

				Is the project relevant to the duties of the Council under the Equality Act 2010			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 Reassignment	Marriage/ Civil Partnership	Pregnancy & Maternity	Race	Religious or	Sex - Gender Identity	Sexual Orientation	Fairer Scotland Duty	Low/ No Wealth	Material Deprivation	Area Deprivation	Socio - Economic Background	Looked After/ Accommodated Children & Young People	Carers	Homeless	Addictions / Substance Use	Involvement in the Criminal Justice System		
<b>Asset &amp; Infrastructure</b>																											
Energy Efficiency Project				This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																							
More efficient property and asset portfolio & implementation of Corp				Y	Y	Y	Pos/ Neg	Pos/ Neg	Pos/ Neg	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Property Management - Savings in Rates, from appeals				This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																							
Property Management - Income				This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																							
Cleaning & Facilities - Restructure				This proposal has previously been impact assessed																							
Catering Services - Removal of external catering facilities at high schools				N	N	N	None	None	None	None	None	None	None	None	None	No	None	None	None	None	None	None	None	None	None	None	None
Roads - Events				N	N	N	None	None	None	None	None	None	None	None	None	Yes	Potentially negative	Potentially negative	None	None	None	None	None	None	None	None	None
Waste Management - Operational Efficiencies				N	N	N	None	None	None	None	None	None	None	None	None	No	None	None	None	None	None	None	None	None	None	None	None
Waste Management - Holiday Lets				Y	N	Y	None	None	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None	None	None
Property Savings (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Facilities Management Savings (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Parks & Environment (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Roads & Infrastructure (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Waste Management (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Passenger Transport (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
<b>Economic Development &amp; Corporate Services</b>																											
Economic Development (Closure of Business Grant Scheme)				N	N	N	None	None	None	None	None	None	None	None	None	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Business Planning				N	N	N	None	None	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Planning Services (SESPlan)				This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																							
Planning Services (Additional Income Opportunities)				N	N	N	None	None	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Audit & Risk - Shared Service Opportunity				This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																							
Management Fee Reduction to Live Borders				This proposal has previously been impact assessed																							
Planning (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Audit & Risk (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
<b>Health &amp; Social Care</b>																											
Review of Financial Assessment Policy				Y	Y	Y	Negative	Negative	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None	None	None
Bordercare Alarms				N	N	N	Positive	Positive	None	None	None	None	None	None	None	No	None	None	None	None	None	None	None	None	None	None	None
Bordercare Alarms (Inflationary increase)				N	N	N	Negative	Negative	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None	None	None
Better use of Fleet Vehicles				N	N	N	None	None	None	None	None	None	None	None	None	None	None	None	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg
Review of Care Packages (Older People and Learning Disability_				This proposal has previously been impact assessed																							
Single Handed Care Proposal (Older People) (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Care Home Sleepover				N	Y	N	Positive	Positive	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Review of Day Care Services (Learning Disability)				N	Y	Y	Pos/ Neg	Pos/ Neg	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Reablement of Homecare				N	Y	Y	Positive	None	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Review of structures within Adult Social Care (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Trusted Assessment (Older People and Learning Disability)				Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Discharge Hub				N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	None	None
Complex Care (Learning Disability)				Y	Y	Y	Positive	Positive	None	None	None	None	None	None	Yes	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	None	None	None	
Direct Payment Recoupment				This proposal has previously been impact assessed																							
What Matters Hubs (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	
Locality Working (Older People and Learning Disability) (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg
Shared Lives				Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	Positive	Positive	Positive	Positive	Positive	Positive	Positive	None	None	None	None
Performance Reporting				This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																							
Private Provider Efficiencies				Y	Y	N	Negative	Negative	None	None	None	None	None	None	None	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Residential Care Retendering (Fit for 2024)				Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg
<b>Children &amp; Young People</b>																											
Inspire Learning				N	N	N	None	None	None	None	None	None	None	None	None	No	None	None	None	None	None	None	None	None	None	None	None
School Estate Review				This proposal has previously been impact assessed																							
Remove 0.5 FTE Teacher Vacancy				This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																							
Children & Families Social Work – reduce external placements				This proposal has previously been impact assessed																							
Reductions in grants to Providers of Out of School care, professional k				Y	Y	Y	Negative	None	None	None	None	None	None	None	Yes	Negative	None	None	Negative	Negative	Negative	Negative	Negative	Negative	None	None	
Reduce each Early Years Centre by £3K				Y	Y	Y	Negative	None	None	None	None	None	None	None	Yes	Negative	None	Negative	Negative	Negative	Negative	Negative	Negative	None	None	None	
Removing 2 core grants to provider associations				Y	Y	Y	Negative	None	None	None	Negative	None	None	None	None	Yes	Negative	None	Negative	Negative	Negative	Negative	Negative	Negative	None	None	None



		Is the project relevant to the duties of the Council under the Equality Act 2010			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 reassignment	Marriage/ Civil Partnership	Pregnancy & Maternity	Race	People with Religious or other Beliefs	Sex - Gender Identity	Sexual Orientation	Fairer Scotland Duty	Low/ No Wealth	Material Deprivation	Area Deprivation	Socio - Economic Background	Looked After/ Accommodated Children & Young People	Carers	Homelessness	Addictions/ Substance Use	Involvement in the Criminal Justice System	
<b>CAPITAL FINANCIAL PLAN 2020/21</b>																								
	<b>Service</b>																							
	<b>Asset &amp; Infrastructure</b>																							
Land & Property Infrastructure		This proposal has previously been impact assessed																						
Roads & Transport Infrastructure		This proposal has previously been impact assessed																						
Cycling, Walking & Safer Streets		This proposal has previously been impact assessed																						
Peebles Bridge		This proposal has previously been impact assessed																						
Flood & Coastal Protection works		This proposal has previously been impact assessed																						
Hawick Flood Protection		This proposal has previously been impact assessed																						
Waste Management		This proposal has previously been impact assessed																						
Waste Collection Vehicles (Non P&V)		This proposal has previously been impact assessed																						
Reston Station Contribution		This proposal has previously been impact assessed																						
Plant & Vehicle Fund		This proposal has previously been impact assessed																						
	<b>Economic Development &amp; Corporate Services</b>																							
Great Tapestry of Scotland - Building		This proposal has previously been impact assessed																						
Town Centre Regeneration		This proposal has previously been impact assessed																						
Borders Innovation Park		This proposal has previously been impact assessed																						
Hawick Regeneration		This proposal has previously been impact assessed																						
Newtown St.Boswells Regeneration		This proposal has previously been impact assessed																						
Sports Infrastructure		This proposal has previously been impact assessed																						
Culture & Heritage		This proposal has previously been impact assessed																						
Private Sector Housing Grant		Y	Y	Y	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Yes	Positive	Positive	Positive	Positive	Positive	Positive	None	None
	<b>Health &amp; Social Care</b>																							
Care Inspectorate Requirements (Older People)		This proposal has previously been impact assessed																						
Residential Care Accommodation Replacement		Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	None	Yes	None	None	Positive	None	None	Positive	Positive	None	None
Technology Enabled Care		Y	Y	Y	Positive	Positive	None	None	None	None	Positive	None	Positive	Yes	None	None	Positive	None	None	Positive	None	None	None	None
Residential Care Accommodation Upgrades		Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	None	None	Positive	None	None	Positive	None	None	None	None
Extra Care Housing		This proposal has previously been impact assessed																						
	<b>Children &amp; Young People</b>																							
Eyemouth Primary School		This proposal has previously been impact assessed																						
Earlston Primary School		This proposal has previously been impact assessed																						
Galashiels Academy		This proposal has previously been impact assessed																						
Early Years Expansion		This proposal has previously been impact assessed																						
Jedburgh Learning Campus incorporating 3G pitch		This proposal has previously been impact assessed																						
New Hawick High School		This proposal has previously been impact assessed																						
Peebles High School		Y	Y	Y	Positive	Positive	Positive	None	None	None	None	Positive	None	Yes	Positive	Positive	None	None	Positive	Positive	None	None	None	
School Estate Block		This proposal has previously been impact assessed																						
	<b>Finance, IT &amp; Procurement</b>																							
ICT - Outwith existing contract scope		This proposal has previously been impact assessed																						
ICT Transformation		This proposal has previously been impact assessed																						
Inspire Learning		This proposal has previously been impact assessed																						
IT Projects - pre CGI contract		This proposal has previously been impact assessed																						
Emergency & Unplanned		This proposal is of an operational nature and there will be no equality or Fairer Scotland impact																						