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**Report to: Clackmannanshire Council**

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**Date of Meeting: 19 March 2026**

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**Subject: Additional Public Holiday – Men’s Football World Cup**

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

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## **1.0 Purpose**

- 1.1. This report asks Council to determine whether or not to recognise an additional public holiday to mark Scotland’s participation in the 2026 men’s football World Cup finals.

## **2.0 Recommendations**

Council is asked to:

- 2.1. **Note** the contents of the paper as presented;
- 2.2. **Review** the options appraisal at Appendix 1 in relation to the proposed public holiday; and
- 2.3. **Determine** whether or not to recognise Monday 15 June 2026 as an additional public holiday for Clackmannanshire Council.

## **3.0 Considerations**

- 3.1. The Scottish Government announced on 5 February 2026<sup>1</sup>, that there will be a national public holiday to mark Scotland’s participation in the men’s football World Cup finals on 15 June 2026. This followed consent from King Charles III on 3 February 2026.
- 3.2. The additional public holiday is intended to allow businesses, citizens, and other organisations to celebrate Scotland’s opening game, which kicks off at 2am on Sunday 14 June 2026.
- 3.3. Each Local Authority in Scotland has powers to make certain days ‘local’ public holidays. As an employer we are not required to give paid leave on public holidays however the Council does recognise 7 fixed paid public holidays which are contained within the terms and conditions of staff<sup>2</sup>.

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<sup>1</sup> <https://www.gov.scot/news/world-cup-bank-holiday-confirmed/>

<sup>2</sup> <https://www.clacks.gov.uk/community/publicolidays/>

3.4. These are as follows:

- Good Friday
- Easter Monday
- May Bank Holiday
- Christmas Day
- Boxing Day
- New Years Day
- 2<sup>nd</sup> January

3.5. Following the announcement from Scottish Government, local authorities have been advised that they can apply for an exemption from the requirement to provide 190 days of schooling to accommodate the public holiday.

3.6. As such, the People Directorate have made a pre-emptive application for exemption which could be applied if Council agree to recognise this holiday.

3.7. With regards to Early Learning and Childcare provision, the statutory requirement to provide 1140 hours of childcare would remain. As such, should Council agree to the additional holiday, and with all nurseries and educational establishments closing, alternative arrangements would need to be put in place (such as retaining some standalone ELCs as designated hubs).

3.8. This approach would likely incur additional, un-budget staff costs due to increased staff pay rates, calculated by Education Services as £58,984.

3.9. Should the additional public holiday be approved, the Council would still be required to maintain staffing in key service areas so as provide continuity to communities (for example in areas such as housing, or social services).

3.10. For those working during a public holiday, the Council's policy is to pay a rate of double time with equivalent time off in lieu, or triple time with no time off in lieu.

3.11. The potential costs for staff who may be required to work on the additional public holiday have been estimated as circa £23,441<sup>3</sup> however would be subject to service demands at the time.

3.12. For staff not contracted to work on 15 June 2026, pro rate provisions would be applied to allow staff to take time off on a future date.

#### **4.0 Sustainability Implications**

4.1. None.

#### **5.0 Resource Implications**

##### *5.1. Financial Details*

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<sup>3</sup> This figure has been based on the enhanced (e.g. double or triple time) non-budgeted rate paid to employees over the May 2025 public holiday.

- 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

*The primary financial implications associated with the proposed public holiday are outlined at s3.8 and s3.11 of the report.*

*In total, unbudgeted enhanced rate payments for those required to work the proposed holiday would cost circa £82,425, however would be subject to change based on service demands.*

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

5.4. *Staffing*

*Staffing implications are outlined at S3.5 – 3.11*

## 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

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

Complies with relevant Council Policies

## 8.0 Impact Assessments

- 8.1 Have you attached the combined equalities impact assessment to ensure compliance with the public sector equality duty and fairer Scotland duty? (All EFSIAs also require to be published on the Council's website)

Yes

8.2 If an impact assessment has not been undertaken you should explain why:  
This paper presents an operational update, and as such no EQIA is required.

## 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".

Appendix 1: Options Appraisal

## 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
Chris Alliston	Strategic Director – Partnership and Performance	

## APPENDIX 1

### Options Appraisal for additional public holiday

Option	Detail	Pros	Cons
1	Council <b>chooses not</b> to recognise the proposed public holiday	<p>No impact on school calendar year and 190 Days schooling delivered (report s3.5).</p> <p>No impact on other Council services.</p> <p>No additional unbudgeted costs associated with working on a fixed holiday.</p> <p>No impact on nursery provision.</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 for the Council via not being seen not to recognise.</p>
2	Council <b>chooses to recognise</b> the proposed public holiday	<p>The Council would recognise the holiday in line with other, although not all, public bodies.</p> <p>There would be no breach of the statutory requirement to ensure 190 school days as exemption would be provided by Scottish Government (report S3.5)</p> <p>Potential staff morale benefits in applying the additional public holiday.</p>	<p>Potential for complaints from those not wishing to recognise the holiday.</p> <p>There would be a need to retain the statutory 1140hrs of ELC (report s3.7), costing £58,984 in unbudgeted increased rate payments</p> <p>Potential for complaints from parents who would be required to put in provisional arrangements if their employers do not recognise the additional leave.</p> <p>Unbudgeted enhanced rate cost of circa £23,441 for those required to work due to service demands (report S3.9)</p>

