

**PROPOSED BANK HOLIDAY SCOTLAND – 15 JUNE 2026**

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**1.0 EXECUTIVE SUMMARY**

- 1.1 The Scottish Government has announced an additional bank holiday on Monday 15 June 2026 to mark the Scottish Men's Football Team playing in the World Cup Tournament. The first fixture will be against Haiti, in Boston, USA in the evening of Saturday 13 June 2026, kick-off will be 2am on Sunday 14 June 2026 UK time. The purpose of this paper is for the Council to consider whether to grant an additional day's annual leave to staff scheduled to work that day to commemorate the occasion.
- 1.2 The decision to grant an additional holiday to Council staff was taken most recently when both the Scottish and UK Governments announced a Bank Holiday to commemorate the coronation of the King.
- 1.3 The estimated cost of maintaining essential services on this date is £23,000. On balance considering the need to keep essential services open and the financial and reputational impacts in the context of a challenging budget deficit, it is recommended that the Council does not designate 15<sup>th</sup> June as an additional bank holiday. Instead, employees who wish to mark the occasion may request annual leave in line with normal procedures. Managers will be encouraged to offer flexibility where possible, while ensuring minimum service levels are maintained.

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**2.0 INTRODUCTION**

- 2.1 The Scottish Government has announced an additional bank holiday on Monday 15 June 2026 to mark the Scottish Men's Football Team playing in the World Cup Tournament. The first fixture will be against Haiti, in Boston, USA in the evening of Saturday 13 June 2026, kick-off will be 2am on Sunday 14 June 2026 UK time. The purpose of this paper is for the Council to consider whether to recommend granting an additional day's annual leave to staff scheduled to work that day to commemorate the occasion.
- 2.2 The decision to grant an additional day's holiday to Council staff was taken most recently when both the Scottish and UK Governments announced a Bank Holiday to commemorate the coronation of the King.
- 2.3 There is no requirement for the Council to grant a Bank Holiday. Other, regular Bank Holidays, like St Andrew's Day, are not part of our public holiday schedule.
- 2.4 Details of estimated costs are set out in the report.

**3.0 RECOMMENDATIONS**

- 3.1 It is recommended the Council consider the options set out and agree that 15 June 2026 will not be designated as an additional bank holiday.

**4.0 DETAIL**

- 4.1 The Scottish Government has proposed a national bank holiday is designated on 15 June 2026 to mark the Scottish Men's Football Team playing in the World Cup Tournament. The Scottish Government has the power to propose a bank holiday, but there must be a Royal Proclamation by the King before it is enacted. Only public sector employees of Scottish Government would automatically receive this additional day off. It is for other employers to decide whether to offer this as an additional day's holiday.

- 4.2 At the time of writing, other councils are considering whether to grant the holiday. The matter is also being discussed at officer level in COSLA and the Association of Directors of Education in Scotland.
- 4.3 The most recent information from Heads of HR at COSLA is that 80% of councils have not yet taken a decision on awarding the holiday and 20% are recommending not to award it.
- 4.4 The reason for the Bank Holiday is very different from recent occasions, which have been related to constitutional matters pertaining to the Monarchy.
- 4.5 When an additional Bank Holiday is granted, it cannot be applied to all Council employees. Schools, for example, must comply with legislation on teaching days. Advice from COSLA was provided to Councils on the occasion of the Coronation relating to the statutory requirement for teaching days. This stated that there was national agreement for local authorities to apply for an extension from the requirement to provide 190 days of schooling should the local authority decide to award an additional day to accommodate the additional holiday. The Council, on that occasion, took the decision to close schools and to award an additional day's annual leave to teaching and support staff.
- 4.6 In terms of other essential services, these must continue to be delivered, and so arrangements would have to be put in place, were the Council minded to award the holiday. In previous bank holidays the following types of role have been required:
- School based staff (and associated support roles)
  - Roads staff
  - Marine Staff
  - Key admin and support staff
  - Social Care Staff
  - Social Work Staff
  - Crematorium staff
  - Property staff
  - ICT staff
  - Refuse Staff
- 4.7 On previous occasions when an additional Bank Holiday has been proposed, such as for the recent Coronation, the Council did not designate this as a public holiday, so no public holiday enhancements for staff who were still required to work applied. Employees required to work on the day received additional pay at plain time for the hours they worked.
- 4.8 The additional cost of paying employees to carry out essential work on a public holiday was estimated previously at £23,000. This estimate is based on the average number of hours claimed the last time there was a Public Holiday calculated at plain time.
- 4.9 Any change would require communication across customers, staff, pupils and

their families to provide clarity on service delivery.

- 4.10 The Council is facing a challenging financial outlook and considering options to close a significant budget deficit. The financial and reputational impacts associated with the award of additional holiday for public sector staff must be balanced with the benefits it would provide. On balance, it is recommended that an additional day's holiday is not provided. Instead, employees who wish to mark the occasion may request annual leave in line with normal procedures. Managers will be encouraged to offer flexibility where possible, while ensuring minimum service levels are maintained.

## **5.0 CONCLUSION**

- 5.1 In conclusion the Council are asked to consider the contents of this report and agree that 15 June 2026 will not be designated as an additional bank holiday. Instead, employees who wish to mark the occasion may request annual leave in line with normal procedures. Managers will be encouraged to offer flexibility where possible, while ensuring minimum service levels are maintained.

## **6.0 IMPLICATIONS**

- 6.1 Policy: change of policy to allow an additional holiday this year
- 6.2 Financial: estimated cost of £23,000 to the organisation if an additional holiday was awarded. All efforts would be made to contain within budget resource, otherwise a budget pressure would be created.
- 6.3 Legal: none
- 6.4 HR: the change will require a formal change to the existing local agreement on terms and conditions and may impact education staff if another working day has to be allocated
- 6.5 Customer Service: none
- 6.6 Risk: none
- 6.7 Climate Change: none
- 6.8 Fairer Scotland Duty: none
- 6.9 Equalities - protected characteristics: none
- 6.10 Consumer Duty: none
- 6.11 Island Communities: none

6.12 Children's Rights and Wellbeing: none

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