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Dear Moyra

The Scottish Negotiating Committee for Teachers (SNCT) would like to thank you for chairing the Independent Panel on Career Pathways for Teachers and for the panel's work on the career pathways.

The SNCT is satisfied that the recommendations, if implemented, will ensure that all teachers will have the opportunity to widen their experience both in and outside of the classroom and will further support teachers throughout their professional career.

The SNCT has considered the report and accepts the report's principles. Whilst the SNCT is supportive of the report, it should be recognised that some of the recommendations are best placed to be delivered by other Education Stakeholders. The SNCT will specifically focus on the recommendations relating to Lead Teacher and Career Progression, Headship and Beyond, and the National Model for Sabbaticals.

The SNCT notes the implementation date of August 2021 and will work to achieve this. However, it is considered that, where possible, some of the recommendations may be implemented earlier in tandem with the empowering school agenda.

The SNCT will now develop a work plan and establish three working groups to take forward the work relating to Lead Teacher and Career Progression, Headship and Beyond and the National Model for Sabbaticals.

Yours sincerely

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