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**Report to Clackmannanshire Council**

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**Date of Meeting: 16 December 2021**

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**Subject: Jubilee Holiday 2022**

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**Report by: Senior Manager – HR and Workforce Development**

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**1.0 Purpose**

- 1.1. This paper invites Council to designate Friday 3 June 2022 a Public Holiday for Council staff to mark the celebrations for Her Majesty the Queen's Platinum Jubilee celebrations in 2022.

**2.0 Recommendations**

Council is invited to:

- (i) **Note** the options considered as presented in Appendix 1 in relation to 2 and 3 June 2022.
- (ii) **Note** the exemption from the statutory requirement to provide 190 days of schooling. (paragraph 3.10)
- (iii) **Note** the provision related to 1140 hours (paragraph 3.12)
- (iv) **Note** the potential costs where staff may be required to work on 3 June 2022 should Council designate this as a local Public Holiday (paragraph 3.14)
- (v) **Agree** that Friday the 3 June 2022 is made an additional local Public Holiday in recognition of Her Majesty the Queen's Platinum Jubilee celebrations.

**3.0 Considerations**

- 3.1. In 1952, following the death of King George VI, Her Majesty was proclaimed Queen Elizabeth II. The Queen is the longest serving British monarch and 2022 will mark the seventieth year of her reign.
- 3.2. There will be year-long Platinum Jubilee celebrations throughout the United Kingdom, the Commonwealth and around the world.

3.3. A number of UK wide events are being organised by the Cabinet Office, DCMS and the Royal Household with support from Officials in the Devolved Administrations, including the Scottish Government. These events include:

- **Thursday 2 June 2022, Platinum Jubilee Beacons** - Following the long tradition of celebrating Royal Jubilees, Weddings and Coronations with the lighting of beacons, the Platinum Jubilee will also be marked in this way. Beacons will be lit throughout the United Kingdom, Channel Islands, Isle of Man and UK Overseas Territories. For the first time, beacons will also be lit in each of the capital cities of the Commonwealth countries.
- **Sunday 5 June The Big Jubilee Lunch - Every** year since the idea began in 2009, The Big Lunch has encouraged communities to celebrate their connections and get to know each other a little bit better, coming together in a spirit of fun and friendship. In 2022 The Big Lunch will bring the Jubilee celebrations into the heart of every community. People are invited to share friendship, food and fun with neighbours as part of the Platinum Jubilee celebrations.
- **Platinum Jubilee Civic Honours Competition** - Launched on 8 June 21, this includes competitions for City status and Provost status. City status and Lord Mayor or Provost status are civic honours granted by The Queen acting on the advice of Her Ministers under the Royal Prerogative. The granting of both City status and Lord Mayor or Provost status are purely honorific and come with no additional funding or powers. Since the 1970's, these awards have been granted through competitions and are usually held to coincide with Jubilee years, most recently for Her Majesty's Diamond Jubilee in 2012.
- **The Queen's Green Canopy** - This initiative is led by Cool Earth in partnership with the Woodland Trust and the UK Government. Communities, charities, schools, scout groups, councils and landowners will be invited to create a network of individual or specimen trees, tree avenues, copses and woodlands. The campaign will encourage the planting of healthy native trees that will thrive, enhancing our environment and the landscape for generations to come.

3.4. Each local council in Scotland has powers to make certain days 'local' public holidays.

3.5. As an employer we are not required to give paid leave on bank holidays however the Council does recognise 7 fixed paid public holidays which are contained with the terms and conditions of staff. These are:

New Year	1 and 2 <sup>nd</sup> January
Easter	Good Friday and Easter Monday
May	First Monday in May
Christmas	25 <sup>th</sup> and 26 <sup>th</sup> December

- 3.6. The Scottish Government has confirmed, along with the other nations of the United Kingdom, the movement of the late May Bank Holiday in 2022 and the introduction of a Bank Holiday to mark the celebration of Her Majesty's Platinum Jubilee
- 3.7. The Council does not recognise the late May Bank Holiday which has been moved from Monday 30 May 2022 to Thursday 02 June 2022.
- 3.8. Ministers have confirmed their view that it is important that families in Scotland are able to participate in the Jubilee celebrations next year.
- 3.9. The Scottish Government has advised that authorities can apply for an exemption from the requirement to provide 190 days of schooling for the schools in their area to accommodate the Platinum Jubilee bank holiday in June 2022.
- 3.10. The People Directorate has made application for exemption which could be applied if Council agree to recognise the Jubilee.
- 3.11. The Scottish Government has indicated there remains a requirement for provision for those parents entitled to 1140 hours of child care. Whilst all educational and nursery establishments would be closed, should Council agree to recognise the Jubilee holiday, Education colleagues advise if this caused families difficulty with Early Learning Childcare, the Council would use their Private Partner Provider nurseries to offer a place on that day or offer the time back at a stand alone ELC on an alternative date,
- 3.12. The Council's Senior Manager – HR and Workforce Development met with Trade Union representatives of the JTUC in September to discuss proposals. Union colleagues have advised they are supportive of the proposal to recognise the additional public holiday on 3 June 2022 and leave the early May public holiday unchanged.
- 3.13. The potential cost of staff who may be required to work on the additional public holiday is estimated at £30,000. This is based on a review of the payroll for the public holiday falling in May 2021 where it cost the Council £30,000. It is envisaged that this cost would be absorbed within service staffing budgets.
- 3.14. CoSLA has undertaken benchmarking to determine the positions of each Council. A summary of responses is outlined in Appendix 2.
- 3.15. Recognising the 3 June 2022 as a local public holiday with no other changes would mirror the position taken by Stirling Council at their October meeting and would maintain continuity of schooling provision for those schools pupils attending St Modan's High School.

#### 4.0 Sustainability Implications

4.1. None

#### 5.0 Resource Implications

5.1. *Financial Details*

5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes

5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

5.4. *Staffing*

*None*

#### 6.0 Exempt Reports

6.1. Is this report exempt? Yes  (please detail the reasons for exemption below) No

#### 7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box )

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all

Our families; children and young people will have the best possible start in life

Women and girls will be confident and aspirational, and achieve their full potential

Our communities will be resilient and empowered so that they can thrive and flourish

(2) **Council Policies** (Please detail)

#### 8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes  No

#### 9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

## 10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Options proposals

CoSLA benchmarking summary

## 11.0 Background Papers

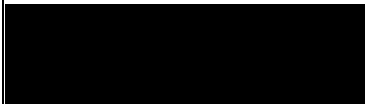
11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes  (please list the documents below) No

### Author(s)

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### Approved by

NAME	DESIGNATION	SIGNATURE
Stuart Crickmar	Strategic Director	



## APPENDIX 1

### FRIDAY 3 June 2022

Option	Detail	Pros	Cons
1	Do not recognise the Jubilee Holiday	<p>No impact on school calendar year and 190 Days schooling delivered</p> <p>No impact on other Council services</p> <p>No additional costs associated with working on a fixed holiday</p> <p>No requirement to apply the Scottish Governments exemption.</p> <p>No impact on nursery provision.</p>	<p>Scottish Government have confirmed, along with the other nations of the United Kingdom, the introduction of a Bank Holiday to mark the celebration of Her Majesty's Platinum Jubilee</p> <p>Staff may feel aggrieved if other organisations are recognising the additional public holiday and the Council are not.</p> <p>Potential reputational impact to Council to be seen not to celebrate Jubilee events.</p> <p>Unions not supportive of this position.</p>
2	Recognise the Jubilee Holiday	<p>Council would recognise the Jubilee celebrations in line with other public bodies.</p> <p>No breach of statutory requirement to ensure 190 school days as exemption as provided by Scottish Government applied.</p> <p>Unions supportive if this position.</p>	<p>Potential for complaints from those not wishing to recognise the Jubilee</p> <p>Potential from some parents who would require putting in provisional child care arrangements if their employers do not recognise the additional leave.</p> <p>Additional costs incurred as premiums applied to working fixed holidays for those service requiring to maintain service delivery.</p>

**THURSDAY 2 June 2022**

Option	Detail	Pros	Cons
1	Remains as a working day	<p>No further impact on school calendar year</p> <p>No impact on other Council services</p> <p>No additional costs associated with working on a fixed holiday</p> <p>Unions Supportive.</p> <p>Mirrors Stirling Council proposal and ensures continuity of schooling provision for those attending St Modans.</p>	Staff may feel aggrieved if other organisations are recognising the 4 day weekend and the Council are not
2	First Monday in May holiday is moved to 02/06/22	<p>There is previous precedent for this when the May holiday was moved from the Monday to the Friday to recognise VE day. This was in line with Scottish Government.</p> <p>4 Day weekend in line with many, but not all, organisations.</p> <p>No further impact on school calendar year as total school days would remain as 189 (If the additional public holiday is recognised)</p>	<p>Other organisations recognise both the first Monday in May and the 30<sup>th</sup> May as a holidays and are able to move the 30<sup>th</sup> May to accommodate the long weekend. The Council do not recognise May Day as fixed holiday.</p> <p>Unions not supportive of this.</p> <p>Reduced access to wider Council services for a 4 day period.</p> <p>There would be a requirement to maintain transport for those attending St Modans.</p>



3	Additional Holiday is provided by the Council	May be welcomed by non school based staff	<p>Schools would require to remain open as requirement to maintain 189 schooling days. There is no provision to apply for any additional exemption.</p> <p>Reduced access to wider Council services</p> <p>Additional costs incurred as premiums applied to working fixed holidays.</p> <p>Additional costs incurred arising from payments to school based staff to ensure parity in terms of further additional holiday.</p> <p>School based staff aggrieved.</p> <p>There would be a requirement to maintain transport for those attending St Modans.</p>
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## APPENDIX 2

What is the status of your plans for the 2nd and 3rd June 2022?	
Still to decide	2
Approach planned	11
Arrangements agreed with unions	1
Arrangements agreed with cllrs	0
Arrangements agreed with unions and cllrs	3
Arrangements agreed and published	7
Other - explain in notes	3
	27

What is planned or agreed for Friday 3 June 2022?	
Still to decide	1
Additional public holiday	9
Council closed additional day of leave to be taken	11
Council closed normal A/L to be used	0
Public holiday moved to this date	1
Council open	0
Other - explain in notes	5
	27

What is planned or agreed for Thursday 2 June 2022?	
Still to decide	1
Additional public holiday	0
Council closed additional day of leave to be taken	0
Council closed normal A/L to be used	2
Public holiday moved to this date	13
Council open	9
Other - explain in notes	2
	27