

SPL for Teachers in Scotland

Scotland treat holidays for teachers differently to the rest of the UK, allowing the accrual of leave that can then be taken at the end of maternity leave.

During our four years of operation we've found it very difficult to get any information from any of the Scottish councils on how this works! The most recent information we have received suggests that holiday is accrued over Christmas, Easter, Oct HT and for 2.5 weeks of the summer. Other days in the year are treated as school closure (3.5 weeks within the summer holidays and other odd days.

If you take SPL for Christmas, easter or October HT you will not also accrue this holiday and be able to take the days at the end of your leave. The choice therefore is whether you would prefer to have the money during your year off or have it later at the end.

Over the summer, provided you would normally be paid in full over August, if you return you should benefit from full pay over the duration of the summer holidays, meaning 6 weeks of full pay, instead of accruing 3 weeks worth of holiday – doubling the amount you can receive. You cannot then also claim the 15 days of accrued holiday at the end of maternity leave.