



**REPORT TO: EDUCATION, CHILDREN'S AND LEISURE SERVICES
COMMITTEE, ON 6 OCTOBER 2021**

SUBJECT: THE QUEEN'S PLATINUM JUBILEE - 3 JUNE 2022

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

1. REASON FOR REPORT

- 1.1 The Committee is asked to consider the proposals in relation to teaching staff recognising the Queen's Platinum Jubilee as an additional day of annual leave on Friday 3 June 2022.
- 1.2 Additionally, that the Committee give authorisation to submit a request to the Scottish Government for permission for the schools across Moray to reduce teaching days by one from the requirement to provide 190 days schooling to 189 as a result of the additional day's annual leave in 2022.
- 1.3 This report is submitted to the Committee in terms of Section III (D) (1) to exercise all the functions of the Council as an Education Authority.

2. RECOMMENDATION

2.1 It is recommended that the Committee:

- i) **recognise Friday 3 June 2022 as an additional day of annual leave for teaching staff across educational establishments in line with the provision being made for Scottish Joint Council staff; and**
- ii) **agree 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 Friday 3 June 2022, under the terms of section 133 (4) of the Education (Scotland) Act 1980.**

3. BACKGROUND

- 3.1 A nationwide celebration will be held to mark the Queen's Platinum Jubilee. The UK Government have agreed to allocate an extra bank holiday on Friday 3 June 2022, while the late May bank holiday will be moved to 2 June 2022, in order to provide a four day weekend. However it is noted that the Council do not recognise the late May bank holiday and it is noted that schools have

already allocated their Associated Schools Group (ASG) occasional days for 2022.

- 3.2 A similar situation arose in relation to the Diamond Jubilee in 2012 and the Royal Wedding in April 2011. The Council's Policy and Resources Committee of 13 September 2011 agreed, on the occasion of the Diamond Jubilee, to allocate all employees an additional day of annual leave, fixed to 5 June 2012 pro-rata for part-time employees, (paragraph 14 of the minute of refers). Those staff unable to take it on that day because they did not work that day or for service reasons, were able to take the extra day annual leave at another time. Policy and Resources Committee of 10 February 2011, on the occasion of the Royal Wedding, allocated an additional day of annual leave to all employees, pro-rata for part-time staff (paragraph 8 of the minute of refers). The additional day was to be taken on 29 April 2011 unless this was not possible for service reasons or the employee did not work that day.
- 3.3 The options available for consideration in relation to the Queen's Diamond Jubilee and Royal Wedding are also relevant to the Platinum Jubilee holiday in 2022. These options were recently reviewed at the Education, Communities and Organisational Development Committee on 11 August 2021 where it was agreed to allocate Scottish Joint Council employees an additional day of annual leave, fixed to 3 June 2022 (pro-rata for part-time employees) and to refer the decision in relation to teaching staff to this committee for review pending an indication from the Scottish Government regarding the likelihood of approving any request for exceptional closure. The Scottish Government have since indicated that requests for exceptional closure for an additional day of annual leave to mark the Platinum Jubilee occasion would be authorised.

4 PROPOSAL

- 4.1 It is proposed that teaching staff be allocated an additional day of annual leave on Friday 3 June 2022 in recognition of the Queen's Platinum Jubilee.
- 4.2 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 Friday 3 June 2022, under the terms of section 133 (4) of the Education (Scotland) Act 1980.

5. **SUMMARY OF IMPLICATIONS**

- (a) **Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP):**
Single Outcome Agreement, Outcome 10 – Efficiencies: delivering and developing governance, performance management and accountability to the local community
- (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 will 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.
- (d) **Risk Implications:**
There are no risk implications arising from this report.
- (e) **Staffing Implications:**
As set out in report. No additional staffing implications
- (f) **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 3 June 2022 in order to comply with the relevant legislation.
- (h) **Consultations:**
The Personnel Forum Managers have been consulted on this report via email and no concerns or issues were raised.

The Trade Unions representing SJC, Craft and Chief Officers considered this issue at their meeting on 1 July 2021 and expressed the view that their preference was for the Council to support option (a) which is to allocate an additional public holiday for 2022.

The Trade Unions representing Teaching Staff considered this issue at their meeting on 16 June 2021 and expressed the view that given occasional days had already been preset for schools this would present an issue if it was to be allocated as an occasional day as plans may already be in place. The preferred choice was to simplify it for all by having all schools change the same day for example the current May public holiday to the June date, although it was suggested that an additional day of annual leave being given would be welcomed.

At a further meeting of the Local Negotiating Committee for Teachers on 9 September 2021, it was agreed that authorisation to seek an exemption as set out above should be requested.

6. CONCLUSION

- 6.1 Following the designation of 3 June 2022 as a public holiday by the Scottish and UK Governments the outstanding consideration is whether the day will be designated as an additional holiday for teaching staff which will require an exemption to be obtained from Cosla in relation to securing an exceptional closure day.**
- 6.2 To ensure consistency across the workforce approval is sought to seek authorisation to close the schools on 3 June 2022.**

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Background Papers: Report to Policy and Resources Committee on 13 September 2011 on Diamond Jubilee and Report to Policy and Resources Committee 10 February 2011 on Royal Wedding

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