

Revenue proposals	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/ Transgender Identity	Marriage/ Civil Partnership	Pregnancy & Maternity	Race	People with Religious or other Beliefs	Sex	Sexual Orientation	Fairer Scotland Duty	Low/ No Wealth	Material Deprivation	Area Deprivation	Socio - Economic Background	Looked After/ Accommodated Children & Young People	Carers	Homelessness	Additions/ Substance Use	Involvement in the Criminal Justice System
Corporate																						0
Post -Covid Operating Model	Y	Y	Y	Positive	Positive	None	None	Positive	None	Positive	None	None	Yes	Positive	None	Positive	None	None	Positive	None	None	None
Infrastructure & Environment																						
Additional Fees & Charges Income across Infrastructure & Environment	N	Y	Y	None	None	None	None	None	None	None	None	None	Yes	Negative	Negative	Negative	None	None	None	None	None	None
Statutory Planning Fee Income	N	N	N	None	None	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None
Commercial Rent Income	N	Y	Y	None	None	None	None	None	None	None	None	None	Yes	Negative	Negative	Negative	Negative	None	None	None	None	None
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 and implementation of corporate landlord	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	None	None	Pos/ Neg	Pos/ Neg	None	None	Pos/ Neg	None	None	None
Facilities Management Savings	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Negative	Negative	Negative	Negative	None	Pos/ Neg	None	None	None
Parks & Environment	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	None	Pos/ Neg	None	None	None
Roads & Infrastructure	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Negative	Negative	Negative	Pos/ Neg	None	Pos/ Neg	None	None	None
Waste Management +C14:W15C14:V15C14:V14C14:WC14:AA14	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	None	Pos/ Neg	None	Pos/ Neg	None	None	None
Passenger Transport	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	None	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	None	Pos/ Neg	None	None	None
Planning	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Negative	Pos/ Neg	None	Pos/ Neg	None	None	None
Social Work & Practice																						
Review of Care Packages (Older People and Learning Disability)	This proposal has previously been impact assessed																					
Review of Day Care Services (Learning Disability)	Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	None	None	None	None	None	Positive	None	None	None
HCSS Re-commissioning	N	Y	N	None	Positive	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None
Complex Care (Learning Disability)	Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	Positive	Positive	Positive	Positive	None	Positive	None	None	None
Direct Payment Recoupment	This proposal has previously been impact assessed																					
Locality Working (Older People and Learning Disability)	Y	Y	Y	Positive	Positive	Positive	Positive	None	Positive	Positive	Positive	Positive	Yes	Positive	Positive	Positive	Positive	None	Positive	Positive		
Shared Lives	Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	Positive	Positive	Positive	Positive	Positive	Positive	None	None	None
Additional Fees & Charges	N	Y	N	Negative	Negative	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None
Education and Lifelong Learning																						
Increased Fees & Charges - General inflationary increase to Lets	Y	Y	Y	Negative	None	None	None	None	None	None	None	None	Yes	Negative	Negative	Negative	Negative	None	None	None	None	None
Increases to fees for non-funded childcare	Y	Y	Y	Negative	None	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None
Central Schools	Y	Y	N	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	None	Pos/ Neg	None	Pos/ Neg	None	None	None
School Transport	N	Y	N	Pos/ Neg	Pos/ Neg	None	None	None	None	None	None	None	Yes	Negative	Negative	Negative	Negative	None	None	None	None	None
Outcomes Funding for Galashiels Academy	Y	Y	Y	Positive	Positive	Positive	None	None	None	None	Positive	None	Yes	None	None	None	None	None	None	None	None	None
Outcomes Funding for Peebles HS	Y	Y	Y	Positive	Positive	Positive	None	None	None	None	Positive	None	Yes	None	None	None	None	None	None	None	None	None
Resilient Communities																						
Additional Fees and Charges	Y	Y	Y	None	None	None	Negative	None	None	Negative	None	Negative	Yes	Negative	Negative	None	None	None	None	None	None	None
A redesigned operating model for the Customer and Business Admin functions through the rollout of digital services across the Council .	Y	Y	Y	Pos/Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/ Neg	Pos/ Neg	Pos/ Neg	Pos/ Neg	None	Pos/ Neg	None	None	None

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Finance & Corporate Governance																							
Additional fees & Charges Income across Regulatory Services	N	N	N	None	None	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None	
Finance Savings	N	N	N	None	None	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	
Loans Charges	This proposal is of an operational nature and there will be no equality impact																						
Assessors & Electoral Registration Services	N	N	N	None	None	None	None	None	None	None	None	None	No										
Legal Services	N	N	N	None	None	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	
Protective Services	N	N	N	None	None	None	None	None	None	None	None	None	Yes	None	None	None	None	None	None	None	None	None	
Communications & Marketing	Y	Y	Y	Pos/Neg	Pos/Neg	None	None	Positive	None	None	None	None	Yes	Pos/Neg	Pos/Neg	Pos/Neg	None	None	Positive	None	None	None	
Audit & Risk	N	N	N	None	None	None	None	None	None	None	None	Yes	Negative	Negative	None	None	None	None	None	None	None	None	
Removal of Director Post	This proposal is of an operational nature and there will be no equality impact																						
Balance of budgeted recurrent Covid contingency	This proposal is of an operational nature and there will be no equality impact																						
People, Performance & Change																							
HR	Y	Y	N	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Positive	Positive	Positive	None	None	Pos/ Neg	None	None	None	
Employment Support Service	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Positive	None	None	None	None	Yes	Pos/Neg	Pos/Neg	Pos/ Neg	None	None	Positive	None	None	None	

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CAPITAL FINANCIAL PLAN 2020/21	Service																
	Infrastructure & Environment																
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												
Reston Station Contribution					This proposal has previously been impact assessed												
Plant & Vehicle Fund					This proposal has previously been impact assessed												
Private Sector Housing Grant					This proposal has previously been impact assessed												
	Corporate Improvement & Economy																
Town Centre Regeneration					This proposal has previously been impact assessed												
Borders Innovation Park		Y	Y	Y	Positive	Positive	Positive	None	None	Positive	Positive	Positive	None	Yes	Positive		
Hawick Regeneration					This proposal has previously been impact assessed												
Newtown St.Boswells Regeneration					This proposal has previously been impact assessed												
Borderlands		N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Yes	Positive		
Sports Infrastructure					This proposal has previously been impact assessed												
Culture & Heritage					This proposal has previously been impact assessed												
Private Sector Housing Grant					This proposal has previously been impact assessed												
	Health & Social Care																
Care Inspectorate Requirements (Older People)					This proposal has previously been impact assessed												
Residential Care Accommodation Replacement					This proposal has previously been impact assessed												
Technology Enabled Care					This proposal has previously been impact assessed												
Residential Care Accommodation Upgrades					This proposal has previously been impact assessed												
	Children & Young People																
Early Years Expansion					This proposal has previously been impact assessed												
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												
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	None		
School Estate Block					This proposal has previously been impact assessed												
	Finance, IT & Procurement																
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												
IT Projects - extension of CGI contract					This proposal is of an operational nature and there will be no equality or Fairer Scotland impact												
Emergency & Unplanned					This proposal is of an operational nature and there will be no equality or Fairer Scotland impact												