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To: Councillor Copland, Convener; Councillor Al-Samarai, Vice-Convener; Councillor David Cameron, the Lord Provost; Councillor Steve Delaney, the Depute Provost; and Councillors Boulton, Davidson, McLeod, Thomson and Tissera.

Trade Union Advisers: Doug Haywood and Jacqueline Munro (EIS); Kevin Masson and David Willis (GMB); Jason Currie and 1 vacancy (SSTA); David Cadenhead and Mark Musk (UNISON); Mishelle Gray and Gordon Walters (UNITE); Fiona Sales (UCATT) and Rob Stephen and 1 vacancy (VOICE).

Town House,  
ABERDEEN, 13 February 2026

## **STAFF GOVERNANCE COMMITTEE – SPECIAL MEETING**

The Members of the **STAFF GOVERNANCE COMMITTEE** are requested to meet in **Committee Room 2 - Town House on MONDAY, 23 FEBRUARY 2026 at 2.00 pm**. This is a hybrid meeting and Members may also attend remotely.

The meeting will be webcast and a live stream can be viewed on the Council's website. <https://aberdeen.public-i.tv/core/portal/home>

JENNI LAWSON  
CHIEF OFFICER – GOVERNANCE

### **B U S I N E S S**

#### **NOTIFICATION OF URGENT BUSINESS**

1.1. There are no items of urgent business

#### **DETERMINATION OF EXEMPT BUSINESS**

2.1. There are no items of exempt business

#### **DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS**

3.1. Members are requested to declare any interests

## **DEPUTATIONS**

- 4.1. There are no requests for deputation at this time

## **BUSINESS**

- 5.1. Additional Public Holiday on 15 June 2026 to Mark Scotland's Participation in the Men's Football World Cup Finals - CORS/26/048 (Pages 3 - 6)

Integrated Impact Assessments related to reports on this agenda can be viewed here  
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Should you require any further information about this agenda, please contact Stephanie Dunsmuir, email [sdunsmuir@aberdeencity.gov.uk](mailto:sdunsmuir@aberdeencity.gov.uk)

## ABERDEEN CITY COUNCIL

<b>COMMITTEE</b>	Staff Governance Committee
<b>DATE</b>	23 February 2026
<b>EXEMPT</b>	No
<b>CONFIDENTIAL</b>	No
<b>REPORT TITLE</b>	Additional Public Holiday on Monday, June 15 2026, to Mark Scotland's Participation in the Men's Football World Cup Finals
<b>REPORT NUMBER</b>	CORS/26/048
<b>DIRECTOR</b>	Andy MacDonald, Executive Director – Corporate Services
<b>CHIEF OFFICER</b>	Isla Newcombe, Chief Officer – People & Citizen Services
<b>REPORT AUTHOR</b>	Sharon Robb, Employee Relations Casework Lead
<b>TERMS OF REFERENCE</b>	1.2

### 1. PURPOSE OF REPORT

- 1.1 This report discusses the potential for the granting of an additional public holiday for staff on Monday 15 June 2026 to mark Scotland's participation in the men's football World Cup finals and seeks Committee decision as to whether to proceed to grant the day for all staff.

### 2. RECOMMENDATION

That the Committee: -

- 2.1 Determines whether the Council should grant an additional public holiday on Monday 15 June 2026.

### 3. CURRENT SITUATION

- 3.1 The Scottish Government has announced that there will be a [national bank holiday to mark Scotland's participation in the men's football World Cup finals](#) on Monday 15<sup>th</sup> June 2026. His Majesty King Charles III approved the [Royal Proclamation](#), confirming the bank holiday on 3 February 2026.
- 3.2 There is no law requiring banks or any other businesses to close on bank holidays. Public or local holidays are determined by local councils and can differ between areas; it is for each local authority to determine which dates will be classed as public holidays.
- 3.3 The holiday was proposed by First Minister John Swinney to allow people, businesses and other organisations in Scotland to celebrate after the team's opening game against Haiti, which kicks off at 2:00am GMT on Sunday 14<sup>th</sup> June 2026. This will be the first time the men's national team has participated in the tournament since 1998.

3.4 The Council recognises 7 public holidays; for the majority of staff, these fall on Good Friday, May Day, Christmas Day, Boxing Day, Hogmanay, New Year's Day and 2<sup>nd</sup> January, with days being substituted where a public holiday falls on a weekend day. Craft workers do not have a public holiday on Good Friday, and instead have an Autumn holiday on the 4<sup>th</sup> Monday of September. The rest of the public holidays are the same as for other employees.

3.5 In 2022 there were two additional public holidays recognised by the Council, one to recognise the [Platinum Jubilee](#) and the other to mark the [funeral of Her Majesty Queen Elizabeth II](#). In 2023, an additional public holiday was granted to mark the celebration of the [coronation of His Majesty King Charles III](#).

#### **4. FINANCIAL IMPLICATIONS**

4.1 The cost of paying enhanced rates for essential service delivery is estimated at £28,000 - £30,000.

Service budgets will be charged with the additional costs outlined; this growth would be reflected in budget planning for 2026/27.

#### **5. LEGAL IMPLICATIONS**

5.1 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.

5.2 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 through an e-mail request, in accordance with the statutory provisions noted in paragraph 5.1.

5.3 A report requesting delegated authority for the Chief Officer Education and Lifelong Learning to make a formal request to Scottish Government for an additional closure day, subject to the Staff Governance Committee determining to provide an additional public holiday on 15 June, is being considered at the meeting of the Education and Children's Services Committee on 17<sup>th</sup> February 2026.

5.4 Feedback has been sought from Trade Unions. Unison indicated that they would not be against a public holiday being granted. No other feedback has been received.

#### **6. ENVIRONMENTAL IMPLICATIONS**

6.1 There are no direct environmental implications arising from this report.

## 7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	Target Risk Level (L, M or H)	Does Target Risk Level Match Appetite Set?
<b>Strategic Risk</b>	No significant risks identified			Yes
<b>Compliance</b>	No significant risks identified			Yes
<b>Operational</b>	There is a risk that service users will not be able to access the services they require due to the additional holiday	Normal public holiday service delivery levels will be applied in all essential service areas	L	Yes
<b>Financial</b>	There is an additional cost in respect of paying enhanced public holiday rates for staff working on the public holiday	Staffing levels will be the minimum to allow for safe service delivery	L	Yes
<b>Reputational</b>	No significant risks identified			Yes
<b>Environment / Climate</b>	No significant risks identified			Yes

## 8. OUTCOMES

- 8.1 The proposals in this report have no impact on the Aberdeen City Local Improvement Outcome Plan 2016-26.

## 9. IMPACT ASSESSMENTS

Assessment	Outcome
Impact Assessment	No assessment required. I confirm this has been discussed and agreed with Isla Newcombe, Chief Officer People & Citizen Services on 11 February 2026.
Data Protection Impact Assessment	Not required
Other	Not required

## 10. BACKGROUND PAPERS

- 10.1 [World Cup bank holiday confirmed - gov.scot](#)
- 10.2 [Scotland Bank Holiday Proclamation](#)
- 10.3 [CUS/23/038 - Public Holiday - Coronation of King Charles III](#)
- 10.4 [RES/22/215 - Funeral of Queen Elizabeth II - Additional Public Holiday](#)
- 10.5 [RES/21/216 - Platinum Jubilee Public Holiday - RES/21/216](#)

## 10. APPENDICES

N/A

## 11. REPORT AUTHOR CONTACT DETAILS

Name	Sharon Robb
Title	Employee Relations Casework Lead
Email Address	<a href="mailto:sharobb@aberdeencity.gov.uk">sharobb@aberdeencity.gov.uk</a>