

City of Edinburgh Council

10.00am, Thursday 9 February 2023

Public Holiday, 8 May 2023 – Celebrating His Majesty, the King

Executive/routine
Wards
Council Commitments

1. Recommendations

- 1.1 To seek approval on granting 8 May 2023 as a fixed one-off public holiday to Council employees in honour of the Coronation of His Majesty, the King..

Richard Carr

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Report

Public Holiday, 8 May 2023 – Celebrating His Majesty, the King

2. Executive Summary

- 2.1 The report notes the announcement by the UK and Scottish Governments of an additional public holiday to mark the Coronation of His Majesty, the King and thus seeks approval of an additional fixed day of leave for all colleagues on Monday 8 May 2023

3. Background

- 3.1 His Majesty King Charles III's Coronation will take place on Saturday 6 May 2023, and the introduction of an additional public holiday on the following Monday will result in a three-day "Coronation Weekend". Council needs to consider whether to set an additional public holiday on Monday 8 May 2023 to mark the occasion

4. Main report

- 4.1 His Majesty King Charles III's Coronation will take place on Saturday 6 May 2023, and the introduction of an additional public holiday on the following Monday will result in a three-day "Coronation Weekend". This will allow individuals, businesses, and other organisations in Scotland to celebrate the event.
- 4.2 It has been agreed that the additional public holiday will be on Monday 8 May 2023.
- 4.3 The UK and Scottish Governments have advised that this holiday will operate in the same way as other bank (public) holidays, and there is no statutory entitlement to time off. Employers may include bank (public) holidays as part of a worker's leave entitlement.
- 4.4 It is proposed that an additional fixed day of leave is allocated to all colleagues for 8 May 2023, within schools this will be classified as a school closure day.
- 4.5 Public Holidays for 2021-27 were previously approved by full Council in November 2020. Monday 1 May 2023 is already a school closure day, with the 2 May acting as an in-service day for schools within the City of Edinburgh.

- 4.6 Calculators are used to work out the annual leave entitlement for part time teaching staff, any changes to the pre-approved leave will require an update to the calculators to ensure colleagues receive the correct entitlement and are not at a detriment compared to others.
- 4.7 COSLA wrote to Directors of Education on 9 December 2022 confirming it is for individual local authorities to determine whether to treat 8 May 2023 as an additional leave day.
- 4.8 This additional day's leave would mean a further reduction in teaching days and permission would have to be sought from the Scottish Government's Learning Directorate. The school year has already seen a reduction this year due to the additional days leave granted for Her Majesty, the Queen's Funeral on Monday 19 September 2022 and industrial action in November, December 2022 and January 2023.
- 4.9 With regard to early learning and childcare (ELC) and the granting of an additional holiday for the King's Coronation, the Council will need to consider how services are provided in line with the statutory obligation to provide 1140 hours of funded ELC over the course of the year.
- 4.10 The Council's Corporate Leadership Team considered this on 18 January 2023 and agreed to recommend the approval of an additional public holiday to mark the Coronation on Monday 8 May 2023.

5. Next Steps

- 5.1 Subject to Council approval, an additional fixed day's leave for all employees would be granted for 2022-23. The HR system would be updated to reflect the additional fixed day.

6. Financial impact

- 6.1 The Service Director, Finance and Procurement has confirmed that there would be a notional cost of circa £250,000 for the additional fixed public holiday on Monday 8 May 2023. This cost has been assessed based upon the opportunity cost of lost working time due to the additional annual leave and the resulting enhanced payments and other costs for those employees/ services required to still operate during the period concerned.
- 6.2 This is in addition to the extra days' leave, and associated costs, granted as part of the Pay Award 2022-23.

7. Stakeholder/Community Impact

- 7.1 There would, as a result of these proposals be a reduction in some Council services for the additional day of fixed annual leave and, equally, a reduction in the provision of teaching days across the City which would have implications for parents and carers within the City.

8. Background reading/external references

8.1 Scottish Government Letter to Directors of Education, 9 December 2022.

9. Appendices

None

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Directors of Education

9 December 2022

Dear Colleague,

KING CHARLES III CORONATION – 8 MAY 2023

You will be aware that His Majesty King Charles III will celebrate His Coronation in May next year.

The First Minister has confirmed, along with the other nations of the United Kingdom, the introduction of a Bank Holiday to mark the celebration of His Majesty's Coronation. In relation to schools in Scotland, Ministers have confirmed their view that it is important that families in Scotland are also able to participate in the Coronation celebrations next year and is supportive of these days being taken as school holidays.

If your local authority intends to close public schools in its area on 8 May 2023 to mark His Majesty's Coronation, such closures might result in a breach of the requirement in Regulation 5 of the Schools General (Scotland) Regulations 1975 (which requires authorities to secure that schools are open for 190 school days in every school year). Where this would be the case, an application for a direction under section 133(4) of the Education (Scotland) Act 1980 exempting your authority from that requirement to the necessary extent should be submitted to exceptionalclosure@gov.scot.

We are conscious that SQA exams were scheduled to take place on this date. In light of the announced public holiday, no exams will now take place on 8 May. SQA has engaged with partners in finalising where the relevant exams should be moved within the existing timetable, and will be informing centres of the finalised arrangements shortly.

With regard to early learning and childcare (ELC), the decision on how to approach the public holiday is at local authority discretion and Local Authorities should consider how their services are provided in line with the statutory obligation to provide 1140 hours of funded ELC over the course of the year.

If you have any further comments or concerns please feel free to contact me.

Yours sincerely,



Sam Anson
Deputy Director: Workforce, Infrastructure and Digital