



**REPORT TO: EDUCATION, CHILDREN'S AND LEISURE SERVICES
COMMITTEE ON 25 JANUARY 2023**

**SUBJECT: WORKFORCE ARRANGEMENTS FOR KING CHARLES III
CORONATION BANK HOLIDAY**

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND
ORGANISATIONAL DEVELOPMENT)**

1. REASON FOR REPORT

- 1.1 The Committee is asked to give authorisation to submit a request to the Scottish Government for permission for all schools across Moray to reduce teaching days by one from the requirement to provide 190 days schooling to 189 in order to recognise the additional bank holiday on Monday 8 May 2023 to the mark the celebration of His Majesty's Coronation.
- 1.2 This report is submitted to the Committee in terms of Sections D (8) of the Council's Administrative Scheme relating to the case of teachers, to deal with the conditions of service in so far as under the Control of the Council, subject to the duty of the Corporate Committee to co-ordinate and apply local conditions of service of teaching staff after the approval of this committee.

2. RECOMMENDATION

2.1 It is recommended that Committee give authorisation to:

- (i) **seek an exemption from the Scottish Government for the requirement to provide 190 days schooling and seek consent for the exceptional closure of all Moray schools on Monday 8 May 2023, under the terms of section 133 (4) of the Education (Scotland) Act 1980 in order to recognise the additional Bank Holiday on Monday 8 May 2023 to the mark the celebration of His Majesty's Coronation; and**
- (ii) **notes that this request will be triggered only if the Corporate Committee on 31 January 2023 determines that an additional day of service closure and annual leave be granted across the Council.**

3. BACKGROUND

- 3.1 Nationwide arrangements will be held for the forthcoming celebration of His Majesty's Coronation on Saturday 6 May 2023, with the First Minister confirming, along with the other nations of the United Kingdom that there will be an additional Bank Holiday on Monday 8 May to mark the celebrations.
- 3.2 Similar situations have previously arisen in relation to these situations, for example the Royal Wedding in April 2011, the Diamond Jubilee in 2012, and the Platinum Jubilee in June 2022. On these occasions, the Council allocated all employees an additional day of annual leave, fixed to the relevant date in questions per event, pro-rated for part-time employees. Those staff unable to take the day because they did not work that day or for service reasons were able to take the extra day annual leave at another time. The most recent decision was in relation to the Platinum Jubilee at ECOD Committee on 11 August 2021 (paragraph 16 (i) and (ii) of the minute refers).
- 3.3 In September 2022 similar arrangements were made for the additional Bank Holiday arising from the Queen's funeral.
- 3.4 The options available for consideration in relation to the Queen's Diamond Jubilee, Royal Wedding, Platinum Jubilee and State Funeral are also relevant to the Coronation arrangements in 2023. The Scottish Government have indicated that requests for exceptional closure for an additional day of annual leave to mark the King's Coronation occasion would be authorised.
- 3.5 A report will be presented to the Corporate Committee on 31 January 2023 to consider the whole workforce implications including a cost neutral option and recommending that in keeping with the previous practice on such occasions, an additional day of annual leave is allocated to all employees. The decision of the ECLS committee in relation to this report will be reported orally to the Corporate Committee.

4 PROPOSAL

- 4.1 It is proposed that authorisation is given to seek an exemption from the Scottish Government for the requirement to provide 190 days schooling and seek consent for the exceptional closure of all Moray schools on Monday 8th May 2023 under the terms of section 133 (4) of the Education (Scotland) Act 1980 to the celebration of His Majesty's Coronation.

5. SUMMARY OF IMPLICATIONS

- (a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP):**
The content of this report underpins the priorities set out in the Corporate Plan in relation to effective management of the workforce.
- (b) Policy and Legal:**
There are no policy or legal implications from this report.

- (c) **Financial implications:**
For annual leave, there will be no additional costs associated with this option as schools would be seeking authorisation to seek exemption of providing 190 days schooling which would have no impact on costs as staff would be paid as usual.
- (c) **Risk Implications:**
There are no risk implications arising from this report.
- (d) **Staffing Implications:**
As set out in report. No additional staffing implications.
- (e) **Property:**
There are no property implications from this report.
- (g) **Equalities/Socio Economic Impact :**
There are no equalities implications arising from this report. Part-time staff would be allocated leave on a pro-rata basis whether or not they would be due to work on the designated date of the Coronation in order to comply with the relevant legislation.
- (h) **Climate Change and Biodiversity Impact:**
There are no substantive climate change or biodiversity impacts arising from this report.
- (i) **Consultations:**
The Personnel Forum Managers have been consulted on this report via email and no concerns or issues were raised.
The Trade Unions representing LNCT, SJC, Craft and Chief Officers Officers have been consulted on this report via email and no concerns or issues have been raised.

6. **CONCLUSION**

- 6.1 **Following the designation of the 8 May 2023 as an additional Bank Holiday by the Scottish and UK Governments the Committee is asked to give approval to seek authorisation to close the schools on 8 May 2023. The matter of approval of additional annual leave will be considered by the Corporate Committee on 31 January 2023.**

Author of Report: Anne Smith, Senior OD Adviser
Background Papers: Report to Policy and Resources Committee on 13 September 2011 on Diamond Jubilee, Report to Policy and Resources Committee 10 February 2011 on Royal Wedding and Report of ECOD on 10 August on Platinum Jubilee.
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