

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 11 June 2024

**Report by
Interim Head of Education**

School Holidays 2025/26

1. Background

- 1.1. Renfrewshire Council's start back date in August for teachers is beginning to drift from neighbouring authorities resulting in pupils and staff returning back later than others. This has in part been due to additional days added over the last few years due to the Queen's funeral etc.
- 1.2. For school session 2025/2026, the proposed and agreed date for teachers starting back in August 2025 is Thursday 14 August 2025 with an in-service day and Friday 15 August 2025 also in-service day. Pupils will return to school on Monday 18 August 2025.
- 1.3. From information published on neighbouring council websites teachers are returning on 12 August 2025 with in-service days designated 12 and 13 August 2025 with pupils returning on Thursday 14 August 2025.
- 1.4. There is a challenge in providing a calendar of holidays 2025/2026 that would be favourable for teaching staff that aligns with neighbouring authorities and allows for the usual pattern of holidays we usual set.
- 1.5. Attached appendix documents shows how we can align better with other neighbouring authorities while still maintaining teachers only work the statutory amount of works days.

2. Recommendation

- 2.1. Members of the JNC are asked to approve the change to start date for August 2025.

Appendix 1 2024/2025 Calendar of Holidays – This option remains as approved by the policy board. There is no alteration to the number of working days by teaching staff. Teachers will work 190 days with 5 In-Service Days. The number of closure days will reduce from 26 to 24 to accommodate an earlier start back date in August 2025

Appendix 2 – 2024/2025 – HR Holidays and Closure Breakdown – This document shows the reduction in closure days from 26 to 24

Appendix 3 – 2025/2026 Proposed Calendar of Holidays with altered start date – This option has teachers returning to work on Tuesday 12 August 2025 rather than Thursday 14 August 2025. This option allows for a 2 day February break and a 2 day end of May break.

Appendix 4 – 2025/2026 – HR Holidays and Closure Breakdown – This document shows teachers working 190 days, 5 in-service days, 40 days holiday and 26 closure days.

Appendix 5 – 2025/2026 Proposed Calendar with start back date as approved on 2024/2025 calendar – This option has teachers returning on Thursday 14 August 2025. This options only allows for a 1 day February break and 1 day end of May break.

Appendix 6 – 2025/2026 – HR Holidays and Closure Breakdown – This document shows teachers working 190 days, 5 in-service days, 40 days holiday and 26 closure days.

Renfrewshire Council		APPENDIX 1		
		2 in-service days on return in August		
		1 Day St Andrews Day (in December as 30/11/24 is weekend)		
Approved School Holiday Arrangements		Stop for Christmas Friday 20 December 2024		
		2 Day February Break		
		1 Day Start of May		
		1 day End of May		
		Finish for Summer Break 27 June 2025		
School Session 2024 2025		In-Service Days before Holidays		
Option A				
Term	Break	Dates of Attendance		
First		In-Service Day - Closed for Pupils Only	Wednesday 14 August 2024 (IS)	
		In-Service Day - Closed for Pupils Only	Thursday 15 August 2024 (IS)	
		Schools Re-Open	Friday 16 August 2024	
	Local Holiday/Closed	Schools Closed	Friday 27 September 2024	
		Schools Closed	Monday 30 September 2024	
		Schools Re-Open	Tuesday 1 October 2024	
	Mid Term	In-Service Day - Closed for Pupils Only	Friday 11 October 2024 (IS)	
		Schools Closed	Monday 14 October 2024	
		Schools Closed	Tuesday 15 October 2024	
		Schools Closed	Wednesday 16 October 2024	
	Schools Closed	Thursday 17 October 2024		
	Schools Closed	Friday 18 October 2024		
	Schools Re-Open	Monday 21 October 2024		
	St Andrew's Day	Schools Closed	Monday 2 December 2024	
		Schools Re-open	Tuesday 3 December 2024	
	Christmas	Schools Closed	Monday 23 December 2024	
Second		Schools Closed	Tuesday 24 December 2024	
		Schools Closed	Wednesday 25 December 2024	
		Schools Closed	Thursday 26 December 2024	
		Schools Closed	Friday 27 December 2024	
		Schools Closed	Monday 30 December 2024	
		Schools Closed	Tuesday 31 December 2024	
		Schools Closed	Wednesday 1 January 2025	
		Schools Closed	Thursday 2 January 2025	
		Schools Closed	Friday 3 January 2025	
		Schools Re-Open	Monday 6 January 2025	
		Mid-Term	In-Service Day - Closed for Pupils Only	Friday 14 February 2025 (IS)
			Schools Closed	Monday 17 February 2025
			Schools Closed	Tuesday 18 February 2025
			Schools Re-Open	Wednesday 19 February 2025
		Spring	Schools Closed	Monday 7 April 2025
			Schools Closed	Tuesday 8 April 2025
			Schools Closed	Wednesday 9 April 2025
		Schools Closed	Thursday 10 April 2025	
		Schools Closed	Friday 11 April 2025	
		Schools Closed	Monday 14 April 2025	
		Schools Closed	Tuesday 15 April 2025	
		Schools Closed	Wednesday 16 April 2025	
		Schools Closed	Thursday 17 April 2025	
		Schools Closed	Friday 18 April 2025	
		Schools Closed	Monday 21 April 2025	
		Schools Re-Open	Tuesday 22 April 2025	
	May Day	Schools Closed	Monday 5 May 2025	
		Schools Re-Open	Tuesday 6 May 2025	
	Local Holiday/Closed	In-Service Day - Closed for Pupils Only	Friday 23 May 2025 (IS)	
		Schools Closed	Monday 26 May 2025	
		Schools Re-Open	Tuesday 27 May 2025	
	End of session	Schools Closed	Monday 30 June 2025	
Teachers Return -		Tuesday 12 August 2025		
(IS) - In-Service Day				
In-Service Days		(Only Staff Attend on these days - No Pupils)		
	Wednesday	14/08/24		
	Thursday	15/08/24		
	Friday	11/10/24		
	Friday	14/02/25		
	Friday	23/05/25		

2024/2025

APPENDIX 2

w/c	Mon	Tues	Wed	Thurs	Fri	Contracted Hours	Work days (W)	Holidays (H)	School closure (c)	In service/Dev Day (D)
12-Aug			D	D	W	21	190	40	24	5
19-Aug	W	W	W	W	W	35				
26-Aug	W	W	W	W	W	35				
02-Sep	W	W	W	W	W	35				
09-Sep	W	W	W	W	W	35				
16-Sep	W	W	W	W	W	35				
23-Sep	W	W	W	W	C	28				
30-Sep	C	W	W	W	W	28				
07-Oct	W	W	W	W	D	35				
14-Oct	H	H	H	H	H	35				
21-Oct	W	W	W	W	W	35				
28-Oct	W	W	W	W	W	35				
04-Nov	W	W	W	W	W	35				
11-Nov	W	W	W	W	W	35				
18-Nov	W	W	W	W	W	35				
25-Nov	W	W	W	W	W	35				
02-Dec	C	W	W	W	W	28				
09-Dec	W	W	W	W	W	35				
16-Dec	W	W	W	W	W	35				
23-Dec	H	H	H	H	H	35				
30-Dec	H	H	H	H	H	35				
06-Jan	W	W	W	W	W	35				
13-Jan	W	W	W	W	W	35				
20-Jan	W	W	W	W	W	35				
27-Jan	W	W	W	W	W	35				
03-Feb	W	W	W	W	W	35				
10-Feb	W	W	W	W	D	35				
17-Feb	C	C	W	W	W	21				
24-Feb	W	W	W	W	W	35				
03-Mar	W	W	W	W	W	35				
10-Mar	W	W	W	W	W	35				
17-Mar	W	W	W	W	W	35				
24-Mar	W	W	W	W	W	35				
31-Mar	W	W	W	W	W	35				
07-Apr	H	H	H	H	H	35				
14-Apr	H	H	H	H	H	35				
21-Apr	C	W	W	W	W	28				
28-Apr	W	W	W	W	W	35				
05-May	C	W	W	W	W	28				
12-May	W	W	W	W	W	35				
19-May	W	W	W	W	D	35				
26-May	C	W	W	W	W	28				
02-Jun	W	W	W	W	W	35				
09-Jun	W	W	W	W	W	35				
16-Jun	W	W	W	W	W	35				
23-Jun	W	W	W	W	W	35				
30-Jun	H	H	H	H	H	35				
07-Jul	H	H	H	H	H	35				
14-Jul	C	C	C	C	C	0				
21-Jul	C	C	C	C	C	0				
28-Jul	C	C	C	C	C	0				
04-Aug	C	H	H	H	H	28				
11-Aug	H					7				
						1645				
H = School Holidays										
C = School Closure Days										
D = Development/in service days										

Renfrewshire Council		APPENDIX 3	
Proposed School Holidays 2025/2026		2 in-service days on return in August	
		1 Day St Andrews Day (in December as 30/11/25 is weekend)	
		Stop for Christmas Monday 22 December 2025	
		2 Day February Break	
		1 Day Start of May	
		2 Day End of May	
		In-Service Days before Holidays	
Term	Break	Dates of Attendance	
First		In-Service Day - Closed for Pupils Only	Tuesday 12 August 2025 (IS)
		In-Service Day - Closed for Pupils Only	Wednesday 13 August 2025
		Schools Re-Open	Thursday 14 August 2025
	Local Holiday/Closed	Schools Closed	Friday 26 September 2025
		Schools Closed	Monday 29 September 2025
		Schools Re-Open	Tuesday 30 September 2025
	Mid Term	In-Service Day - Closed for Pupils Only	Friday 10 October 2025 (IS)
		Schools Closed	Monday 13 October 2025
		Schools Closed	Tuesday 14 October 2025
		Schools Closed	Wednesday 15 October 2025
		Schools Closed	Thursday 16 October 2025
		Schools Re-Open	Friday 17 October 2025
St Andrew's Day	Schools Closed	Monday 1 December 2025	
	Schools Re-open	Tuesday 2 December 2025	
Christmas	Schools Closed	Tuesday 23 December 2025	
	Schools Closed	Wednesday 24 December 2025	
Second	Schools Closed	Thursday 25 December 2025	
	Schools Closed	Friday 26 December 2025	
	Schools Closed	Monday 29 December 2025	
	Schools Closed	Tuesday 30 December 2025	
	Schools Closed	Wednesday 31 December 2025	
	Schools Closed	Thursday 1 January 2026	
	Schools Closed	Friday 2 January 2026	
	Schools Closed	Monday 5 January 2026	
	Schools Re-Open	Tuesday 6 January 2026	
	Mid-Term	In-Service Day - Closed for Pupils Only	Thursday 12 February 2026 (IS)
		Schools Closed	Friday 13 February 2026
		Schools Closed	Monday 16 February 2026
		Schools Re-Open	Tuesday 17 February 2026
	Spring	Schools Closed	Friday 3 April 2026
		Schools Closed	Monday 6 April 2026
		Schools Closed	Tuesday 7 April 2026
		Schools Closed	Wednesday 8 April 2026
		Schools Closed	Thursday 9 April 2026
Schools Closed		Friday 10 April 2026	
Schools Closed		Monday 13 April 2026	
Schools Closed		Tuesday 14 April 2026	
Schools Closed		Wednesday 15 April 2026	
Schools Closed		Thursday 16 April 2026	
Schools Re-Open		Friday 17 April 2026	
May Day	Schools Closed	Monday 4 May 2026	
	Schools Re-Open	Tuesday 5 May 2026	
	In-Service Day - Closed for Pupils Only (election day*)	Thursday 7 May 2026 (IS)	
Local Holiday/Closed	Schools Closed	Friday 22 May 2026	
	Schools Closed	Monday 25 May 2026	
	Schools Re-Open	Tuesday 26 May 2026	
End of session	Schools Closed	Friday 26 June 2026	
Teachers Return -	Wednesday 12 August 2026		
(IS) - In-Service Day			
In-Service Days	(Only Staff Attend on these days - No Pupils)		
	Tuesday	12/08/25	
	Wednesday	13/08/25	
	Friday	10/10/25	
	Thursday	12/02/26	
	Thursday	07/05/26*	
		Could be subject to change due to elections	

2025/2026							APPENDIX 4			
w/c	Mon	Tues	Wed	Thurs	Fri	Contracted Hours	Work days (W)	Holidays (H)	School closure (c)	In service/Dev Day (D)
11-Aug		D	D	w	w	28	190	40	26	5
18-Aug	w	w	w	w	w	35				
25-Aug	w	w	w	w	w	35				
01-Sep	w	w	w	w	w	35				
08-Sep	w	w	w	w	w	35				
15-Sep	w	w	w	w	w	35				
22-Sep	w	w	w	w	C	28				
29-Sep	C	w	w	w	w	28				
06-Oct	w	w	w	w	D	35				
13-Oct	H	H	H	H	H	35				
20-Oct	w	w	w	w	w	35				
27-Oct	w	w	w	w	w	35				
03-Nov	w	w	w	w	w	35				
10-Nov	w	w	w	w	w	35				
17-Nov	w	w	w	w	w	35				
24-Nov	w	w	w	w	w	35				
01-Dec	C	w	w	w	w	28				
08-Dec	w	w	w	w	w	35				
15-Dec	w	w	w	w	w	35				
22-Dec	w	H	H	H	H	35				
29-Dec	H	H	H	H	H	35				
05-Jan	H	w	w	w	w	35				
12-Jan	w	w	w	w	w	35				
19-Jan	w	w	w	w	w	35				
26-Jan	w	w	w	w	w	35				
02-Feb	w	w	w	w	w	35				
09-Feb	w	w	w	D	H	35				
16-Feb	C	w	w	w	w	28				
23-Feb	w	w	w	w	w	35				
02-Mar	w	w	w	w	w	35				
09-Mar	w	w	w	w	w	35				
16-Mar	w	w	w	w	w	35				
23-Mar	w	w	w	w	w	35				
30-Mar	w	w	w	w	H	35				
06-Apr	H	H	H	H	H	35				
13-Apr	H	H	H	H	C	28				
20-Apr	w	w	w	w	w	35				
27-Apr	w	w	w	w	w	35				
04-May	C	w	w	D	w	28				
11-May	w	w	w	w	w	35				
18-May	w	w	w	w	C	28				
25-May	H	w	w	w	w	35				
01-Jun	w	w	w	w	w	35				
08-Jun	w	w	w	w	w	35				
15-Jun	w	w	w	w	w	35				
22-Jun	w	w	w	w	w	35				
29-Jun	H	H	H	H	H	35				
06-Jul	H	H	H	H	H	35				
13-Jul	C	C	C	C	C	0				
20-Jul	C	C	C	C	C	0				
27-Jul	C	C	C	C	C	0				
03-Aug	C	C	C	C	H	7				
10-Aug	H	H				14				
						1645				
H = School Holidays										
C = School Closure Days										
D = Development/in service days										

Renfrewshire Council		APPENDIX 5		
		2 in-service days on return in August		
		1 Day St Andrews Day (In December as 30/11/25 is weekend)		
Proposed School Holiday Arrangements		Stop for Christmas Monday 22 December 2025		
		1 Day February Break		
		1 Day Start of May		
		1 Day End of May		
School Session 2025/2026		In-Service Days before Holidays		
Term	Break	Dates of Attendance		
First		In-Service Day - Closed for Pupils Only	Thursday 14 August 2025 (IS)	
		In-Service Day - Closed for Pupils Only	Friday 15 August 2025 (IS)	
		Schools Re-Open	Monday 18 August 2025	
		Local Holiday/Closed	Schools Closed	Friday 26 September 2025
			Schools Closed	Monday 29 September 2025
			Schools Re-Open	Tuesday 30 September 2025
		Mid Term	In-Service Day - Closed for Pupils Only	Friday 10 October 2025 (IS)
			Schools Closed	Monday 13 October 2025
			Schools Closed	Tuesday 14 October 2025
			Schools Closed	Wednesday 15 October 2025
			Schools Closed	Thursday 16 October 2025
			Schools Closed	Friday 17 October 2025
			Schools Re-Open	Monday 20 October 2025
		St Andrew's Day	Schools Closed	Monday 1 December 2025
		Schools Re-open	Tuesday 2 December 2025	
	Christmas	Schools Closed	Tuesday 23 December 2025	
Second		Schools Closed	Wednesday 24 December 2025	
		Schools Closed	Thursday 25 December 2025	
		Schools Closed	Friday 26 December 2025	
		Schools Closed	Monday 29 December 2025	
		Schools Closed	Tuesday 30 December 2025	
		Schools Closed	Wednesday 31 December 2025	
		Schools Closed	Thursday 1 January 2026	
		Schools Closed	Friday 2 January 2026	
		Schools Closed	Monday 5 January 2026	
		Schools Re-Open	Tuesday 6 January 2026	
		Mid-Term	In-Service Day - Closed for Pupils Only	Friday 13 February 2026 (IS)
			Schools Closed	Monday 16 February 2026
			Schools Re-Open	Tuesday 17 February 2026
		Spring	Schools Closed	Friday 3 April 2026
		Schools Closed	Monday 6 April 2026	
		Schools Closed	Tuesday 7 April 2026	
		Schools Closed	Wednesday 8 April 2026	
		Schools Closed	Thursday 9 April 2026	
		Schools Closed	Friday 10 April 2026	
		Schools Closed	Monday 13 April 2026	
		Schools Closed	Tuesday 14 April 2026	
		Schools Closed	Wednesday 15 April 2026	
		Schools Closed	Thursday 16 April 2026	
		Schools Closed	Friday 17 April 2026	
		Schools Re-Open	Monday 20 April 2026	
	May Day	Schools Closed	Monday 4 May 2026	
		Schools Re-Open	Tuesday 5 May 2026	
		In-Service Day - Closed for Pupils Only (election day)	Thursday 7 May 2026	
	Local Holiday/Closed	Schools Closed	Monday 25 May 2026	
		Schools Re-Open	Tuesday 26 May 2026	
	End of session	Schools Closed	Friday 26 June 2026	
Teachers Return -	Friday 14 August 2026			
(IS) - In-Service Day				
In-Service Days	(Only Staff Attend on these days - No Pupils)			
	Tuesday	12/08/25		
	Wednesday	13/08/25		
	Friday	10/10/25		
	Friday	13/02/26		
	Thursday	07/05/26*	Could be subject to change due to elections	

2025/2026							APPENDIX 6			
w/c	Mon	Tues	Wed	Thurs	Fri	Contracted Hours	Work days (W)	Holidays (H)	School closure (c)	In service/Dev Day (D)
11-Aug				D	D	14	190	40	26	5
18-Aug	w	w	w	w	w	35				
25-Aug	w	w	w	w	w	35				
01-Sep	w	w	w	w	w	35				
08-Sep	w	w	w	w	w	35				
15-Sep	w	w	w	w	w	35				
22-Sep	w	w	w	w	C	28				
29-Sep	C	w	w	w	w	28				
06-Oct	w	w	w	w	D	35				
13-Oct	H	H	H	H	H	35				
20-Oct	w	w	w	w	w	35				
27-Oct	w	w	w	w	w	35				
03-Nov	w	w	w	w	w	35				
10-Nov	w	w	w	w	w	35				
17-Nov	w	w	w	w	w	35				
24-Nov	w	w	w	w	w	35				
01-Dec	C	w	w	w	w	28				
08-Dec	w	w	w	w	w	35				
15-Dec	w	w	w	w	w	35				
22-Dec	w	H	H	H	H	35				
29-Dec	H	H	H	H	H	35				
05-Jan	H	w	w	w	w	35				
12-Jan	w	w	w	w	w	35				
19-Jan	w	w	w	w	w	35				
26-Jan	w	w	w	w	w	35				
02-Feb	w	w	w	w	w	35				
09-Feb	w	w	w	w	D	35				
16-Feb	C	w	w	w	w	28				
23-Feb	w	w	w	w	w	35				
02-Mar	w	w	w	w	w	35				
09-Mar	w	w	w	w	w	35				
16-Mar	w	w	w	w	w	35				
23-Mar	w	w	w	w	w	35				
30-Mar	w	w	w	w	H	35				
06-Apr	H	H	H	H	H	35				
13-Apr	H	H	H	H	C	28				
20-Apr	w	w	w	w	w	35				
27-Apr	w	w	w	w	w	35				
04-May	C	w	w	D	w	28				
11-May	w	w	w	w	w	35				
18-May	w	w	w	w	w	35				
25-May	C	w	w	w	w	28				
01-Jun	w	w	w	w	w	35				
08-Jun	w	w	w	w	w	35				
15-Jun	w	w	w	w	w	35				
22-Jun	w	w	w	w	w	35				
29-Jun	H	H	H	H	H	35				
06-Jul	H	H	H	H	H	35				
13-Jul	C	C	C	C	C	0				
20-Jul	C	C	C	C	C	0				
27-Jul	C	C	C	C	C	0				
03-Aug	C	C	C	C	H	7				
10-Aug	H	H	H	H		28				
						1645				
H = School Holidays										
C = School Closure Days										
D = Development/in service days										