	ls the project rel Council unde	levant to the du r the Equality A		Which groups of people may be impacted (both positively and negatively) if the proposal is adopted?													
Revenue proposals	Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Pregnancy and Maternity	Race Groups	People with Religious or other Beliefs	Sexual Orientation	Carers	Poverty	Employees			
Corporate																	
Organisational Efficiencies	Y	Y	Y	None	None	None	None	None	None	None	None	None	None	Negative			
Changes to working practices	Y	Y	Y	None	None	None	None	None	None	None	None	None	None	Pos / Neg			
Digital Transformation	Y	Y	Y	None	None	None	None	None	None	None	None	None	None	Pos / Neg			
Property & Assets	Ν	N	Ν	Ν	None	None	None	None	None	None	None	None	None	None			
Vehicle Tracking and Scheduling	This proposal is of an operational nature and there will be no equality impact																
Mobile phone contracts	This proposal is of an operational nature and there will be no equality impact																
Corporate Commissioning	This proposal is of an operational nature and there will be no equality impact																
Corporate Landlord	This proposal is of an operational nature and there will be no equality impact																
Shared Services	EIA's currently not applicable as proposals yet to be developed																
Council Tax Reduction Scheme	This proposal is of an operational nature and there will be no equality impact																
Service proposals to be developed	EIA's currently not applicable as proposals yet to be developed																
Top-slice external grants received	This proposal is of an operational nature and there will be no equality impact																
Contracted Services																	
SB Cares Contribution to SBC General Fund per Original Business Case	Y	Y	Y	Pos/Neg	Pos / Neg	None	None	None	None	None	None	None	None	Negative			
SB Cares Structure Review	Ν	N	Y	None	None	None	None	None	None	None	None	None	None	Negative			
Implement relief staff management tool	N	N	Y	None	None	None	None	None	None	None	None	None	None	Positive			
Offer new relief bank of staff agency service for other Borders providers at commercial rate.	N	Ν	N	None	None	None	None	None	None	None	None	None	None	None			
Implement equitable support worker structure in Care Homes	Ν	Ν	Y	None	None	None	None	None	None	None	None	None	None	Negative			
Review of how Sleep-Ins are provided	N	Y	N	None	Negative	None	None	None	None	None	None	None	None	None			
Review of Finance System – use Business World as an alternative - Licence & Maintenance Fee Saving	N	Ν	Ν	None	None	None	None	None	None	None	None	None	None	None			
Increase pool car fleet in homecare	N	N	N	None	None	None	None	None	None	None	None	None	None	None			
Review provision of fleet across all services	N	N	N	None	None	None	None	None	None	None	None	None	None	None			
Brokerage service – Management fee for promoting services – Community provision e.g. Care & Repair	N	Y	N	Positive	Positive	None	None	None	None	None	None	None	None	None			
East Lothian collaboration for the provision of Alarms Service	N	N	Y	None	None	None	None	None	None	None	None	None	None	Pos / Neg			
Review of Bordercare and Community Equipment Service delivery structures	N	N	Y	Positive	None	None	None	None	None	None	None	None	None	Negative			
Management fee reduction to Live Borders	Y	Y	Y	None	None	None	None	None	None	None	None	None	None	Negative			

	ls the project rel Council under	evant to the du the Equality A		Which groups of people may be impacted (both positively and negatively) if the proposal is adopted?												
Revenue proposals	Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Pregnancy and Maternity	Race Groups	People with Religious or other Beliefs	Sexual Orientation	Carers	Poverty	Employees		
Accede O Inferenting hours																
Assets & Infrastructure Energy Efficiency Project				This	nronosal is r	of an onerati	ional nature	and there w	ill be no equ	ality impact						
Public-Private Partnership (PPP)	This proposal is of an operational nature and there will be no equality impact This proposal is of an operational nature and there will be no equality impact															
Staff Canteen Efficiency		This proposal is of an operational nature and there will be no equality impact														
Additional service for nursery meals based on the 7 pilot nursery													r 1			
meals uptake	Y	Y	Y	Positive	None	None	None	None	None	None	None	None	Positive	None		
Catering : Improved income from higher Secondary schools uptake.	This proposal is of an operational nature and there will be no equality impact											<u>I – – – – – – – – – – – – – – – – – – –</u>				
Catering Marketing budget reduction	This proposal is of an operational nature and there will be no equality impact															
Cleaning Services Rationalisation (inc Janitor, crossings)											Negative					
Projects : Feasibility Study budget reduction	This proposal is of an operational nature and there will be no equality impact											Heguire				
New delivery model for Public Toilet provision	Y	Y	Y	Pos / Neg	Pos / Neg	Pos / Neg	None	None	Pos / Neg	None	None	None	None	None		
Review winter working patterns / Overtime	This proposal is of an operational nature and there will be no equality impact													·		
Neighbourhoods : Grass cutting, Biodiversity and Floral Detail	Ν	N	Y	None	None	None	None	None	None	None	None	None	None	Negative		
Children & Young People grounds maintenance transfer			1	Thi	s proposal is	of an opera	tion nature a	and there wi	ll be no equa	ality impact			1	Ŭ		
Review of Street Lighting provision (SLEEP project)				This	proposal is	of an operat	ional nature	and there w	ill be no equ	ality impact						
Roads review savings	N	N	Y	None	None	None	None	None	None	None	None	None	None	Negative		
Increase the surplus budget of the Fleet Management service				This	proposal is	of an operat	ional nature	and there w	ill be no equ	ality impact						
Waste services Kerbside Collection Review	Y	Y	Y	Negative	Negative	None	None	None	None	None	None	Pos / Neg	None	Negative		
Waste : Leachate Management budget reduction				This	proposal is	of an operat	ional nature	and there w	ill be no equ	ality impact						
Waste Services Community Recycling Centre Review	Y	Y	Y	Pos / Neg	Pos / Neg	None	None	None	None	None	None	Pos / Neg	Pos / Neg	Negative		
Waste Fees & Charges	Y	Y	Y	None	None	None	None	None	None	None	None	None	Negative	None		
Additional Fees & Charges Income across Assets & Infrastructure and Regulatory Services	Y	Y	Y	None	None	None	None	None	None	None	None	None	Negative	None		
Economic Development & Corporate Services				Thic	nronosal is	of an onerat	ional nature	and there w	ill he no cau	ality impact						
Shared Service opportunities with Dumfries & Galloway										ality impact						
Business Gateway Housing Strategy savings						•				ality impact						
Commercial Rent Income						•				ality impact						
Travel in Emergency Planning						•				ality impact						
Resilient Communities materials budget					· ·	•				ality impact						
Communications Web and Digital Media post	N	Y	Y	Pos / Neg	None	None	None	None	None	None	None	None	None	Pos / Neg		
						<u> </u>										

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Revenue proposals	Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Pregnancy and Maternity	Race Groups	People with Religious or other Beliefs	Sexual Orientation	Carers	Poverty	Employees			
Health & Social Care																	
Purchase of Criminal Justice training from SBC		I		This	proposal is	of an operat	ional nature	and there w	ill be no equ	ality impact		1					
Review of Day Services (older People & Learning Disability)	N	N	Y	Negative	Negative	None	None	None	None	None	None	None	None	Negative			
Review non day services functions from SB Cares	N	N	Y	Pos / Neg	Pos / Neg	None	None	None	None	None	None	Pos / Neg	None	Negative			
Review and recommission of Specialist Care & Support Services (Older People)	Ν	Ν	Y	Pos / Neg	Pos / Neg	None	None	None	None	None	None	Pos / Neg	None	Negative			
Review shopping service	N	N	Y	Negative	Negative	None	None	None	None	None	None	None	None	Negative			
Review of Learning Disability commissioned services (prioritising high value contracts & SB Cares)	N	Ν	Y	Pos / Neg	Pos / Neg	None	None	None	None	None	None	Pos / Neg	None	Negative			
Review Commissioned Services including SB Cares within Learning Disability Service	N	N	Y	None	Pos / Neg	None	None	None	None	None	None	None	None	None			
Reduction in night time support in Learning Disability	N	N	Y	None	Negative	None	None	None	None	None	None	None	None	Negative			
Consider decommission of Learning Disability service (delivered by Borders College)	N	N	Y	None	Pos / Neg	None	None	None	None	None	None	None	None	None			
Return adults with high supported living needs to the Scottish Borders, decommissioning high-tariff out of area placements (Learning Disability)	N	N	Y	None	Pos / Neg	None	None	None	None	None	None	None	None	None			
Decommission of Learning Disability Service	N	N	N	None	None	None	None	None	None	None	None	None	None	None			
Decommission 2 Mental Health services	Ν	N	Y	None	Negative	None	None	None	None	None	None	None	None	None			
Greater use of technology - Adults (Generic)	N	N	Y	Positive	Positive	Positive	None	None	None	None	None	Positive	None	None			
Implement productivity programme across Health & Social Care Social Work Services (Meridian programme – investment will be required for programme)	N	N	Y	None	None	None	None	None	None	None	None	None	None	Pos / Neg			
Review management arrangements across Adult Social Work Services (already completed in MH & LD)	Ν	Ν	Y	None	None	None	None	None	None	None	None	None	None	Negative			
Review of community based services considering post and skill mix – OT, Social Work, maximising enablement and Buurtzog	N	Ν	Y	Pos / Neg	Pos / Neg	None	None	None	None	None	None	Positive	None	Pos / Neg			
Review small grants/contributions to community/third sector organisations	Ν	Ν	N	None	None	None	None	None	None	None	None	None	None	None			
Children & Young People																	
Review of Early Years Service aligning budget with 2017/18 service delivery	Ν	Ν	Ν	None	None	None	None	None	None	None	None	None	None	None			
Teacher allocations and class organisation	N	Y	N	Negative	None	None	None	None	None	None	None	None	None	Negative			
School Estate Review	N	N	Y	None	None	None	None	None	None	None	None	None	None	Positive			
Music Tuition Review	Y	Y	Y	Negative	None	None	None	None	None	None	None	None	None	Negative			
Outdoor Education Review	N	N	Y	Negative	None	None	None	None	None	None	None	None	None	Negative			
School Library Review	N	Y	Ν	Negative	None	None	None	None	None	None	None	None	None	Negative			
Central Schools Review	N	Y	Ν	None	None	None	None	None	None	None	None	None	None	Positive			

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Additional Support Needs (ASN) - Passenger Transport Review reducing private taxi provision to clients	N	Y	N	None	Negative	None	None	None	None	None	None	None	None	Negative			
Children & Families Social Work – reduce external placements	Ν	Y	Ν	Pos / Neg	None	None	None	None	None	None	None	None	None	None			
Review of Children & Families Social Work service	N	N	Y	None	None	None	None	None	None	None	None	None	None	Negative			
Reduce the use of Social Work agency staff	Ν	N	Y	None	None	None	None	None	None	None	None	None	None	Negative			
Increased fees & charges		This proposal is of an operational nature and there will be no equality impact															
Review of Community Learning & Development (CLD) service (Adults & Youth)	N	N	Y	None	None	None	None	None	None	None	None	None	None	Negative			
Customers & Communities																	
Maximise funding opportunities from partners	This proposal is of an operational nature and there will be no equality impact											·					
Performance Team: Grade 8 to Modern Apprentice (MA)	N	Y	Y	Pos / Neg	None	None	None	None	None	None	None	None	None	Pos / Neg			
Integrated Customer Services Model	Y	Y	Y	Pos / Neg	Pos / Neg	Positive	None	None	Positive	Positive	Positive	None	Pos / Neg	Negative			
Housing benefit overpayment				This	proposal is	of an operat	ional nature	and there w	ill be no equ	uality impact			•	•			
Democratic Services vacancy	N	Y	Y	Pos / Neg	None	None	None	None	None	None	None	None	None	Pos / Neg			
Finance, IT & Procurement																	
Procurement savings across all departments	N	N	N	None	None	None	None	None	None	None	None	None	None	None			
Self insurance approach				This	proposal is	of an operat	ional nature	and there w	ill be no equ	uality impact							
Common Good Grants				This	proposal is	of an operat	ional nature	and there w	ill be no equ	uality impact							
IT Licensing				This	proposal is	of an operat	ional nature	and there w	ill be no equ	uality impact							
NHS Borders disaster recovery				This	proposal is	of an operat	ional nature	and there w	ill be no equ	uality impact	:						
Human Resources																	
Human Resources, HRSS Discretionary spend						· ·		and there w									
Reduce Subscription for Licenses								and there w		, ,							
Apprenticeship Levy income assumption								and there w									
Salary Sacrifice income assumption				This	proposal is	ot an operat	ional nature	and there w	ill be no equ	iality impact							
Regulatory Services																	
Planning Fee Income				Thi	s proposal is	of an operat	tional nature	and there w	ill be no eau	ality impact							
Phase 2 staffing reductions within Planning Service	N	Y	N	None	None	None	None	None	None	None	None	None	None	Negative			

	Is the project rel Council under	evant to the du r the Equality A		Which groups of people may be impacted (both positively and negatively) if the proposal is adopted?												
Revenue proposals	Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Pregnancy and Maternity	Race Groups	People with Religious or other Beliefs	Sexual Orientation	Carers	Poverty	Employees		
Generate further additional income from providing Pre-Planning advice				This	proposal is c	of an operati	ional nature	and there w	ill be no equ	ality impact				<u>.</u>		
South East Scotland Planning Authority (SESPlan) Payment Holiday	This proposal is of an operational nature and there will be no equality impact															
Assessors: reduction in canvassers	This proposal is of an operational nature and there will be no equality impact															
Assessors Printing				This	proposal is c	of an operati	ional nature	and there w	ill be no equ	uality impact						
Regulated Bus Fares	N	Y	Y	Negative	Negative	None	None	None	None	None	None	None	Negative	Negative		
Transport Review Savings	N	N	Y	Negative	Negative	None	None	None	None	None	None	None	Negative	Negative		
Provision of shared service with Midlothian Council for Audit and Risk Services				This	proposal is c	of an operati	ional nature	and there w	ill be no equ	uality impact						
Legal				This	proposal is c	of an operati	ional nature	and there w	ill be no equ	uality impact						
Shared "on call" service for environmental health incidents				This	proposal is o	of an operati	ional nature	and there w	ill be no equ	uality impact						
Provide animal feed service for other rural local authorities				This	proposal is o	of an operati	ional nature	and there w	ill be no equ	uality impact						
Regulatory Services Directorate	This proposal is of an operational nature and there will be no equality impact N N Y None None													Negative		

			Is the project relevant to the duties of the Council under the Equality Act 2010				he Which groups of people may be impacted (both positively and negatively) if the proposal is adopted?												
		Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Pregnancy and Maternity	Race Groups	People with Religious or other Beliefs	Sexual Orientation	Carers	Poverty	Employees				
CAPITAL FINANCIAL PLAN 2018/19	Service																		
Plant & Vehicle Replacement	Other	N	N	N	None	None	None	None	None	None	None	None	None	None	None				
Waste Collection Vehicles	Other	N	N	Ν	None	None	None	None	None	None	None	None	None	None	None				
Hawick Flood Protection	Flood & Coastal Protection	N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Positive	None				
Energy Efficiency Works	Land & Property Infrastructure	N	N	Y	None	None	None	None	None	None	None	None	None	None	Positive				
A72 Dirtpot Corner - Road Safety Works	Roads & Transport Infrastructure	N	Y	Y	Positive	Positive	Positive	None	Positive	None	None	Positive	Positive	Positive	Positive				
Innerlethan - Walkerburn (shared access route)	Roads & Transport Infrastructure	Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Positive	Positive				
Peebles Bridge	Roads & Transport Infrastructure	Y	Y	Y	Positive	None	None	None	None	None	None	None	None	Positive	None				
Reston Station Contribution	Roads & Transport Infrastructure	Y	Y	Y	Positive	Positive	None	None	None	None	None	None	Positive	Positive	Positive				
Union Chain Bridge	Roads & Transport Infrastructure	N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Positive	None				
Easter Langlee Cell Provision	Waste Management	N	N	N	None	None	None	None	None	None	None	None	None	None	None				
Easter Langlee Leachate Management Facility	Waste Management	N	N	N	None	None	None	None	None	None	None	None	None	None	None				
New Easter Langlee Waste Transfer Station	Waste Management	N	N	N	None	None	None	None	None	None	None	None	None	None	None				
Waste Containers	Waste Management	Y	Y	Y	None	None	None	None	None	None	None	None	None	Positive	Positive				
ICT - Outwith CGI Scope	Corporate Transformation & Services	N	Y	Y	Positive	None	None	None	None	Positive	None	Positive	Positive	Positive	Positive				
Broomlands Primary School	School Estate	Y	Y	Y	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive				
Langlee Primary School	School Estate	Y	Y	Y	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive				
Jedburgh Learning Campus incorporating 3G Pitch	School Estate	Y	Y	Y	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive				
School Estate Review	School Estate	Y	Y	Y	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive				
Jim Clark Museum	Corp Transformation : Cultural Services	N	N	Y	Positive	Positive	Positive	None	None	None	None	None	None	None	None				
Sir Walter Scott Courthouse	Chief Executive	N	Y	Y	Positive	Positive	Positive	None	None	None	None	None	None	None	None				
Great Tapestry of Scotland - Building	Chief Executive	N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Positive	None				
Central Borders Business Park	Economic Development	Y	Y	Y	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	None	Positive	None				
Newtown St Boswells Regeneration	Economic Development	N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	None	None				
Development - Lowood, Tweedbank	Economic Development	Y	Y	Y	Positive	Positive	Positive	None	Positive	Positive	Positive	Positive	None	Positive	None				
Private Sector Housing Grant - Adaptations	Housing Strategy & Services	Y	Y	Y	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive				
Residential Dementia Care	Social Care Infrastructure	Y	Y	Y	Positive	Positive	Positive	None	Positive	None	None	None	Positive	Positive	None				