

		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	Marital Status	Pregnancy and Maternity	Race Groups	People with Religious or other Beliefs	Sexual Orientation	Carers	Poverty	Employees	
<b>Revenue Financial Plan proposals</b>																
Management review of professional and support services	MB1	Yes	Yes	Yes	Possible positive and/or negative impact	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	Possible negative impact	Possible negative impact	No impact	No impact	Possible negative impact	Possible negative impact	Possible positive and/or negative impact	
Employee Benefits Strategy	MB2	FYE - EIA impact published previously														
Changes to working practices	MB3	Yes	Yes	No	Possible positive and/or negative impact	No impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	
Delivery of an Inclusion for All model	MB4	Yes	Yes	Yes	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	No impact	Possible negative impact	
Review of Early Years Provision	MB5	Yes	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	
Learning Delivery Review	MB6	Yes	Yes	Yes	Possible negative impact	Possible negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Focused Education Delivery	MB7	Yes	Yes	Yes	Possible negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	
Redesign Children & Families Social Work Service	MB8	Yes	Yes	Yes	Possible negative impact	Possible negative impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	No impact	Possible negative impact	
Supporting Independence when providing care at home	MB9	Yes	Yes	Yes	Possible positive and/or negative impact	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	No impact	Possible positive and/or negative impact	
Review Secondary School Teacher Allocation	MB10	Yes	Yes	Yes	Possible negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	
Closing the Gap	MB11	Yes	Yes	Yes	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	

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Extend Corporate Transformation Programme	MB12	No	No	Yes	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	
Alternative models of Service Delivery	WP1	Yes	Yes	Yes	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	
Commissioned Services	WP2	Yes	Yes	Yes	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	No impact	Possible positive and/or negative impact	
Review of Cultural Services & Efficiencies in Culture & Sport Funding	WP3 / 4	No	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	No impact	
Asset Management	LB1	No	No	No	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	
Waste Management Plan	LB2	Yes	Yes	Yes	Possible negative impact	Possible negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	Possible positive and/or negative impact	
Review & Modernise Winter Operations	LB3	No	No	No	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	
New Delivery model for Toilet provision	LB4	Yes	Yes	Yes	Possible positive and/or negative impact	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	Possible positive and/or negative impact	Possible negative impact	No impact	No impact	Possible positive and/or negative impact	Possible positive and/or negative impact	Possible positive and/or negative impact	
Bus Subsidies	LB5	No	Yes	Yes	Possible positive and/or negative impact	Possible negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	No impact	

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ICT investment in new technologies	BP1	No	No	No	Possible positive impact	No impact	No impact	No impact	No impact	Possible positive impact	No impact	No impact	Possible positive impact	Possible positive impact	Possible positive and/or negative impact
Phase 2 printer refresh	BP2	Yes	Yes	Yes	Possible negative impact	Possible negative impact	No impact	No impact	No impact	Possible negative impact	No impact	No impact	No impact	Possible negative impact	No impact
Reduce mileage usage by 20%	BP3	No	No	No	No impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact
Commercial Opportunities and Procurement	BP4	No	No	No	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact
Reduction in Loans Charges	BP5	No	No	No	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact
Out of Area Placement Savings	BP6	Yes	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact
Review of PPP Contract	BP7	Yes	Yes	Yes	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact
Reprovision the reviewing process for care packages	BP8	Yes	Yes	Yes	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact
Review of Adults with Learning Disabilities Service to meet demand	BP9	Yes	Yes	Yes	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	No impact	Possible positive and/or negative impact
Review of Older People service to reflect demand	BP10	Yes	Yes	Yes	Possible positive and/or negative impact	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	No impact	Possible positive and/or negative impact
Review of Street Lighting provision (SLEEP project)	BP11	No	No	No	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact
Redesign of Assessment & Care Management Model	BP12	Yes	Yes	Yes	Possible negative impact	Possible negative impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible negative impact	No impact	Possible positive impact
Review Statutory Services Provision within Place	BP13	No	No	No	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact

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Maximising Income	MR1	Yes	Yes	Yes	Possible positive and/or negative impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive and/or negative impact	Possible negative impact	No impact	
Second Homes Council Tax	MR2	No	No	No	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Long Term Empty Properties	MR3	No	No	No	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	No impact	



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Drainage - Parks & Open Spaces Block	Block Allocation	No	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Wilton Lodge Park	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	Possible positive impact	No impact	No impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	
Other Property																
Combined Depot Enhancements	Block Allocation	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	
PEOPLE																
School Infrastructure																
Duns Primary School & Locality Support Centre	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	
Kelso High School	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	
Galashiels School Review	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	
Langlee Primary School	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	
Broomlands Primary School	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	Possible positive impact	
School Health & Safety Block	Block Allocation	No	Yes	No	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	
School Refurbishment & Capacity Block	Block Allocation	Yes	No	Yes	No impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	
School Kitchen Improvement Block	Block Allocation	No	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	

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Complex Needs - Central Education Base	Existing Project	Yes	Yes	Yes	No impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	No impact	Possible positive impact	
Equality Act School Adaptations (DDA) Block	Block Allocation	Yes	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	No impact	Possible positive impact	
Social Care Infrastructure																
Residential Care Home Upgrade Block	Block Allocation	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	Possible positive impact	
CHIEF EXECUTIVE																
Heritage & Cultural Infrastructure																
Jim Clark Museum	Existing Project	No	No	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Sir Walter Scott Court House	Existing Project	No	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Great Tapestry of Scotland - Building	Existing Project	No	Yes	No	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Sport Facility Infrastructure																
Selkirk 2G Synthetic Pitch	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Peebles 3G Synthetic Pitch	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Jedburgh 3G Synthetic Pitch	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Hawick 3G Synthetic Pitch	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	
Economic & Regeneration Infrastructure																

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Central Borders Business Park - Phase 1	Existing Project	No	Yes	No	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	No impact	
Newtown St Boswells Village Centre	Existing Project	No	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	No impact	
Reston Station Contribution	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Possible positive impact	Possible positive impact	
Borders Town Centre Regeneration Fund Block	Block Allocation	No	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	No impact	
Housing Infrastructure																
Private Sector Housing Grant - Adaptations	Existing Project	Yes	Yes	Yes	Possible positive impact	Possible positive impact	Possible positive impact	No impact	No impact	Possible positive impact	Possible positive impact	No impact	Possible positive impact	Possible positive impact	Possible positive impact	