

Next year's early May bank holiday will be moved back by four days for the whole of the UK to coincide with the 75th anniversary of VE Day. MayDay is traditionally held on a Monday but will be put back to Friday 8 May 2020

The direct swap of bank holiday from the 4th to the 8th of May means there is no need to re-calculate full-time holiday entitlements any differently next year. For teachers and support staff who work term time only and 52 weeks and who work the same hours every day, there will be no impact.

The change to bank holiday dates in 2020 will affect part-time workers or employees with irregular working patterns in particular as bank holidays are treated as part of their annual leave entitlement.

- Part-time employees who would not normally work Fridays will benefit from a notional increase in holiday entitlement, as they won't need to book any time off. On the other hand, those normally off on a Monday but working Fridays will see a notional decrease in holiday entitlements.
- Employees working different hours each day will also be impacted depending on whether they do more or less hours on the Monday or Friday. The change will benefit most those working short hours on a Friday.

Example 1: TA2 works Monday, Tuesday, Wednesday, Thursday, term time only including Training Days. (Assuming 20 July 2020 is disaggregated)

$4 \times 39 = 156$ working days per year.

1 September 2019 - 31 August 2020 = 156 working days for this TA2.

Autumn term = 60
Spring Term = 48
Summer Term = 48

Therefore TA2 works the correct amount of days under their contract.

Example 2: TA2 works Wednesday, Thursday, Friday, term time only including Training Days. (Assuming 20 July 2020 is disaggregated)

$3 \times 39 = 117$ working days per year.

1 September 2019 - 31 August 2020 = 116 working days for this TA2.

Autumn term = 45
Spring Term = 36
Summer Term = 35

Therefore this TA2 owes one day. The school should discuss with the TA how these hours could be worked. These hours could be used for attending twilight sessions or made up at another point in the year. Alternatively pay could be deducted and the employee informed.

FAQS

What if an employee has already booked a holiday which covers 4th May 2020?

- a. 52 week staff will be able to book annual leave to cover the day and not attend work on the Bank Holiday as normal.
- b. For term time only staff, schools are advised to discuss with the individuals involved if they are able to amend their plans to attend work and if not to agree deduction of pay or working the hours at another time if this is operationally feasible.