



Haringey Council

FORWARD PLAN

Important decisions to be taken by your Council in the next four months

15 MARCH 2009 TO 14 JULY 2009

The Forward Plan

The Forward Plan is a statutory document that lists all 'Key' decisions to be taken by the authority in the coming four months, as far as they are known. The plan is prepared on behalf of the Leader on a monthly basis and covers the period from the 15th day of the first month, to the 14th day of the fourth month. The plan is published at least 14 days prior to commencement of the period it covers. For example, a plan published on 01 March covers a period of four months commencing on 15 March.

The Forward Plan is updated and rolled forward on a monthly basis. As this happens, the programme will be adjusted; further Key decisions may be added, or anticipated ones may be rescheduled or removed.

Although only Key decisions are required to be included in the Forward Plan, other expected business is also included, where known, in the interests of openness surrounding the Cabinet's business and decision making.

A Key decision is defined by Central Government as an Cabinet decision, which is likely:

- to result in the local authority incurring expenditure which is, or the making of savings which are, significant having regard to the local authority's budget for the service or function to which the decision relates; or
- to be significant in terms of its effects on communities living or working in an area comprising two or more wards or electoral divisions in the area of the local authority.

The Cabinet

In Haringey, The Cabinet is made up of ten councillors including the Leader and is responsible for taking most of the Council's Key decisions. Like government ministers in the cabinet, each councillor is in charge of specific portfolios.

- The Cabinet meets monthly, with their order of business defined by the four-month rolling plan.
- The Cabinet makes decisions on how the Council's services are delivered.
- The Cabinet meets in public except when considering exempt or confidential information.

For more information on any of the items listed in the Forward Plan, or copies of relevant reports and background papers, please contact the Lead Officer identified in the Forward Plan. Members of the public can obtain copies of the reports five days before the meeting at which the key decision is to be taken. Please note that decision dates are occasionally subject to change.

For general enquiries about the Forward Plan, please contact Local Democracy and Member Services on (020) 8489 2929.

| Date of meeting | Item | Short Description | Key or Non-Key Decision | Decision-making body | Cabinet Member & Lead Officer | Consultation and reporting arrangements | Implications for Equalities and Diversity |
|-----------------|---|---|-------------------------|-------------------------------|--|--|---|
| 19-Mar-2009 | Coombes Croft Library | To approve a contract for expansion and refurbishment of existing library facilities (Funded by Big Lottery Fund) | KEY | Cabinet Procurement Committee | Cabinet Members for Community Services and Corporate Resources with Directors of Adult, Culture and Community Services and Corporate Resources | Relevant users and Community Liaison | Provides for greater accessibility and improved amenity value for all library users |
| 19-Mar-2009 | Building Schools for the Future (BSF); award of the construction contract for Hornsey School | Award of the construction contract to a BSF Constructor Partner from the BSF Framework | KEY | Cabinet Procurement Committee | Cabinet Member for Children & Young People and the Director of the Children and Young People's Service | The programme uses best practice governance (Prince 2 and MSP) to manage consultation and reporting. The programme has links to Corporate structures and a communication plan that engages stakeholders. | Haringey's BSF programme will improve the infrastructure and facilities in local schools. The programme will enable all students to achieve their full potential but will focus particular attention on vulnerable groups. School buildings will become available for community use outside school hours. |
| 19-Mar-2009 | Supporting People Exemption from tendering | To seek approval to re-provision two Supporting People contracts that expire on 31 March 2009 and will not be renewed | KEY | Cabinet Procurement Committee | Cabinet Member for Adult Social Care & Well Being and Director of Adult Culture and Community Services | Consultation has taken place with alternative providers who will hold an Interim Contract for one year, until the services can be re-tendered. | One contract provided housing related support to over 300 Older Persons in the Borough and one provides housing related support to people with Drug and Alcohol Problems and Offending histories. There would be significant disruption to services for these vulnerable client groups if the services ended without being replaced |

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| 19-Mar-2009 | Award of Supporting People Interim contract for one year | To seek approval to re-provision two Supporting People contracts that expire on 31 March 2009 and will not be renewed | KEY | Cabinet Procurement Committee | Cabinet Member for Adult Social Care & Well Being and Director of Adult Culture and Community Services | Consultation has taken place with alternative Providers who will hold an Interim Contract for one year, until the services can be re-tendered. The award of an interim contract for one year will allow opportunity for a full re-tender | One contract provided housing related support to over 300 Older Persons in the Borough and one provides housing related support to 60 people with Drug and Alcohol Problems and Offending histories. There would be significant disruption to services for these vulnerable client groups if the services ended without being replaced |
| 24-Mar-2009 | Financial & Performance Monitoring | Monitoring report of budget and services' performance; consideration of budget virements and quarterly update on corporate programme projects | KEY | Cabinet | Leader of the Council & Cabinet Member for Resources with the Chief Executive and the Chief Financial Officer | This report outlines the Council's performance and budget monitoring. Services are consulted in the preparation of this report and it is circulated to all interested parties. | Will consider service performance in respect of budget and performance indicators |
| 24-Mar-2009 | Revising the Scheme of Delegation to Officers | Report to obtain informal approval of Cabinet to the revised scheme of delegation to officers given that most delegations are "executive" side functions. The revised scheme is to be recommended to Full Council on the 30 th March for adoption | NON-KEY | Cabinet | Leader and the Monitoring Officer | Consultation has been internal to the Council. The scheme will progress to Full Council on the 30 th March for adoption. | No specific implications |

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| 24-Mar-2009 | Data Quality Strategy | To endorse the Data Quality Strategy | NON-KEY | Cabinet | Chief Executive with the Leader of the Council | Performance Officers and Managers across the Council have been consulted in the preparation of the strategy. The Strategy will also be discussed and the HSP co-ordinators meeting. | The use of good data quality to inform decision making around service delivery is key in ensuring vulnerable groups are not discriminated against in any way. It is essential in the monitoring of the national and local priorities and in ensuring that the Council meets its obligations under Equalities Public Duties Scheme |
| 24-Mar-2009 | Area Assembly Priority Plans | The report sets out the development of Area Assembly Priority Plans. These provide a local evidence base linked to local community intelligence provided by the Area Assembly Chair, Councillors and community networks to target inter agency working to meet Neighbourhood priorities. The priority plans underpin delivery of Haringey's LAA outcomes | NON-KEY | Cabinet | Cabinet Member for Community Cohesion and Involvement with the Assistant Chief Executive for Policy, Performance, Partnerships and Communication | Effective consultation and agreement on the scope of the Area Assembly Priority Plans will be critical to the delivery of partnership working, and in meeting Haringey's LAA outcomes | Neighbourhood Management will ensure that community engagement is designed and focused to be accessible to all our residents. The service will continue to provide the opportunity for hard to reach communities to engage with the Council and its partners |
| 24-Mar-2009 | School expansion consultation | To report on the outcome of the consultation on the possible expansion of Rhodes Avenue Primary School to provide additional school places in the Alexandra Ward. | KEY | Cabinet | Cabinet Member for Children & Young People with the Director of the Children and Young People's Service | A school consultation process in advance of this report involving local residents, local schools and other interested parties | Planning for the provision of school places takes full account of community cohesion and the development of sustainable local communities. |

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| 24-Mar-2009 | Recommendations for Determination of the Admission Arrangements for Community Primary and Secondary Schools and St Aidan's Voluntary Controlled School for the 2009/10 school year. | Outcome of the statutory consultation on admission arrangements for the 2010/11 school year with recommendations to Cabinet resulting from the consultation | KEY | Cabinet | Cabinet Member for Children & Young People with the Director of the Children and Young People's Service | Annual consultation as per legislative requirements | The admissions criteria are designed to be clear, fair and objective. They favour admission of local residents to local schools, promoting community cohesion |
| 24-Mar-2009 | Fees and Charges report - Children & Young People's Service | Report to consider the proposed level of fees and charges, including the charges for school meals, for the 2009-10 Financial Year | KEY | Cabinet | Cabinet Member for Children & Young People and the Director of the Children & Young People's Service | Charges are discussed with service users who are predominantly schools. Revised charges set out in a services to schools brochure. | Charging policies could be applied with a view to encouraging take-up and participation across all relevant communities. |
| 24-Mar-2009 | Highways Annual Works Plan | To seek approval for the Highways ~Works Plan for 2009/10 setting out the programme of Highways and traffic schemes to be carried out on the Borough roads 2009/10. Inform and report on progress of projects approved in the Highways Works Plan 2009/10 | KEY | Cabinet | Cabinet Member for Environment & Conservation with the Director of Urban Environment | Road to improvement consultation held July 2007 to October 2007 through out the borough to identify priorities from residents these will be reflected in this report. | Equalities issues are embedded in the development proposals |
| 24-Mar-2009 | The Bridge NDC Delivery Plan 2009/10 | Approval sought for the programme to be delivered by The Bridge NDC Partnership for the year 2009/10 | NON-KEY | Cabinet | Cabinet Member for Enterprise & Regeneration with the Director of Urban Environment | Consultation with the local community, stakeholders and key partners and approval through The Bridge NDC Board with Accountable Body representation | A programme designed to deliver benefits through adding value to existing services in the context of physical, social and economic regeneration |

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| 31-Mar-2009 | Lordship Recreation Ground Playground | To seek approval to engage a contractor to construct a new playground facility at Lordship Recreation Ground funded by the Council, the BIG Lottery Fund and the London Marathon Charitable Trust | NON-KEY | Cabinet Procurement Committee | Cabinet Member for Leisure, Culture and Lifelong Learning and Director of Adult, Culture and Community Services | The playground designs have been developed via consultation with local children and young people residents and stakeholders | The contractors on Haringey's framework all comply with the Council's criteria for equalities. When the works are complete the park will have better access for disabled users. |
| 31-Mar-2009 | South Tottenham Decent Homes Programme 09/10 Phase ST11 | Decent Homes improvement works to attain standards set by DCLG to properties in :Earlsmead Road, Page Green Road, Railway Cottages, Pembroke Road, Townsend Road, Wakefield Road, Ashby Road, Herbert Road, Newton Road, Stamford Close, Victoria Road, Markfield House, Broad Lane (odds), Ashmount Road, Cordell House, Fairview Road, Harold Road, Rangemore Road, Walton Road, Wakefield House | KEY | Cabinet Procurement Committee | Cabinet Member for Housing Services with the Director of Urban Environment | The programme has been developed by Homes for Haringey in consultation with residents and key stakeholders and agreement of the Board | Equalities and diversity issues were taken into consideration when developing the programme |
| 31-Mar-2009 | Hornsey Decent Homes Programme 09/10 Phase HO7 | Decent Homes improvement works to attain standards set by DCLG to Koblenz House, Rhein House, Tivendale, Shelley, Wat Tyler House, Audley House, Campsfield House, Goodwin Court, Gillett House, Myddleton House, Honeymead, Campsbourne Road, Tennyson, Boynton Close, Elgar, Fleming road, Hilary road, Boynton Road, Chacewater | KEY | Cabinet Procurement Committee | Cabinet Member for Housing Services with the Director of Urban Environment | The programme has been developed by Homes for Haringey in consultation with residents and key stakeholders and agreement of the Board | Equalities and diversity issues were taken into consideration when developing the programme |

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| 31-Mar-2009 | Hornsey Decent Homes Programme 09/10 Phase HO8 | Decent Homes improvement works to attain standards set by DCLG to Baden Road, Beechwood Road, Campsfield Road, Clovelly Road, Danvers Road, Harold Road, Harvey House, High Street, Moore House, Newland Road, Nightingale Lane, Priory Avenue, Rectory Gardens, Wolverton road. | KEY | Cabinet Procurement Committee | Cabinet Member for Housing Services with Director of Urban Environment | The programme has been developed by Homes for Haringey in consultation with residents and key stakeholders and agreement of the Board | Equalities and diversity issues were taken into consideration when developing the programme |
| 31-Mar-2009 | Wood Green Decent Homes Programme 09/10 Phase WG15 | Decent Homes improvement works to attain standards set by DCLG Amersham Ave. N18, Landsbury Ave. N18, Bedwell Road N17, Cambridge Gardens N17, Carrick Gardens N17, Cavell Road N17, Flexmere Road N17, Selby Road N17, Jellicoe Road N17, Reynardson Road, Marshall Road N17, Rivulet Road N17, Stockton Gardens N17, White Hart Lane N17 | KEY | Cabinet Procurement Committee | Cabinet Member for Housing services with the Director of Urban Environment | The programme has been developed by Homes for Haringey in consultation with residents and key stakeholders and agreement of the Board | Equalities and diversity issues were taken into consideration when developing the programme |
| 31-Mar-2009 | Building Schools for the Future (BSF); award of the construction contract for Alexandra Park School | Award of the construction contract to a BSF Constructor Partner from the BSF Framework | KEY | Cabinet Procurement Committee | Cabinet Member for Children & Young People and the Director of the Children and Young People's Service | The programme uses best practice governance (Prince 2 and MSP) to manage consultation and reporting. The programme has links to Corporate structures and a communication plan that engages stakeholders. | Haringey's BSF programme will improve the infrastructure and facilities in local schools. The programme will enable all students to achieve their full potential but will focus particular attention on vulnerable groups. School buildings will become available for community use outside school hours. |

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| 31-Mar-2009 | Supporting People - extension of contracts | To seek approval for the extension of existing Bridging Contracts to Supporting People Support Providers | KEY | Cabinet Procurement Committee | Cabinet Member for Adult Social Care & Well-Being and Director of Adult, Culture and Community Services | Consultation has taken place with the Support Providers through the governance of Practitioner Group and Provider Forums | Supporting People contracts ensure that housing related support services are delivered to the most vulnerable people in the Borough |
| 31-Mar-2009 | MPS Contract | To seek approval to enter into a 2 year contract between the Metropolitan Police Authority and the Council for the procurement to supply four Police Officers to patrol Haringey's parks and open spaces. | KEY | Cabinet Procurement Committee | Cabinet Member for Leisure , Culture and Lifelong Learning with the Director of Adult Culture and Community Services | Consultation with stakeholders was completed prior to the implementation of the Parkforce model of open space supervision. The contract will be managed by Recreation Services. | Increasing use of parks by all sectors of the community is a key outcome of the Parkforce 'Model'. The Core Response Team of 4 PCs will assist in keeping parks and open spaces safe and accessible for all. |
| 31-Mar-2009 | Supporting People – Exemption from tendering | To seek approval to re-provision two Supporting People contracts that expire on 31 March 2009 and will not be renewed | KEY | Cabinet Procurement Committee | Cabinet Member for Adult Social Care & Well-Being and Director of Adult, Culture and Community Services | Consultation has taken place with alternative Providers who will hold an interim contract for one year, until the services can be re-tendered | One contract provides housing related support to over 300 Older Persons in the Borough and one provides housing related support to people with Drug and Alcohol Problems and Offending histories |
| 31-Mar-2009 | Contract Framework for Planned Maintenance | To approve contracts for planned maintenance works | KEY | Cabinet Procurement Committee | Cabinet Member for Resources with Director of Corporate Resources | Relevant services and users have been consulted | No specific implications |
| 21-Apr-2009 | Financial & Performance Monitoring | Monitoring report of budget and services' performance; consideration of budget virements. | KEY | Cabinet | Leader & Cabinet Member for Resources with the Chief Executive and Chief Financial Officer | This report outlines the Council's performance and budget monitoring. Services are consulted in the preparation of this report and it is circulated to all interested parties | Will consider service performance in respect of budget and performance indicators |

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| 21-Apr-2009 | Annual Audit & Inspection Letter | The Annual Audit & Inspection Letter requires consideration following the inspection and audit of the accounts. | KEY | Cabinet | Cabinet Member for Resources with the Chief Financial Officer | Internal consultation will be carried out. There is no external consultation required. | Equalities issues will be considered |
| 21-Apr-2009 | Muswell Hill Playing Fields Redevelopment | The report will seek approval for the strategy to develop Muswell Hill Playing Fields to be adopted and a masterplan to be commissioned | KEY | Cabinet | Cabinet Member for Leisure, Culture and Lifelong Learning with Director of Adults Culture and Community Services | Children's, Planning and Property Services, local sports organisations and local residents | Consultation arrangements will be developed to incorporate the diverse needs of the communities within the Park's catchment area |
| 21-Apr-2009 | Experience Still Counts | This strategy seeks to continue to empower people to plan for a healthy older age as well as making it easier for people to access information and services in the borough | KEY | Cabinet | Cabinet Member for Adult Social Care & Well-Being and Director of Adult, Culture and Community Services | This report has been sent out to stakeholders who have been involved and contributed towards the strategy. They are Age Concern Haringey and Older People's Champions Haringey Council NHS Haringey | This strategy will continue to help empower people to plan for a healthy order age, as well as making it easier for people to access information and services in the borough. |
| 21-Apr-2009 | Early Years Capital Programme | Sets out proposals for Early Years capital spend for 2009/10 and 2010/11 | KEY | Cabinet | Cabinet Member for Children & Young People and the Director of the Children & Young People's Service | A process of consultation will be undertaken and will include Childminders, Private, Voluntary and Independent Childcare providers, Haringey's Early Years Forum, School Standards SMT and Children's Centre Strategy group. | The proposals seek to address issues of inequality, ensuring all young children have better access to good quality, local early years provision. There is an emphasis on improving access for children with a disability and ensuring providers are better able to meet the flexible childcare offer for 3 and 4 year olds |

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| 21-Apr-2009 | Revised Local Development Scheme | To approve the review of the 2007 Local Development Scheme for submission to Government Office for London | KEY | Cabinet | Cabinet Member for Regeneration and Enterprise with the Director Urban Environment | The Local Development Scheme is a project plan which is not subject to public consultation | The Local Development Scheme is a project plan for planning documents which will address equalities and diversity. |
| 21-Apr-2009 | North London Waste Plan - Preferred Options Consultation | The Preferred Options document of the ongoing process of developing a North London Waste Plan joint planning document to identify sites for waste processing within the 7 North London boroughs. | KEY | Cabinet | Cabinet Member for Regeneration and Enterprise with the Director for Urban Environment | Formal statutory consultation by Consultants CAG on behalf on the 7 North London boroughs on published draft document: make available via libraries, internet, will hold workshops, direct meetings with interested and hard to reach groups and individuals. Full consultation "summary of responses" will be made publicly available. Consultation results feed directly into the plan writing itself. There is another consultation before the Plan is submitted to the Planning Inspector for formal review. | An Equalities Impact Assessment is being developed along side the North London Waste Plan to assess impact of the policies. This will also be publicly available for this consultation process. |
| 21-Apr-2009 | Greater Ashley Road Masterplan | To seek approval of the Draft Masterplan for Stakeholder and Community consultation | KEY | Cabinet | Cabinet Member for Regeneration and Enterprise with the Director of Urban Environment | The Masterplan was commissioned by the London Development Agency to evaluate and develop regeneration option for the Ashley Road area to facilitate the relocation of the Council Depot to Marsh Lane and redevelop the area through mixed-use development | The wider equality and diversity issues in the area are addressed through the masterplanning process |

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| 21-Apr-2009 | Growth Area Fund 3 (GAF3) and Community Infrastructure Fund (CIF) | To seek approval for the allocation of GAF3 and CIF to the regeneration and infrastructure projects in the Borough | KEY | Cabinet | Cabinet Member for Regeneration and Enterprise with the Director of Urban Environment | The Government has announced the GAF3 and CIF allocation to the local authorities for regeneration and infrastructure projects and the Cabinet is approval is required to agree the projects identified for implementation | The GAF3 and CIF programmes are to address the wider equality and diversity issues in the area |
| 21-Apr-2009 | Haringey Housing Strategy 2009-19 | To request the adoption of Haringey's Housing Strategy 2009-19, a partnership document which sets out the borough's approach to housing over the next ten years. | KEY | Cabinet | Cabinet Member for Housing Services with the Director of Urban Environment | Public consultation has been undertaken with officers and external partners, residents, voluntary and community groups, and the HSP and its partnership boards. | Implications are explored within an equalities impact assessment, and taken into account within the strategy and corresponding action plan |
| 21-Apr-2009 | Community Engagement Framework | The framework reaffirms the Council's and HSP's commitment to community. It set out the principles to be used when carrying out community engagement activities | NON-KEY | Cabinet | Cabinet Member for Community Cohesion and Involvement with Assistant Chief Executive for Policy, Performance, Partnerships and Communications | A multi-agency working group has developed the draft framework. Public consultation on the framework will be carried out from mid January for three months. The consultation will include the thematic partnerships, community groups and will also be on the website | The Framework is in line with the Council's equal opportunities policy. It identifies the need to be inclusive and to work with all communities as a principle. |
| 28-Apr-2009 | IT Cabling Framework Agreement | Approval to appoint suppliers to a Framework Agreement to provide cabling installation and support services | NON-KEY | Cabinet Procurement Committee | Cabinet Member for Resources with Director of Corporate Resources | None required | None |

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| 28-Apr-2009 | Highgate Children Centre | Refurbishment of existing building to accommodate new Children's Centre | KEY | Cabinet | Cabinet Member for Children & Young People and the Director of the Children & Young People's Service | Consultation events have been arranged at school with parents, local residents and other interested parties. Consultation with Planning Department undertaken. | Inclusive provision of children centre to aid community development and social inclusion |
| 16-Jun-2009 | Financial & Performance Monitoring | Monitoring report of budget and services' performance and consideration of budget virements | KEY | Cabinet | Cabinet Member for Regeneration and Enterprise with the Director of Urban Environment | This report outlines the Council's performance and budget monitoring. Services are consulted in the preparation of this report and it is circulated to all interested parties | The GAF3 and CIF programmes are to address the wider equality and diversity issues in the area |
| 16-Jun-2009 | Financial Outturn 2008/09 | To set the outturn for revenue and capital spending for 2008/09 and approve any carry forward requests | KEY | Cabinet | Cabinet Member for Resources with the Chief Financial Officer | Stakeholders and partners will be consulted as part of the accounts closing process | The GAF3 and CIF programmes are to address the wider equality and diversity issues in the area |
| 16-Jun-2009 | Carers Strategy | To seek approval for the revised Carers Strategy 2009-2014 and delivery plan 2009-2012 | KEY | Cabinet | Cabinet Member for Adult Social Care & Well-Being and Director of Adult, Culture and Community Services | Consultation via survey of carers' priorities for the updated strategy and stakeholder consultation event. Reporting to HSP via Carers and Well-being Partnership Boards | There is an ongoing debate about whether carers should be considered as a separate equality strand in Equality legislation. Disability discrimination law now applies to carers. Equalities and diversity issues are embedded in strategy development |

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| 16-Jun-2009 | Biodiversity Framework and Action Plan | To seek approval for actions to improve biodiversity within Haringey in support of the Community, Open Spaces and Greenest Borough strategies, and to meet obligations within the NERC Act 2006 and National Indicator 197. | KEY | Cabinet | Cabinet Member for Leisure, Culture and Lifelong Learning and Director of Adult, Culture and Community Services | The framework and action plan has been informed through wide internal consultation and input from the voluntary sector, public bodies and local organisations. | Actions include measures to help reduce areas of deficiency in access to natural green space. |
| 16-Jun-2009 | Play Builder Project | To seek approval on the key criteria for determining a wide ranging programme of works to improve built play provision | KEY | Cabinet | Cabinet Member for Children and Young People, Cabinet Member for Leisure, Culture & Lifelong Learning and Director of Adult, Culture & Community Services | Young people, tenants and residents associations, Friends of Parks groups, and stakeholders | Equalities issues will assist in determining the criteria against which sites for improvement works will be determined. |
| 16-Jun-2009 | British Trust for Conservation Volunteers Grant | The report will seek approval to engage BTCV under a 2/3 year Grant Agreement to provide Community Outreach services in parks and open spaces. | KEY | Cabinet | Cabinet Member for Leisure, Culture and Lifelong Learning and Director of Adult, Culture and Community Services | The Grant Agreement will be a refinement of an existing arrangement with BTCV. Consultation with stakeholders was completed prior to the implementation of the Parkforce model of open space supervision. | Increasing use of parks by all sectors of the community is a key outcome of the Parkforce 'Model'. Increasing engagement with users and non users including black, ethnic minority groups is a key focus of Parkforce which will be partly achieved through the Community Outreach services provided by this grant agreement. |

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| 23-Jun-2009 | North Tottenham Decent Homes Programme 09/10 Phase NT11 | Decent Homes improvement works to attain standards set by DCLG Altair Close, Trulock Road, Commonwealth Road, Worcester Ave Whitehall Street, High Road and Park Lane Close to Halefield Road, Hanbury Road, Scotland Green, Parkhurst Road, Sheringham Ave, Thackeray Ave, Kimberley Ave and Dowsett Road, Bellingham, Bamburgh, Alnwick N17. | KEY | Cabinet Procurement Committee | Cabinet Member for Housing with the Director of Urban Environment | The programme has been developed by Homes for Haringey in consultation with residents and key stakeholders and agreement of the Board | Equalities and diversity issues were taken into consideration when developing the programme |