



Please save this form to your computer. Once filled in save and send a copy, along with any supporting documents to [bankholiday@culture.gsi.gov.uk](mailto:bankholiday@culture.gsi.gov.uk)

First name (optional)

Surname (optional)

Organisation (optional)

Country of residence (optional)

E-mail address\*

Important: A working email address is required.

If your responses are commercially in confidence, please tick here.

In the spirit of Freedom of Information, we would like to publish your response on our website. The Department may receive a Freedom of Information request for any correspondence we receive at any time. If you have reasons for your correspondence to remain confidential please state them and they will be taken into account when the department considers how to respond to any such request.

If you prefer your contribution not to be published please tick here.

In brief, please state your reasons why. (max 800 characters)

In addition please tick here if you are happy for your name and e-mail address to be released on request.

Your rights under the Data Protection Act 1998 are not affected.

## Introduction

The Department intends to publish a full Impact Assessment alongside the main consultation. However, we require further evidence in order to produce this assessment. This section sets out our current areas of consideration on developing an impact assessment, asks for evidence relating to these areas and asks if there are other areas and evidence that should also be considered.

## Impact Assessment areas

### Problem under consideration

The current distribution of Bank Holidays. Chapter 2 sets out how May Day can currently contribute to a relative concentration of bank holidays, especially when Easter is late. This is likely to have an effect on the economy but we need to understand what the effect is and whether changing the distribution would have a positive or negative effect.

### Rational for intervention

Discussion and investigation into whether replacing the Early May Bank Holiday with another bank holiday would be more beneficial than the current arrangements.

### Policy Objective

To receive evidence and opinion to decide on whether a moving the early May bank holiday to another point of the year would increase the benefit it provides, or reduces the costs, sufficiently to justify the transition cost of moving it to a different part of the year

### Description of options considered

**Do Nothing** – The early May Bank Holiday is retained.

**Change** - The holiday is moved to another part of the year e.g. late October. The pre-consultation will invite suggestions from all stakeholders for a date and occasion for alternatives. From these suggestions the main consultation will ask for opinions and evidence on a limited number of alternative dates and occasions.

### Costs and benefits of each option

#### Do Nothing

No change in costs and no change in benefits.

#### Is this correct?

(max 1500 characters)

### Change the date or occasion of the early May Bank Holiday

**Costs** – We already know that bank holidays place a cost on business in terms of lost output but we will need to determine whether these costs are uniform across the year or if having a concentration of them (like we often do in April and Early May) reduces or increases these costs. We also need to take account of any costs of transition.

#### Questions

**Does the timing of the bank holiday have a significant impact on overall cost of a bank holiday to businesses? Does this vary across different sectors of the economy?**

(max 1500 characters)

**What impact does the timing of a bank holiday have on the activities that people undertake during it?**

(max 1500 characters)

**Does having a relative concentration of bank holidays affect the cost that bank holidays impose on businesses? Does this vary across different sectors of the economy?**

(max 1500 characters)

**Are there any other costs that businesses are likely to incur if the date or occasion of the early May bank holiday is changed?**

(max 1500 characters)

**What would be the cost of transition from having a bank holiday in early May to a holiday at a different point in the year? Could this cost be reduced through a longer period of notice or through other means?**

(max 1500 characters)

**Would the movement of the May Day Bank Holiday impose any non-monetised costs to the public, businesses or the economy?**

(max 1500 characters)

**Benefits** - The Impact Assessment will need to determine whether the level of benefits derived from having a bank holiday on a specified different date are higher or lower than the benefits derived from an early May date.

There are various categories of benefits

Impact on Tourism and Leisure Trade – Bank Holidays are known to be times when there are increased levels of spend on tourism and leisure activities.

Removing the concentration of bank holidays – Some have suggested that moving the May Day bank holiday to a different part of the year might “lengthen the tourism season” which provide a boost to tourism, especially domestic tourism.

Impact on other trade – Bank Holidays can also have positive effects on other sectors of the economy

Impact on non-monetised benefits – Bank holidays can also help to increase civic pride and help achieve a good work-life balance which can assist a healthy lifestyle.

### Questions

**Would the movement of the May Day Bank Holiday increase or decrease the benefit it is likely to bring to the Tourism and Leisure Trade? Please give an explanation for your answer including an alternative date (or time of year) if you believe a change should be made.**

(max 1500 characters)

**What effect would lengthening the tourism season have on the leisure and tourism trade? What contribution could the movement of a bank holiday have in achieving this? And what other measures could help achieve this?**

(max 1500 characters)

**Would the movement of the May Day Bank Holiday increase or decrease any benefits it brings to sectors of the economy other than the tourism and leisure trade? Please give an explanation for your answer**

(max 1500 characters)

**Would the movement of the May Day Bank Holiday provide any non-monetised benefits to the public, businesses or the economy? How much effect, positive or negative, would a change in the “occasion” that is marked by the bank holiday have?**

(max 1500 characters)

**Does aligning it with a particularly significant date (e.g. a National Saints Day) or naming it to commemorate a particular event or group of people (e.g. Trafalgar Day, or Veterans Day) make a difference to the economic or social costs and benefits?**

(max 1500 characters)

## Wider Impacts

### Devolved Administrations

At present the Early May Bank Holiday is celebrated in all parts of the UK. The Power to set Bank Scotland is devolved to the Scottish Government. The power has not been devolved in Wales and Northern Ireland; therefore Bank Holidays in England and Wales, and Northern Ireland are set by the Westminster Government. While there are many differences in the pattern and observance of bank holidays across the United Kingdom we would need to consider carefully any decision to disharmonise this holiday. In addition to the public consultations the Government is also engaging with the Devolved Administrations to discuss all of the issues that this consultation process raises.

If a decision is made to move the bank holiday in Northern Ireland, the Government would need to take account of the statutory obligation under Section 75 of the Northern Ireland Act 1998. This states that public authorities in carrying out their various functions must have due regard to the need to promote equality of opportunity, between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; between men and women generally; between persons with a disability and persons without; and between persons with dependants and persons without.

**What impact would a disharmonisation of this bank holiday have? In particular what would be the impact on trade?**

(max 1500 characters)

### **Small Businesses**

The UK has a high proportion of small businesses and within the tourism and leisure sector they make up about 80% of firms.

**Would a change in date or occasion of the early May Bank Holiday have a disproportionate effect, either in an increase or decrease in costs or benefits, on Small Businesses.**

(max 1500 characters)

### **Equality**

Under equality legislation, public authorities have legal duties to have “due regard” to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. In the Equality Act 2010, these three duties are harmonised into one, and also extend the scope to cover protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

**What affect would a change in date or occasion of the early May Bank Holiday have on any of the protected characteristics?**

(max 1500 characters)

**Competition**

Where a policy restricts competition this can be expected to lead to an Economic Cost.

**Is there any evidence to suggest that moving a Bank Holiday would restrict competition?**

(max 1500 characters)

**Greenhouse Gases**

Government is committed to making Greenhouse Gas Impact Assessments an integral part of assessing environmental impacts. As part of this work we may need to consider whether moving the bank holiday would increase or decrease the number of passenger journeys by air, which is a large contributor to greenhouse gases.

**What evidence is there to suggest that moving a Bank Holiday would increase or decrease the levels of Greenhouse Gas emissions? Would this increase or decrease the number of passenger journeys by air?**

(max 1500 characters)

### **Wider Environmental Impact**

The purpose of the “Wider Environmental Impact Test” is to enable Departments to understand and quantify, where possible in monetary terms, the environmental consequences of their proposals. The range of potential impacts can be wide ranging, including impacts on air quality, water quality and quantity, flood risk, biodiversity, landscape and noise.

**What evidence is there to suggest that moving a bank holiday would have any impact on the wider environment?**

(max 1500 characters)

### **Health and Well Being**

The health impact assessment considers the effects policies, plans, programmes and projects have on health and well-being, and in particular, how they can reduce health inequalities. One particular point of interest may be the suggestion that a spacing out of bank holidays, particularly having a bank holiday between the end of the summer and Christmas may improve work-life balance and or employer morale.

**What impact could moving the early May Bank Holiday have on Health and Well Being? In particular what impact could moving a bank holiday to the Autumn have on the health and morale of workers.**

(max 1500 characters)

**Human Rights**

Departments must consider whether any proposal will have an impact on Human Rights.

**Is there any evidence that moving the early May Bank Holiday will impact on Human Rights?**

(max 1500 characters)

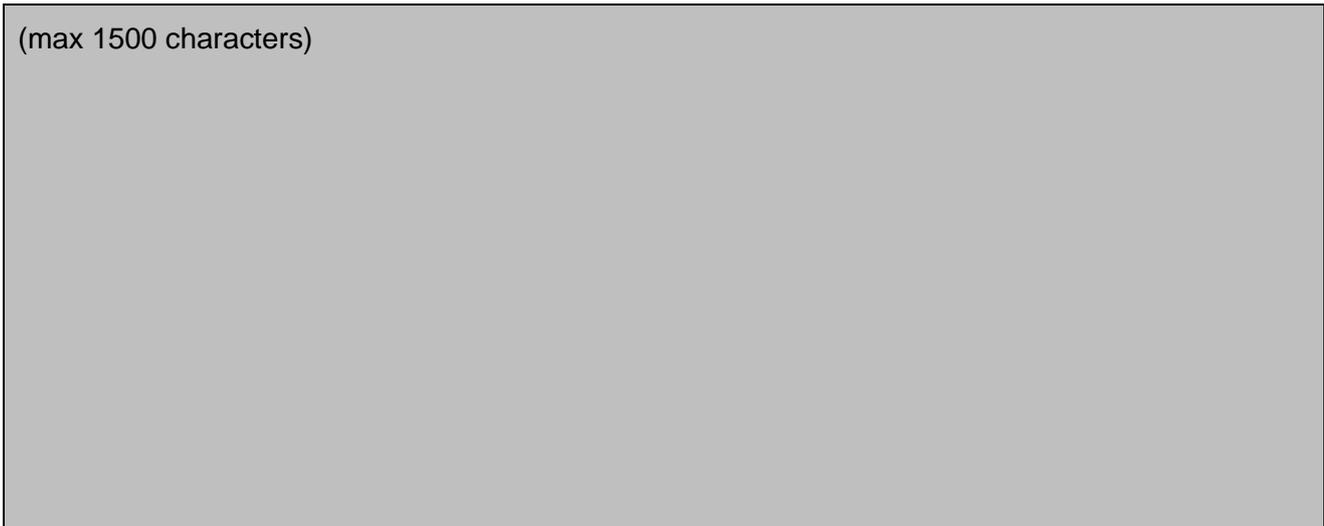


**Justice Impact Test**

The justice impact test considers the impact of the proposal on the justice system?

**Is there any evidence that moving the early May Bank Holiday will impact on the Justice System?**

(max 1500 characters)



### **Rural Proofing**

The Government is firmly committed to ensuring that all domestic policies and programmes take account of the circumstances and needs of rural people and places.

#### **What evidence is there that moving the early May Bank Holiday would impact disproportionately on Rural areas**

(max 1500 characters)

### **Sustainable Development Impact Test**

The Government is committed to sustainable development – essentially that the current generation satisfies its basic needs and enjoys an improving quality of life without compromising the position of future generations.

#### **Is there any evidence that moving the early May Bank Holiday would impact on Sustainable Development**

(max 1500 characters)

**Please fill in and save this form to your computer then email, along with any attachments to [bankholiday@culture.gsi.gov.uk](mailto:bankholiday@culture.gsi.gov.uk)**

**Closing Date:** While it will be helpful to have returns by the **9th June**, we will still be interested in receiving evidence relating to the impact assessment after this date.