

ABERDEEN CITY COUNCIL

COMMITTEE	Staff Governance Committee
DATE	23 February 2026
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Additional Public Holiday on Monday, June 15 2026, to Mark Scotland's Participation in the Men's Football World Cup Finals
REPORT NUMBER	CORS/26/048
DIRECTOR	Andy MacDonald, Executive Director – Corporate Services
CHIEF OFFICER	Isla Newcombe, Chief Officer – People & Citizen Services
REPORT AUTHOR	Sharon Robb, Employee Relations Casework Lead
TERMS OF REFERENCE	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 15th 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 14th 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 2nd 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 4th 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 17th 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?
Strategic Risk	No significant risks identified			Yes
Compliance	No significant risks identified			Yes
Operational	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
Financial	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
Reputational	No significant risks identified			Yes
Environment / Climate	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

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