

# **Scottish Borders Council**

Financial Plan 2025/26

As approved by Council on 20 February 2025



# **Scottish Borders Council**

Revenue & Capital Financial Plan
Revenue 2025/26 - 2029/30, Capital 2025/26 - 2034/35

# **Scottish Borders Council**

# Financial Plans from 2025/26

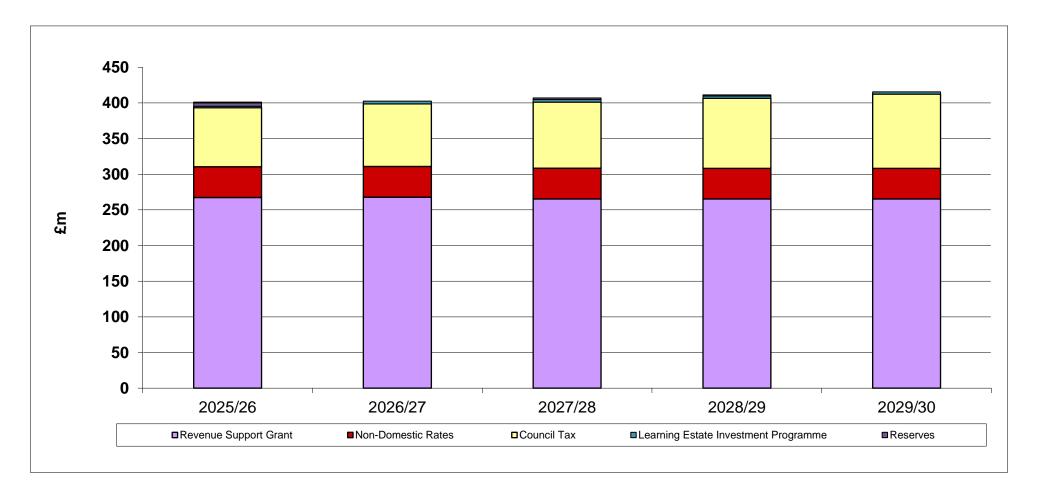
Contents	Page		Page
Revenue Resources	4	Service Budgets	
Service Level Summary	6	Corporate	12
		Infrastructure & Environment	14
Summary of Revenue Budget Movement	7	Adult Services	19
		Education & Children's Services	23
Summary of Capital Budget Movement	8	Resilient Communities	27
		Finance	31
Subjective Analysis	9	Corporate Governance	34
		People, Performance & Change	37
Staffing Overview	10		
		Capital Investment	39
		Capital Funding	41

All figures contained within this Financial Plan are rounded to the nearest one thousand pounds.

### Scottish Borders Council Financial Plan 2025/26 to 2029/30 Revenue Resources

	2025/26	2026/27 (Provisional)	2027/28 (Provisional)	2028/29 (Provisional)	2029/30 (Provisional)	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Aggregate External Finance						
General Revenue Support	247,235	247,623	245,064	244,947	244,830	1,229,699
General Revenue Support (undistributed)	4,264	4,264	4,264	4,264	4,264	21,320
Impact of National Insurance change	4,364	4,364	4,364	4,364	4,364	21,820
Ring fenced grants	3,206	3,206	3,206	3,206	3,206	16,030
Health & Social Care Partnership	8,288	8,370	8,454	8,538	8,624	42,274
Non-domestic Rates	43,024	43,024	43,024	43,024	43,024	215,120
	310,381	310,851	308,376	308,343	308,312	1,546,263
Funding for new schools through Learning Estate Investment Programme	1,962	3,921	3,511	3,102	3,102	15,598
Reserves	4,859	o	2,375	1,570	0	8,804
Council Tax (Band D £1,491.72 in 2025/26 - 10% increase)	79,510	84,356	89,244	94,533	100,127	447,770
Second Homes Council Tax	3,431	3,427	3,598	3,778	3,967	18,201
Total	400,143	402,555	407,104	411,326	415,508	2,036,636

Scottish Borders Council Financial Plan 2025/26 to 2029/30 Revenue Resources



# Scottish Borders Council Financial Plan 2025/26 to 2029/30 Service Level Summary

	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000	Capital Investment (10 years) £'000
Corporate	(3,928)	(11,798)	(19,753)	(26,825)	(33,323)	(95,627)	0
Infrastructure & Environment	57,338	58,955	60,447	62,331	64,054	303,125	131,804
Adult Services	87,742	88,810	90,373	91,635	92,631	451,191	32,317
Education & Children's Services	168,746	172,047	176,329	180,675	185,125	882,922	115,773
Resilient Communities	30,719	30,278	30,978	31,694	32,426	156,095	69,983
Finance	40,836	44,968	48,608	51,249	53,363	239,024	38,678
Corporate Governance	8,845	9,211	9,791	9,983	10,388	48,218	5,000
People, Performance & Change	9,845	10,084	10,331	10,584	10,844	51,688	0
Total	400,143	402,555	407,104	411,326	415,508	2,036,636	393,555

# Scottish Borders Council Financial Plan 2025/26 to 2029/30 Summary of Revenue Budget Movement

	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Base Budget (approved 29th February 2024)	370,169	400,143	402,555	407,104	411,326	1,991,297
Workforce budget adjustments	13,887	6,435	6,735	6,934	7,144	41,135
Non-pay and department specific inflation	651	2,352	2,474	2,520	2,569	10,565
Service specific priorities & national policy changes	18,345	2,071	3,731	2,287	1,425	27,860
Total Pressures	32,883	10,858	12,940	11,741	11,138	79,560
Savings Proposals						
Corporate	0	(7,870)	(7,955)	(7,072)	(6,498)	(29,395)
Infrastructure & Environment	(696)	(389)	(335)	(343)	(356)	(2,119)
Adult Services	(457)	(150)	(25)	(25)	(21)	(678)
Education & Children's Services	(242)	(15)	(20)	(20)	(20)	(317)
Resilient Communities	(1,145)	20	(14)	(15)	(16)	(1,170)
Corporate Governance	(369)	(42)	(42)	(44)	(45)	(542)
Total Savings	(2,909)	(8,446)	(8,391)	(7,519)	(6,956)	(34,221)
Base Budget	400,143	402,555	407,104	411,326	415,508	2,036,636

# Scottish Borders Council Financial Plan 2025/26 to 2029/30 Summary of Capital Budget Movement

	3 year operational £000's	7 year strategic £000's	Total £000's	Est. External Funding £000's		Est. SBC Contribution £000's
Base Budget (approved 29th February 2024)	286,233	168,076	454,309	(115,107)	- ]	339,202
Specific Grants from Scottish Government	(988)	0	(988)	988		О
Other External Grants & Contributions	(5,849)	(9,517)	(15,366)	15,366		0
Development Contributions	(5,840)	0	(5,840)	5,840		0
Capital Receipts	(2,361)	(1,500)	(3,861)	0		(3,861)
General Capital Grant	241	(966)	(725)	0		(725)
Plant & Vehicle Replacement - P&V Fund	4,500	0	4,500	(4,500)		0
Synthetic Pitch Replacement Fund	93	(473)	(380)	380		0
Funded from Revenue	(114)	0	(114)	114		0
Borrowing	(39,146)	1,165	(37,981)	0		(37,981)
Total Funding Adjustments	(49,464)	(11,291)	(60,755)	18,188		(42,567)
Funding	236,770	156,785	393,555	(96,919)		296,636
Investment Proposals					]	
Infrastructure & Environment	47,635.50	84,168	131,804	(31,146)		100,658
Adult Services	32,016.00	301	32,317	0		32,317
Education & Children's Services	101,972.00	13,801	115,773	(2,233)		113,540
Resilient Communities	51,848.00	18,135	69,983	(63,540)		6,443
Finance	1,798.00	36,880	38,678	0		38,678
Corporate Governance	1,500.00	3,500	5,000	0		5,000
Total Investment	236,770	156,785	393,555	(96,919)		296,636

### Scottish Borders Council Financial Plan 2025/26 to 2029/30 Subjective Analysis

The analysis of income / expenditure in the attached Revenue Financial Plan is based on CIPFA reporting requirements for accounting periods from 1 April 2025.

Employee Costs

Cost of employee expenses, both direct and indirect, including salaries, employer's national insurance contribution, employer's retirement benefit cost, agency staff, relocation, interview, training, advertising, severance payments and contributions to employee-related provisions.

Premises Related Expenditure Expenses directly related to the running of premises and land including repairs, alterations and maintenance of buildings, energy costs, rent, rates, water services, cleaning and domestic supplies, ground maintenance costs and premises insurance.

**Transport Related Expenditure**Costs associated with the provision, hire or use of transport, including travelling allowances and home to school transport.

Supplies and Services

Costs of all direct supplies and service expenses to the authority including equipment, furniture and materials, catering, uniforms and laundry, printing, stationery and general office expenses, communications and computing, member's allowances, grants and subscriptions.

Third Party Payments

Payments to an external provider or an internal service delivery unit defined as a trading operation. Includes payments to joint authorities, other local authorities, health authorities, government departments and PPP schemes.

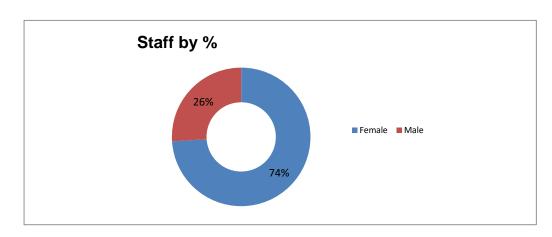
**Transfer Payments**Costs of payments to individuals for which no goods or services are received in return by the local authority such as rent allowances, rent rebates and costs arising from soft loans.

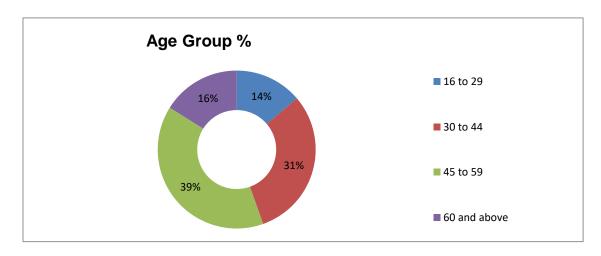
**Support Services** Charges for services provided by other Council departments.

**Capital Financing Costs**Records the revenue impact of capital items in the service revenue accounts of the authority.

**Income** Includes all income received by the service from external users or by way of charges or recharges to internal users.

#### Scottish Borders Council Financial Plan 2025/26 to 2029/30 Summary of Key Workforce Data



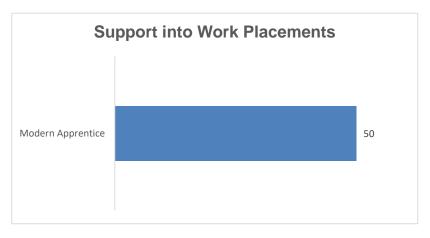


#### **Sickness Absence Days**

	SBC Average	Scotland Average
Chief Officers & Single Status Staff	12.92	13.90
Teachers	7.28	7.60

Disability %

Declared	Prefer not to Say	Nothing Stated	No		
2.35	0.28	61.83	35.54		



### Scottish Borders Council Financial Plan 2025/26 to 2029/30

#### **Summary of Key Workforce Data**

# **Gender Pay Gap**

## Chief Officers & Single Status (hourly rate per grade)

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Grade Group	Female (£)	Male (£)	Pay Gap						
National Minimum	12.5600	12.5684	0.07%						
Live Borders	17.8333	16.5965	-7.45%						
Grade 1	12.5600	12.5600	0.00%						
Grade 2	12.5983	12.9178	2.47%						
Grade 3	12.8258	13.6539	6.07%						
Grade 4	13.4602	13.7730	2.27%						
Grade 5	14.4506	15.0549	4.01%						
Grade 6	16.2071	17.0274	4.82%						
Grade 7	17.8933	18.3919	2.71%						
Grade 8	20.3925	20.5481	0.76%						
Grade 9	24.1545	24.2044	0.21%						
Grade 10	27.9414	27.9861	0.16%						
Grade 11	31.7170	31.6339	-0.26%						
Grade 12	36.1995	36.6930	1.34%						
Chief Officer	51.9306	53.4885	2.91%						
Overall	15.9814	17.3429	7.85%						

### **Teachers (hourly rate per grade)**

Grade Group	Female (£)	Male (£)	Pay Gap
Probationer	20.4219	20.4219	0.00%
Common Scale	29.8675	29.8782	0.04%
Music Instructor	27.6099	27.1031	-1.87%
Chartered Teacher	35.2408	36.2386	2.75%
Lead Teacher	34.9112	34.9112	0.00%
Principal Teacher	37.4525	37.6423	0.50%
Psychologist	34.5674	37.3953	7.56%
Quality Improvement	45.6666	44.7008	-2.16%
Depute and Head Teachers	44.1145	46.1253	4.36%
Overall	31.9351	32.9155	2.98%

# Financial Plan 2025/26 to 2029/30 Corporate

Corporate by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Corporate	(3,928)	(11,798)	(19,753)	(26,825)	(33,323)	(95,627)
Total	(3,928)	(11,798)	(19,753)	(26,825)	(33,323)	(95,627)
Corporate by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	(135)	(135)	(135)	(135)	(135)	(675)
Premises Related Expenditure	0	0	0	0	0	0
Transport Related Expenditure	0	0	0	0	0	0
Supplies & Services	(3,793)	(11,663)	(19,618)	(26,690)	(33,188)	(94,952)
Support Services	0	0	0	0	0	0
Third Party Payments	0	0	0	0	0	0
Transfer Payments	0	0	0	0	0	0
Support Services	0	0	0	0	0	0
Capital Financing Costs	0	0	0	0	0	0
	(3,928)	(11,798)	(19,753)	(26,825)	(33,323)	(95,627)
Income	0	0	0	0	0	0
Total	(3,928)	(11,798)	(19,753)	(26,825)	(33,323)	(95,627)

### Corporate

Overarching proposals covering the whole Council

	3 year	7 year		Est. External	Est. SBC	
Capital Investment	Operational	Strategic	Total	Funding	Contribution	Detail
	£'000	£'000	£'000	£'000	£'000	
Total Investment	0		0	0	0	

Revenue Opening Position	2025/26	2026/27	2027/28	2028/29	2029/30
Nevenue Opening Fosition	£'000	£'000	£'000	£'000	£'000
Base Budget (approved 29th February 2024)	(3,558)	(3,928)	(11,798)	(19,753)	(26,825)
Permanent Virements	0	0	0	0	0
Revised Base Budget	(3,558)	(3,928)	(11,798)	(19,753)	(26,825)

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Repay Reserves for advance of 23/24 pay	370	(370)	0	0	0	(	Removal of one-off funding from SG in 2024/25
Total Pressures		(370)	0	0	0	C	

Savings Proposals	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
90% Financial Sustainability cost reductions	0	0	(7,870)	(7,955)	(7,072)		Further transformational change will be delivered within directorates once plans are confirmed/approved which will create a smaller organisation able to operate within financial resources available. There will be an impact on staffing numbers. The details will be confirmed as proposals are developed. All possible steps will be taken to avoid redundancies, including management of vacancies and turnover. Any actual staff impact will be managed through the appropriate application of HR policies and procedures
Total Savings		0	(7,870)	(7,955)	(7,072)	(6,498)	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
Revenue Closing Position	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	(3,928)	(11,798)	(19,753)	(26,825)	(33,323)

# Financial Plan 2025/26 to 2029/30 Infrastructure & Environment

Infrastructure & Environment by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Property	17,941	18,624	19,042	19,787	20,402	95,795
- Property Management	18,132	18,770	19,141	19,838	20,402	96,285
- Estates Management	699	720	742	764	787	3,712
- Architects	211	226	242	258	275	1,212
- Major Projects	259	278	297	317	338	1,487
- Commercial Property	(1,360)	(1,370)	(1,380)	(1,390)	(1,400)	(6,900)
Facilities	8,604	8,948	9,304	9,670	10,047	46,574
- Catering Services	3,111	3,294	3,483	3,677	3,876	17,443
- Cleaning & Facilities Management	5,493	5,654	5,821	5,993	6,171	29,130
Emergency Planning	238	245	252	260	268	1,265
Parks & Environment	5,448	5,765	6,036	6,350	6,614	30,211
Roads & Infrastructure	10,753	11,057	11,424	11,801	12,190	57,223
- Network & Infrastructure Asset Management	10,044	10,246	10,508	10,777	11,055	52,630
- SBc Contracts	(753)	(753)	(753)	(753)	(753)	(3,765)
- Engineers	1,032	1,061	1,091	1,122	1,154	5,458
- Fleet Management	430	503	578	655	734	2,900
- Pay Parking	0	0	0	0	0	0
Waste Management Services	11,737	11,605	11,582	11,558	11,527	58,007
Passenger Transport	2,618	2,712	2,808	2,906	3,007	14,052
Total	57,338	58,955	60,447	62,331	64,054	303,125

Infrastructure & Environment by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	36,419	37,413	38,436	39,490	40,576	192,336
Premises Related Expenditure	18,668	18,586	18,900	19,539	20,043	95,735
Transport Related Expenditure	14,993	15,080	15,168	15,257	15,349	75,845
Supplies & Services	15,399	16,134	16,264	16,396	16,533	80,726
Third Party Payments	20,832	20,871	21,030	21,192	21,356	105,281
Transfer Payments	0	0	0	0	0	0
Support Services	171	171	171	171	171	856
Capital Financing Costs	2,960	3,103	3,216	3,367	3,463	16,111
	109,442	111,358	113,185	115,412	117,491	566,890
Income	(52,104)	(52,403)	(52,738)	(53,081)	(53,437)	(263,763)
Total	57,338	58,955	60,447	62,331	64,054	303,125

#### **Infrastructure & Environment**

Property, Facilities, Emergency Planning, Parks & Environment, Roads & Infrastructure, Waste Management, Passenger Transport

Capital Investment	3 year Operational £'000	7 year Strategic £'000	Total £'000	Est. External Funding £'000	Est. SBC Contribution £'000	Detail
Land & Property Infrastructure	12,025	13,541	25,566	(2,995)	22,571	Prioritised capital works on the Council estate including parks and play facilities, cemetery land acquisition and development, structural, energy efficiency, health & safety works, improvements and upgrades
Roads & Transport Infrastructure Cycling, Walking & Safer Streets	21,680 1,002	50,820 1,729	72,500 2,731	0 (2,731)	0	Investment in roads, bridges and lighting  Specific Scottish Government funding to encourage safer walking, wheeling and cycling to schools and communities
Peebles Bridge	0	420	420	0	420	Possible preparatory work to consider the future requirement for a new bridge crossing in Peebles to support future development per the Local Development Plan
Flood & Coastal Protection Works & Scheme Preparation	1,193	2,604	3,797	0		Small scale capital flood works projects and flood studies for future major schemes. Flood studies and scheme preparation fully funded by SG
Hawick Flood Protection	879	0	879	(920)		Final stages of infrastructure project to protect 930 residential and commercial properties from 1:75 year flood risk within the River Teviot and the Slitrig's flood plain in Hawick
Waste Management	352	1,054	1,406	0	1,406	Investment in approximately 4,500 waste containers for general, recycling and food waste collections for new build homes, trade contracts and replacement bins
Roundabout at Easter Langlee	5	0	5	0		Remaining works associated with the construction of a new roundabout at Easter Langlee, Galashiels
Plant & Vehicle Fund (P&V)	10,500	14,000	24,500	(24,500)	0	The provision of a financially sustainable and fit for purpose P&V Fund is critical to the delivery of statutory and non statutory frontline services. It will also play an increasingly important role in the delivery of the Council's climate change commitments, which includes the transition to alternative fuel vehicles including electric & hydrogen, which are significantly more expensive than existing petrol/diesel vehicles
Total Investment	47,636	84,168	131,804	(31,146)	100,658	

Revenue Opening Position	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000
Base Budget (approved 29th February 2024)	55,813	57,338	58,955	60,447	62,331
Permanent Virements	(106)	0	0	0	0
Revised Base Budget	55,707	57,338	58,955	60,447	62,331

#### **Infrastructure & Environment**

Property, Facilities, Emergency Planning, Parks & Environment, Roads & Infrastructure, Waste Management, Passenger Transport

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Workforce budget adjustments	30,037	1,501	981	1,010	1,041		To provide for pay award at 3% for 2025/26 and 3% each following year
Workforce budget adjustments	30,037	1,501	501	1,010	1,041	1,075	pending national pay negotiations. Permanent impact of 2024/25 pay
							laward
Employers National Insurance Change	2,215	795	13	13	13	13	The UK government is increasing the rate of employer Class 1 National
	_,						Insurance contribution rates from 13.8% to 15%. It is also reducing the 'per
							employee threshold' at which employers become liable to pay National
							Insurance from £9,100 to £5,000 per year, with effect from 6th April 2025
Non-pay inflation	17,888	(1,069)	(129)	567	580	595	To allow for anticipated inflationary price increases of utilities, waste
							contracts and road fuel
Rates revaluation	7,212	17	11	0	0		Impact of rates revaluation with transitional relief
Impact on Non Domestic Rates (NDR) Relief of Empty	7,212	(58)	0	0	0		Impact on SBC properties of changes to the NDR Empty Property Relief
Property Relief							Policy
Play Areas and Outdoor Community Spaces	279	0	143	113	151		Replacement fund for Play Areas and Outdoor Community Spaces
Additional new schools Non-Domestic Rates (NDR),	1,573	311	77	(163)	150	0	Additional budget required to fund costs in new schools
utilities and cleaning pressure							
Galashiels Academy Hard Facilities Management (FM)	0	203	323	28	29	30	Estimated Hard FM and Lifecycle maintenance costs for Galashiels Academy
and Lifecycle Maintenance	ŭ						
Peebles High School Hard FM and Lifecycle Maintenance	0	322	348	36	36		Estimated Hard FM and Lifecycle maintenance costs for Peebles High School
Property Maintenance Fund inflation	3,153	81	83	84	86	88	To allow for anticipated inflationary increases of materials and works
							associated with maintaining the Council estate
Roads	10,008	(300)	0	0	0	0	Planned return to base budget following temporary increase in previous
							years
Catering (food) inflation	2,154	43	44	45	46	47	Estimated inflationary price increase of food costs
Winter maintenance (salt) inflation	888	87	19	20	20	21	Estimated inflationary price increase of salt costs
Aggregates and bitumen inflation	818	16	16	17	17	18	Estimated inflationary price increase of aggregates and bitumen
Vehicle spare parts inflation	818	16	17	17	17	18	Estimated inflationary price increase of spare parts
Parks management fee adjustment	(64)	0	20	0	0	0	Adjustment to fees in line with capital investment
Bus contract inflation	1,946	39	40	40	41		Estimated inflationary price increase for bus contracts
School Meals	3,277	278	0	0	0	0	Free school provision for P6-P7 children in receipt of the Scottish Child
							Payment to baseline funding from SG
Parks & Environment income pressure		45	0	0	0	0	Existing income pressures to be funded from new fees identified
Total Pressures		2,327	2,006	1,827	2,227	2,079	

#### **Infrastructure & Environment**

Property, Facilities, Emergency Planning, Parks & Environment, Roads & Infrastructure, Waste Management, Passenger Transport

Savings Proposals	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Additional fees & charges income	(4,781)	(551)	(309)	(325)	(333)	(346)	Income from fees & charges
Commercial rent income	(1,350)	(10)	(10)	(10)	(10)	(10)	Inflationary increases to the commercial property charges
Waste Management	11,218	(30)	(70)	0	0	0	Savings to be delivered through implementation of the Scottish Deposit
							Return Scheme (DRS) which was withdrawn in 2023 and is now to be
							delivered as part of the UK wide DRS
Cleaning Academy	0	(10)	0	0	0	0	Marketing the Cleaning Academy to partners and the private sector to
							increase commercial income
Parks & Environment tree surgeon	35	(35)	0	0	0	0	Employ in house tree surgeon to reduce contractor costs
Change supplier for vehicle parts	818	(45)	0	0	0	0	Anticipated saving from review of vehicle parts purchasing
Parks & Environment amenity site advertising	0	(10)	0	0	0	0	Introduce advertising space on amenity sites on key routes through towns
							and villages including wildflower and tree sponsorship
Passenger Transport	23	(5)	0	0	0	0	Use of digital technology to provide real-time, up-to-date data for service
							planning, reducing manual intervention
Total Savings		(696)	(389)	(335)	(343)	(356)	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
Revenue Closing Position	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	57,338	58,955	60,447	62,331	64,054

### Financial Plan 2025/26 to 2029/30 Adult Services

Adult Services by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Adult Social Care	20,418	20,996	21,593	22,207	22,838	108,053
Adult Statutory & Public Protection Services	1,494	1,533	1,573	1,615	1,658	7,875
Older People	26,455	26,646	27,304	27,633	27,671	135,709
Joint Learning Disability	23,324	23,373	23,424	23,477	23,531	117,128
Joint Mental Health	2,457	2,483	2,510	2,538	2,566	12,554
People with Physical Disabilities	3,716	3,716	3,716	3,716	3,716	18,582
Generic Services	9,770	9,952	10,139	10,332	10,531	50,722
Public Health	108	111	114	117	120	570
Total	87,742	88,810	90,373	91,635	92,631	451,191

Adult Services by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	29,836	30,762	31,716	32,699	33,712	158,725
Premises Related Expenditure	242	243	245	247	249	1,225
Transport Related Expenditure	790	792	794	796	798	3,972
Supplies & Services	2,315	2,298	2,281	2,264	2,243	11,402
Third Party Payments	60,292	60,456	61,086	61,386	61,386	304,607
Transfer Payments	9,482	9,482	9,482	9,482	9,482	47,412
Support Services	0	0	0	0	0	0
Capital Financing Costs	0	0	0	0	0	0
	102,958	104,034	105,605	106,875	107,871	527,343
Income	(15,216)	(15,224)	(15,232)	(15,240)	(15,240)	(76,152)
Total	87,742	88,810	90,373	91,635	92,631	451,191

#### **Adult Services**

Adult Social Care, Generic Services, Older People, Adult Statutory & Public Protection Services, Joint Learning Disability, Joint Mental Health, People with Physical Disability, Public Health

Capital Investment	3 year Operational £'000	7 year Strategic £'000	Total £'000	Est. External Funding £'000	Est. SBC Contribution £'000	Detail
Residential Care Accommodation Replacement	31,887	0	31,887	0		Two new proposed multipurpose Residential Care Villages in Tweedbank and Hawick
Care Inspectorate Requirements	129	301	430	0		Residential Care Home works in order to deliver specific recommendations identified within the Care Inspectorate inspections
Total Investment	32,016	301	32,317	0	32,317	

Revenue Opening Position	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000
Base Budget (approved 29th February 2024)	77,462	87,742	88,810	90,373	91,635
Permanent Virements	(513)	0	0	0	0
Revised Base Budget	76,949	87,742	88,810	90,373	91,635

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Workforce budget adjustments	28,236	1,343	917	945	973	,	To provide for pay award at 3% for 2025/26 and 3% each following year pending national pay negotiations. Permanent impact of 2024/25 pay award
Employers National Insurance Change	1,895	734	9	9	10		The UK government is increasing the rate of employer Class 1 National Insurance contribution rates from 13.8% to 15%. It is also reducing the 'per employee threshold' at which employers become liable to pay National Insurance from £9,100 to £5,000 per year, with effect from 6th April 2025
Non-pay inflation	180	2	3	4	4	4	To allow for anticipated inflationary increases
Reflect pressures funded by H&SC funding	28,124	0	(2,281)	(2,281)	(2,281)	(2,281)	Assumed Real Living Wage and National Care Home Contract funding
Real Living Wage in Scotland	28,124	3,086	1,666	1,666	1,666	1,666	RLW 2025/26 uplift funding for Adult Services providers
COSLA National Care Home Contract	15,199	371	615	615	615	615	RLW 2025/26 uplift funding for National Care Home Contract
Real Living Wage 24/25 Permanent Funding	28,124	5,722	0	0	0	0	RLW 2024/25 uplift funding for Adult Services providers
Care costs associated with 2 new Care Villages	4,286	0	289	0	300	0	Anticipated care and building costs in relation to the two new Care Villages at Tweedbank (60 bed unit) and Hawick (assumed 30 bed unit)
Hawick Extra Care Housing	2,466	0	0	630	0	0	Anticipated client care costs in relation to proposed Extra Care Housing development in Hawick

#### **Adult Services**

Adult Social Care, Generic Services, Older People, Adult Statutory & Public Protection Services, Joint Learning Disability, Joint Mental Health, People with Physical Disability, Public Health

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Mental Health Renewal & Recovery Officers	88	(88)	0	0	0	0	Funding removed in 25/26 settlement
Violence against Women	255	30	0	0	0	0	To bring base budget into line with actual costs
National Trauma Training	50	50	0	0	0	0	In line with confirmed National Trauma Training funding
Total Pressures		11,250	1,218	1,588	1,287	1,017	

Savings Proposals	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Additional fees & charges income	(447)	(25)	(25)	(25)	(25)	(21)	Increase income from fees & charges
Promoting increased use of Self Directed Support Direct	9,398	(377)	(125)	0	0	0	Encourage clients to opt for direct payments which allows them flexibility
Payments and the use of Personal Assistants to provide Care							and more control over their care packages. Expected to be managed within
at Home							existing staffing establishments
Care at Home and Care Homes - review of services including	15,197	(20)	0	0	0	0	Review staff duties and meals in Care Homes and staff rotas across Care at
staff duties, meals and rota patterns							Home and Care Homes
Early Intervention & Prevention - Community Led Support	13,404	(35)	0	0	0	0	Earlier contact with individuals enabling them to be in contact with the right
and What Matters Hubs							resource for their needs, reducing pressure in Social Work
Total Savings		(457)	(150)	(25)	(25)	(21)	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	87,742	88,810	90,373	91,635	92,631

# Financial Plan 2025/26 to 2029/30 Education & Children's Services

Education & Children's Services by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Early Years	18,667	19,056	19,453	19,863	20,285	97,326
Primary Schools	36,958	38,057	39,189	40,354	41,555	196,111
Secondary Schools	56,779	58,502	60,281	62,113	64,005	301,679
Additional Support Needs	14,652	15,070	15,499	15,941	16,395	77,556
Educational Psychology	842	856	877	899	922	4,395
Central Schools	6,824	7,044	7,132	7,222	7,315	35,536
School Meals	2,035	2,035	2,035	2,035	2,035	10,173
School Transport	4,687	4,793	4,901	5,011	5,123	24,517
Active Schools & Sports Development	46	64	82	100	118	410
Children & Families Social Work	26,062	25,376	25,686	25,943	26,178	129,245
Justice Services	1,195	1,195	1,195	1,195	1,195	5,975
Total	168,746	172,047	176,329	180,675	185,125	882,922

Education & Children's Services by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	115,174	118,785	122,373	126,066	129,872	612,271
Premises Related Expenditure	356	358	360	362	364	1,800
Transport Related Expenditure	7,349	7,494	7,642	7,793	7,946	38,224
Supplies & Services	25,391	25,851	26,327	26,819	27,328	131,718
Third Party Payments	24,578	23,676	23,764	23,792	23,792	119,600
Transfer Payments	1,479	1,479	1,479	1,479	1,479	7,397
Support Services	107	107	107	107	107	533
Capital Financing Costs	0	0	0	0	0	0
	174,434	177,750	182,052	186,418	190,888	911,542
Income	(5,688)	(5,703)	(5,723)	(5,743)	(5,763)	(28,618)
Total	168,746	172,047	176,329	180,675	185,125	882,922

#### **Education & Children's Services**

Early Years, Primary Schools, Secondary Schools, Additional Support Needs, Educational Psychology, Central Schools, Children & Families, School Meals, School Transport, Justice Services

	3 year	7 year		Est. External	Est. SBC	
Capital Investment	Operational	Strategic	Total	Funding	Contribution	Detail
	£'000	£'000	£'000	£'000	£'000	
Early Years Expansion	1,233	0	1,233	(1,233)	0	Delivery of Early Years provision
Eyemouth Primary School	14,654	0	14,654	0	14,654	Delivery of primary school in Eyemouth
Earlston Primary School	254	0	254	0	254	Delivery of primary school in Earlston
Galashiels Academy	13,410	0	13,410	0	13,410	Delivery of secondary school in Galashiels
Hawick High School	50,485	1,271	51,756	0	51,756	Delivery of secondary school in Hawick
Peebles High School	16,566	0	16,566	0	16,566	Delivery of secondary school in Peebles
School Estate Block	5,370	12,530	17,900	(1,000)	16,900	Programme of works across the school estate to enhance learning
						environments, ensure compliance with a range of legislation in relation to
						health and safety, care inspectorate, environmental health and insurers and
						to enable improvement of safety in schools
Total Investment	101,972	13,801	115,773	(2,233)	113,540	

Revenue Opening Position	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000
Base Budget (approved 29th February 2024)	159,309	168,746	172,047	176,329	180,675
Permanent Virements	(126)	0	0	0	0
Revised Base Budget	159,183	168,746	172,047	176,329	180,675

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Workforce budget adjustments	108,759	4,937	3,351	3,556	3,660	3,772	To provide for pay award at 3% for 2025/26 and 3% each following year
							pending national pay negotiations. Permanent impact of 2024/25 pay
							award
Employers National Insurance Change	8,651	2,007	29	32	33		The UK government is increasing the rate of employer Class 1 National Insurance contribution rates from 13.8% to 15%. It is also reducing the 'per employee threshold' at which employers become liable to pay National Insurance from £9,100 to £5,000 per year, with effect from 6th April 2025
Non-pay inflation	290	5	6	6	6	6	To allow for anticipated inflationary increases
Unitary charge Public-Private Partnership (PPP)	16,869	412	456	472	488	505	Contractual inflationary increase required for the 5 high schools built with
schools							PPP funding
Educational psychologists	651	11	0	0	0	0	Additional funding for Educational Psychologists
School transport	4,758	0	106	108	110	112	Inflationary costs for school bus routes

#### **Education & Children's Services**

Early Years, Primary Schools, Secondary Schools, Additional Support Needs, Educational Psychology, Central Schools, Children & Families, School Meals, School Transport, Justice Services

Budget Pressures	Base Budget	2025/26	2026/27	2027/28	2028/29	2029/30	Detail
	£'000	£'000	£'000	£'000	£'000	£'000	
Additional Support Needs Transport	1,780	0	39	40	41	41	Inflationary costs for re tendered routes and increased numbers
Children & Families - External Placements	12,929	556	(1,000)	0	0	0	Permanent effect of base increase in 2024/25. Review underway to consider
							service delivery model and requirements in future years. Includes new
							Lowood model and increases based on current placements
Uplift to Foster, Kinship and Through Care Fees and	2,463	58	59	60	0	0	Uplift of 2% in 2025/26 and thereafter for Kinship and Foster care
Allowances and ancillary support costs							allowances and ancillary support costs for looked after children
Children & Families - Aberlour	583	46	39	28	28	0	Increased costs of renewed (4 year) contracts with Aberlour for family
							support
Mental Health & Wellbeing	0	321	0	0	0	0	Funding being baselined for Mental Health & Wellbeing in 25/26
Additional Support Needs Additionality	13,067	556	0	0	0	0	Additional support for learning training funding provided permanently in
							25/26, baseline funding from SG
Early Learning and Childcare Real Living Wage uplift	4,040	510	0	0	0	0	Increase to cover Real Living Wage uplift for Early Learning & Childcare,
							baseline funding from SG
Clothing & Footwear Grant uplift	407	16	0	0	0	0	Increase to clothing & footwear grant
Casework and Related Admin (Children's Services)	12,929	601	0	0	0	0	Increase to SW funded providers to cover RLW uplift, baseline funding from
							SG
Early intervention & prevention funding	2,231	(231)	231	0	0	0	Reduction in the Early Intervention & prevention funding for one year
Total Pressures		9,805	3,316	4,302	4,366	4,470	

Savings Proposals	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Increased fees & charges	(336)	(15)	(8)	(11)	(11)	(11)	Income from fees & charges
Increases to fees for non-funded childcare	(63)	(15)	(7)	(9)	(9)	(9)	Charges for Scottish Borders Council provided out of school club and non- funded childcare to increase by £0.65 per hour to £6.70 from 21 April 2025 to bring more into line with private provider fees
Increases to cost of school meals for P6 & P7	(299)	(8)	0	0	0	0	Inflationary increase to school meal charge for P6 & P7 until introduction of Universal Free School Meals (UFSM)
School Transport	4,752	(17)	0	0	0	0	Reduction in Schools Academy transport costs
Mothballed schools	34,303	(122)	0	0	0	0	Mothballing of Eddleston & St Josephs Primary Schools
School Transport - utilise public transport	4,752	(65)	0	0	0	0	Cessation of Scholars Passes and promotion of the use of public transport as a replacement
Total Savings		(242)	(15)	(20)	(20)	(20)	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	168,746	172,047	176,329	180,675	185,125

# Financial Plan 2025/26 to 2029/30 Resilient Communities

Resilient Communities by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Business Support	6,705	6,921	7,143	7,371	7,607	35,745
Community Planning & Engagement	539	556	573	591	609	2,867
Neighbourhood Support Fund	327	377	377	377	377	1,833
Customer Advice & Support Services	2,769	2,890	3,015	3,143	3,274	15,093
Economic Development	2,430	2,536	2,595	2,655	2,717	12,933
Cultural Services	5,244	4,043	4,043	4,043	4,043	21,415
Sports Services	1,861	1,861	1,861	1,861	1,861	9,306
Community Learning & Development	1,178	1,213	1,249	1,287	1,326	6,254
Commissioning	294	304	314	324	334	1,568
Safer Communities	1,254	1,287	1,341	1,396	1,452	6,728
Discretionary Housing Payments	0	0	0	0	0	0
Housing Benefits	971	971	971	971	971	4,855
Non Domestic Rates Relief	355	355	355	355	355	1,775
Scottish Welfare Fund	586	586	586	586	586	2,931
Council Tax Reduction Scheme	6,207	6,379	6,556	6,735	6,915	32,792
Total	30,719	30,278	30,978	31,694	32,426	156,095

Resilient Communities by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	15,816	16,314	16,827	17,355	17,899	84,209
Premises Related Expenditure	1,137	1,149	1,164	1,179	1,194	5,825
Transport Related Expenditure	36	36	36	36	36	178
Supplies & Services	1,417	1,511	1,517	1,521	1,522	7,486
Third Party Payments	8,374	7,171	7,174	7,179	7,187	37,087
Transfer Payments	30,872	31,044	31,221	31,400	31,580	156,118
Support Services	0	0	0	0	0	0
Capital Financing Costs	173	173	173	173	173	863
	57,824	57,397	58,111	58,842	59,590	291,766
Income	(27,106)	(27,120)	(27,134)	(27,149)	(27,165)	(135,672)
Total	30,719	30,278	30,978	31,694	32,426	156,095

#### **Resilient Communities**

Business Support, Commissioning, Community Planning & Engagement, Customer Advice & Support, Economic Development, Culture & Sport Services, Community Learning & Development (CLD), Safer Communities, Discretionary Housing Payments, Housing Benefits, Non Domestic Rates Relief, Scottish Welfare Fund, Council Tax Reduction Scheme

Capital Investment	3 year Operational	7 year Strategic	Total	Est. External Funding	Est. SBC Contribution	Detail
	£'000	£'000	£'000	£'000	£'000	
Town Centre Regeneration	805	490	1,295	0	1,295	To support town centre regeneration enabling works and masterplanning
Borders Innovation Park	11,898	2 <i>,</i> 597	14,495	(12,789)	1,706	To support the development of necessary infrastructure to maximise inward
						investment and the future growth of the Scottish Borders economy
Borderlands Inclusive Growth Deal	35,762	11,651	47,413	(46,781)	632	The Borderlands Inclusive Growth Deal is focused on achieving
						transformational change to increase productivity, grow the working age
						population, and contribute to inclusive and sustainable growth including
						projects such as Destination Tweed
Sports Infrastructure	3,383	3,397	6,780	(3,970)	2,810	Capital allocation to Sports Trusts to improve and refurbish Scottish Borders
						Council owned sport and leisure facilities and a Synthetic Pitch Replacement
						Fund to manage the replacement of synthetic pitches across the Scottish
						Borders
Total Investment	51.848	18.135	69.983	(63.540)	6.443	

Revenue Opening Position	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000
Base Budget (approved 29th February 2024)	29,929	30,719	30,278	30,978	31,694
Permanent Virements	(724)	0	0	0	0
Revised Base Budget	29,205	30,719	30,278	30,978	31,694

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Workforce budget adjustments	15,103	736	493	508	523		To provide for pay award at 3% for 2025/26 and 3% each following year pending national pay negotiations. Permanent impact of 2024/25 pay award
Employers National Insurance Change	941	396	5	5	5		The UK government is increasing the rate of employer Class 1 National Insurance contribution rates from 13.8% to 15%. It is also reducing the 'per employee threshold' at which employers become liable to pay National Insurance from £9,100 to £5,000 per year, with effect from 6th April 2025
Non-pay inflation	775	10	13	16	16	16	To allow for anticipated inflationary increases
Council Tax Reduction Scheme (CTRS)	5,585	622	172	177	179	180	Changes in CTRS linked to demand and Council Tax increases in future years
Borderlands & City Deal Project Management Offices (PMO)	187	13	57	8	8	8	Provide contribution towards Borderlands and City Deal PMO's

#### **Resilient Communities**

Business Support, Commissioning, Community Planning & Engagement, Customer Advice & Support, Economic Development, Culture & Sport Services, Community Learning & Development (CLD), Safer Communities, Discretionary Housing Payments, Housing Benefits, Non Domestic Rates Relief, Scottish Welfare Fund, Council Tax Reduction Scheme

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Gaelic	0	1	0	0	0	0	Undistributed allocation to support Gaelic speaking communities
Discontinued use of Maxmill Park	(76)	100	0	0	0		Additional cost of proposal to discontinue Maxmill Park and source alternative accommodation from RSL's as per report approved by Executive Committee 14 May 2024
Sports Trust Management Fee inflation	230	(20)	0	0	0	0	Remove one-off additional funding provided in 2024/25
Live Borders Management Fee	1,000	(1,000)	0	0	0	0	Remove one-off additional funding provided in 2024/25
Live Borders Management Fee	4,782	1,201	(1,201)	0	0		Provide one off increase to management fee to support Live Borders in 2025/26 as it implements recommendations of the joint strategic review of sport, leisure & cultural service and faces financial challenges linked to a post-COVID operating environment and inflationary pressures
Live Borders Management Fee	4,782	600	0	0	0	0	Increase in management fee to provide for impact of real living wage
Total Pressures		2,659	(461)	714	731	748	

Savings Proposals	Base Budget	2025/26	2026/27	2027/28	2028/29	2029/30	Detail
Savings Froposais	£'000	£'000	£'000	£'000	£'000	£'000	Detail
Additional fees & charges income	(395)	(11)	(5)	(5)	(6)	(6)	Income from fees & charges
Scottish Water Commission	(437)	(7)	(9)	(9)	(9)	(10)	Inflationary increase from Scottish Water for administering collection on its
							behalf
Non-Domestic Rates (NDR) Relief	683	(328)	0	0	0	0	As per report to Council 25th January 2024 changes to the NDR Empty
							Property Relief Policy
Neighbourhood Support Fund	270	(135)		0	0	0	Develop alternative plans to deliver Neighbourhood Support Fund
Customer Advice & Support and Business Support	10,537	(44)	0	0	0	0	Use of digital technology to standardise, streamline and modernise
Village Halls	50	(50)	50	0	0	0	One year reduction in village hall grant funding while potential alternative
							funding sources are reviewed
Community Access Policing Team (CAT)	380	(380)	0	0	0	0	Removal of Community Access Policing Team
Victim Support Contract	16	(16)	0	0	0	0	Contract for provision of victim support ended during 2024/25
Antisocial Behaviour Contract - AVD	3	(3)	0	0	0	0	Contract for provision of antisocial behaviour ended during 2024/25
Safer Communities	61	(20)	0	0	0	0	Reduction In third party payments
Penumbra Contract	172	(16)	(16)	0	0	0	Reduction in contract hours
Council tax revision for empty homes	(74,935)	(135)	0	0	0	0	Changes to short-term empty homes policy as per report to Executive
							Committee on 14 January 2025
Total Savings		(1,145)	20	(14)	(15)	(16)	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	30,719	30,278	30,978	31,694	32,426

# Financial Plan 2025/26 to 2029/30 Finance

Finance by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Chief Executive	221	227	233	240	247	1,169
Finance	4,702	4,828	4,958	5,091	5,228	24,808
Information Technology	13,028	13,341	13,656	13,972	14,292	68,291
Strategic Policy	11	16	21	26	31	105
Loan Charges	23,409	27,091	30,275	32,455	34,100	147,331
Provision for Bad Debts	125	125	125	125	125	625
Recharge to Non-General Fund	(662)	(662)	(662)	(662)	(662)	(3,308)
Total	40,836	44,968	48,608	51,249	53,363	239,024

Finance by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	3,799	3,915	4,036	4,160	4,287	20,199
Premises Related Expenditure	677	691	705	719	733	3,526
Transport Related Expenditure	454	463	472	481	491	2,359
Supplies & Services	5,920	5,990	6,058	6,121	6,185	30,273
Third Party Payments	9,149	9,390	9,634	9,885	10,139	48,198
Transfer Payments	0	0	0	0	0	0
Support Services	70	70	70	70	70	348
Capital Financing Costs	22,205	25,887	29,071	31,251	32,896	141,309
	42,274	46,406	50,046	52,687	54,801	246,212
Income	(1,438)	(1,438)	(1,438)	(1,438)	(1,438)	(7,191)
Total	40,836	44,968	48,608	51,249	53,363	239,024

#### Finance

Chief Executive, Finance, Information Technology, Loan Charges, Strategic Policy

Capital Investment	3 year Operational £'000	7 year Strategic £'000	Total £'000	Est. External Funding £'000	Est. SBC Contribution £'000	Detail
ICT Hardware and Peripherals	216	560	776			IT works outwith the scope of the CGI contract
·	1,195	111	1,306			IT replacements, upgrades and investment to support Digital Transformation
IT Transformation			2,000	•	-	across the Council
Emergency & Unplanned	525	1,225	1,750	0		Budget to deliver emergency works in year
New Investment	0	35,000	35,000	0	35,000	New capital investment in future years of Plan
Planned Programming Adjustments to support future years borrowing	(138)	(16)	(154)	0	(154)	Planning assumption that project underspends will be recirculated to fund
						other projects, reducing the Council's borrowing requirement
Total Investment	1,798	36,880	38,678	0	38,678	

Revenue Opening Position	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000
Base Budget (approved 29th February 2024)	34,361	40,836	44,968	48,608	51,249
Permanent Virements	672	0	0	0	0
Revised Base Budget	35,033	40,836	44,968	48,608	51,249

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Workforce budget adjustments	3,419	163	109	113	116		To provide for pay award at 3% for 2025/26 and 3% each following year
							pending national pay negotiations. Permanent impact of 2024/25 pay award
Employers National Insurance Change	269	69	1	1	1		The UK government is increasing the rate of employer Class 1 National Insurance contribution rates from 13.8% to 15%. It is also reducing the 'per employee threshold' at which employers become liable to pay National Insurance from £9,100 to £5,000 per year, with effect from 6th April 2025
Non-pay inflation	4,379	88	89	91	93	95	To allow for anticipated inflationary increases
Loans Charges to support the Capital Plan	18,185	5,224	3,682	3,184	2,180	1,645	Revenue cost of capital borrowing
External Audit Fee	310	70	0	0	0	0	Increase in charge for the provision of external audit services
IT Contract Inflation	8,854	186	241	244	251	254	Inflation on IT contract
IT costs - SEEMiS	114	3	10	7	0	0	Changes in SEEMiS costs notified for 2025/26, 2026/27 and 2027/28
Total Pressures		5,803	4,132	3,640	2,641	2,114	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
Revenue Closing Position	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	40,836	44,968	48,608	51,249	53,363

## Financial Plan 2025/26 to 2029/30 Corporate Governance

Corporate Governance by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Assessor & Electoral Registration Services	1,116	1,149	1,183	1,218	1,254	5,919
Audit & Risk	407	420	434	448	463	2,173
Democratic Services	2,129	2,188	2,349	2,311	2,375	11,351
Legal Services	885	928	973	1,019	1,066	4,871
Protective Services	1,768	1,797	1,828	1,859	1,891	9,141
Housing Strategy & Services	1,629	1,716	1,807	1,903	2,003	9,059
Planning Services	911	1,013	1,217	1,225	1,336	5,703
Total	8,845	9,211	9,791	9,983	10,388	48,218

Corporate Governance by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	10,499	10,833	11,177	11,531	11,895	55,937
Premises Related Expenditure	52	53	54	55	56	269
Transport Related Expenditure	8	8	8	8	8	42
Supplies & Services	436	436	636	436	436	2,380
Third Party Payments	1,812	1,885	1,962	2,043	2,128	9,832
Transfer Payments	0	0	0	0	0	0
Support Services	0	0	0	0	0	0
Capital Financing Costs	5	5	5	5	5	27
	12,813	13,221	13,843	14,079	14,529	68,487
Income	(3,968)	(4,010)	(4,052)	(4,096)	(4,141)	(20,269)
Total	8,845	9,211	9,791	9,983	10,388	48,218

### **Corporate Governance**

Assessors & Electoral Registration Services, Audit & Risk, Democratic Services, Legal Services, Housing Strategy & Services, Planning Services, Protective Services

Capital Investment	3 year Operational £'000	7 year Strategic £'000	Total £'000	Est. External Funding £'000	Est. SBC Contribution £'000	Detail
Private Sector Housing Grant	1,500	3,500	5,000	0		Grant funding to assist the provision of major adaptations to private sector homes enabling residents to remain safe in their homes following a needs and priority assessment by Social Work
Total Investment	1,500	3,500	5,000	0	5,000	

Revenue Opening Position	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000
Base Budget (approved 29th February 2024)	8,389	8,845	9,211	9,791	9,983
Permanent Virements	(90)	0	0	0	0
Revised Base Budget	8,299	8,845	9,211	9,791	9,983

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Workforce budget adjustments	10,264	617	331	341	351	361	To provide for pay award at 3% for 2025/26 and 3% each following year pending national pay negotiations. Permanent impact of 2024/25 pay award
Employers National Insurance Change	832	215	3	3	3	3	The UK government is increasing the rate of employer Class 1 National Insurance contribution rates from 13.8% to 15%. It is also reducing the 'per employee threshold' at which employers become liable to pay National Insurance from £9,100 to £5,000 per year, with effect from 6th April 2025
Non-pay inflation	60	1	1	1	1	1	To allow for anticipated inflationary increases
Scottish Assessors - Barclay Review	249	5	0	0	0	0	To provide for additional legislative burdens linked to the Barclay Review
New Burdens funding for the Elections Act 2022 - Electoral Registration Officer (ERO)	56	(56)	0	0	0	0	Removal of new Burdens funding provided outwith the Scottish Government Settlement
Investment from Second Homes Council Tax	1,331	133	73	77	81	85	Increased investment from Second Homes Council Tax as a result of anticipated income. Second Homes Council Tax is used to support expenditure related to a range of affordable housing activities
Local Government election	0	0	0	100	(100)	0	Budget required to run local government elections every 5 years
Local Development Plan	0	0	0	100	(100)	0	Budget required every 5 years for development of Local Development Plan
Total Pressures		915	408	622	236	450	

### **Corporate Governance**

Assessors & Electoral Registration Services, Audit & Risk, Democratic Services, Legal Services, Housing Strategy & Services, Planning Services, Protective Services

Savings Proposals	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Additional fees & charges income	(1,162)	(74)	(42)	(42)	(44)	(45)	Income from fees & charges
Building Warrant fees	(1,089)	(109)	0	0	0	0	Increase in building warrant fees (10%) effective 1 April 2025
Planning fees	(999)	(150)	0	0	0	0	Increase in planning fees (ave. 15%) effective 12 December 2024
Recharge services to Pension Fund	0	(26)	0	0	0	0	Recharge to SBC Pension Fund for the provision of corporate services by
							Audit & Risk and Democratic Services
Improve online advice and information	0	(10)	0	0	0	0	Use available digital technology to improve online advice and information
Total Savings		(369)	(42)	(42)	(44)	(45)	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	8,845	9,211	9,791	9,983	10,388

# Financial Plan 2025/26 to 2029/30 People, Performance & Change

People, Performance & Change by Service	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Human Resources	5,539	5,668	5,802	5,938	6,078	29,023
Early Retirement/Voluntary Severance	67	67	67	67	67	335
Communications & Marketing	673	694	716	738	761	3,584
Corporate Transformation	600	600	600	600	600	3,001
Business Change & Programme Management	2,329	2,402	2,477	2,555	2,635	12,400
Business Planning Performance & Policy Development	636	652	668	685	702	3,345
Total	9,845	10,084	10,331	10,584	10,844	51,688

People, Performance & Change by Budget Head	2025/26 £'000	2026/27 (Provisional) £'000	2027/28 (Provisional) £'000	2028/29 (Provisional) £'000	2029/30 (Provisional) £'000	Total £'000
Employee Costs	9,222	9,461	9,708	9,961	10,221	48,574
Premises Related Expenditure	0	0	0	0	0	0
Transport Related Expenditure	3	3	3	3	3	16
Supplies & Services	63	63	63	63	63	314
Third Party Payments	598	598	598	598	598	2,992
Transfer Payments	0	0	0	0	0	0
Support Services	0	0	0	0	0	0
Capital Financing Costs	0	0	0	0	0	0
	9,887	10,126	10,373	10,626	10,886	51,896
Income	(42)	(42)	(42)	(42)	(42)	(208)
Total	9,845	10,084	10,331	10,584	10,844	51,688

### People, Performance & Change

Human Resources, Corporate Transformation, Business Change & Programme Management, Business Planning Performance & Policy Development, Communications & Marketing

	3 year	7 year		Est. External	Est. SBC	
Capital Investment	Operational	Strategic	Total	Funding	Contribution	Detail
	£'000	£'000	£'000	£'000	£'000	
Total Investment	0	0	0	0	0	

Revenue Opening Position	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000
Base Budget (approved 29th February 2024)	8,464	9,845	10,084	10,331	10,584
Permanent Virements	887	0	0	0	0
Revised Base Budget	9,351	9,845	10,084	10,331	10,584

Budget Pressures	Base Budget £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000	2029/30 £'000	Detail
Workforce budget adjustments	5,960	245	191	197	203		To provide for pay award at 3% for 2025/26 and 3% each following year pending national pay negotiations. Permanent impact of 2024/25 pay award
Employers National Insurance Change	393	129	2	2	2		The UK government is increasing the rate of employer Class 1 National Insurance contribution rates from 13.8% to 15%. It is also reducing the 'per employee threshold' at which employers become liable to pay National Insurance from £9,100 to £5,000 per year, with effect from 6th April 2025
Pensions increase	1,472	37	22	23	23	23	Pensions increase in line with the triple lock (4.1%)
Apprenticeship Levy	767	34	24	25	25	26	Increase in apprenticeship levy in line with current workforce budget
British Sign Language	11	(6)	0	0	0	0	Reduction in settlement
Additional Team Leader - HRSS	834	55	0	0	0	0	New position to address resourcing pressures (1.0 FTE)
Total Pressures		494	239	247	253	260	

Revenue Closing Position	2025/26	2026/27	2027/28	2028/29	2029/30
	£'000	£'000	£'000	£'000	£'000
Base Budget 2025/26	9,845	10,084	10,331	10,584	10,844

#### Scottish Borders Council Capital Investment Plan 2025/26 to 2034/35 Capital Investment Proposals

CAPITAL INVESTMENT PROPOSALS	2025/26 £'000	2026/27 £'000	2027/28 £'000	Total Operational Plan £'000	2028/29 £'000	2029/30 £'000	2030/31 £'000	2031/32 £'000	2032/33 £'000	2033/34 £'000	2034/35 £'000	Total Strategic Plan £'000	Total £'000	Specific Project Funding £'000	Net cost to SBC Capital £'000
Plant & Vehicle Fund															
Plant & Vehicle Replacement - P&V Fund	3,500	3,500	3,500	10,500	2,000	2,000	2,000	2,000	2,000	2,000	2,000	14,000	24,500	(24,500)	0
Flood & Coastal Protection															
Flood Prevention Works & Scheme Preparation	372	372	372	1,116	372	372	372	372	372	372	372	2,604	3,720		3,720
Hawick Flood Protection	879	0	0	879	0	0	0	0	0	0	0	0	879		
Costal Change Adaptions	77	0	0	77	0	0	0	0	0	0	0	0	77	0	77
Land and Property Infrastructure															
Cemetery Land Acquisition & Development	40	237	649	926	0	0	0	0	0	0	0	0	926		926
Jedburgh High Street Building	1,826	0	0	1,826	0	0	0	0	0	0	0	0	1,826		1
Building Upgrades Estate Decarbonisation	397 795	437 795	437 1,045	1,271 2,635	437 1,045	3,059 7,315	4,330 9,950		4,330 9,950						
Live Borders Energy Efficiency Works	500	500	1,043	1,000	1,043	1,043	1,043	1,043	1,043	1,043	1,043	7,313	1,000		1 1
Health and Safety Works	400	400	400	1,200	400	400	400	400	400	400	400	2,800	4,000		4,000
Free School Meals	1,043	0	0	1,043	0	0	0	0	0	0	0	0	1,043	· c	1,043
Play Areas and Outdoor Community Spaces	1,625	298	92	2,015	367	0	0	0	0	0	0	367	2,382	, ,	2,213
Nature Restoration Fund	109	0	0	109	0	0	0	0	0	0	0	0	109	0	109
Road & Transport Infrastructure															
Cycling Walking & Safer Streets	508	247	247	1,002	247	247	247	247	247	247	247	1,729	2,731	(2,731)	0
Lighting Asset Management Plan	160	160	160	480	160	160	160	160	160	160	160	1,120	1,600		1,600
Peebles Bridge	0	0	0	0	0	0	0	0	0	420	0	420	420		420
Roads & Bridges -inc. RAMP, Winter Damage & Slopes Roundabout at Easter Langlee, Galashiels	7,000	7,100	7,100	21,200	7,100	7,100	7,100	7,100	7,100	7,100	7,100	49,700	70,900		70,900
- '	3	0	0	,	Ü	0	Ü	0	o o	0	0		,	,	, ,
Waste Management	440	44.7	400		400	105	4.40	450	450	465	470				
Waste Containers	112	117	123	352	129	136	143	150	158	165	173	1,054	1,406	1	1,406
Corporate															
ICT Hardware and Peripherals	56	80	80	216	80	80	80	80	80	80	80	560	776		776
Digital Transformation Inspire Learning	720	242 143	25 65	267 928	24 65	22	0	0	0	0	0	46 65	313 993	-	313 993
· -	720	143	03	920	65	0	Ü	0	U	0	0	03	993		993
Learning Estate	4 222	0	0	4 222	0	0	0		0	0	0		4 222	(4.222)	
Early Years Expansion Eyemouth Primary School	1,233 2,000	6,654	6,000	1,233 14,654	0	0	0	0	0	0	0	0	1,233 14,654		14,654
Earlston Primary School	2,000	0,054	6,000	254	0	0	0	0	0	0	0	0	14,654 254		254
Galashiels Academy	12,454	956	0	13,410	0	0	0	0	0	0	0	Ö	13,410		13,410
Hawick High School	6,619	27,803	16,063	50,485	1,271	0	0	0	0	0	0	1,271	51,756		51,756
Peebles High School	14,912	1,654	0	16,566	0	0	0	0	0	0	0	0	16,566	C	16,566
Learning Estate Block	1,790	1,790	1,790	5,370	1,790	1,790	1,790	1,790	1,790	1,790	1,790	12,530	17,900	(1,000)	16,900
Sports Infrastructure															
Culture & Sports Trusts - Plant & Services	215	215	215	645	215	215	215	215	215	215	215	1,505	2,150		2,150
Synthetic Pitch Replacement Fund	1,792	473	473	2,738	473	473	473	473	0	0	0	1,892	4,630	(3,970)	660

# Scottish Borders Council Capital Investment Plan 2025/26 to 2034/35 Capital Investment Proposals

CAPITAL INVESTMENT PROPOSALS	2025/26 £'000	2026/27 £'000	2027/28 £'000	Total Operational Plan £'000	2028/29 £'000	2029/30 £'000	2030/31 £'000	2031/32 £'000	2032/33 £'000	2033/34 £'000	2034/35 £'000	Total Strategic Plan £'000	Total £'000	Specific Project Funding £'000	Net cost to SBC Capital £'000
Economic Regeneration															
Borders Town Centre Regeneration Block Borders Innovation Park Galashiels Town Centre Regeneration Borderlands	366 6,678 299 16,306	70 1,860 0 10,064	70 3,360 0 9,392	506 11,898 299 35,762	70 100 0 5,493	70 2,497 0 3,874	70 0 0 2,284	70 0 0 0	70 0 0 0	70 0 0 0	70 0 0 0	490 2,597 0 11,651	996 14,495 299 47,413	(12,789) 0	996 1,706 299 632
Housing Strategy & Services															
Private Sector Housing Grant - Adaptations	500	500	500	1,500	500	500	500	500	500	500	500	3,500	5,000	0	5,000
Social Care Infrastructure															
Care Inspectorate Requirements & Upgrades Care Village Tweedbank Care Village Hawick	43 13,000 213	43 5,284 213	43 0 13,177	129 18,284 13,603	43 0 0	43 0 0	43 0 0	43 0 0	43 0 0	43 0 0	43 0 0	301 0 0	430 18,284 13,603		430 18,284 13,603
Other															
Emergency & Unplanned New Investment	175 0	175 0	175 0	525 0	175 5,000	175 5,000	175 5,000	175 5,000	175 5,000	175 5,000	175 5,000	1,225 35,000	1,750 35,000		1,750 35,000
Planned Programming Adjustments to support future years borrowing	(138)	0	0	(138)	(16)	0	0	0	0	0	0	(16)	(154)	0	(154)
Total	98,835	72,382	65,553	236,770	27,540	26,636	22,534	20,257	19,792	20,219	19,807	156,785	393,555	(96,919)	296,636

CAPITAL FUNDING	2025/26 £'000	2026/27 £'000	2027/28 £'000	Total Operational Plan £'000	2028/29 £'000	2029/30 £'000	2030/31 £'000	2031/32 £'000	2032/33 £'000	2033/34 £'000	2034/35 £'000	Total Strategic Plan £'000	Total £'000
Specific Grants from Scottish Government	£ 000	£ 000	£ 000	£ 000	£ 000	£ 000	£ 000	1 000	£ 000	1 000	£ 000	1 000	£ 000
Hawick Flood Protection	(920)	0	0	(920)	0	0	0	0	0	0	0	0	(920)
Cycling Walking & Safer Streets (CWSS)	(508)	(247)	(247)	(1,002)	(247)	(247)	(247)	(247)	(247)	(247)	(247)	(1,729)	(2,731)
Early Years Expansion	(1,233)	Ó	0	(1,233)	Ó	0	0	0	0	0	0	Ó	(1,233)
Other External Grants & Contributions													
Borders Innovation Park	(4,972)	(1,860)	(3,360)	(10,192)	(100)	(2,497)	0	0	0	0	0	(2,597)	(12,789)
Play Areas and Outdoor Community Spaces	(133)	0	0	(133)	0	0	0	0	0	0	0	0	(133)
Borderlands (SG & Partners)	(15,674)	(10,064)	(9,392)	(35,130)	(5,493)	(3,874)	(2,284)	0	0	0	0	(11,651)	(46,781)
Live Borders Energy Efficiency Works	(500)	(500)	0	(1,000)	0	0	0	0	0	0	0	0	(1,000)
Development Contributions													
School Estate Block	(100)	(100)	(100)	(300)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(700)	(1,000)
Play Areas and Outdoor Community Spaces	(11)	(25)	0	(36)	0	0	0	0	0	0	0	0	(36)
Capital Receipts	(1,500)	(1,500)	(1,500)	(4,500)	0	0	0	0	0	0	0	0	(4,500)
General Capital Grant													
General	(10,599)	(10,599)	(10,599)	(31,797)	(10,599)	(10,599)	(10,599)	(10,599)	(10,599)	(10,599)	(10,599)	(74,193)	(105,990)
Costal Adaptions	(77)	0	0	(77)	0	0	0	0	0	0	0	0	(77)
Play Areas and Outdoor Community Spaces	(586)	0	0	(586)	0	0	0	0	0	0	0	0	(586)
Nature Restoration Fund	(109)	0	0	(109)	0	0	0	0	0	0	0	0	(109)
Flood Prevention Works & Scheme Preparation	(372)	(372)	(372)	(1,116)	(372)	(372)	(372)	(372)	(372)	(372)	(372)	(2,604)	(3,720)
Plant & Vehicle Replacement - P&V Fund	(3,500)	(3,500)	(3,500)	(10,500)	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)	(14,000)	(24,500)
Synthetic Pitch Replacement Fund	(1,132)	(473)	(473)	(2,078)	(473)	(473)	(473)	(473)	0	0	0	(1,892)	(3,970)
Funded From Revenue	(1,826)	0	0	(1,826)	0	0	0	0	0	0	0	0	(1,826)
Borrowing													
General	(55,083)	(43,142)	(36,010)	(134,235)	(8,156)	(6,474)	(6,459)	(6,466)	(6,474)	(6,901)	(6,489)	(47,419)	(181,654)
Total	(98,835)	(72,382)	(65,553)	(236,770)	(27,540)	(26,636)	(22,534)	(20,257)	(19,792)	(20,219)	(19,807)	(156,785)	(393,555)