	Is the project relevant to the duties of the Council under the Equality Act 2010 Which groups of people may be impacted (both positively and negatively) if the proposal is adopt										ρted?			
Revenue proposals	Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Race Groups	People with Religious or other Beliefs	ancy& Mat	Sexual Orientation	Carers	Poverty	Employees
Corporate		<b>F</b>					F			1				
Fit for 2024	N	N	N	Negative	None	Negative	None	Negative	None	None	None	None	None	Pos/ Neg
Corporate Recruitment Process (to be shared across departments).	N	N	N	None	None	None	None	None	None	None	None	None	None	None
Contracted Services				[		[	I							
Management Fee reduction to Live Borders based on 3% reduction and agreement with Live Borders that they will manage budget pressures within existing management fee	Y	Y	Y	None	None	None	None	None	None	None	None	None	None	None
More effective contract management across the Council	ł'			Thi	i s proposal is	of an operat	I tional nature	and there v	vill be no equ	ality impact				<u> </u>
	<b> </b>													1
Assets & Infrastructure														
Energy Efficiency Project				Thi	s proposal is	of an operat	tional nature	and there v	vill be no equ	ality impact				
New delivery model for Public Toilet provision	Y	Y	Y	Pos / Neg	Pos / Neg	Pos / Neg	None	Pos/ Neg	None	None	None	None	None	None
Review of Street Lighting Energy Efficiency Project (SLEEP) provision				Thi	s proposal is	of an operat	tional nature	and there v	vill be no equ	ality impact				
Increase Fleet Management service's surplus budget				Thi	s proposal is	of an operat	tional nature	and there v	vill be no equ	ality impact				
Waste services Kerbside Collection Review	Y	Y	Y	Negative	Negative	None	None	None	None	None	None	Negative	None	Negative
More efficient property and asset portfolio & implementation of Corporate Landlord	Ν	Ν	Y	None	None	None	None	None	None	None	None	None	None	None
Additional Fees & Charges Income across Assets & Infrastructure	Y	Y	Y	None	None	None	None	None	None	None	None	None	Negative	None
Catering - Health Improving Initiatives	N	N	N	Negative	None	None	None	None	None	None	None	None	None	None
Catering - changes to meals in schools	Ν	N	Ν	Negative	None	None	None	None	None	None	None	None	None	None
Asset & Infrastructure Staffing restructures- Cleaning/Catering	Ν	Ν	N	None	None	None	None	None	None	None	None	None	None	Pos/ Neg
Asset & Infrastructure Staffing restructures- Property Sevices	No	No	No	None	None	None	None	None	None	None	None	None	None	None
Capitalise Roads Expenditure		•		Thi	s proposal is	of an operat	tional nature	and there v	vill be no equ	ality impact		•		
Property Maintenance Fund				Thi	s proposal is	of an operat	tional nature	and there v	vill be no equ	ality impact				
Rent & Service Charge Income from third parties for property costs				Thi	s proposal is	of an operat	tional nature	and there w	vill be no equ	ality impact				
Increase Income at Aggregates Yard	N	Ν	Ν	None	None	None	None	None	None	None	None	None	None	None
Review of non - Roads Plant and Vehicle				Thi	s proposal is	of an operat	tional nature	and there v	vill be no equ	ality impact				-
Waste Services - Food waste contract Inter Authority Agreement	No	No	No	None	None	None	None	None	None	None	None	None	None	None
Waste - Education around Recycling	Yes	No	No	None	None	None	None	None	None	None	None	None	None	None
Parks - apply Management Fee to Capital programme				Thi	s proposal is	of an operat	tional nature	and there w	vill be no equ	ality impact				
Neighbourhoods - Discretionary budgets & Contracted Services	No	No	No	None	None	None	None	None	None	None	None	None	None	None
Review of Environmental Provision	No	No	Yes	Negative	Negative	None	None	None	None	None	None	Negative	None	None
Upgrade of CONFIRM	No	No	No	None	None	None	None	None	None	None	None	None	None	Pos/ Neg
Waste Services - Operational Efficiencies														
Economic Development & Corporate Services					ļ			1		<u> </u>		ļ	ļ	ļ
Shared Services	<b> </b>					-			vill be no equ					
Economic Development						-		1	vill be no equ	<u> </u>				
Emergency Planning - 0.5 FTE post (vacant)	N	Ν	N	None	None	None	None	None	None	None	None	None	None	None

	Is the project relevant to the duties of the Council under the Equality Act 2010 Which groups of people may be impacted (both positively and negatively) if the proposal is adopted?											ted?		
Revenue proposals	Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Race Groups	People with Religious or other Beliefs	ancy& Mat	Sexual Orientation	Carers	Poverty	Employees
Commercial Rent Income	Ν	N	Ν	None	None	None	None	None	None	None	None	None	None	None
Health & Social Care														
Review of Day Services (older People & Learning Disability)	Ν	N	Y	Negative	Negative	None	None	None	None	None	None	None	None	Negative
Undertake a productivity review programme across Adult Social Work service	Ν	N	Y	None	None	None	None	None	None	None	None	None	None	Pos/ Neg
Return adults with high supported living needs to the Scottish Borders, decommissioning high-tariff out of area placements (Learning Disability) - moved to 2020/21	N	N	Y	None	Positive	None	None	None	None	None	None	None	None	None
Reduce Direct Payment Prepayment	Ν	N	Ν	None	None	None	None	None	None	None	None	None	None	None
Reassessment of existing care packages	Ν	N	Ν	None	None	None	None	None	None	None	None	None	None	Negative
Roll-out of Hospital to Home initiative in all localities	N	N	N	None	None	None	None	None	None	None	None	None	None	Negative
Children & Young People														
Allocation of management and support costs to Early Years expansion	Ν	Ν	Ν	None	None	None	None	None	None	None	None	None	None	None
Children & Families Social Work – reduce external placements	N	Y	N	Pos / Neg	None	None	None	None	None	None	None	None	None	None
School Estate Review	N	N	Y	None	None	None	None	None	None	None	None	None	None	Pos/Neg
Additional Support Needs: Budget reduced in line with current										- 114 - 1				
business need				Ini	s proposal is	of an operat	lional nature	e and there v	vill be no equ	ality impact				
Initial redesign of Early Years central management & support	N	N	Ν	None	None	None	None	None	None	None	None	None	None	None
Historic GIRFEC resource now mainstreamed (Getting It Right For Every Child)	N	N	N	None	None	None	None	None	None	None	None	None	None	None
Increased fees & charges - School Lets (School Meals 2019/20, 2020/21 and 2022/23)	Y	Y	Y	Negative	None	None	None	None	None	None	None	Negative	Negative	None
Customers & Communities														•
Review of Exemptions & Discounts				Thi	s proposal is	of an operat	ional nature	and there v	vill be no equ	ality impact				
Integrated Customer Services Model				Thi	s proposal is	of an operat	ional nature	and there v	vill be no equ	ality impact				
Housing Benefits overpayment				Thi	s proposal is	of an operat	ional nature	and there v	vill be no equ	ality impact				
Centralise stationery and take 10% saving				Thi	s proposal is	of an operat	ional nature	and there v	vill be no equ	ality impact				
Fees & Charges	Y	Y	Y	None	None	Negative	Negative	None	Negative	None	Negative	None	Negative	None
Reduce Council Tax Reduction Scheme (CTRS)				Thi	s proposal is	of an operat	ional nature	and there v	vill be no equ	ality impact				
Digital Customer Access (DCA) Savings	Y	Y	Y	Pos/ Neg	Pos/ Neg	None	None	Pos/ Neg	None	None	None	Pos/ Neg	None	Pos/ Neg
Reduce Subscriptions Budget across the Council by a further 10%				Thi	s proposal is	of an operat	tional nature	and there v	vill be no equ	ality impact				
Finance, IT & Procurement	NI	NI	NI	Nana	Non-	Nexe-	Nex-	Nere	Nex-	Non-	New-	Nex-	New-	Nerre
Procurement savings across all departments	N	IN	N	None	None	None	None	None	None	None	None	None	None	None
Self insurance approach				Ini	s proposal is	of an operat	lional nature	and there v	vill be no equ	anty impact				

	Is the project rel Council unde	evant to the do r the Equality A		e Which groups of people may be impacted (both positively and negatively) if the proposal is adopted?												
Revenue proposals	Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Race Groups	People with Religious or other Beliefs	ancy& Mat	Sexual Orientation	Carers	Poverty	Employees		
Loans Charges	This proposal is of an operational nature and there will be no equality impact												•			
Human Resources																
AVCs	Y	Y	Y	Positive	None	Positive	None	None	None	Positive	None	Positive	None	Positive		
Remove grade 5 post through ERP development	N	N	Ν	None	None	None	None	None	None	None	None	None	None	Negative		
Extension of pool cars	N	N	Ν	None	Negative	None	None	None	None	None	None	None	None	Positive		
Centralise training budget and take efficiency	N	N	Ν	Negative	None	None	None	None	None	None	None	None	None	Negative		
Centralise conferences budget and take efficiency	N	N	N	Negative	None	None	None	None	None	None	None	None	None	Negative		
Regulatory Services																
Planning Fee Income	N	N	N	None	None	None	None	None	None	None	None	None	None	None		
South East Scotland Planning Authority (SESPlan) Payment Holiday	Ν	N	N	None	None	None	None	None	None	None	None	None	None	None		
Regulated Bus Fares	N	Y	Y	Negative	Negative	None	None	None	None	None	None	None	Negative	Negative		
Additional Fees & Charges Income across Regulatory Services	N	N	N	None	None	None	None	None	None	None	None	None	None	None		
Legal Services - Staffing (Vacant Post)	N	N	N	None	None	None	None	None	None	None	No	No	None	None		
Balance sheet review			•	Thi	s proposal is	of an operat	ional nature	and there w	vill be no equ	ality impact		•	•			
Planning - Discretionary Budgets	N	N	N	None	None	None	None	None	None	None	None	None	None	None		
Passenger Transport: Transport Interchange	N	Ν	N	None	None	None	None	None	None	None	None	None	None	Positive		
Reduce Bus Subsidies	N	Ν	Y	Negative	Negative	None	None	None	None	None	None	None	Negative	Negative		
Protective Services - Discretionary Budgets	N	Ν	N	None	None	None	None	None	None	None	None	None	None	None		
Protective Services -Staffing	N	Ν	Ν	None	None	None	None	None	None	None	None	None	None	None		

		ls the project re Council unde	levant to the d er the Equality /		Which groups of people may be impacted (both positively and negatively) if the proposal is adopted?											
		Elimination of discrimination victimisation and harassment	Promotion of equality of opportunity	Foster good relations	Age	Disability	Gender	Marital Status	Pregnancy and Maternity	Race Groups	People with Religious or other Beliefs	Sexual Orientation	Carers	Poverty	Employees	
CAPITAL FINANCIAL PLAN 2019/20	Service															
	Contracted Services														<u> </u>	
Sports Infrastructure		N	N	Ŷ	Positive	Positive	None	None	None	None	None	None	None	None	None	
Jim Clark Museum, Duns	Culture & Heritage	N	N	Ŷ	Positive	Positive	Positive	None	None	None	None	None	None	None	None	
Sir Walter Scott Courthouse, Selkirk	Culture & Heritage	N	Y	Ŷ	Positive	Positive	Positive	None	None	None	None	None	None	None	None	
	Accet Q Infractivity															
Convertenza la nel Alexa initia e	Asset & Infrastructure	NI	N N	N	Neze	Neuro	News	News	News	Desitive	Desitive	Nama	Neze	News	Neze	
Cemetery Land Acquisition	Land & Property Infrastructure Land & Property Infrastructure	N N	Y NI	N	None	None	None	None	None	Positive	Positive	None	None	None	None	
Jedburgh High Street Building		N	N N	N	None None	None None	None None	None	None None	None None	None	None	None	None	None Positive	
Energy Efficiency Works A72 Dirtpot Corner - Road Safety Works	Land & Property Infrastructure Road & Transport Infrastructure	N	N	r v	Positive	Positive	Positive	None None	None	Positive	None Positive	None Positive	None Positive	None Positive	Positive	
Peebles Bridge	Road & Transport Infrastructure	N V	f V	r V	Positive	None	None	None	None	None	None	None	None	Positive	Positive	
Street Lighting Energy Efficiency Project	Road & Transport Infrastructure	T N	N N	T N	None	None	None	None	None	None	None		None	None	-	
Union Chain Bridge	Road & Transport Infrastructure	N	N V	IN V	Positive	Positive	None	None	None	None	None	None None	None	Positive	None None	
CRC - Bulky Waste Adjustments		N	r N	r N	None	None	None	None	None	Positive	Positive	None	None	None	None	
Easter Langlee Cell Provision	Waste Management	N	N	N	None	None	None	None	None	None	None	None	None	None	None	
Easter Langlee Leechate Management Facility	Waste Management Waste Management	N	N	N	None	None	None	None	None	None	None	None	None	None	None	
New Easter Langlee Waste Transfer Station	Waste Management	N	N	N	None	None	None	None	None	None	None	None	None	None	None	
Waste Containers	Waste Management	N V	N V	N V	None	None	None	None	None	None	None	None	None	Positive	Positive	
Cycling, Walking & Safer Streets		T N	N N	T N	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	
Hawick Flood Protection		N	N V	N V	Positive	Positive	None	None	None	None	None	None	None	Positive	None	
Waste Collection Vehicles (Non P&V)		N	N	N	None	None	None	None	None	None	None	None	None	None	None	
Reston Station Contribution		v	V	V	Positive	Positive	None	None	None	None	None	None	Positive	Positive	Positive	
Plant & Vehicle Fund		N	N	N	None	None	None	None	None	None	None	None	None	None	None	
				14	None	None	None	None	None	None	None	None	None	None	None	
	Economic Development & Corporate Service	s														
Great Tapestry of Scotland - Building		N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Positive	None	
Town Centre Regeneration		N	N	Ŷ	Negative	Negative	None	None	None	None	None	None	None	None	None	
Borders Innovation Park		Y	Y	Y	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	None	Positive	None	
Newtown St.Boswells Regeneration		N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	None	None	
Eyemouth Regeneration		N	Y	Y	Negative	Negative	None	None	None	None	None	None	None	None	None	
Hawick Regeneration		N	Y	Y	Negative	Negative	None	None	None	None	None	None	None	None	None	
	Health & Social Care															
Adult Services Facilities Upgrade (Older People)		Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	None	None	
Care Inspectorate Requirements (Older People)		Y	Y	Y	Positive	Positive	None	None	None	None	None	None	None	None	None	
Residential Dementia (Older People)		Y	Y	Y	Positive	Positive	Positive	None	None	None	None	None	Positive	Positive	None	
Extra Care Housing		Y	Y	Y	Positive	Positive	None	None	None	None	None	None	Positive	Positive	None	
	Children & Young People															
Eyemouth Primary School		Y	Y	Y	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive	
Earlston Primary School		Y	Y	Y	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive	
Galashiels Academy - Capital Contribution		Y	Y	Y	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive	
Early Years Expansion		Y	Y	Y	Positive	None	None	None	Positive	None	None	None	Positive	Positive	Positive	
Jedburgh Learning Campus incorporating 3G pitch		Y	Y	Y	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive	
New Hawick High School - SBC 50% contribution		Y	Y	Y	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive	
School Estate Review		Y	Y	Y	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive	

	Finance, IT & Procurement														
ICT - Outwith existing contract scope		N	N	Ν	Positive	None	None	None	None	Positive	None	None	None	Positive	Positive
ICT Transformation		N	N	Ν	Positive	None	None	None	None	Positive	None	None	None	Positive	Positive
Digital Learning Transformation		N	Y	Y	Positive	Positive	None	Positive	Positive						
	Regulatory Services														
Private Sector Housing Grant		Y	Y	Y	Positive										
															<u> </u>