

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C1 : Galashiels Development – GIRR5</b>
----	---------------------------	--

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Road &amp; Transport Infrastructure</b> <b>Place</b>
----	--	--

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Streetscape improvements to Galashiels
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>  <b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	It could help by maintaining or introducing better disabled access in Galashiels.	
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	It could help by maintaining or introducing better disabled access in Galashiels.	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

				<i>you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		✓		It could help by maintaining or introducing better disabled access in Galashiels.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		✓		It could help by maintaining or introducing better disabled access in Galashiels.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓			NA
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓			NA
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓			NA
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓			NA
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists	✓			NA

and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			NA
<b>Associated Themes</b>	✓			NA
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			NA
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	✓			NA
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			NA

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

--	--	--

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Management Team Leader	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C2 : Galashiels Development – GIRR 1-3 Claims</b>
----	---------------------------	--

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	<b>Road &amp; Transport Infrastructure Place</b>
----	--------------------------------------	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	Financial provision for Part 1 claim from the public following the completion of infrastructure improvements in Galashiels. Part 1 Claims – One year and one day after infrastructure improvements are completed, members of the public deemed to have been affected by the new infrastructure can submit a part 1 claim under the Lands Compensation (Scotland) Act 1973 for losses. The claims window lasts for six years.
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	NO
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	NO

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).
----	--

<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b>
	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	✓			NA – All age groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants)	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973

and asylum seekers)				
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Associated Themes</b>	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			NA – All groups can submit a claim if it fall within the criteria of the Lands Compensation (Scotland) Act 1973

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick</b>

		<b>One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Management Team Leader	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C3 : Street Lighting Energy Efficiency Project</b>
----	---------------------------	---

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	<b>Road &amp; Transport Infrastructure</b> <b>Place</b>
----	--	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	There is increasing pressure on local authorities to reduce the spiralling electricity costs associated with their lighting while tackling the environmental pressures of light pollution and CO2 emissions. With the need to investigate alternative ways of providing services a “spend to save” project was initiated that invests in low energy street lighting fittings which then derives savings in terms of energy consumption, taxation and maintenance.
----	---------------------	---

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	No
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	No

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).
----	---

<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b>
	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	X			
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X			
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants)	X			

and asylum seekers)				
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	X			
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X			
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>X</b>

	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Alex Young	Service Area.	Street Lighting - Place
Post	Street Lighting Team Leader	Date	17/01/2017

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C4 : A72 Dirtpot Corner – Road Safety Works</b>
----	---------------------------	--

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	<b>Road &amp; Transport Infrastructure</b> <b>Place</b>
----	--	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>A72 Dirtpot Corner Road Safety Works is a road improvement scheme required to address the restricted carriageway and verge width at a well-known accident site on the A72;</p> <p>The objective of any scheme at this location is to:</p> <ul style="list-style-type: none"> <li>• Provide a carriageway configuration that is fit for purpose</li> <li>• Improve safety and reduce accident incidences</li> <li>• Reduce potential for road closures at this location</li> <li>• Reduce on-going maintenance burden at corner</li> <li>• Improve level of service offered by this section of the route</li> </ul>
----	---------------------	---

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	No
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality)</i>	No

characteristics?)	
-------------------	--

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).			
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>		<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>
				<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	<b>Age</b> (Older or younger people or a specific age grouping)		X	Improved road configuration at the corner making it safer to negotiate
	<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X	Improved road configuration at the corner making it safer to negotiate
	<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X	Improved road configuration at the corner making it safer to negotiate
	<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X		
	<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after	X		

	giving birth),			
	<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X	Improved road configuration at the corner making it safer to negotiate
	<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X	Improved road configuration at the corner making it safer to negotiate
	<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		X	Improved road configuration at the corner making it safer to negotiate
	<b>Associated Themes</b>			
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X	Improved road configuration at the corner making it safer to negotiate
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X	Improved road configuration at the corner making it safer to negotiate
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X	Improved road configuration at the corner making it safer to negotiate

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
	N/A	N/A


7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>X</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Paul Frankland	Service Area.	Capital Projects
Post	Engineering Design Manager	Date	12 January 2017

**This assessment should be presented to those making a decision about the progression of your proposal. If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.**

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C5 : Selkirk Town Centre (Streetscape Works)</b>
----	---------------------------	---

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	<b>Road &amp; Transport Infrastructure Place</b>
----	--------------------------------------	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>This project will enhance the street and footway layout in the area around the Market Place by:</p> <ul style="list-style-type: none"> <li>• providing more effective traffic management arrangements</li> <li>• providing improved pedestrian facilities</li> <li>• making the Market Place more attractive a shopping destination/ area;</li> <li>• providing enhanced events space for current civic events and potential new visitor events.</li> </ul>
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	No
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	No

5. <b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b>
	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i>
<b>Age</b> (Older or younger people or a specific age grouping)		X		Improved vehicular movement and pedestrian facilities
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		Improved vehicular movement and pedestrian facilities
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		Improved vehicular movement and pedestrian facilities
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X			
<b>Race Groups:</b> including colour,		X		Improved vehicular movement and pedestrian facilities

nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)				
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		Improved vehicular movement and pedestrian facilities
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		X		Improved vehicular movement and pedestrian facilities
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X		Improved vehicular movement and pedestrian facilities
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X		Improved vehicular movement and pedestrian facilities
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		Improved vehicular movement and pedestrian facilities

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>X</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Paul Frankland	Service Area.	Capital Projects
Post	Engineering Design Manager	Date	12 January 2017

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C6 : Innerleithen – Walkerburn – shared access route</b>
----	---------------------------	---

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	<b>Road &amp; Transport Infrastructure</b> <b>Place</b>
----	--	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	Shared Access Path between the communities of Walkerburn and Innerleithen – Links to the existing Peebles to Innerleithen Shared Access Path
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Helps eliminate discrimination
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Proposal could help the Council's relationship

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

				<i>negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		x		Encourages older people to get active on a level surface
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		Encourages people to experience the outdoors
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	x			
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	x			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	x			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			
<b>People with Religious or other Beliefs:</b> different	x			

beliefs, customs (including atheists and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	x			
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		x		Enhanced safer access between the settlements of Walkerburn and Innerleithen
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		x		Enhanced safer access between the settlements of Walkerburn and Innerleithen

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is	<b>x</b>

	progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Graeme Johnstone	Service Area.	Place
Post	Lead Officer Access and Transport	Date	18/1/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C7 : Union Chain Bridge</b>
----	---------------------------	--------------------------------

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b>	<b>Road &amp; Transport Infrastructure</b>
	<b>Department:</b>	<b>Place</b>

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	In partnership with Northumberland County Council, the delivery of the UCB refurbishment with Heritage Lottery Fund support.
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>		
	<b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	No	
	<b>Promotion of equality of opportunity?</b> (Could your proposal help or hinder the Council with this)	Yes – Help sustain infrastructure connections that the UCB provides between Scotland and England	
	<b>Foster good relations?</b> (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)	Yes – Help sustain infrastructure connections that the UCB provides between Scotland and England	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

				<i>extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		✓		Help sustain infrastructure connections that the UCB provides between Scotland and England
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		✓		Help sustain infrastructure connections that the UCB provides between Scotland and England
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓			NA
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓			NA
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓			NA
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓			NA
<b>People with Religious or other Beliefs:</b> different beliefs, customs	✓			NA

(including atheists and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			NA
<b>Associated Themes</b>	✓			NA
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			NA
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		✓		Help sustain infrastructure connections that the UCB provides between Scotland and England
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			NA

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	

	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	
--	---	--

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Management Team Leader	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

**If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.**

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C8 : Reston Station Contribution</b>
----	---------------------------	---

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	<b>Road &amp; Transport Infrastructure</b> <b>Place</b>
----	--	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	New rail station on the East Coast Main Line in the village of Reston
----	---------------------	---

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>		
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Enhanced access for residents and visitors to the area	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Enhanced access for residents and visitors to the area	
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Proposal could help enhance the Council's relationship with those that have equality characteristics	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

				<i>you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		x		Enhanced mobility options for older people
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		Potentially more opportunities for disabled people to access services
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	x			
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	x			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	x			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists	x			

and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		x		Potentially better access opportunities
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		x		Enhanced access to the employment market and services
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		x		Enhanced access to the employment market and services

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is	<b>x</b>

	progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Graeme Johnstone	Service Area.	Place
Post	Lead Officer Access and Transport	Date	18/1/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C9 : Peebles Bridge</b>
----	---------------------------	----------------------------

(Please enter the title or reference for your proposal)

2.	<b>Service Area: Department:</b>	<b>Road &amp; Transport Infrastructure Place</b>
----	--------------------------------------	--

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	New road bridge for Peebles
----	---------------------	-----------------------------

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>  <b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Potentially help eliminate discrimination by offering more opportunities for residents to access the town centre.	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>		
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>		

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If</i>
		No Impact	Possible Positive Impact	Possible Negative Impact	

				<i>you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		x		Enhanced opportunities for access
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	x			
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	x			
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	x			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	x			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists	x			

	and those with no aligned belief)				
	<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			
	<b>Associated Themes</b>				
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	x			
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		x		Potentially enhanced access to employment
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)				Potentially enhanced access to employment

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<b>x</b>
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

--	--	--

<b>Completed By</b>			
Name	Graeme Johnstone	Service Area.	Place
Post	Lead Officer Access and Transport	Date	18/1/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C10 : Selkirk Flood Protection</b>
----	---------------------------	---------------------------------------

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Flood and Coastal Protection</b> <b>Place</b>
----	--	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>		
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	NO	
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	NO	
	<b>Foster good relations? (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</b>	NO	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

					<i>you are unsure of the answer please state this and recommend further investigation.</i>
	<b>Age</b> (Older or younger people or a specific age grouping)				
	<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring				
	<b>Gender</b> (Males, Females, Transgender or Transsexual people)				
	<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)				
	<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),				
	<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)				
	<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists				

and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual				
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)				
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)				
<b>Employees</b> (those employed by the Council including full time, part time and temporary)				

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

--	--	--

<b>Completed By</b>			
Name	C Price (CPE Ltd)	Service Area.	
Post	Project Manager – Selkirk FPS	Date	13/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C11 : Hawick Flood Protection</b>
----	---------------------------	--------------------------------------

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Flood and Coastal Protection</b> <b>Place</b>
----	--	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Delivery of 1in75 flood defences on the River Teviot in Hawick by 2022
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>  <b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	NO	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	This will help Hawick residents and business obtain property level insurance	
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	This will protect the community from frequency low level flood events and help Hawick residents and business obtain property level insurance	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If</i>
		No Impact	Possible Positive Impact	Possible Negative Impact	

				<i>you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		✓		This will protect the community from frequency low level flood events and help Hawick residents and business obtain property level insurance. The design will incorporate all good practice and DDA.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		✓		This will protect the community from frequency low level flood events and help Hawick residents and business obtain property level insurance. The design will incorporate all good practice and DDA.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓			NA
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓			NA
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓			NA
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓			NA
<b>People with Religious or other Beliefs:</b> different beliefs, customs	✓			NA

(including atheists and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			NA
<b>Associated Themes</b>	✓			NA
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			NA
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		✓		This will protect the community from frequency low level flood events and help Hawick residents and business obtain property level insurance.
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			NA

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	

	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	
--	---	--

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Management Team Leader	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

**If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.**

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C12 : Easter Langlee Cell Provision</b>
----	---------------------------	--

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Waste Management</b> <b>Place</b>
----	--	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	To incrementally cap Easter Langlee Landfill Site, and prepare the site for closure in 2017-2018.
----	---------------------	---

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>		
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	No	
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	No	
	<b>Foster good relations? (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</b>	No	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).			
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>		<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	

					<i>negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	X				
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X				
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X				
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X				
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X				
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X				
<b>People with Religious or other Beliefs:</b> different	X				

beliefs, customs (including atheists and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	X			
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X			
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>x</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is	

	progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Maggie Cripps	Service Area.	Waste Services
Post	Waste Treatment Manager	Date	17/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C13 : Waste Containers</b>
----	---------------------------	-------------------------------

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b>	<b>Waste Management</b>
	<b>Department:</b>	<b>Place</b>

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<p><b>Relevance to the Equality Duty.</b></p> <p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	YES	
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	YES	
	<b>Foster good relations? (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</b>	YES	

5.	<p><b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).</p>				
	<p><b>Equality Characteristics and associated themes</b></p>	<p><b>Impact</b></p>			<p><b>Description</b></p> <p>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If</b></p>
		No Impact	Possible Positive Impact	Possible Negative Impact	

					<i>you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	X				
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X				
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X				
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X				
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X				
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X				
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists	X				

	and those with no aligned belief)				
	<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
	<b>Associated Themes</b>				
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	X			
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X		
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

--	--	--

Completed By			
Name	R Sharp-Dent	Service Area.	
Post	Waste Services Manager	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C14 : Easter Langlee Leachate Management Facility</b>
----	---------------------------	--

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Waste Management</b> <b>Place</b>
----	--	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Implementation of a solution to deal with Leachate at Easter Langlee, that protects the environment and provides a value for money solution for the authority.
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	NO
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	No

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

				<i>negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	✓			N/A – there is no public interface with this element of the Councils operations. The Council’s operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	✓			N/A – there is no public interface with this element of the Councils operations. The Council’s operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓			N/A – there is no public interface with this element of the Councils operations. The Council’s operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓			N/A – there is no public interface with this element of the Councils operations. The Council’s operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓			N/A – there is no public interface with this element of the Councils operations. The Council’s operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓			N/A – there is no public interface with this element of the Councils operations. The Council’s operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>People with</b>	✓			N/A – there is no public interface with this

<b>Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)				element of the Councils operations. The Council's operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			N/A – there is no public interface with this element of the Councils operations. The Council's operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Associated Themes</b>	✓			N/A – there is no public interface with this element of the Councils operations. The Council's operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			N/A – there is no public interface with this element of the Councils operations. The Council's operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	✓			N/A – there is no public interface with this element of the Councils operations. The Council's operative that deal with this aspect are fully risk assessed and appropriate method statements in place.
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			N/A –The Council's operative that deal with this aspect are fully risk assessed and appropriate method statements in place.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓

	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project management Team Leader	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C15 - CRC – Bulky Waste Adjustments</b>
----	---------------------------	--

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	<b>Waste Management</b> <b>Place</b>
----	--	---

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	Redesign of recycling centres where required to accommodate separation of recycling centre waste from kerbside collected waste through the treatment infrastructure
----	---------------------	---

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	No
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Yes

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

				<i>negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		x	x	Collection/deposit system at community recycling centres affected may change making it easier or harder or no-change in effort to deposit waste for some groups. As long as it is safe to provide, assistance is available at all of the sites if requested.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X	X	Collection/deposit system at community recycling centres affected may change making it easier or harder or no-change in effort to deposit waste for some groups. As long as it is safe to provide, assistance is available at all of the sites if requested.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X			
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			

<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	x			
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	x			
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		x	x	Collection/deposit system at community recycling centres affected may change making it easier or harder or no-change in effort to deposit waste for some groups. As long as it is safe to provide, assistance is available at all of the sites if requested.

6.	<b>Mitigation</b>	
Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>		
<b>Characteristic</b>	<b>Mitigation</b>	
Collection/deposit system at community recycling centres affected may change making it easier or harder or no-change in effort to deposit waste for some groups. As long as it is safe to provide, assistance is available	<b>Make as accessible as possible through the design process</b>	

	at all of the sites if requested.	

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>tick</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Maggie Cripps	Service Area.	Waste Services
Post	Waste Treatment Manager	Date	17/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C16 : New Easter Langlee Waste Transfer Station</b>
----	---------------------------	--

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	<b>Waste Management Place</b>
----	--------------------------------------	-----------------------------------

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>Establish a new fit for purpose Waste Transfer Station to deal with current and future waste stream in the Galashiels (Ettrick and Lauderdale).</p> <p>Future proof the design so that it is modular and can be expanded in the future to incorporate a mechanical treatment solution for all of the waste generated in the Scottish Borders</p>
----	---------------------	---

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	NO
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	NO
	<b>Foster good relations? (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</b>	NO

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).
----	---

<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b>
	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	X			
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X			
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants)	X			

	and asylum seekers)				
	<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
	<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
	<b>Associated Themes</b>				
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	X			
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X			
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>

	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>x</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Chris Virtue (Turner & Townsend)	Service Area.	Major Project
Post	Senior Project Manager	Date	17/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C17 : Wilton Lodge Park</b>
----	---------------------------	--------------------------------

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Land and Property Infrastructure</b> <b>Place</b>
----	--	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	5 year programme of refurbishment and new build works to sustain the heritage of the park and attract more visitors and economic visitors to Hawick
----	---------------------	---

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	No
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	Yes – All works comply with DDA where applicable
	<b>Foster good relations? (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</b>	Yes – All works comply with DDA where applicable

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).			
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>		<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	

				<i>negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		✓		Yes – All works comply with DDA where applicable
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		✓		Yes – All works comply with DDA where applicable
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓			Na
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓			NA
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓			NA
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓			NA
<b>People with Religious or other Beliefs:</b> different	✓			NA

beliefs, customs (including atheists and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			NA
<b>Associated Themes</b>	✓			NA
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			NA
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		✓		The programme is being taken forward to help support the economy of the town
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			NA

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is	

	progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Management Team Leader	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Stage 1 Equality Impact Assessment – Start Up – UPDATED Jan 2017

(For Early Proposals, Project Initiation, Start Up)

1.	<b>Title of Proposal:</b>	<b>C18 : Public Conveniences</b>
----	---------------------------	----------------------------------

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	Place Department - Neighbourhood Services - Neighbourhood Operations
----	--------------------------------------	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	A proposed redesign of the way Scottish Borders Council provides publicly available toilet facilities. The aim is to deliver a service that delivers efficiencies whilst continuing to provide publicly accessible facilities in a manner that is financially and environmentally sustainable. The proposal seeks to redesign the way in which public access to toilet facilities is provided, seeking alternative means of provision that will ensure an equal or enhanced level of availability can be sustained across the region. The document is being taken to members for approval.
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b> <b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Yes	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes	
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	yes	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
	<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description</b>
		No Impact	Possible Positive Impact	Possible Negative Impact	
					Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially

				<i>negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		x	x	<p>Depending on nature of changes agreed at local level, public toilet provision may be via alternative means in different locations:</p> <p>Positive impact: proposals may increase wider availability of facilities in the local area and may enhance the quality of facilities made available.</p> <p>Negative impact: individual walking distance to a facility may increase</p> <p>Introduction of toilet charging is proposed for key strategic facilities in key urban areas:</p> <p>Positive impact: may ensure toilet provision is better quality and more sustainable</p> <p>Negative impact: may affect people who have more need to use facilities and may incur costs.</p> <p>We are fairly certain that impacts can be mitigated and the range of proposals drafted seek to provide a better overall level of provision, but we will continue to assess and monitor through to implementation stage.</p>
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x	x	<p>As above with one exception;</p> <p>Radar keys will ensure no restriction on access to facilities with toilet charging for people with disability (no impact).</p>
<b>Gender</b> (Males, Females, Transgender or Transsexual people)			x	<p>Female access to public toilets, particularly where options are limited (in rural areas) is important due to specific needs (pregnancy/menstruation) – see above for summary of possible Positive and negative impacts</p>
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)			x	<p>As above – for wider potential positive/negative impact.</p> <p>Travelling people may require access to toilets, as the caravans may not include WC's.</p> <p>The key sites for travelling communities would be unaffected by the Review, however it is understood that off-site facilities in Kelso, St Boswells and Tweedbank are used by Travelling people. We will continue to assess</p>

				and monitor potential impacts through the process.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	x			No evidence identified at this stage as to direct positive or negative effect on this group of redesigning the service of public toilet provision. The public may experience a wider positive benefit from more facilities being made available via Comfort Schemes.
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	x			No evidence identified at this stage as to direct positive or negative effect on this group of redesigning the service of public toilet provision. The public may experience a wider positive benefit from more facilities being made available via Comfort Schemes.
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		x	x	As above.
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		x	x	As above plus; Possible negative impact: the introduction of charging to public toilets in urban areas may impact on low income groups, however this is mitigated by the nominal fee for toilet use (30p) and provision of alternative non-charging facilities (such as public libraries, contact centres, etc) .
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		x	x	The staff deployed to undertake cleaning activities are predominantly undertaking a range of duties of which toilet cleaning is only one – therefore the impact of any reduction in toilet cleaning duties will be offset by other duties, and no direct loss of posts will be created. There are 3 exceptions to this, and discussions with these individuals will be held in advance of any decision being made. ERVS is continuing to be offered across the service, which will naturally reflect any reduction in workforce across the service.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
<b>Age</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall	

	accessibility of facilities.
<b>Disability</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities. Comfort Scheme or 3 <sup>rd</sup> party facilities incorporated will be assessed to ensure an equal or improved level of disabled access to facilities is maintained. Radar keys will mitigate any impact on Disabled users needing access to toilets which have charging introduced.
<b>Race</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities, however there may be instances where travelling people need to use facilities that may no longer be provided or free to use. This could be mitigated by temporary provision of facilities as needed.
<b>Carers</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities. Comfort Scheme or 3 <sup>rd</sup> party facilities incorporated will be assessed to ensure an equal or improved level of disabled access to facilities is maintained. Radar keys will mitigate any impact on Disabled users needing access to toilets which have charging introduced.
<b>Poverty</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities.
<b>Employees</b>	Discussions and engagement with Trade Unions is ongoing and will continue through the review – however this is on the basis that ERVS would continue to be offered and direct impact on employees would be mitigated.

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<input checked="" type="checkbox"/> Report to Executive (31/1/2017) will recommend a phased approach.: phase 1: charging and engagement; Phase 2: partnerships and further consideration of provision. Stage 2 EIA will be undertaken during each phase
	<b>Not Certain</b> – further assessment is recommended if proposal is	

	progressed.	
--	-------------	--

<b>Completed By</b>			
Name	Jason Hedley	Service Area.	NEIGHBOURHOOD SERVICES
Post	Service and Neighbourhood manager (Tweeddale)	Date	13/01/2017

**This assessment should be presented to those making a decision about the progression of your proposal. If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.**

For your records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C19 : Energy Efficiency Works</b>
----	---------------------------	--------------------------------------

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Land and Property Infrastructure</b> <b>Place</b>
----	--	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>		
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	NO	
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	NO	
	<b>Foster good relations? (Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</b>	NO	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
	<b>Equality Characteristics and associated</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be.</i>
		<b>No Impact</b>	<b>Possible Positive</b>	<b>Possible Negative</b>	

<b>themes</b>		<b>Impact</b>	<b>Impact</b>	<i>Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)				
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring				
<b>Gender</b> (Males, Females, Transgender or Transsexual people)				
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)				
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),				
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)				
<b>People with Religious or other</b>				

<b>Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)				
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual				
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)				
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)				
<b>Employees</b> (those employed by the Council including full time, part time and temporary)				

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so	

	would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	S Mawson	Service Area.	
Post	Property Services Manager	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C20 : Duns Primary School</b>
----	---------------------------	----------------------------------

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	School Estate People
----	--	-------------------------

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>Refurbishment of the former Berwickshire High School in Duns to provide a relocated primary school of sufficient school capacity to cater for future roll projections. The project also provides a Locality Support Centre in Berwickshire for children and young people with Additional and Complex Needs and is complementary to the Central Complex Needs Educational Facility.</p> <p>The key strategic objectives for this project are:</p> <ul style="list-style-type: none"> <li>To provide sufficient school places to match demographics and school roll forecasts.</li> <li>To identify solutions that are technically sound and the most fit for purpose.</li> <li>To ensure the solutions are environmentally acceptable and sustainable.</li> <li>To ensure the solutions represent the best value for money.</li> </ul> <p>To make provision, within the locality, for children and young people with Additional and Complex needs who require more support than can be provided by their local mainstream schools but for whom travelling to a specialist facility is neither required nor desirable.</p> <p>To provide an educational support in single location within the Berwickshire Learning Community which will improve the co-ordination between the various specialist services in a more integrated manner for children whose needs are complex.</p> <p>To make specific proposals for service redesign, where this will lead to better quality services achieving better outcomes for children, young people and their families. It will take place in the context of contributing to the reduction of placements in establishments' outwith the Borders. Reducing the cost of transport to other ASN provision in the Borders.</p> <p>To provide better access to services for children and young people who may have had to travel to Langlee, Wilton Centre (Hawick), Spectrum Support Centres (Hawick and Innerleithen) and those who may require to be placed outwith the Borders.</p>
----	---------------------	---

		<p>To create a single facility which will enable staff and resources to be more efficiently deployed and create better links with the local schools.</p> <p>To provide a service that is accessible to more young people and families without the need to travel excessive distances.</p> <p>To redirect current expenditure in a more sustainable manner and seek to reduce long term costs to the Council.</p>
--	--	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<p><b>Relevance to the Equality Duty.</b></p> <p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Yes	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes	
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Yes	

5.	<p><b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).</p>				
	Equality Characteristic	Impact			Description
		No Impact	Possible Positive Impact	Possible Negative Impact	
	<b>Age</b> (Older or younger people or a specific age grouping)		X		<p><i>Where you have identified a potential impact, please detail what you perceive this to be.</i></p> <p><i>Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i></p> <p>The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a</p>

				modern / fit-for-purpose building will have a positive impact on younger people.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by disability.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by gender issues.
<b>Marital Status</b> Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding		X		Providing a modern / fit-for-purpose building will have a positive impact for those in this group.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Race Groups.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on People with Religious or other Beliefs.
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Sexual Orientation Groups.
<b>Carers</b> (those who have		X		The project aims to improve the

caring responsibilities for someone with an equality Characteristic)				Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people with Carer Responsibilities.
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on groups affected by Poverty.
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people employed by the Council.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Steven Renwick	Service Area.	Capital Projects
Post	Projects Manager	Date	28/07/2015

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C21 : Kelso High School</b>
----	---------------------------	--------------------------------

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b>	School Estate
	<b>Department:</b>	People

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>This Project addresses suitability issues at Kelso High School to meet the requirements of Curriculum For Excellence and issues with vehicular and pedestrian access.</p> <p>Kelso High School is the only secondary school within Scottish Borders Council which has an overall rating of "Poor" for Suitability and is therefore eligible for Scottish Futures Trust's Phase 3 funding. A bid was submitted in July 2012 and a decision was given in September 2012.</p> <p>The key strategic objectives for this project are:</p> <ul style="list-style-type: none"> <li>Improving attainment and achievement levels for all our children and young people, both within and out with the formal curriculum.</li> <li>Providing high quality support, care and protection to children, young people, adults, families, and older people.</li> <li>Building the capacity and resilience of our communities and voluntary sector.</li> <li>Developing our assets and resources.</li> <li>Creating a sports hub in each High School catchment area.</li> </ul>
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b>	
	<i>(If you believe that your proposal may have some relevance – however small please indicate yes)</i>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Yes
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council</i>	Yes

<i>with this)</i>	
<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Yes

5. <b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
Equality Characteristic	Impact			Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	No Impact	Possible Positive Impact	Possible Negative Impact	
<b>Age</b> (Older or younger people or a specific age grouping)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on younger people.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by disability.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by gender issues.
<b>Marital Status</b> Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding		X		Providing a modern / fit-for-purpose building will have a positive impact for those in this group

	<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Race Groups.
	<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on People with Religious or other Beliefs.
	<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Sexual Orientation Groups.
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people with Carer Responsibilities.
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on groups affected by Poverty.
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people employed by the Council.
6.	<b>Mitigation</b>				
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>				
	<b>Characteristic</b>	<b>Mitigation</b>			
7.	<b>How certain are you of the answers you have given?</b>				

	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Steven Renwick	Service Area.	Capital Projects
Post	Projects Manager	Date	29/07/2015

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C22 : School Estate Review</b>
----	---------------------------	-----------------------------------

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	School Estate People
----	--	-------------------------

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>This is an ambitious large scale 10 year project which would significantly improve the school estate to match current and future demand. The project may include refurbishment of Galashiels Academy and St Peter's Primary School. There may also be an option to consolidate Balmoral and St Margarets Primary Schools on one site. The internal and external environment will be improved to better meet the requirements of Curriculum For Excellence and the requirements of the Children &amp; Young People's Act (2014) within Early Years and Childcare. In addition, the project will ensure that the schools can meet the increased demand predicted through an increase in the local population over the 10 year period and capacity will be built into the system to meet future demand. Consideration will also be given to new build on a "Campus" based approach.</p> <p>The key strategic objectives for this project are:</p> <p>To provide sufficient pupil places to match current demand and, through school roll forecasts, to meet future demands as identified through the Local Plan</p> <p>To enable the target schools within the Borders area to be better able to meet the demands of Curriculum for Excellence and the Children &amp; Young People's Act (2014)</p> <p>To provide an improved built environment that supports learning, achievement and attainment for children and young people</p> <p>To contribute towards the strategic national outcomes outlined below and ensure all children and young people within the target schools are educated in environments that are "fit for purpose" in terms of condition, suitability and sufficiency</p> <p>To identify solutions that are technically sound and the most fit for purpose and flexible for the long term, providing options for remodelling of service delivery in line with the Business Transformation Programme</p> <p>To ensure the solutions are environmentally acceptable and sustainable for both the school community and the Council with reduced energy use</p>
----	---------------------	--

	<p>compared with current rates</p> <p>To ensure the solutions represent the best value for money and are financially sustainable.</p>
--	---

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<p><b>Relevance to the Equality Duty.</b></p> <p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Yes	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes	
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Yes	

5.	<p><b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).</p>			
	<b>Equality Characteristic</b>	<b>Impact</b>		<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>
			X	<p><i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i></p> <p>The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable</p>

				standard. Providing a modern / fit-for-purpose building will have a positive impact on younger people.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by disability.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by gender issues.
<b>Marital Status</b>  Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b>  The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding		X		Providing a modern / fit-for-purpose building will have a positive impact for those in this group
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Race Groups.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on People with Religious or other Beliefs.

	<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Sexual Orientation Groups.
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people with Carer Responsibilities.
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on groups affected by Poverty.
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people employed by the Council.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Steven Renwick	Service Area.	Capital Projects
Post	Projects Manager	Date	27/07/2015

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C23 : Langlee Primary School</b>
----	---------------------------	-------------------------------------

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	School Estate People
----	--	-------------------------

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>The project is to develop a new build Primary School at Langlee in Galashiels to replace the existing provision. The new build will be a modern fit for purpose school which will support delivery of the Curriculum for Excellence and provide flexible accommodation to meet the needs of pupils and staff. This will include an Early Learning and Childcare provision which is capable of meeting the requirements of the Children &amp; Young People’s Act (2014) within Early Years and Childcare. The design of the new build will maximise sustainability features and to ensure revenue costs are minimised into the future. The project will ensure that the school can meet the increased demand predicted through an increase in the local population with capacity will built into the system to meet future demand anticipated through increased new house development. As the school is located in one of the most deprived areas of the Scottish Borders, the project will consider whether facilities which would support closing the gap and improving outcomes activity for the local community could be included in the new build plan. There will be accommodation for the new Early Years Centre currently located within the existing Primary School building. There will be accommodation for the Additional Support Centre currently located within the existing Primary School Building.</p> <p>The key strategic objectives for this project are:</p> <p>To provide a replacement new build school at Langlee which is better able to meet the demands of the Curriculum for Excellence and the requirements of Children &amp; Young People’s Act (2014)</p> <p>To provide sufficient pupil places to match current demand and, through school roll forecasts, to meet future demands as identified through the Local Plan</p> <p>To provide an improved built environment that supports learning, achievement and attainment for children</p> <p>To ensure that children are educated in environments that are “fit for purpose” in terms of condition, suitability and sufficiency and meet the Scottish Government target that 90% of schools should be in a ‘suitable’</p>
----	---------------------	--

	<p>condition (only 76% of SBC schools currently meet that objective). SBC is required to have plans in place to address the deficiencies.</p> <p>To identify solutions that are technically sound and the most fit for purpose and flexible for the long term, providing options for remodelling of service delivery in line with the Business Transformation Programme</p> <p>To ensure the solutions are environmentally acceptable and sustainable for both the school community and the Council with reduced energy use compared with current rates</p> <p>To ensure the solutions represent the best value for money and are financially sustainable.</p>
--	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<p><b>Relevance to the Equality Duty.</b></p> <p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<p><b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i></p>	Yes
	<p><b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i></p>	Yes
	<p><b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i></p>	Yes

5.	<p><b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).</p>				
	<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	
					<p><i>Where you have identified a potential impact, please detail what you perceive this to be.</i></p> <p><i>Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i></p>

<b>Age</b> (Older or younger people or a specific age grouping)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on younger people.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by disability.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by gender issues.
<b>Marital Status</b> Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding		X		Providing a modern / fit-for-purpose building will have a positive impact for those in this group
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Race Groups.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on People with Religious or other Beliefs.
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a

				modern / fit-for-purpose building is considered to have a potential positive impact on Sexual Orientation Groups.
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X	The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people with Carer Responsibilities.
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X	The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on groups affected by Poverty.
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X	The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people employed by the Council.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Steven Renwick	Service Area.	Capital Projects
Post	Projects Manager	Date	28/07/2015

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C24 : Broomlands Primary School</b>
----	---------------------------	--

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	School Estate People
----	--	-------------------------

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>The project is to develop a new build Primary School at Broomlands in Kelso to replace the existing provision. The new build will be a modern fit for purpose school which will support delivery of the Curriculum for Excellence and provide flexible accommodation to meet the needs of pupils and staff. This will include an Early Learning and Childcare provision which is capable of meeting the requirements of the Children &amp; Young People's Act (2014) within Early Years and Childcare. The design of the new build will maximise sustainability features and to ensure revenue costs are minimised into the future. The project will ensure that the school can meet the increased demand predicted through an increase in the local population with capacity will built into the system to meet future demand anticipated through increased new housing development.</p> <p>The key strategic objectives for this project are:</p> <p>To provide a replacement new build school at Langlee which is better able to meet the demands of the Curriculum for Excellence and the requirements of Children &amp; Young People's Act (2014)</p> <p>to have sufficient pupil places available in time to meet anticipated demand from the forecast school roll and ensure parents can secure a place at their local catchment school</p> <p>To provide an improved built environment that supports learning, achievement and attainment for children</p> <p>To meet the Scottish Government target that 90% of schools should have an occupancy rate of between 81% and 100% and</p> <ul style="list-style-type: none"> <li>To ensure that children are educated in environments that are "fit for purpose" in terms of condition, suitability and sufficiency and meet the Scottish Government target that 90% of schools should be in a 'suitable' condition (only 76% of SBC schools currently meet that objective). SBC is required to have plans in place to address the deficiencies reduce requirement for ongoing maintenance spend through replacement of windows, doors, heating</li> </ul>
----	---------------------	--

		<p>system etc</p> <ul style="list-style-type: none"> <li>implement solutions that are technically sound and the most fit for purpose and represent the best value for money and can provide some flexibility and options for remodelling of service delivery in line with the Business Transformation programme</li> </ul> <p>To ensure the solutions are environmentally acceptable and sustainable and includes appropriate natural flood management measures.</p>
--	--	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<p><b>Relevance to the Equality Duty.</b></p> <p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	Yes	
	<b>Promotion of equality of opportunity?</b> (Could your proposal help or hinder the Council with this)	Yes	
	<b>Foster good relations?</b> (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)	Yes	

5.	<p><b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).</p>				
	<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	
			X		<p>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></p> <p>The project aims to improve the Council's older buildings that do not provide a</p>

grouping)				condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on younger people.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by disability.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people affected by gender issues.
<b>Marital Status</b> Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding		X		Providing a modern / fit-for-purpose building will have a positive impact for those in this group
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Race Groups.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on People with Religious or other Beliefs.
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on Sexual Orientation Groups.
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-

					purpose building will have a positive impact on people with Carer Responsibilities.
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building is considered to have a potential positive impact on groups affected by Poverty.
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		The project aims to improve the Council's older buildings that do not provide a condition or capacity that is of acceptable standard. Providing a modern / fit-for-purpose building will have a positive impact on people employed by the Council.
6.	<b>Mitigation</b>				
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>				
	<b>Characteristic</b>	<b>Mitigation</b>			
7.	<b>How certain are you of the answers you have given?</b>				
	<b>Answer</b>			<b>Tick One</b>	
	<b>Certain</b> - I have populated the evidence base to support my answers.			✓	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.				
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.				
	<b>Completed By</b>				
	Name	Steven Renwick	Service Area.	Capital Projects	
	Post	Projects Manager	Date	29/07/2015	

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C25 : Complex Needs – Central Education Base</b>
----	---------------------------	---

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b>	School Estate
	<b>Department:</b>	People

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	The construction of a new-build mini-school for children with complex needs, focussing specifically on those on the autism spectrum.
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b> <b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)		
	<b>Duty</b>		<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>		Yes. This project will assist a vulnerable group that is often discriminated against / marginalised.
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>		This project will help the Council with this strategic aim.
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>		This project will assist to develop improved relationships.

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
	<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	
					Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b>

<b>Age</b> (Older or younger people or a specific age grouping)	X			
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The new facility is designed to provide dedicated & focussed educational opportunities to young people with autism. It will provide a secure & nourishing environment for these people to help them grow & develop key life skills. It will also create an environment to support those young people who are able to attend mainstream education on a part-time basis with additional opportunities.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X			
<b>Marital Status</b> Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding	X			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X		The facility will be a central resource for young people with autism – this would be expected to create opportunities for their carers to gain mutual support & information. The quality of the new building will be significantly greater than anything they have had available

				previously so should help to generate improved opportunities / outcomes for involved in the sector.
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X		
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X	The improved facilities in a central location will make the teaching / caring experience much better (hopefully easier) for the staff. This is twofold: improved physical environment that is designed to be barrier free; co-location of colleagues therefore providing greater peer support for service delivery.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>x</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ray Cherry	Service Area.	Architecture
Post	Architectural Manager	Date	11.12.15

# Scottish Borders Council

## Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C26 : Jim Clark Museum</b>
----	---------------------------	-------------------------------

2.	<b>Service Area: Department:</b>	Corporate Transformation and Services: Cultural Services
----	--------------------------------------	--

3.	<b>Description:</b>	<p>A capital project to convert and extend 44 Newtown St Duns into a new museum. The capital work is planned for 2017-18 and is to be supported by an additional revenue project from 2017-21. The project as currently proposed is dependent on additional external funding</p> <p>The proposed new attraction will have universal appeal but will particularly draw visitors from six main sectors:</p> <ol style="list-style-type: none"> <li>1. Local market;</li> <li>2. Day visitor market;</li> <li>3. Tourists;</li> <li>4. Motor racing enthusiasts;</li> <li>5. International audience of motorsport enthusiasts;</li> <li>6. Education Groups.</li> </ol> <p>The proposals include integrating the large adjacent garage into the new museum as a display area for cars, creating significant additional space for expanded displays, developing a full retail area, an audio visual area meeting space and staff accommodation. When complete the integrated building will have a very visible presence in the townscape and create a fitting new home for the Jim Clark collections</p>
----	---------------------	--

4.	<b>Relevance to the Equality Duty.</b>	
	<b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b>	No
	<b>Promotion of equality of opportunity?</b>	No
	<b>Foster good relations?</b>	Yes

5. Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
Equality Characteristic	Impact			Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	No Impact	Possible Positive Impact	Possible Negative Impact	
Age (Older or younger people or a specific age grouping)		x		Younger people - improved engagement in and access to the subject, learning and training opportunities Older – improved engagement in and access to the subject and to a range of volunteering opportunities
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		Improved access and improved engagement with the subject, and to a range of volunteering opportunities
Gender (Males, Females, Transgender or Transsexual people)		x		Widen scope of attraction across genders
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			No specific additional impact
Marital Status Civil Partnership, Co-habiting, Divorced, Married, Separated & Single.	X			No specific impact
Pregnancy & Maternity: The period of time a woman is expecting a baby until one year	x			No specific impact

after the baby is born. This includes breastfeeding				
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			No specific additional impact
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			No specific additional impact
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	X			No specific additional impact
<b>Poverty</b> (People who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc.)	X			No specific impact
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			No specific impact

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
		<b>No negative impacts are foreseen</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick</b>

		<b>One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	*
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ian Brown	Service Area.	Cultural Services
Post	Cultural Services Manager	Date	9 November 2015

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C27 and C28 : Sir Walter Scott Courthouse</b>
----	---------------------------	--

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	Chief Executive
----	--	-----------------

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>Development of Sir Walter Scott's Former Court House, a Category A listed property in the heart of the Market Place in Selkirk. The redevelopment of Sir Walter Scott's former Court House will make a major contribution to the regeneration of Selkirk town centre.</p> <p>The project is being developed in two distinct phases. The first phase is upgrading the external fabric of the building including repairing and replacing the most critical stonework. A separate PBC has been submitted to the Council's Capital programme for this which can also secure external funding from the Selkirk CARS (part funded by Historic Scotland).</p>
----	---------------------	---

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Yes

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b>
----	---

(Please x all that apply ).				
Equality Characteristic	Impact			Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	No Impact	Possible Positive Impact	Possible Negative Impact	
<b>Age</b> (Older or younger people or a specific age grouping)		X		The redevelopment activity and associated consultation to include assessment of needs for different age groups.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		Positive impacts designed into any physical works.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		The redevelopment activity and associated consultation to include assessment of needs for different gender groups.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Carers</b> (those	X			

who have caring responsibilities for someone with an equality Characteristic)				
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X			
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<b>X</b>
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Bryan McGrath	Service Area.	Economic Development
Post	Chief Officer Economic Development	Date	16 – 12 - 2015

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C29 : Hawick 3G Synthetic Pitch</b>
----	---------------------------	--

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	Chief Executive, Sports Facility Infrastructure
----	--	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Delivery of a 3G synthetic pitch and associated temporary changing facilities within Hawick.
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b>          (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<p><b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i></p>	The completed facility will be open to all users and will therefore not discriminate.
	<p><b>Promotion of equality of opportunity?</b>  <i>(Could your proposal help or hinder the Council with this)</i></p>	As the facility will be open to all users, it will help with the promotion of equality of opportunity.
	<p><b>Foster good relations?</b>  <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i></p>	The facility will help foster good relations.
5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).	
	<b>Equality</b>	<b>Impact</b>
		<b>Description</b>

<b>Characteristic</b>	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		X		The facility will be open for use by all age groups helping to foster team play and fitness.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The facility will be available for use by people with various forms of disability. The only disability not catered for will be those people who require the use of a wheelchair as the pitch surface is not suitable for wheelchairs.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		An accessible changing facility will be included as part of the proposed designs for those individuals that may wish to utilise such an area.
<b>Marital Status</b> Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding	X			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			

<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	X			
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc.)	X			
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<b>X</b>
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Manager	Date	02/08/15

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C30 : Jedburgh 3G Synthetic Pitch</b>
----	---------------------------	--

(Please enter the title or reference for your proposal)

2.	<b>Service Area: Department:</b>	Chief Executive, Sports Facility Infrastructure
----	--------------------------------------	---

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Delivery of a 3G synthetic pitch within Jedburgh.
----	---------------------	---

(Please enter a full description of your proposal including its aims and objectives)

4.	<p><b>Relevance to the Equality Duty.</b></p> <p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p> <table border="1"> <thead> <tr> <th>Duty</th> <th>Yes/No</th> </tr> </thead> <tbody> <tr> <td><b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> (Could your proposal discriminate? Or help eliminate discrimination?)</td> <td>The completed facility will be open to all users and will therefore not discriminate.</td> </tr> <tr> <td><b>Promotion of equality of opportunity?</b> (Could your proposal help or hinder the Council with this)</td> <td>As the facility will be open to all users, it will help with the promotion of equality of opportunity.</td> </tr> <tr> <td><b>Foster good relations?</b> (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</td> <td>The facility will help foster good relations.</td> </tr> </tbody> </table>			Duty	Yes/No	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> (Could your proposal discriminate? Or help eliminate discrimination?)	The completed facility will be open to all users and will therefore not discriminate.	<b>Promotion of equality of opportunity?</b> (Could your proposal help or hinder the Council with this)	As the facility will be open to all users, it will help with the promotion of equality of opportunity.	<b>Foster good relations?</b> (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)	The facility will help foster good relations.					
Duty	Yes/No															
<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> (Could your proposal discriminate? Or help eliminate discrimination?)	The completed facility will be open to all users and will therefore not discriminate.															
<b>Promotion of equality of opportunity?</b> (Could your proposal help or hinder the Council with this)	As the facility will be open to all users, it will help with the promotion of equality of opportunity.															
<b>Foster good relations?</b> (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)	The facility will help foster good relations.															
5.	<p><b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).</p> <table border="1"> <thead> <tr> <th rowspan="2">Equality Characteristic</th> <th colspan="3">Impact</th> <th rowspan="2">Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i></th> </tr> <tr> <th>No Impact</th> <th>Possible Positive Impact</th> <th>Possible Negative Impact</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>			Equality Characteristic	Impact			Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i>	No Impact	Possible Positive Impact	Possible Negative Impact					
Equality Characteristic	Impact				Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i>											
	No Impact	Possible Positive Impact	Possible Negative Impact													

<b>Age</b> (Older or younger people or a specific age grouping)		X		The facility will be open for use by all age groups helping to foster team play and fitness.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The facility will be available for use by people with various forms of disability. The only disability not catered for will be those people who require the use of a wheelchair as the pitch surface is not suitable for wheelchairs.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		An accessible changing facility will be included as part of the proposed designs for those individuals that may wish to utilise such an area.
<b>Marital Status</b> Civil Partnership, Co-habiting Divorced, Married, Separated & Single.	X			
<b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding	X			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<b>Carers</b> (those who have caring responsibilities for	X			

someone with an equality Characteristic)				
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc.)	X			
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<b>X</b>
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Manager	Date	02/08/15

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C31 : Central Borders Business Park – Phase 1</b>
----	---------------------------	--

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	Economic Development Chief Executive
----	--	---

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>This project covers land that has been identified in the Local Plan as a site to provide attractive, high amenity, serviced employment land for sale and an office building, with the main criteria for the project being the creation of jobs. The Council owns this land (part was bought from Lowood Estate in 2014) but the project is planned to be led by Scottish Enterprise. We are in the process of agreeing the area that will be serviced and developed by SE. Development will be led by Scottish Enterprise but the Council needs to decide whether we sell them the land or use the land value as a contribution to a joint project.</p> <p>The aims and objectives are:</p> <ul style="list-style-type: none"> <li>• Enhancing the potential for job creation in the Scottish Borders</li> <li>• Creation of high quality employment locations next to Tweedbank Station</li> <li>• New land and premises to encourage businesses to grow and relocate.</li> <li>• New business investment in Scottish Borders Railway corridor.</li> <li>• New businesses are attracted to the Scottish Borders.</li> <li>• The economic development potential of the Borders Railway is maximized.</li> <li>• Development of a Class 4 office building</li> </ul>
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help</i>	Yes. The project should help discrimination by making land or premises available to all

<i>eliminate discrimination?)</i>	equality groups and provide access to jobs created by the project.
<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes. The proposal should help promote equality opportunities through providing access to created jobs.
<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	Yes. The proposal should help foster good relations with all groups having similar equality characteristics and all having access to jobs created.

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).			
<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	
<b>Age</b> (Older or younger people or a specific age grouping)		x		Groups of all working ages should be able to access employment opportunities.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		All new premises will require to be DDA compliant therefore providing no barriers to employment.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		x		All genders will have access to employment opportunities generated within the site.
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)		x		All potential employees, irrespective of marital status, will have access to employment opportunities generated within the site.
<b>Pregnancy or maternity</b>		x		The project provide employment opportunities and pregnant staff will be

(refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),				protected by Employment law.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		x		All Race groups will have access to employment opportunities generated within the site.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		x		All potential employees, irrespective of religious belief, will have access to employment opportunities generated within the site.
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		x		All potential employees, irrespective of sexual orientation, will have access to employment opportunities generated within the site.
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	x			
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		x		Those people of low income, will have access to job opportunities created within the site, thereby providing potential to increase their income.
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	x			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
	<b>Age</b>	
	<b>Disability</b>	
	<b>Poverty</b>	

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Alister McDonald	Service Area.	Economic Development
Post	Principal Officer (Employment Infrastructure)	Date	19 January 2017

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C32 : Newtown St Boswells Village Centre</b>
----	---------------------------	---

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	<b>Economic Development</b> <b>Chief Executive</b>
----	--	---

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>This project is seen as an initial development phase for the village centre regeneration. The financial contributions will allow for some initial design work and some small scale implementation activity in the village centre. It is anticipated that this will potentially lead to a wider programme of regeneration activity for the village centre.</p> <p>The project has not developed as per the original timescales due to the slowdown in the housing market and the general economic recession. In addition, there have been changes in ownership of two of the key sites – the southern expansion and the Auction Mart site in the Village Centre. The new owners of the Auction Mart site, Harrison &amp; Hetherington, have different aspirations from the previous owners and aim to invest and develop the existing Auction Mart on the current site as well as develop housing on the periphery of this site.</p> <p>The opening of the Borders Railway in 2015 and the continued lobbying for the extension of the Borders Railway southwards since then, has further implications for the overall development of the Village. The main pedestrian and car link between the existing Village and the Southern expansion site utilised the old Railway line and related bridge infrastructure.</p> <p>This has significant implications for the Village Centre proposals in the approved Newtown St Boswells Development Framework. Recognising this, in February 2016 the Council commissioned an update of the Village Centre Study from Bain Swan Architects, the author of the original report, which informed and was included as part of the Development Framework. The brief for the Study requested the consultant to consider the options of using the existing railway line route and alternative routes; the impact these options would have on the Village Centre and the wider village developments; and the impact of the revised Auction Mart proposals to develop and expand on their existing site. An updated version is expected in Sept/ Oct 2016. This will provide an updated context and options for future development of the Village centre and the village as a whole. Due to these uncertainties and various research having to be progressed, the overall timescale for the project has been pushed back.</p>
----	---------------------	--

--	--	--

(Please enter a full description of your proposal including its aims and objectives)

<b>4.</b>	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b>          (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	no
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	no
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	yes

<b>5.</b>	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).			
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>		<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>
		<p><i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i></p>		
	<b>Age</b> (Older or younger people or a specific age grouping)	X		
	<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X		
	<b>Gender</b> (Males, Females,	X		

Transgender or Transsexual people)				
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	X			
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	X			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual				
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)				
<b>Poverty</b> (people who are on a low income	X			

	including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)				
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)	X			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	<b>x</b>

<b>Completed By</b>			
Name	Julie Hogg	Service Area.	Economic Development
Post	Principal Officer Regeneration	Date	24/1/17

**This assessment should be presented to those making a decision about the progression of your proposal. If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.**

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C33 : IT Projects – pre CGI Contract</b>
----	---------------------------	---

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	Corporate Transformation & Services
----	--------------------------------------	-------------------------------------

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	Completion of ongoing IT minor capital projects outwith the CGI contract
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>  <b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No	
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	No	
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	No	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	
					<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and</b></i>

				<i>recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		√		Potential community benefits still to be identified. New apprenticeship opportunities being created
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	√			
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	√			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		√		Potential community benefits still to be identified
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	√			
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	√			
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		√		Potential community benefits still to be identified
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		√		Potential community benefits still to be identified

	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		√		Potential new apprenticeship opportunities still to be defined Potential greater career and training opportunities for existing staff
--	---	--	---	--	--

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
	N/A	N/A

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	√
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Bill Edwards	Service Area.	Corporate Transformation
Post	ICT Programme Manager	Date	11/01/17

**This assessment should be presented to those making a decision about the progression of your proposal. If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.**

For your records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C34 : Great Tapestry of Scotland - Building</b>
----	---------------------------	--

(Please enter the title or reference for your proposal)

2.	<b>Service Area: Department:</b>	<b>Chief Executive Other Chief Executive</b>
----	--------------------------------------	--

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Deliver a new building and the refurbishment of the Former Post Office in Channel street to create a home for the Great Tapestry of Scotland in Galashiels.
----	---------------------	---

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>		
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	NO	
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	Yes	
	<b>Foster good relations? (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</b>	Yes	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

				<i>you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		✓		The building will be DDA compliant and will include disabled toilets and may contain changing Places The building will have a lift.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		✓		The building will be DDA compliant and will include disabled toilets and may contain changing Places The building will have a lift.
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓			NA
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓			NA
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓			NA
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓			NA
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists)	✓			NA

and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			NA
<b>Associated Themes</b>	✓			NA
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			The building will be DDA compliant and will include disabled toilets and may contain changing Places The building will have a lift.
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		✓		New jobs will be created in this facility
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			NA

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Ewan Doyle	Service Area.	Major Projects
Post	Project Management Team Leader	Date	18/01/17

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C35 : Private Sector Housing Grant - Adaptations</b>
----	---------------------------	---

*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	Regulatory Services. Housing Strategy & Services
----	--------------------------------------	--

*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>The provision of mandatory statutory grant funding to assist the provision of major adaptation in private sector housing, following needs and priority assessment by Social Work Department Occupational Therapy staff.</p> <p>Providing high quality support, care and protection to children, young people, adults, families, and older people</p> <ul style="list-style-type: none"> <li>• People will be enabled to live independently with support where necessary</li> <li>• Possible reduction or removal of the need for a disabled person to receive community care or medical care, while giving that person the benefit of greater independence in their own home</li> <li>• Homelessness will be prevented through effective prevention and significant action</li> <li>• Borders people will have improved health and wellbeing</li> <li>• Children will grow up in a safe and homely environment</li> </ul>
----	---------------------	--

*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	Yes
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Yes
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s</i>	Yes

	relationships with those who have equality characteristics?)	
--	--	--

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
	<b>Equality Characteristic</b>	<b>Impact</b>		<b>Description</b>	
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i>
	<b>Age</b> (Older or younger people or a specific age grouping)		x		Grant assistance for disabled adaptations available for all ages to meet assessed and prioritised eligible need.
	<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		Grant assistance for disability related work to meet assessed and prioritised eligible need.
	<b>Gender</b> (Males, Females, Transgender or Transsexual people)		x		Open to all assessed and prioritised eligible need
	<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)		x		Open to all assessed and prioritised eligible need
	<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is		x		Open to all assessed and prioritised eligible need

	for 26 weeks after giving birth),				
	<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		x		Open to all assessed and prioritised eligible need
	<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		x		Open to all assessed and prioritised eligible need
	<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		x		Open to all assessed and prioritised eligible need
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		x		Open to all assessed and prioritised eligible need
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		x		Open to all assessed and prioritised eligible need. Minimum grant levels of 80%. 80-100% means tested
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)		x		Open to all assessed and prioritised eligible need

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
	n/a	

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>x</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Gareth Knox	Service Area.	Housing Strategy and Services
Post	Assistant Private Sector Housing Grants Officer	Date	20/10/16

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C36 : Waste Collection Vehicles – Non P&amp;V Fund</b>
----	---------------------------	---

(Please enter the title or reference for your proposal)

2.	<b>Service Area: Department:</b>	<b>Other</b>
----	--------------------------------------	--------------

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Provision of new waste collection vehicles to replace items in excess of their economic life
----	---------------------	--

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	No
	<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	No
	<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	no

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).			
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>		<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	
				<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the</i>

					<i>extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	✓				
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	✓				
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓				
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓				
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓				
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓				
<b>People with Religious or other Beliefs:</b> different beliefs, customs	✓				

(including atheists and those with no aligned belief)				
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			
<b>Associated Themes</b>				
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	✓			
<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	

	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	
--	---	--

<b>Completed By</b>			
Name	John Martin	Service Area.	Fleet Management
Post	Fleet Manager	Date	23/01/2017

**This assessment should be presented to those making a decision about the progression of your proposal.**

**If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.**

For your own records, please keep a copy of this Equality Impact Assessment form.

# Scottish Borders Council

## Capital Financial Plan - Equality Impact Assessment

1.	<b>Title of Proposal:</b>	<b>C37 : Plant &amp; Vehicle Replacement – P&amp;V Fund</b>
----	---------------------------	---

(Please enter the title or reference for your proposal)

2.	<b>Service Area:</b> <b>Department:</b>	<b>Other</b>
----	--	--------------

(Please enter the department/service area submitting the proposal)

3.	<b>Description:</b>	Purchase of new and replacement vehicles and plant required to deliver Council services, fully funded from the Plant and Vehicle Replacement Fund
----	---------------------	---

(Please enter a full description of your proposal including its aims and objectives)

4.	<b>Relevance to the Equality Duty.</b>		
	<p><b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)</p>		
	<b>Duty</b>	<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>	no	
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>	no	
	<b>Foster good relations? (Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</b>	no	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).				
	<b>Equality Characteristics and associated themes</b>	<b>Impact</b>			<b>Description</b> <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If</i>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	

					<i>you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)	✓				
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	✓				
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	✓				
<b>Marital Status</b> (with regard to eliminating unlawful discrimination in employment)	✓				
<b>Pregnancy or maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	✓				
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	✓				
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists	✓				

	and those with no aligned belief)				
	<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	✓			
	<b>Associated Themes</b>				
	<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)	✓			
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	✓			
	<b>Employees</b> (those employed by the Council including full time, part time and temporary)	✓			

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	✓
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

--	--	--

Completed By			
Name	John Martin	Service Area.	Fleet Management
Post	Fleet Manager	Date	23/01/2017

**This assessment should be presented to those making a decision about the progression of your proposal.**

If it is agreed that your proposal will progress, you must send the signed completed form as a word document to [simone.doyle@scotborders.gov.uk](mailto:simone.doyle@scotborders.gov.uk) to publish on the webpage within 3 weeks of the decision.

For your own records, please keep a copy of this Equality Impact Assessment form.