

ITEM No ...8.....

REPORT TO: CITY GOVERNANCE COMMITTEE - 2 MARCH 2026

REPORT ON: CONSIDERATION OF LEAVE ARRANGEMENTS TO MARK SCOTLAND'S MEN'S FOOTBALL TEAM WORLD CUP APPEARANCE

REPORT BY: EXECUTIVE DIRECTOR CORPORATE SERVICES

REPORT NO: 67-2026

1.0 PURPOSE OF REPORT

1.1 This report sets out various options for recognising the 15 June 2026 national bank holiday and outlines the operational, financial, and workforce considerations associated with each option.

2.0 RECOMMENDATIONS

- 2.1 It is recommended that the Committee:
- considers the options set out in section 4.3 and determines the Council's approach to the national bank holiday on 15 June 2026, alongside the financial, operational and statutory considerations and;
 - if applicable, remit officers to seek permission from Scottish Government for an additional school day closure as required under section 133(4) of the Education (Scotland) Act 1980.

3.0 FINANCIAL IMPLICATIONS

3.1 The Executive Director of Corporate Services has confirmed the agreement of these recommendations that are estimated to result in the following direct one-off costs depending on which option is agreed.

Option	Details	£
1	Do nothing	Nil
2	Acknowledge the national bank holiday and grant an additional annual leave day to all employees' annual leave for 25/26	Nil
3	Observe the national bank holiday and grant an additional annual leave day to be taken on 15 June 2026 or a suitable alternative date	Nil
4	Observe the national bank holiday on 15 June 2026 and grant an additional public holiday on 15 June 2026	90,000

The above costs are not assumed in the Provisional Revenue Budget for 2026/27. If services are unable to contain their share of these costs within their respective budgets, then provision will be earmarked within the General Contingency to meet this expenditure.

It is not possible to determine any additional financial implications that will arise due to the loss of productivity that may occur from options 2 to 4 should this be agreed.

The above costs do not include any costs associated with the Council's share of additional costs that Tayside Contracts may incur through granting any additional leave or a public holiday should they agree to do so.

Leisure and Culture Dundee will require to decide their approach to the national bank holiday on June 15th, 2026. It is noted that option 4 could result in the closure of buildings where Leisure and Culture Dundee provide services.

4.0 MAIN TEXT

4.1 The Scottish Government has approved a one-off national bank holiday on 15 June 2026 for Scotland's first appearance at a men's World Cup since 1998, marking a culturally significant

national moment. This is to encourage national celebration, to allow the public, businesses, and communities to come together as well as supporting wider benefits such as tourism, cultural engagement, and national visibility on a global stage.

The First Minister has encouraged employers to work constructively with employees to enable as many people as possible to participate in celebrations. However, while the holiday is officially designated Scotland wide, observance of the bank holiday by councils is discretionary and decisions should balance celebration with service delivery, cost, and workforce consistency.

4.2 All Dundee City Council employees have an entitlement of 5 public holidays (pro rata) for a full leave year. The Council's Public Holidays are 24th, 25th and 26th December and 1st and 2nd January, unless these dates fall at the weekend, when they will be redesignated.

4.3 **Applicable Options**

- 1 Do nothing.
- 2 Acknowledge the bank holiday and grant an additional annual leave day to all employees' annual leave entitlement for leave year 2025/26.
- 3 Observe the bank holiday on 15 June 2026 and grant an additional annual leave day to be taken on the same day or a suitable alternative date for those staff that are required to work on that date.
- 4 Observe the bank holiday on 15 June 2026 and grant a public holiday on this day.

Where additional leave is granted, then pro-rata adjustments would be applied for all part-time employees.

4.4 **Options Appraisal**

Option 1 - Do nothing.

Advantages

- Avoids financial implications
- No operational disruption - services continue as normal, preventing any inconvenience to customers/communities
- Avoids precedent for future sporting or other significant events

Disadvantages

- May be perceived negatively by some employees
- Increased leave/short notice leave may create localised pressures

Option 2 - Acknowledge the bank holiday and grant an additional annual leave day to all employees' annual leave entitlement for leave year 2025/26, to be taken by 30 September 2026. (Similar to that which was granted for the Queen's Jubilee).

Advantages

- Employees can choose when to use additional annual leave
- Minimises impact on service delivery
- All employees benefit equally
- Likely to be perceived positively by employees

Disadvantages

- This period will require proactive and carefully coordinated leave management, as increased annual leave requests are likely, and all services will remain fully operational
- Will rule out certain groups of employees i.e. school-based employees as schools will be open

- Whilst there are no direct financial implications, there would be implications associated with awarding an additional day of annual leave to all DCC employees in terms of reduced productivity and service capacity
- This may be viewed as not in the spirit of the bank holiday which was intended to celebrate the start of Scotland's participation in the World Cup Finals

Option 3 - Observe the bank holiday on 15 June 2026 and grant an additional annual leave day to be taken that day or on a suitable alternative date for those required to work on that date. (Similar to that which was granted for the Queen's State Funeral).

Advantages

- Likely to be perceived positively by employees
- No public holiday enhancement payable
- All employees benefit equally as employees working shifts or on essential services can schedule time off later
- Seen as more of a one-off good will gesture so less risk of precedent

Disadvantages

- Whilst there are no direct financial implications, there would be implications associated with awarding an additional day of annual leave to all DCC employees in terms of reduced productivity and service capacity
- Public perception of giving an additional annual leave day in current financial climate
- Reduced service delivery (similar to Christmas & New Year)
- Approval would need to be sought from the Scottish Government to reduce the statutory school teaching year from 190 days to 189 days
- Potential to create childcare challenge for parents due to school/nursery closures

Option 4 - Observe the bank holiday on 15 June 2026 and grant a public holiday on that day (similar to that which was granted for the King's Coronation).

Advantages

- Likely to be perceived positively by employees
- Enhancements paid for those required to work on that day

Disadvantages

- There would be cost implications associated with awarding a public holiday to all DCC employees with enhancements and time back in lieu
- Public perception of giving a public holiday in current financial climate
- Reduced service delivery (similar to Christmas & New Year)
- Approval would need to be sought from the Scottish Government to reduce the statutory school teaching year from 190 to 189
- Potential to create childcare issues for parents due to school/nursery closure
- May create a precedent of future event-based holidays

- 4.5 In light of the above, it is essential that any decision regarding additional leave is considered carefully, with full awareness of the operational and financial impacts. While the intention to acknowledge the occasion is recognised, the associated costs and resource pressures must be balanced against organisational priorities and service delivery requirements.
- 4.6 An additional consideration is the impact of any decision made on Tayside Contracts and their workforce. Additional annual leave days or public holidays granted over recent years have been the same for Dundee, Angus and Perth & Kinross Council, allowing Tayside Contracts to agree a consistent approach for its workforce. (On 25th February Perth and Kinross Council voted not to grant a bank holiday for this instance and are instead providing community grant funding to support inclusive football across communities.)
- 4.7 Regulation 5 of the Schools General (Scotland) Regulations 1975, as amended, requires schools to be open for a minimum of 190 days in a school year. However, section 133(4) of the

Education (Scotland) Act 1980 allows Scottish Ministers, on application by a local authority, to modify this requirement providing they are satisfied that it would be unreasonable for Regulation 5 to apply.

- 4.8 Where an additional school closure day or leave day would cause a reduction in teaching days, the Scottish Government requires local authorities to seek permission for this from the Scottish Government Learning Directorate, in accordance with the statutory provisions noted in paragraph 4.7. The Scottish Government Learning Directorate have confirmed that they require any requests for exceptional school closures in relation to the above to be submitted by **Monday 23 March 2026**.

5.0 POLICY IMPLICATIONS

- 5.1 This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures, services or funding and so has not been subject to an Integrated Impact Assessment. An appropriate senior manager has reviewed and agreed with this assessment.

6.0 CONSULTATIONS

- 6.1 The Council Leadership Team were consulted in the preparation of this report.

7.0 BACKGROUND PAPERS

- 7.1 [World Cup bank holiday confirmed - gov.scot](#)
- 7.2 [Scotland Bank Holiday Proclamation](#)

PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES

25 FEBRUARY 2026