

The Teachers' Panel of the Scottish Negotiating Committee for Teachers (SNCT) has today met to decide upon its formal response to the pay offer, tabled by COSLA, on 5th November 2025.

The unanimous decision of the Teachers' Panel was to accept the terms of the pay offer, as set out below:

- A 4% uplift on all SNCT pay points from 1 August 2025, rising to 4.25% from 1 April 2026.
- A 3.25% uplift on all SNCT pay points from 1 August 2026 to 31 July 2027.

Furthermore, the Teachers' Panel accepted the element of the offer that commits to seek agreement on a reopener clause for year two (1 August 2026 to July 2027). In agreeing this element, the Teachers' Panel shares the desire intimated in the COSLA letter to conclude negotiations on a reopener clause by the end of this calendar year.

The Teachers' Panel wishes, at this stage, to clearly and overtly restate its commitment to the longer-term restoration of the real-terms value of teachers' pay and welcomes the reference within the offer letter to this objective.

However, whilst the SNCT Teachers' Panel accepts the pay offer covering August 2025 to July 2027, it is with the unanimous view that much more is required in future years to ensure that the erosion in the value of teachers' pay since 2008 is fully addressed.