	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		Sexual Orientation	Carers	Poverty	Employees
Corporate								•						
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										ļ				
Management Fee reduction to Live Borders based on 3% reduction and		I					Π		Τ					
agreement with Live Borders that they will manage budget pressures within	Υ	Υ	Υ	None	None	None	None	None	None	None	None	None	None	None
existing management fee														
More effective contract management across the Council		•	!	This	s proposal is	of an operat	ional nature	and there v	vill be no equ	uality impact		!		
Assets & Infrastructure														
Energy Efficiency Project		1				•			vill be no equ	uality impact			1	
New delivery model for Public Toilet provision	Y	Υ	Υ		Pos / Neg		None	Pos/ Neg		None	None	None	None	None
Review of Street Lighting Energy Efficiency Project (SLEEP) provision	This proposal is of an operational nature and there will be no equality impact This proposal is of an operational nature and there will be no equality impact													
Increase Fleet Management service's surplus budget		T				<u> </u>	T	1	<u> </u>	1 1		T		1
Waste services Kerbside Collection Review	Y	Υ	Υ	Negative	Negative	None	None	None	None	None	None	Negative	None	Negative
More efficient property and asset portfolio & implementation of Corporate Landlord	N	N	Υ	None	None	None	None	None	None	None	None	None	None	None
Additional Fees & Charges Income across Assets & Infrastructure	Υ	Y	Υ	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	N	N	N	Negative	None	None	None	None	None	None	None	None	None	None
Asset & Infrastructure Staffing restructures- Cleaning/Catering	N	N	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		ļ	!	This			ional nature	and there v	vill be no equ	uality impact				
Property Maintenance Fund				This	s proposal is	of an operat	ional nature	and there v	vill be no equ	uality impact				
Rent & Service Charge Income from third parties for property costs				This	s proposal is	of an operat	ional nature	and there v	vill be no equ	uality impact				
Increase Income at Aggregates Yard	N	N	N	None	None	None	None	None	None	None	None	None	None	None
Review of non - Roads Plant and Vehicle				This	s proposal is	of an operat	ional nature	and there v	vill be no equ	uality 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		•	•	This	s proposal is	of an operat	ional nature	and there v	vill be no equ	uality 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									••••	11				
Shared Services						<u> </u>			vill be no equ					
Economic Development		l						I	vill be no equ	1		1		
Emergency Planning - 0.5 FTE post (vacant)	N	N	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 adopt											pted?			
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		Sexual Orientation	Carers	Poverty	Employees	
Commercial Rent Income	N	N	N	None	None	None	None	None	None	None	None	None	None	None	
Health & Social Care															
Review of Day Services (older People & Learning Disability)	N	N	Υ	Negative	Negative	None	None	None	None	None	None	None	None	Negative	
Undertake a productivity review programme across Adult Social Work service	N	N	Υ	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	Υ	None	Positive	None	None	None	None	None	None	None	None	None	
Reduce Direct Payment Prepayment	N	N	N	None	None	None	None	None	None	None	None	None	None	None	
Reassessment of existing care packages	N	N	N	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								I					I	T	
	N	N	N	None	None	None	None	None	None	None	None	None	None	None	
Children & Families Social Work – reduce external placements	N	Υ	N	Pos / Neg	None	None	None	None	None	None	None	None	None	None	
School Estate Review	N	N	Υ	None	None	None	None	None	None	None	None	None	None	Pos/Neg	
Additional Support Needs: Budget reduced in line with current business need				This	s proposal is	of an operat	ional nature	and there v	will be no equ	ality impact					
Initial redesign of Early Years central management & support	N	N	N	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	will be no equ	ality impact					
Integrated Customer Services Model									will be no equ						
Housing Benefits overpayment				Thi	s proposal is	of an operat	ional nature	and there v	will be no equ	ality impact					
Centralise stationery and take 10% saving				Thi	s proposal is	of an operat	ional nature	and there v	will be no equ	ality impact					
Fees & Charges	Υ	Υ	Υ	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	will be no equ	ality impact					
Digital Customer Access (DCA) Savings	Υ	Υ	Υ	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%				This	s proposal is	of an operat	ional nature	and there v	will be no equ	ality impact					
Finance, IT & Procurement															
Procurement savings across all departments	N	N	N I	None	None	None	None	None	None	None	None	None	None	None	
Self insurance approach	14	1 10	IN		s proposal is			ļ			NOTIC	INOTIC	None	NOTIC	

	Is the project rel	evant to the d r the Equality A		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		Sexual Orientation	Carers	Poverty	Employees			
Loans Charges	This proposal is of an operational nature and there will be no equality impact																
Human Resources																	
AVCs	Υ	Υ	Υ	Positive	None	Positive	None	None	None	Positive	None	Positive	None	Positive			
Remove grade 5 post through ERP development	N	N	N	None	None	None	None	None	None	None	None	None	None	Negative			
Extension of pool cars	N	N	N	None	Negative	None	None	None	None	None	None	None	None	Positive			
Centralise training budget and take efficiency	N	N	N	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	N	N	N	None	None	None	None	None	None	None	None	None	None	None			
Regulated Bus Fares	N	Υ	Υ	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	/ill 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	N	N	None	None	None	None	None	None	None	None	None	None	Positive			
Reduce Bus Subsidies	N	N	Υ	Negative	Negative	None	None	None	None	None	None	None	Negative	Negative			
Protective Services - Discretionary Budgets	N	N	N	None	None	None	None	None	None	None	None	None	None	None			
Protective Services -Staffing	N	N	N	None	None	None	None	None	None	None	None	None	None	None			

		Is the project re Council unde	levant to the der the Equality <i>i</i>		he 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																
Sports Infrastructure	301111111111111111111111111111111111111	N	N	Υ	Positive	Positive	None	None	None	None	None	None	None	None	None		
Jim Clark Museum, Duns	Culture & Heritage	N	N	Υ	Positive	Positive	Positive	None	None	None	None	None	None	None	None		
Sir Walter Scott Courthouse, Selkirk	Culture & Heritage	N	Y	Υ	Positive	Positive	Positive	None	None	None	None	None	None	None	None		
,																	
	Asset & Infrastructure																
Cemetery Land Acquisition	Land & Property Infrastructure	N	Y	N	None	None	None	None	None	Positive	Positive	None	None	None	None		
Jedburgh High Street Building	Land & Property Infrastructure	N	N	N	None	None	None	None	None	None	None	None	None	None	None		
Energy Efficiency Works	Land & Property Infrastructure	N	N	Υ	None	None	None	None	None	None	None	None	None	None	Positive		
A72 Dirtpot Corner - Road Safety Works	Road & Transport Infrastructure	N	Υ	Υ	Positive	Positive	Positive	None	None	Positive	Positive	Positive	Positive	Positive	Positive		
Peebles Bridge	Road & Transport Infrastructure	Υ	Υ	Υ	Positive	None	None	None	None	None	None	None	None	Positive	Positive		
Street Lighting Energy Efficiency Project	Road & Transport Infrastructure	N	N	N	None	None	None	None	None	None	None	None	None	None	None		
Union Chain Bridge	Road & Transport Infrastructure	N	Υ	Υ	Positive	Positive	None	None	None	None	None	None	None	Positive	None		
CRC - Bulky Waste Adjustments	Waste Management	N	N	N	None	None	None	None	None	Positive	Positive	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	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	Υ	Υ	Υ	None	None	None	None	None	None	None	None	None	Positive	Positive		
Cycling, Walking & Safer Streets		N	N	N	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive		
Hawick Flood Protection		N	Υ	Υ	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		Υ	Y	Υ	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		
	Economic Development & Corporate Services																
Great Tapestry of Scotland - Building		N	Y	Y	Positive	Positive	None	None	None	None	None	None	None	Positive	None		
Town Centre Regeneration		N	N	Y	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		
	Harlib O.C. C. C. C.																
Adult Comings Facilities Harrisda (Older Bacula)	Health & Social Care			V	Daaition	Danition	Mana	N	Nana	Maria	Mana	Maria	Maria	Mana	Name		
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 Positive	None	None	None	None	None	None	None	None	None		
Residential Dementia (Older People)		Y Y	Y	Y	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	5 1	Υ	Υ	Υ	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive		
Earlston Primary School		Υ	Υ	Υ	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive		
Galashiels Academy - Capital Contribution		Y	Υ	Υ	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive		
Early Years Expansion		Y	Υ	Υ	Positive	None	None	None	Positive	None	None	None	Positive	Positive	Positive		
Jedburgh Learning Campus incorporating 3G pitch		Y	Y	Υ	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive		
New Hawick High School - SBC 50% contribution		Υ	Υ	Υ	Positive	Positive	Positive	None	None	None	Positive	Positive	Positive	Positive	Positive		
School Estate Review	1	Υ	Υ	Υ	Positive	Positive	Positive	None	Positive	None	Positive	Positive	Positive	Positive	Positive		
	•		•			-	-		-		-			-			

	Finance, IT & Procurement														
ICT - Outwith existing contract scope		N	N	N	Positive	None	None	None	None	Positive	None	None	None	Positive	Positive
ICT Transformation		N	N	N	Positive	None	None	None	None	Positive	None	None	None	Positive	Positive
Digital Learning Transformation		N	Υ	Υ	Positive	Positive	None	Positive	Positive						
	Regulatory Services														
Private Sector Housing Grant		Υ	Υ	Υ	Positive										
															<u> </u>
			<u> </u>												
															1