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**Report to Clackmannanshire Council**

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**Date of Meeting: 2 February 2023**

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**Subject: Coronation Holiday 2023**

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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 Monday 8<sup>th</sup> May 2023 a Public Holiday for Council staff to mark the celebrations for the Coronation of His Majesty King Charles III.

**2.0 Recommendations**

Council is invited to:

- (i) **Review** the options as presented in Appendix 1 in relation to 8<sup>th</sup> May 2023.
- (ii) **Note** the exemption from the statutory requirement to provide 190 days of schooling. (paragraph 3.9)
- (iii) **Note** the provision related to 1140 Hours (paragraph 3.10)
- (iv) **Note** that engagement has taken place with our Trade Union Colleagues (paragraph 3.11)
- (v) **Note** the potential costs where staff may be required to work on 08<sup>th</sup> may 2023 should Council designate this as a public holiday (paragraph 3.12)
- (vi) **Agree** which option it wishes to progress in relation to the Coronation Holiday. (Appendix 1)

### 3.0 Considerations

- 3.1. In September 2022, following the death of Her Majesty Queen Elizabeth II, His Majesty King Charles III was proclaimed King.
- 3.2. The Coronation of His Majesty King Charles III will take place on Saturday 6<sup>th</sup> May 2023.
- 3.3. Both the UK government and Scottish Government have advised that Monday 8 May 2023 will be a national bank holiday to mark the event.
- 3.4. The introduction of an additional bank holiday will result in a three-day “Coronation Weekend”.
- 3.5. In line with the bank holiday to mark Her Majesty Queen Elizabeth II’s Coronation in 1953, this will be an opportunity for families and communities across the country to come together to celebrate. In addition it will allow individuals, businesses and other organisations in Scotland to celebrate the Coronation.
- 3.6. Each local council in Scotland has powers to make certain days 'local' public holidays.
- 3.7. As an employer we do not require to give paid leave on bank holidays however the Council do recognise 7 fixed paid public holidays which are contained with the terms and conditions of staff. These are:

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|-----------|--|
| New Year  | 01 and 02 <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 |

- 3.8. 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 Coronation holiday.
- 3.9. The People Directorate have made application and received an exemption which could be applied if Council agree to recognise the Coronation holiday.
- 3.10. With regard to early learning and childcare (ELC) Scottish Government advised that the decision on how to approach the public holiday is at local authority discretion with Local Authorities considering how their services are provided in line with the statutory obligation to provide 1140 hours of funded ELC over the course of the year. Whilst all educational and nursery establishments would be closed, should Council agree to recognise the Coronation holiday, Education colleagues have advised 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.

- 3.11. The Council's Senior Manager – HR and Workforce Development met with Trade Union representatives of the JTUC on 21<sup>st</sup> December 2022 to discuss proposals. Union colleague have advised they are supportive of the proposal to recognise the additional public holiday on 8<sup>th</sup> May 2023.
- 3.12. The potential costs of staff who may be required to work on the additional public holiday has been estimated as £30,000. This estimate is based on a review of the payroll for previous public holidays. It is envisaged that this cost can be absorbed within service staffing budgets.

#### 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".

None

**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)**

| NAME           | DESIGNATION                                   | TEL NO / EXTENSION |
|----------------|---|--------------------|
| Chris Alliston | Senior Manager – HR and Workforce Development | 2184               |

**Approved by**

| NAME            | DESIGNATION                                       | SIGNATURE   |
|-----------------|---|---|
| Stuart Crickmar | Strategic Director of Partnership and Performance |  |

**APPENDIX 1**

**FRIDAY 03 June 2022**

| Option | Detail                                  | Pros   | Cons  |
|--------|---|--|---|
| 1      | Do not recognise the Coronation 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 Coronation.</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 the Coronation.</p> <p>Unions not supportive of this position.</p> <p>If Stirling introduced an additional public holiday and Clackmannanshire did not those attending St Modans would be impacted and families would require to make child care arrangements on 08 May 2023.</p> |

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| 2 | <p>Recognise the Coronation Holiday and agree an additional Public Holiday.</p> | <p>Council would recognise the Coronation 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 of this position.</p> | <p>Potential for small number of complaints from those not wishing to recognise the Coronation</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> <p>Further reduced access to wider Council services for a 3 day period as the previous weekend would also be an extended weekend due to the Public Holiday falling on 01 May 2023.</p> <p>St Modans students would require to be in attendance if Stirling Council don't recognise the Public Holiday.</p> |
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| 3 | First Monday in May holiday is moved to 08 <sup>th</sup> May 2023 | <p>There is previous precedent for this when the May holiday was moved from the Monday to the Friday to recognise VE day.</p> <p>No further impact on school calendar year as total school days would remain as 190.</p> <p>Only 1 weekend where there is reduced access to wider Council services for a 3 day period.</p> | <p>Unions not supportive of this.</p> <p>Reduced access to wider Council services for a 3 day period.</p> <p>If Stirling introduced an additional public holiday and maintained the public holiday on 01 May 2023 those attending St Modans would be impacted and families would require to make child care arrangements on 01 May 2023.</p> |
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