authority setting the term dates is greater (academies and free schools are free to set their own term dates). However, as these dates are set in accordance with established practices and procedures the impact should be neutral for this protected group.

People on a low income may also be adversely impacted, due to the rising price of holidays in school holiday periods, this is a negative impact, but again, the dates are set in accordance with established practices and procedures, so the impact is low. The consultation material asked if consultees have equalities concerns so the impact could be re-assessed at the end of the consultation period.

Since undertaking the consultation, the EIA has been reviewed and has not been changed.

There was one consultee who expressed concerns regarding the Public Sector Equality Duties in respect of people on a low income that can't afford to go away during standard holiday periods. This response is in line with an impact that has already been considered and does not alter the assessment results already made.

Protected Characteristic Groups	Before Consultation	After Consultation
	Impact: High (H) Medium (M) Low (L) or None (N)	
Disabled people	L	L
People from different ethnic groups	N	N
Men and women	N	N
Lesbian, gay or bisexual People	N	N
People on a low income	L	L
People age groups	N	N
People in particular faith groups	N	N
Transgender people	N	N
People who are married or in a civil partnership	N	N
Women who are pregnant or on maternity leave	N	N

Corporate Implications:

If/when all North Somerset schools have become academies, the Local Authority will no longer have a statutory duty to set terms dates. The responsibility will be with trusts and governing bodies as the employer of their staff.

Appendices:

Appendix 1 – calendar of proposed term dates 2022/2023

Appendix 2 – a summary of the responses

Background Papers:

Please see link to the consultation on E-consult https://n-somerset.inconsult.uk/consult.ti/Schooltermdates2022_2023/consultationHome

Signatories:

Decision Maker(s):

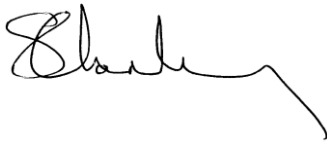


Signed:

Title: Director of Children's Services

Date: 15.4.21

With Advice From:




Signed:

Title: Head of Strategic Planning and Governance

Date: 15.4.21

Footnote: Details of changes made and agreed by the decision taker since publication of the proposed (pre-signed) decision notice, if applicable:

Appendix 1

North Somerset																				
School Terms and Holidays 2022/2023																				
September 2022				October 2022					November 2022											
M		5	12	19	26		M		3	10	17	24	31	M		7	14	21	28	
Tu		6	13	20	27		Tu		4	11	18	25		Tu	1	8	15	22	29	
W		7	14	21	28		W		5	12	19	26		W	2	9	16	23	30	
Th	1	8	15	22	29		Th		6	13	20	27		Th	3	10	17	24		
F	2	9	16	23	30		F		7	14	21	28		F	4	11	18	25		
Sa	3	10	17	24			Sa	1	8	15	22	29		Sa	5	12	19	26		
Su	4	11	18	25			Su	2	9	16	23	30		Su	6	13	20	27		
December 2022				January 2023					February 2023											
M		5	12	19	26		M		2	9	16	23	30	M		6	13	20	27	
Tu		6	13	20	27		Tu		3	10	17	24	31	Tu		7	14	21	28	
W		7	14	21	28		W		4	11	18	25		W	1	8	15	22		
Th	1	8	15	22	29		Th		5	12	19	26		Th	2	9	16	23		
F	2	9	16	23	30		F		6	13	20	27		F	3	10	17	24		
Sa	3	10	17	24	31		Sa		7	14	21	28		Sa	4	11	18	25		
Su	4	11	18	25			Su	1	8	15	22	29		Su	5	12	19	26		
March 2023				April 2023					May 2023											
M		6	13	20	27		M		3	10	17	24		M		1	8	15	22	29
Tu		7	14	21	28		Tu		4	11	18	25		Tu		2	9	16	23	30
W	1	8	15	22	29		W		5	12	19	26		W		3	10	17	24	31
Th	2	9	16	23	30		Th		6	13	20	27		Th		4	11	18	25	
F	3	10	17	24	31		F		7	14	21	28		F		5	12	19	26	
Sa	4	11	18	25			Sa	1	8	15	22	29		Sa		6	13	20	27	
Su	5	12	19	26			Su	2	9	16	23	30		Su		7	14	21	28	
June 2023				July 2023					August 2023											
M		5	12	19	26		M		3	10	17	24	31	M		7	14	21	28	
Tu		6	13	20	27		Tu		4	11	18	25		Tu	1	8	15	22	29	
W		7	14	21	28		W		5	12	19	26		W	2	9	16	23	30	
Th	1	8	15	22	29		Th		6	13	20	27		Th	3	10	17	24	31	
F	2	9	16	23	30		F		7	14	21	28		F	4	11	18	25		
Sa	3	10	17	24			Sa	1	8	15	22	29		Sa	5	12	19	26		
Su	4	11	18	25			Su	2	9	16	23	30		Su	6	13	20	27		
Key:		Term dates Summary												Days						
School Day		Term 1 01 September 2022 - 21 October 2022												37						
School Holiday		Term 2 31 October 2022 - 16 December 2022												35						
Bank Holiday		Term 3 03 January 2023 - 10 February 2023												29						
		Term 4 20 February 2023 - 31 March 2023												30						
		Term 5 17 April 2023 - 26 May 2023												29						
		Term 6 05 June 2023 - 21 July 2023												35						
		Total												195						
Bank and public holidays 2022/2023																				
Christmas Day Holiday				27 December 2022				Easter Monday				10 April 2023								
Boxing Day Holiday				26 December 2022				May Day Holiday				01 May 2023								
New Year's Day Holiday				02 January 2023				Spring Bank Holiday				29 May 2023								
Good Friday				7 April 2023				Summer Bank Holiday				28 August 2023								
Foundation, trust, academy and voluntary aided schools set their own term dates and may differ from ours. Please check with the individual schools for their term dates.																				

Appendix 2 Comments Received

Question:1. Do you agree with the proposed school term dates for 2022/2023?	Question:1. Do you agree with the proposed school term dates for 2022/2023? Comment	Question:2. Do you have any further comments to make regarding the proposed school term dates for 2022/2023?	Question:3. Based on the information given do you have any concerns about equality impacts that you would...	Question :4. If you have answered yes to question 3, please confirm which of the Equality Act 2010... Comment	Question:4. If you have answered yes to question 3, please confirm which of the Equality Act 2010... Comment
Yes		Have these dates been shared with our neighbouring authorities as staff may work in one but live in another and face childcare problems if they don't line up	No		
Yes			No View		
Yes			No		
Yes			No		
Yes		These 195 are great however Priory like this year are providing 182 days of education having two weeks in October and 5 inset days on top!	No		
No	I am currently unaware of the School term dates 2022/2023	I haven't yet seen the term dates for 2022/2023?	No View		
Yes		No	No		
Yes			No View		
Yes			No View		
Yes			No		
Yes		Excellent arrangements this year!	No		
Yes			No		
No	I would push Easter holidays back a week to allow more families to go away together when prices are	No	Yes	Y	The proposed holidays discriminate against poor families that cant afford to go away during standard holiday periods.
No	Ex KS1teacher/ governor, Shouldn't start back on 3/1.	Parents don't want a whole week before Christmas but want time after NY. Very sensible!	No		
Yes			No		
No	Priory school has reduced its school days to only 182. Why do they need 2 weeks off in October?	Priory School is setting their own rules, they attach a inset day onto their 2 weeks holiday in October, which stretches that holiday into the third week. They are putting their wants above the children's needs.	No View		
Yes		It would be better if term 5 could be 7 weeks and term 6 then 6 weeks	No		
Yes			No View		
No	January 2nd is way too early to return for term 3. Children are exhausted after Christmas excitement	Tried children have poor immunity to germs and viruses	No		
Yes		Seem to be very well balanced term lengths	No		
Yes			No		
Yes			No		