

Equality Impact Assessment Form

Before completing this form, please refer to [the supporting guidance document](#)

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have “due regard” of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues.

- Remove risks: abandon the proposed policy or practice
- Mitigate risks – amend the proposed policy or practice so that risks are reduced
- Justify policy or practice in terms of other objectives

Once the EIA has been approved by the Senior Responsible Officer, please ensure that a copy is placed on the SharePoint folder: “Equalities Board, EIAs”

1- Policy details	
Name of policy	Leicestershire County Council School Term Time Patterns (2027 to 2032)
Department and service	Children and Families Department
Who has been involved in completing the Equality Impact Assessment?	Gurjit Singh Bahra, Service Manager of School Admissions and Pupil Services Renata Chantrill, Head of Service, Education Sufficiency
Contact numbers	0116 305 6324
Date of completion	14 April 2026

2- Objectives and background of policy or practice change	
What is the proposal?	New term-time patterns from autumn 2027 to summer 2032
What change and impact is intended by the proposal?	To establish a suitable term-time pattern that meets the needs of Leicestershire residents, schools and partners.
What is the rationale for this proposal?	Current term-time patterns end summer 2027, and therefore the LA needs to propose and set following consultation a new five-year pattern.

3- Evidence gathered on equality implications - Data and engagement
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What equalities information or data has been gathered so far? What does it show?	Consultation will be launched to understand which term-time pattern Leicestershire residents and key stakeholders prefer which will inform the recommendation to Cabinet. The previous two consultations both were heavily in favour of the traditional Leicestershire pattern. It is therefore anticipated the historic pattern is likely to continue to be popular.
What engagement has been undertaken so far? What does it show?	A six-week consultation will be run to gather responses. Previous response rates have been high in favour of the traditional pattern.

4- Benefits, concerns and mitigating action

Please specify if any individuals or community groups who identify with any of the '[protected characteristics](#)' may **potentially** be affected by the policy and describe any benefits and concerns including any barriers. Use this section to demonstrate how risks would be mitigated for each affected group. If a group will not be affected by the proposal please state so.

Group	What are the benefits of the proposal for those from the following groups?	What are the concerns identified and how will these affect those from the following groups?	How will the known concerns be mitigated?
Age	For families of compulsory school aged children it will ensure time off together.	If action is not taken there is a likelihood schools may be in breach of the School Admissions Code.	A consultation on proposed term date models will be undertaken as part of setting new dates for 2027 to 2032.

Disability	The changes will not negatively impact children with disabilities.	Children with a disability will share the same patterns as mainstream children therefore it will ensure all children are off together to ensure family time	N/A
Race	There will be no negative impact for protected characteristics.	None	N/A
Sex			
Gender Reassignment			
Marriage and Civil Partnership	N/A	N/A	N/A
Sexual Orientation	There will be no negative impact for protected characteristics.	None	N/A
Pregnancy and Maternity	N/A	N/A	N/A
Religion or belief	There will be no negative impact for protected characteristics.	None	N/A
Armed Forces (including veterans)	There will be no negative impact for armed forces children.	N/A	N/A
People with lived care experience	There will be no negative impact for lived care experience.	None	N/A
Other groups: e.g., rural isolation, deprivation, health inequality,	The changes will help to support most vulnerable to have time off together		

carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	The early summer break allows Leicestershire families to benefit from potentially cheaper holidays	N/A	N/A
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5- Action Plan

Produce a framework to outline how identified risks/concerns identified in section 4 will be mitigated.

What action is planned?	Who is responsible for the action?	Timescale	Expected outcome
To launch public consultation and take views which will be reported back to Cabinet to support them in taking a decision.	The School Admissions Service	6 weeks from May to June 2026	Ensure Compliance

6- Approval Process

Departmental Equalities Group	(please post any comments from the Departmental Equalities Group here) Set out the date when the EIA was considered N/A		
Corporate Policy Team	Please set out comments from the Corporate Policy Team N/A		
Sign off by the Senior Responsible Officer for the Project.	 Gurjit Singh Bahra	 Renata Chantrill	

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