

South Ayrshire Council
Report by Chief Executive
to Council
of 26 March 2026

Subject: Additional Public Holiday

1. Purpose

1.1 The purpose of this report is to advise the Council of the decision of the Scottish Government, following royal proclamation to grant Monday 15 June 2026 as a one-off Scottish bank holiday.

2. Recommendation

2.1 It is recommended that the Council:

2.1.1 do not approve the additional public holiday, as the associated costs are prohibitive and cannot be justified within the current financial context.

3. Background

3.1 The Scottish First Minister announced on 5 January 2026 the proposal for a national bank holiday to celebrate Scotland's participation in the men's World Cup.

3.2 The additional public holiday was formally approved by the King on 4 February 2026.

3.3 South Ayrshire, like most other Councils, has published school holidays for 2026. If the additional public holiday is agreed, the Service Lead – Education Support Services will progress an exceptional closure request from the Scottish Government.

4. Proposals

4.1 The Council is facing significant financial pressures, with a current budget gap for 2026/2027 of £9.8M making difficult decisions unavoidable. The current financial position will inevitably have implications for the workforce as service redesign and savings options are considered. In this context, the additional costs associated with implementing an additional public holiday are prohibitive and cannot be justified within the Council's present financial constraints.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 The cost of the additional public holiday on 15 June 2026 will be approximately £105,508.

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There are no risks associated with rejecting the recommendations.

9. Integrated Impact Assessment (incorporating Equalities)

Our Integrated Impact Assessment (IIA) considers the following areas:

- Public Sector Equality Duty, Human Rights and Fairer Scotland Duty;
- United Nations Convention on the Rights of the Child (UNCRC);
- Sustainability, climate change and biodiversity;
- Potential impact on older people;
- Rural communities;
- Health and wellbeing;
- A trauma informed organisation; and
- The Promise.

9.1 A previous Equality Impact Assessment was carried out and is still relevant and is attached as Appendix 1.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Commitment 1 of the Council Plan: Fair and Effective Leadership/ Leadership that promotes fairness.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with **Councillor Brian Connolly**, Portfolio Holder for Economy and Strategy Policy Lead, and **Councillor Ian Davis**, Portfolio Holder for Finance and Corporate Services, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking

14.1 If the recommendations above are approved by Members, the Chief Executive will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the 'Council and Leadership Panel Decision Log' at each of its meetings until such time as the decision is fully implemented:

| <i>Implementation</i> | <i>Due date</i> | <i>Managed by</i> |
|---|------------------------|--------------------------|
| Make the necessary arrangements to communicate and implement the additional public holiday and any change to the public holiday on 16 June 2026 | March 2026 | Chief HR Officer |

Background Papers **None**

Person to Contact **Wendy Wesson, Chief HR Officer**
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Date: **4 February 2026**

South Ayrshire Council Equality Impact Assessment Scoping Template

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

| | |
|---------------------------------------|---|
| Policy Title | Additional Holiday |
| Lead Officer (Name/Position/Email) | Wendy Wesson, Chief HR Adviser – wendy.wesson@south-ayrshire.gov.uk |

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

| Community or Groups of People | Negative Impacts | Positive impacts |
|---|------------------|------------------|
| Age – men and women, girls & boys | - | - |
| Disability | - | - |
| Gender Reassignment (Trans/Transgender Identity) | - | - |
| Marriage or Civil Partnership | - | - |
| Pregnancy and Maternity | - | - |
| Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers | - | - |
| Religion or Belief (including lack of belief) | - | - |
| Sex – (issues specific to women & men or girls & boys) | - | - |
| Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight | - | - |

| Community or Groups of People | Negative Impacts | Positive impacts |
|---|------------------|------------------|
| Thematic Groups: Health, Human Rights & Children's Rights | - | - |

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

| Socio-Economic Disadvantage | Negative Impacts | Positive impacts |
|--|------------------|------------------|
| Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing | - | - |
| Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future | - | - |
| Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies | - | - |
| Area Deprivation – where you live (rural areas), where you work (accessibility of transport) | - | - |
| Socio-economic Background – social class i.e. parent's education, employment and income | - | - |

4. Do you have evidence or reason to believe that the policy will support the Council to:

| General Duty and other Equality Themes Consider the 'Three Key Needs' of the Equality Duty | Level of Negative and/or Positive Impact (High, Medium or Low) |
|--|---|
| Eliminate unlawful discrimination, harassment and victimisation | Low |
| Advance equality of opportunity between people who share a protected characteristic and those who do not | Low |
| Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?) | Low |
| Increase participation of particular communities or groups in public life | Low |
| Improve the health and wellbeing of particular communities or groups | Low |
| Promote the human rights of particular communities or groups | Low |
| Tackle deprivation faced by particular communities or groups | Low |

5. Summary Assessment

| | |
|--|-----------------------------|
| Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High) | YES NO |
| Rationale for decision: The requested decision on this has no specific equality implications | |
| Signed : Wendy Wesson Service Lead Date: 17 December 2022 | |