| | 1 | | | 1 | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--------------------------------------|---|----------|--------------|--|-----------------------------------|-------------------------|---------------|--|----------|-----------------------|----------------------------|-------------------|-------------------------|------------------------------------|-----------------------------------|---|----------|--------------|---------------------------------|--|--|--|--|--|
| | Is the project rel Council unde | levant to the du r the Equality A | Which groups of people may be impacted (both positively and pegativel | | | | | | | | | | | | gatively) if the p | ively) 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/ Gender 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/ Accommod ated Children & Young People | Carers | Homelessness | Addictions/ Substance Use | Involvement in the Criminal Justice System | | | | |
| Corporate | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New Commissioning Strategy | N | N | N | None | None | None | None | None | None | None | None | None | Yes | None | None | None | None | None | None | None | None | None | | | | |
| Digital Transformation | Υ | Υ | Υ | Positive | Positive | Positive | Positive | Positive | Positive | Positive | Positive | Positive | Yes | Positive | Positive | Positive | Positive | Positive | Positive | Positive | Positive | Positive | | | | |
| Corporate Transformation | 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 | | | | |
| Infrastructure & Environment | | | | l | | | | | | | | | | | | | | | | | | | | | | |
| Additional Fees & Charges - Parks & Environment | N | Υ | Υ | Negative | None | None | None | None | None | None | None | None | Yes | Negative | Negative | Negative | Negative | None | None | None | None | None | | | | |
| Additional Fees & Charges - Roads & Infrastructure | N | Y | Y | Negative | None | None | None | None | None | None | None | None | Yes | Negative | Negative | Negative | Negative | None | None | None | None | None | | | | |
| Commercial Rent Income | N | N | N | None | None | None | None | None | None | None | None | None | Yes | None | None | None | None | None | None | None | None | None | | | | |
| Energy Efficiency Project | | | | This pro | oposal is of | an operational nat | ture and there | will be no equa | lity or Faire | r Scotland im | pact | | | | | | | | | | | | | | | |
| More efficient property and asset portfololio | Y | Y | Υ | Pos/Neg | Pos/Neg | None | None | Positive | None | None | None | None | Yes | None | Pos/Neg | Pos/Neg | None | None | Pos/Neg | None | None | None | | | | |
| Facilities Management Savings | Υ | 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 | Υ | Υ | Υ | 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 | Υ | Y | Y | Pos/Neg | Pos/Neg | None | None | Positive | None | None | None | None | Yes | Negative | Negative | Positive | Negative | None | Pos/Neg | None | None | None | | | | |
| Waste Management +C14:W15C14:V15C14:V14C14:WC14:AA14 | Υ | Υ | Υ | Pos/Neg | Pos/Neg | None | None | None | None | None | None | None | Yes | Pos/ Neg | Pos/ Neg | Pos/ Neg | Negative | None | Pos/Neg | None | None | None | | | | |
| Passenger Transport | N | Y | Y | Positive | Positive | None | None | None | None | None | None | None | Yes | Positive | Positive | Positive | Positive | None | Positive | None | None | None | | | | |
| Planning Services | Υ | Υ | Υ | Pos/ Neg | Pos/Neg | None | None | Positive | None | None | None | None | Yes | Pos/Neg | Pos/Neg | None | Pos/Neg | None | None | None | None | None | | | | |
| 6 : 111/1 1 6 5 - 11 | | | | | | | | | | | | | | | | | | | | | | \vdash | | | | |
| Social Work & Practice | | | I | ı | I | ı | ı | | | | | ı | ı | ı | | | | | | | | | | | | |
| 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 | | | | |
| 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 | | | | |
| Shared Lives | Y | Y | Υ | Positive | Positive | None | None | None | None | None | None | None | Yes | Positive | Positive | Positive | Positive | Positive | Positive | Positive | None | None | | | | |
| Safer Communities - Homelessness Service | N | N | N | None | None | None | None | None | None | None | None | None | No | | | | | | | | 1 | | | | | |
| Additional Fees & Charges | Y | Υ | 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 - for Lets | Y | Υ | Y | Negative | Negative | None | None | None | None | None | None | None | Yes | Negative | Negative | Negative | Negative | Negative | Negative | None | None | None | | | | |
| Increases to fees for non -funded childcare | Y | Υ | Y | Negative | None | None | None | None | None | None | None | None | Yes | Negative | Negative | None | None | None | None | None | None | None | | | | |
| Central Schools | Y | Υ | N | Positive | Positive | None | None | None | Positive | None | None | None | Yes | None | None | Positive | Positive | Positive | None | None | None | None | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Resilient Communities | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Additional Fees and Charges | Υ | Υ | Υ | None | None | None | Negative | None | None | Negative | None | Negative | Yes | Negative | Negative | None | Negative | None | None | None | None | None | | | | |
| Scottish Water Commission | | | | | This propo | osal is of an opera | tional nature a | nd there will b | e no equality | y impact | | | | | | | | | | | | | | | | |
| A redesigned operating model for Business Support functions through | Y | Yq | Υ | 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 | | | | |
| the rollout of digital services across the Council . | ' | 14 | ' | rus/ Neg | rus/ Neg | INOTIE | INUITE | rositive | NOTE | NOTIC | INUITE | NOTIE | 162 | rus/ iveg | rus/ Neg | rus/ Neg | rus/ Neg | INUITE | rus/ Neg | INUITE | NOTIE | INOITE | | | | |
| Roll out of Digital Customer Access within Customer Advice and | Υ | Υ | Υ | 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 | | | | |
| Support | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Management Fee reduction to Live Borders | N | N | N | None | None | None | None | None | None | None | None | None | No | None | None | None | None | None | None | None | None | None | | | | |
| Employment Support Service | N | N | N | None | None | None | None | None | None | None | None | None | Yes | None | None | None | None | None | None | None | None | None | | | | |

| | Is the project re Council unde | elevant to the duer the Equality A | | | | | | | | Which gro | ups of people i | may be impacted | d (both posit | ively and ne | gatively) if the p | proposal is adop | oted? | | | | | |
|--|---|--|-----------------------------|------|------------|--|-----------------------------------|-------------------------|--------------|--|-----------------|-----------------------|----------------------------|-------------------|-------------------------|---------------------|-----------------------------------|---|--------|--------------|---------------------------------|------|
| Revenue proposals | Elimination of discrimination victimisation and harassment | Promotion of equality of opportunity | Foster good relations | Age | Disability | Gender Reassignment/ Gender 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/ Accommod ated Children & Young People | Carers | Homelessness | Addictions/ Substance Use | |
| Finance & Corporate Governance | | | | | | | | | | | | | | | | | | | | | | |
| Additional fees & Charges Income across Finance & Corporate Governance | N | N | N | None | None | None | None | None | None | None | None | None | Yes | Negative | Negative | None | None | None | None | None | None | None |
| Service Concessions | | | | | This propo | osal is of an opera | tional nature a | nd there will b | e no equali | ty impact | | | | | | | | | | | | |
| 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 propo | sal is of an opera | tional nature a | nd there will b | e no equali | ty impact | | | | • | | | | | | | | |
| Assessors & Electoral Registration Services | N | N | N | None | None | None | None | None | None | None | None | None | Yes | None | None | None | None | None | None | None | None | None |
| 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 | | | | | This propo | sal is of an opera | tional nature a | nd there will b | e no equalit | ty impact | | | | | | | | | | | | |
| Audit & Risk | N | N | N | None | None | None | None | None | None | None | None | None | Yes | None | None | None | None | None | None | None | None | None |
| Remove Covid-19 base budget | | This proposal is of an operational nature and there will be no equality impact | | | | | | | | | | | | | | | | | | | | |
| People, Performance & Change | | | | | | | | | | | | | | | | | | | | | | _ |
| People, Performance & Change | N | l N | N | None | None | None | None | None | None | None | None | None | Yes | None | None | None | None | None | None | 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? | | | | | | | | | | | | | |
|---|---------------------------------|--|-------------------------|----------------|---------------|---------------|--|---|--------------|-----------------|-----------------------------|--------------|-------------|------------------|----------|--|--|--|--|--|--|
| | | | 4, | | | | | | | | | | | | | | | | | | |
| | | Elimination of | | | | | | | | | Doonlo with | | | | | | | | | | |
| | | discrimination | Promotion of | Foster good | | | Gender | Marriage/ | Pregnancy & | | People with Religious or | Sex - Gender | Sexual | Fairer | Low/ No | | | | | | |
| | | victimisation and | equality of opportunity | relations | Age | Disability | reassignment | Civil Partnership | Maternity | Race | other | Identity | Orientation | Scotland Duty | Wealth | | | | | | |
| | | harassment | Оррогини | | | | | Partifership | | | Beliefs | | | Duty | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| CAPITAL FINANCIAL PLAN 2020/21 | Service | | | | | | | | | | | | | | | | | | | | |
| | Infrastructure & Environment | | | | | | | | | | | | | | | | | | | | |
| Land & Property Infrastructure | | | | | | | been impact asse | | | | | | | | | | | | | | |
| Roads & Transport Infrastructure Cycling, Walking & Safer Streets | | This proposal has previously been impact assessed This proposal has previously been impact assessed | | | | | | | | | | | | | | | | | | | |
| Peebles Bridge | | | | | | | been impact asses | | | | | | | | | | | | | | |
| Flood & Coastal Protection works | | | | | | | been impact asse | | | | | | | | | | | | | | |
| Hawick Flood Protection | | | | | | | been impact asse | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | |
| | 0 | | | | | | • | | | | | | | | | | | | | | |
| | Corporate Improvement & Economy | | | | | | | | | | | | | | | | | | | | |
| Town Centre Regeneration | | | | This | | | been impact asses | | | | | - ··· | | | D'II' | | | | | | |
| 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 This proposal has previously been impact assessed | | | | | | | | | | | | | | | | | | | |
| Newtown St.Boswells Regeneration Borderlands | | l N | l v | l v | Positive | Positive | None None | | None | None | None | None | None | Yes | Positive | | | | | | |
| Sports Infrastructure | | I IN | T | This | | | | None | None | None | None | None | None | res | Positive | | | | | | |
| Culture & Heritage | | This proposal has previously been impact assessed This proposal has previously been impact assessed | | | | | | | | | | | | | | | | | | | |
| Private Sector Housing Grant | | | | | | | been impact asse | | | | | | | | | | | | | | |
| - C | | Τ | | | | | I | | | | | | | | | | | | | | |
| | Health & Social Care | | | | | | | | | | | | | | | | | | | | |
| Care Inspectorate Requirements (Older People) | | | | This | proposal ha | s previously | been impact asses | ssed | | | | | | | | | | | | | |
| Residential Care Accommodation Replacement | | | | | | | been impact asse | | | | | | | | None | | | | | | |
| Technology Enabled Care | | | | | | | been impact asse | | | | | | | | None | | | | | | |
| Residential Care Accommodation Upgrades | | | 1 | This | proposal ha | s previously | been impact asses | ssed | 1 | , , | 1 | | | 1 | None | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| 5 1 1/2 5 | Children & Young People | | | -1. | | | | | | | | | | | | | | | | | |
| Early Years Expansion | | | | | | | been impact asse | | | | | | | | | | | | | | |
| Eyemouth Primary School Earlston Primary School | | | | | | | been impact asses been impact asses | | | | | | | | | | | | | | |
| Galashiels Academy | | | | | | | been impact asses | | | | | | | | | | | | | | |
| Jedburgh Learning Campus incorporating 3G pitch | | | | | | | been impact asses | | | | | | | | | | | | | | |
| New Hawick High School | | | | | | | been impact asses | | | | | | | | | | | | | | |
| Peebles High School | | Υ | Υ | Υ | | Positive | Positive | None | None | None | None | Positive | None | Yes | None | | | | | | |
| School Estate Block | | | <u> </u> | This | | | been impact asses | | <u> </u> | <u> </u> | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | Finance, IT & Procurement | | | | | | | | | | | | | | | | | | | | |
| ICT - Outwith existing contract scope | | | | | | | been impact asse | | | | | | | | | | | | | | |
| ICT Transformation | | | | | | | been impact asse | | | | | | | | | | | | | | |
| Inspire Learning | | | | | | | been impact asses | | | | | | | | | | | | | | |
| IT Projects - pre CGI contract | | | | This | | | been impact asse | | -11.1 | | | | | | | | | | | | |
| IT Projects - extension of CGI contract | | | This present | ic of an arra | | | operational natu | | | ility or Fairei | Scotland im | pact | | | | | | | | | |
| Emergency & Unplanned | | T | Inis proposal | is of an opera | ational natur | e and there i | <mark>will be no equalit</mark> I | y or Fairer Sco | liano impact | I | | | | | | | | | | | |
| | | | | L | | <u> </u> | L | l | <u> </u> | | <u> </u> | | | | <u> </u> | | | | | | |