

SOUTH AYRSHIRE COUNCIL

Joint Negotiating Committee for Teachers

School Closure Periods (JNCT 1.21)



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1. Introduction

- 1.1 The Scottish Joint Negotiating Committee for Teachers (SJNCT) reached agreement in 2011 on revisions to teachers' terms and conditions which introduced the requirement for Local Negotiating Committees to determine dates of school closure.
- 1.2 The nature of the change is to more clearly define teachers' entitlement to annual leave. Before the change the working year for teachers was 195 days, with the balance of week-days where the school was not open treated as annual leave. This meant that teachers had an annual leave entitlement of 66 days per annum.
- 1.3 The revised position for the 261 days per year (excluding Saturdays and Sundays) is as follows:
 - 190 teaching days
 - 5 In-service or development days
 - 40 days annual leave entitlement
 - Up to 26 days school closure

2. Principles for determining School Closure Dates

- 2.1 Annual leave days should be allocated in a proportionate manner, normally in complete weeks across the four main holiday periods (October 5 days, Christmas 10 days, Easter 10 days, Summer 10 days at the beginning and 5 days at the end) between each school term.
- 2.2 The total number of school closure days can vary from academic year to academic year depending on the setting of the calendar. There can be no less than 190 working days, 5 in-service or development day and 40 annual leave days
- 2.3 SNCT Handbook, Part 2, Section 5 paragraph 5.3 states that public holidays are included in the 40 day annual leave entitlement of a teacher. South Ayrshire Council's JNCT has agreed that some of the public holidays are designated as school closure days.

3. Impact of School Closure Days on Annual Salary

- 3.1 The introduction of school closure days and the revised annual leave accrual rate has no impact on annual salary.

- 3.2 Teachers will continue to work 195 days per annum. With holiday entitlement now set at 40 days per leave year, this provides an annual accrual rate of 0.2051 per working days. (195 working days accruing leave x 0.2051 per day = 40 days).

4. Agreed Closure Dates for 2025/2026

- 4.1 The leave year shall run in conjunction with the academic session and the breakdown of how school closure dates have been established is attached as Appendix A and summarised below:

Annual Leave	Days	School Closure Days	Days
13/10/25 – 17/10/25	5	*19/9/25 – 22/9/25	2
22/12/25 – 2/1/26	10	6/2/26 – 9/2/26	2
6/4/26 – 17/4/26	10	3/4/26	1
1/7/26 – 14/7/26	10	4/5/26	1
11/8/26 – 17/8/26	5	25/5/26	1
		15/7/26 – 10/8/26	19
Total	40	Total	26

*Please note that the September weekend is provisional subject to confirmation of the date of the Ayr Gold Cup.

- 4.2 South Ayrshire Joint Negotiating Committee for Teachers will set future school closure dates no later than May of each academic year and these will be notified to schools prior to the commencement of each school year.

Appendix A

Week Commencing	Mon	Tues	Wed	Thu	Fri	Working Days	Annual Leave	School Closure
18 Aug 25	In Serv	In Serv				5		
25 Aug 25						5		
1 Sep 25						5		
8 Sep 25						5		
15 Sep 25					*SC	4		1
22 Sep 25	*SC					4		1
29 Sep 25						5		
6 Oct 25						5		
13 Oct 25	AL	AL	AL	AL	AL	0	5	
20 Oct 25	In Serv					5		
27 Oct 25						5		
3 Nov 25						5		
10 Nov 25						5		
17 Nov 25						5		
24 Nov 25						5		
1 Dec 25						5		
8 Dec 25						5		
15 Dec 25						5		
22 Dec 25	AL	AL	AL	AL	AL	0	5	
29 Dec 25	AL	AL	AL	AL	AL	0	5	
5 Jan 26						5		
12 Jan 26						5		
19 Jan 26						5		
26 Jan 26						5		
2 Feb 26					SC	4		1
9 Feb 26	SC	In Serv				4		1
16 Feb 26						5		
23 Feb 26						5		
2 Mar 26						5		
9 Mar 26						5		
16 Mar 26						5		
23 Mar 26						5		
30 Mar 26					SC	4		1
6 Apr 26	AL	AL	AL	AL	AL	0	5	
13 Apr 26	AL	AL	AL	AL	AL	0	5	
20 Apr 26						5		
27 Apr 26						5		
4 May 26	SC			In Serv		4		1
11 May 26						5		
18 May 26						5		
25 May 26	SC					4		1
1 June 26						5		
8 June 26						5		
15 June 26						5		
22 June 26						5		
29 June 26			AL	AL	AL	2	3	
6 July 26	AL	AL	AL	AL	AL	0	5	
13 Jul 26	AL	AL	SC	SC	SC	0	2	3
20 Jul 26	SC	SC	SC	SC	SC	0		5
27 Jul 26	SC	SC	SC	SC	SC	0		5
3 Aug 26	SC	SC	SC	SC	SC	0		5
10 Aug 26	SC	AL	AL	AL	AL	0	4	1
17 Aug 26	AL					0	1	
Totals						195	40	26

*Please note that the September weekend is provisional subject to confirmation of the date of Ayr Gold Cup.