

Olympic Delivery Authority  
One Churchill Place  
Canary Wharf, London E14 5LN  
Reception +44 (0) 203 2012 000  
Fax +44 (0) 203 2012 001  
www.london2012.com



# Olympic Delivery Authority

## Olympic Park

### Equality Impact Assessment



**MAYOR OF LONDON**



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# 1 Introduction

## 1.1 Purpose of this report

The purpose of this report is to document the findings of the full Equality Impact Assessment (EqIA) conducted for the Olympic Delivery Authority (ODA) by Scott Wilson on the development permitted under the London 2012 Olympic Park Permissions. It aims to provide clarity and reassurance on how the benefits of the development proposals for site preparation and construction of the London 2012 Games Venues and Infrastructure and Legacy Transformation of the Olympic Park will be secured for the full range of priority groups identified in the London Plan. These are:

- women;
- black, Asian and minority ethnic (BAME) people;
- people from different faith groups;
- disabled people;
- lesbians, gay men, bisexual people (LGB);
- trans people;
- older people (50+); and
- young people (17 -25) and children.

The EqIA aims to provide an assessment of equality and inclusion issues for individual venues, which can be taken forward into Equalities Statements to accompany reserved matters for individual venues and buildings within the Park.

The EqIA includes baseline information and recommendations that can form a basis for addressing equalities in the broader aspects of the ODA Programme, as they relate to the delivery of the Venues and Infrastructure required to host the games in the Olympic Park. at Stratford. The report has been structured to allow the individual aspects to be treated as stand alone elements.

There are a number of aspects of the project that the EqIA does not consider:

- the equality issues for either the Stratford City development or the Athletes Village and its legacy transformation, both of which are subject to a separate planning permission;
- the equality issues concerning transport provision for the Games (Transport Plan for London 2012 deals with this)
- the equality issues for the legacy of the Olympic Park after transformation. The London Development Agency (LDA) has responsibility for producing the Legacy Masterplan Framework.

In fulfilling its purpose, the EqIA contributes towards the ODA's fulfilment of its statutory duties to promote race, gender and disability equality in relation to the Olympic Park (OP). These duties require the ODA to assess the impact on equality of its projects and functions. The ODA is required to do three things in this regard:

- assess the potential impact of the project;
- monitor the actual impact on equality of the project over time; and
- publish the outcomes of that assessment and monitoring.

This report documents the assessment of the potential impact of the development permitted under the London 2012 Olympic Park Permissions . It furthermore recommends how actual impacts on equality of the project can be monitored over time.

## 1.2 Report outline

This chapter introduces the purpose of the report, provides an outline description of the project, and sets the policy context for the assessment and the relationship of the project to equality and inclusion and related issues of diversity and community cohesion.

Chapter two describes the methodology used to conduct the entire assessment, from the inception and initial screening stage, through collation of the baseline evidence, conduct of a series of focus groups, through to full assessment and documenting of the findings into this report.

Chapter three describes the baseline evidence collated to inform the assessment, serving both to identify issues for assessment and to provide information of the context and existing conditions for the priority equality groups, of relevance to the development permitted under the London 2012 Olympic Park Permissions proposals forming the object of this assessment. Evidence gathered from both a desk-based baseline study and from a series of specifically commissioned focus groups is presented.

Chapters four to eight comprise the assessment findings and recommended mitigation measures, which form the main body of the report. These chapters are organised to cover all impacts as follows:

- chapter four: assessment of access to employment and business opportunities;
- chapter five: assessment of design and construction impacts for Olympic and Paralympic Games;
- chapter six: assessment of design and construction impacts for legacy transformation;
- chapter seven: information of relevance to LOCOG; and
- chapter eight: Issues of relevance to legacy management.

Chapter nine draws out overall conclusions from the EqIA.

### 1.3 The Olympic Park proposals

The ODA is the public body responsible for developing and building the venues and infrastructure for the London 2012 Olympic and Paralympic Games and their use post 2012. The ODA submitted planning applications for the development of Venues and Infrastructure for London 2012 in February 2007 which were approved in September 2007 with a number of reserved matters, in particular for Equalities Statements to accompany detailed planning applications for individual venues and infrastructure.

The Olympic Park development proposals relate to three main phases (throughout this report the term OPD is used generically to encompass all the facilities and infrastructure development proposals permitted under the London 2012 Olympic Park Permissions ).

The first is the construction phase, which is in progress. This includes the ongoing 'dig, demolish, design' work and then the construction of the venues and other associated infrastructure and layout of the Park.

The second is the Games phase, covering the Games (27 July - 12 August 2012) and the Paralympic Games (29 August - 9 September 2012) when the Games and Paralympic Games are staged, with up to 180,000 spectators expected each day.

The final phase is the legacy transformation phase, which will involve the transformation of the Olympic Park. This will effectively be a second construction phase, as it will involve the removal of many temporary venues and facilities, the physical alteration of some of the retained venues and buildings and the laying out of the Park in its final legacy form.

The legacy transformation phase will include the creation of a series of development zones within the Park, which are the responsibility of the London Development Agency (LDA) for delivery through the Legacy Masterplan Framework ( LMF). Whilst the legacy transformation phase may be termed a construction phase, it nevertheless looks forward to the future use of the Park and the facilities within it.

The OPD proposals considered in this assessment are presented below. They are organised into four broad groups of proposals, in order that readers unfamiliar with the planning application, which comprises 10,000 pages in full, to appreciate the nature of the proposals being assessed.

#### **Venues and buildings, including outdoor sports facilities**

- Olympic Stadium and legacy living Stadium;
- Aquatics Centre;
- handball venue and legacy venue for multi-purpose sport and recreation use;
- covered sports, leisure and entertainment venue in legacy;

- outdoor sports, leisure & entertainment venue, including hockey, football and ancillary uses and six uncovered tennis courts in legacy;
- BMX venue and its legacy use as permanent BMX venue (identified as Uncovered sports, leisure and entertainment venue in planning application);
- Energy Centre & Visitor Centre;
- office accommodation in legacy;
- Velodrome;
- temporary and permanent buildings for servicing and spectator support facilities, including food courts, restaurants, rest areas, information booths, lost and found areas;
- multi-storey car park;
- changing rooms;
- temporary main hockey venue and secondary hockey venue, handball venue, Paralympic 7-a-side and 5-a-side football for Games;
- temporary basketball, wheelchair rugby, wheelchair basketball venue for games; and
- International Broadcasting and Main Press Centres for Games

#### **Site-specific physical proposals within the Park**

- reprovision of allotments in legacy;
- reprovision of gypsy and traveller sites outside the Park;
- proposed wetland area;
- upgrading of greenway;
- legacy off-road cycling facilities; and
- Olympic Flame legacy transformation to public art

#### **Generic Park infrastructure proposals**

- outer crowd control barrier and temporary security fences;
- perimeter enclosures and security fences;
- bridges provision, both road bridges and footbridges, including legacy bridges providing pedestrian and cycle access;
- Olympic Park entrances;
- accreditation checking areas;
- layout of open spaces, circulation areas and pedestrian routes, including seating in Park, rest points, information points, kiosks;

- sanitary facilities (toilets and associated facilities);
- concourses and concourse – venue interface;
- car, coach and cycle parking and transport within the Park, including taxi drop-off points, mobility scheme, concourse transport and shuttle bus;
- signage and wayfinding;
- information points;
- lighting;
- Olympic Park management; and
- emergency evacuation.

### **Code of construction practice proposals**

- sets out the management measures which the ODA and CLM (the delivery Partner of the ODA - responsible for managing Construction ) will require its contractors to adopt and implement for construction and includes
- local community liaison;
- public access and transport management
- noise, air quality and;
- enforcement issues.

## **1.4 Equality and diversity context**

In introducing the purpose of this report, it is highlighted that the report contributes to satisfying the ODA's statutory duties to promote race, disability and gender equality as well as to demonstrate how the different equality priority groups identified in the London Plan will share in the benefits of the project. The importance of the Olympic Park for equality and diversity is based on more than responding to legislative responsibilities. Here, we provide a broader contextual analysis of the significance of the Olympic Park for equality and inclusion.

In its bid to host the 2012 Games, London's diversity was promoted as key and was cited as a primary reason for the bid's endorsement by eminent international individuals, such as Nelson Mandela.

The Olympic Park is located in an area of great diversity, in terms of nationality, race, ethnicity, culture, religion and language. The Park's footprint covers parts of four London boroughs, namely Newham, Tower Hamlets, Hackney and Waltham Forest, all located in East London in the Lower Lea Valley. These boroughs have high proportions of black, Asian and minority ethnic people living in them compared with London and the UK as a whole (ODA 2007d). The diversity of the local population can be further appreciated when

it is realised that these four Boroughs account for 15% of the population of London and 160 out of the total 300 different languages spoken in London are also spoken in these Boroughs (ODA 2007d).

However, this area also has high levels of deprivation and poverty as well as major problems in terms of its physical infrastructure. The bid specifically promised to ensure that the 2012 Games would contribute to addressing these:

Staging the 2012 Games in London will provide world class facilities for athletes, a beacon of excellence for our communities, and a social, environmental and economic legacy that will enhance the lives of generations.” Ken Livingstone 2005

An underpinning priority for the winning bid was its commitment to Inclusive Design aimed at ensuring London 2012 would be the “the most accessible Games ever”. This included the commitment to bringing together the Olympic and Paralympic Games to be staged in the same location.

The Olympic Park is the principal location for hosting the London 2012 Games and hence it is key to ensuring the realisation of benefits to the diverse population of the host Boroughs and to ensuring that everyone, regardless of race, gender, disability, sexual orientation, age, gender identity or faith, shares equitably in the benefits associated with the Games. This assessment is concerned with the impacts of the Park as a major infrastructure project, as the main site for hosting the Games and in its legacy form as an urban Park.

Equality is a broad term and it is important to examine the different ways in which the development permitted under the London 2012 Olympic Park Permissions can potentially contribute to equality. Some of these are explored below.

- equal access to training and employment opportunities;
- equal participation in activities and events; and
- equal access to facilities, including open spaces, play facilities, sporting facilities, transport.

Inclusion and accessibility are terms closely allied to these meanings of equality, that have particularly been developed by the disability rights movement, towards ensuring that disabled people are able to participate and gain access on an equal or comparable basis with other people, for example, to buildings, transport, employment, facilities, goods and services, activities and decision-making. Physical, institutional and attitudinal barriers can serve to exclude certain groups in society from participation or to make buildings or spaces inaccessible to them. Inclusive Design is a way in which the physical environment can be designed to eliminate barriers and to ensure inclusion and accessibility. Whilst the terms continue to be mainly associated with disabled people, it is recognised that accessibility and inclusion are relevant to other equality groups.

Diversity is a further term associated with equality. It acknowledges difference within any given population, along different lines and recognises that people can have different needs or interests. It is used as a positive term seeking to value difference, to challenge discrimination, which is where difference is used as a basis for unequal treatment, to the disadvantage of certain groups or individuals in society.

Two key concepts associated with equality and inclusion are multiculturalism and community cohesion. The race equality duty requires the promotion not only of equality, but also of positive relations between people from different racial groups. Multiculturalism is a term used to describe the experience of living in a society that comprises many different cultures, that is heterogeneous in its make-up, that is vibrant and cosmopolitan, promoting values of inclusion and open-mindedness.

Community cohesion is a concept related to multiculturalism. However, whilst this emphasizes the value of diversity, it also emphasizes the idea and importance of a unifying sense of purpose and belonging and is concerned with creating positive relationships; understanding, organisational structures and public spaces to foster shared and accepted experiences between people from different backgrounds as well as promotion of equality of opportunity.

This assessment is concerned with equality and inclusion. However, it is important to acknowledge that a part of the promotion of equality encompasses the promotion of positive relations between different people. Thus the promotion of equality has a significant part to play in promoting the values of a multicultural society and the achievement of community cohesion particularly within the host Boroughs.

## 1.5 Policy background

Here, we provide an overview of the policies of direct relevance to the equality impact assessment.

Of most immediate relevance are the policies of the ODA itself. Its Equality and Diversity Strategy (2007) states three major intentions:

- to maximise the potential of diversity in the five Host Boroughs of the Games;
- to realise the opportunity to reduce historic and long standing inequalities in these areas; and
- to leave a legacy in the form of a model built environment in terms of inclusivity and accessibility.

The ODA's Inclusive Design Strategy (2007) provides detailed guidance on the principles of Inclusive Design and outlines current Inclusive Design Standards and procedures for projects that the ODA is responsible for delivering, in support of the overarching design strategy. Its purpose is to provide a benchmark against which project team's performance can be measured and reported, as well as a tool to explain design intent, highlight relevant

best practice and indicate issues of particular relevance. It is supported by a more detailed set of ODA Inclusive Design Standards (2007) which set out detailed specifications to give design teams, contractors and partners guidance on how to address these matters.

The ODA Disability Equality Scheme (2007) covers the steps ODA plans to take to meet its general duty, including the use of equality impact assessments. It emphasises the importance of Inclusive Design to ensure that the physical infrastructure developed and built by the ODA contributes to equality for disabled people.

The ODA Gender Equality Scheme (2007) sets out the general duties of the ODA to have due regard to eliminate unlawful sex discrimination and sexual harassment and to promote equality of opportunity between men and women. It identifies the importance of design for safety as a specific concern for gender equality, as well as design issues affecting childcare, provision for play, pram and buggy parking and access routes - the understanding being that fear of crime is higher among women, and that statistically, women are still primary care providers for children. The scheme is also concerned to tackle gender segregation in the construction industry in the construction and legacy transformation phases of the Park.

The ODA Race Equality Scheme (2007) is concerned to ensure fulfilment of its general duties to eliminate unlawful racial discrimination and sexual harassment, promote equality of opportunity and promote good relations between people of different racial groups.

The Mayor's London Plan (2008) also includes policies of direct relevance to the Olympic Park in relation to equality. These are policies 3D.6 and 5C.2. Key points from these policies are set out below:

- ensure that the facilities in legacy meet London's sports needs, and are accessible and affordable for all Londoners;
- use the Games as an opportunity to increase participation in sport amongst all sections of London's population; and
- work to ensure that all Londoners have access to opportunities arising from the 2012 Olympic and Paralympics Games and the legacy development to promote better health and, in particular reflecting the fact that a) the Games will be centered in one of the most diverse, and most deprived, parts of London and b) the Games represent a unique opportunity to promote the needs and potential contribution of disabled people and disabled sport.

Additionally, Policy 3A.7: Addressing the needs of London's diverse population is of relevance to the Olympic Park, in its concern that the spatial needs and social infrastructure of London's diverse population are met. Also relevant is Policy 4B.5 Creating an inclusive environment, which specifies that all future development meet the highest standards of accessibility and inclusion, so that developments:

- can be used safely, easily and with dignity by all regardless of disability, age, gender, ethnicity or financial circumstances;
- are convenient and welcoming with no disabling barriers, so everyone can use them independently without undue effort, separation or special treatment;
- are flexible and responsive taking account of what different people say they need and want, so people can use them in different ways; and
- are realistic, offering more than one solution to help balance everyone’s needs, recognizing that one solution may not work for all.

The London Plan is supplemented by further guidance on Planning for Equality and Diversity (GLA 2007). This sets out in detail how to implement policies from the London Plan intended to address the needs of different communities in London. It identifies a number of themes of relevance to the Olympic Park:

- urban design and public realm: linked to crime, personal safety, mobility and accessibility;
- accessible, inclusive and safe environments: linked to accessibility, personal safety, discrimination, social exclusion. This is addressed in more detail in SPG accessible London: achieving an inclusive environment;
- access to employment and training opportunities: linked to social exclusion, discrimination and poverty;
- access to open space and recreational areas;
- access to public transport, walking and cycling facilities; and
- provision of leisure and recreational facilities.

Specific measures to address the needs of different equality priority groups are set out in Part Four of the guidance, and are summarised in Table 1 below.

**Table 1: Measures to address the spatial needs of equality priority groups**

<b>Equality Target Group</b>	<b>Relevant Measures to Address the Needs of Target Equality Groups</b>
<b>Women</b>	Access to employment and training opportunities for women. Make suitable provision for childcare provision and facilities Ensure safety issues are considered in the design of the public realm. Access to public transport, walking and cycling.

<b>Equality Target Group</b>	<b>Relevant Measures to Address the Needs of Target Equality Groups</b>
<b>BAME</b>	<p>Access to employment and training opportunities for BAME people.</p> <p>Encourage multiculturalism in the provision of services.</p> <p>Ensure safety issues are considered in the design of the public realm.</p>
<b>Young people &amp; children</b>	<p>Access to employment and training opportunities for parents and guardians.</p> <p>Access to play and informal recreation, leisure, cultural and educational facilities.</p> <p>Access to free and inclusive and safe high quality natural space, play space and open space and public realm areas.</p> <p>Ensure safety issues are considered in the design of the public realm.</p>
<b>Disabled people</b>	<p>Access to employment for disabled people.</p> <p>Provision of suitable parking provision, including blue badge parking.</p> <p>Open spaces managed and designed to allow access for disabled people, including walkways and paths that are level and clear of obstructions.</p> <p>Access to sports and recreation facilities for disabled people.</p> <p>Public spaces designed to be overlooked and well-used with direct routes, safe street-scaping, good lighting.</p> <p>Ensure safety issues are considered in the design of the public realm.</p>
<b>Lesbians, gay men, bisexuals</b>	<p>Create safe and inclusive public realm.</p> <p>Ensure Inclusive Design of facilities and scheme.</p>
<b>Trans people</b>	<p>Create safe and inclusive public realm.</p> <p>Ensure Inclusive Design of facilities and scheme.</p>
<b>Faith groups</b>	<p>Create safe and inclusive public realm.</p> <p>Provide suitable places for faith and belief observance.</p>
<b>Older people</b>	<p>Access to employment for people over 50.</p> <p>Access to the public realm and suitable provision via provision of seating, public toilets, safe spaces.</p> <p>Ensure safety issues are considered in the design of the public realm.</p>

The London Plan is furthermore supplemented by guidance Accessible London: achieving an inclusive environment (GLA 2004) which emphasises the importance of Inclusive Design but also draws attention to importance of attitude and management practices in achieving social inclusion, making staff training and increasing awareness levels about institutional discrimination a priority. Inclusive access and design is emphasised as important for:

- public buildings, especially community services and social infrastructure - libraries, community halls, meeting rooms, places of worship and public toilets;
- health and education facilities;
- shopping;
- culture and the arts;
- leisure, sport and play;
- public realm and urban open spaces: This extensive section of the SPG covers universal accessibility of roads, pavements, pedestrian crossings and all other spaces between buildings. It promotes access action plans as a policy implementation tool;
- transport;
- walking and cycling; and
- parking facilities.

These Games-specific and London-wide policies form an important basis for assessment of how far the development permitted under the London 2012 Olympic Park Permissions promote equality, inclusion and accessibility, recognising that these also contribute towards the achievement of related policy objectives for the promotion of multiculturalism, tackling deprivation and securing the social, environmental and economic legacy for surrounding communities.

## 2 Methodology

This chapter describes the methodology used to conduct the EqIA of the OPD proposals.

### 2.1 The EqIA process

An outline of the EqIA process and the purpose of each step is summarised in Table 2-1.

<b>Screening</b>	Identify potential impacts for different equality groups for fuller assessment
<b>Collate existing information, data and research</b>	Identify a baseline of evidence against which to conduct the assessment;
<b>Initial EqIA report</b>	Document the evidence base and to develop a set of objectives against which to conduct the assessment, as well as to identify gaps in the existing evidence base;
<b>Focus groups</b>	Gather additional qualitative evidence on the issues of concern to equality priority groups concerning the OPD proposals
<b>Assessment and analysis</b>	Identify and describe the impacts and potential impacts for equality priority groups of the various proposals relating to the OPD proposals
<b>Proposals for monitoring</b>	Identify measures for ensuring recommended mitigation measures are carried out and to monitor the actual impacts of the proposals for equality
<b>Draft EqIA report</b>	Provide a full account of the assessment process to date, to enable the ODA to review and comment prior to finalisation
<b>Final EqIA report</b>	Provide a full account of the complete assessment process, which incorporates and responds to comments by the ODA
<b>Monitoring and review</b>	This task will follow from the completed assessment, to be undertaken by an appropriate body, initially likely to be the ODA itself, or an independent body, such as a diversity panel or access panel

The process was overseen by Donald Considine, Senior Strategic Planner for the ODA, with input by Camilla Thrush and Julie Amory, Equality and Inclusion Managers, Impact and Engagement for the ODA at screening stage, review of Initial Report, planning and conduct of focus groups and review of Draft EqIA report stage. Audrey Young, GLA Head of Diversity Performance, reviewed the screening document and provided feedback at the screening review meeting.

The tasks involved in each stage and the specific inputs by other individuals or organisations are indicated within the detailed methodology of each stage.

The detailed methodology followed for each stage is described below. An initial inception meeting served to clarify the purpose and parameters of the assessment, agree delivery deadlines and agree on a process for managing the overall assessment, with suitable involvement of external bodies and ODA teams at key points in the process.

## 2.2 Stage one: screening

The screening stage served as an initial identification of possible impacts for different equality priority groups. It screened in for further assessment those proposals that it is considered could either have a negative impact on an equality priority group, serving to disadvantage them or those proposals that could have a positive impact, but which could be maximized or that merit further appraisal to verify positive impacts. It screened out proposals considered to have no likely impact on equality priority groups as well as proposals where positive impacts were considered likely to be achieved with no further attention

An initial task was to extract and summarise development descriptions of proposals from outline planning application documentation. A checklist of prompt questions of possible equality impacts was prepared, derived from a review of those policies identified in Policy background. Individual assessors screened the proposals against equality priority groups, with reference to the screening checklist questions. The screening assessments were then revised to ensure consistency for all proposals. A summary appraisal table was developed to identify which proposals were screened in for consideration of their potential positive or negative impacts on equality priority groups in a full assessment.

A screening document was submitted for review by the ODA for discussion at a meeting on the 11 February 2008, attended by Lorraine Martin, Camilla Thrush and Julie Amory of the ODA Equality and Inclusion team, Audrey Young, head of Diversity Performance at the Greater London Assembly (GLA) and Donald Considine, Senior Development Planner, ODA. The feedback received at this meeting was used to revise the screening document further, serving to correct identified inconsistencies or errors in the screening document and to inform the approach to the main appraisal of impacts.

## 2.3 Stage two: collate existing evidence

A desk review of baseline information was undertaken to provide evidence on the existing context for equality priority groups of relevance to the different potential impacts. Baseline evidence sources were selected for their relevance to the issues of concern identified in the screening report as well as for their geographic relevance, with a preference for sources focused on the host boroughs or London. For certain issues national level information provided the most robust, appropriate information. Secondary data sources were prioritised in light of the limited time available for collation of evidence.

The main sources of evidence were the ODA, the GLA, the London Equalities Commission (LEC), Sport England and Equalities Review. Other sources included government department reports, independent institute best practice publications and host borough community or equality profiles.

The Statement of Participation in relation to the Olympic, Paralympic and Legacy Transformation Planning Applications was reviewed to identify comments relevant to equality priority groups. However, the value of this document was limited by the inability to disaggregate comments by gender, age or ethnicity of the consultation respondents.

The Olympic and Paralympic Game Venues and Legacy Transformation Planning Applications, Environmental Statement; was reviewed for evidence on the situation in the host boroughs. However, again, the value of this document was limited by the limited disaggregation of data by gender, age or ethnicity.

Some efforts were made to identify additional baseline evidence sources where gaps were identified, based on the advice of Camilla Thrush, Equality and Inclusion Manager, ODA. This resulted in additional evidence on trans people being identified.

## 2.4 Stage three: initial EqIA report

The initial Equality Impact Assessment report (the iEqIA report) documented the preceding Stage two: collate existing evidence. The report (March 2008) presented findings for each equality priority group, providing a socio-economic profile for each group followed by baseline evidence organised by themes, with a conclusion and identification of gaps in the baseline evidence for each group. A summary of the evidence is provided in Context and baseline. The report furthermore set out the intended outputs of the EqIA and a framework for the full assessment.

## 2.5 Stage four: focus group discussions

The focus group discussions served to provide additional qualitative evidence on the likely impacts of the proposals for different equality groups amongst the population living in the host boroughs.

On completion of the EqIA screening stage and following discussion with the ODA Planning Team, ODA Equality and Inclusion Managers and Greater London Assembly (GLA) Head of Diversity, the profile of focus groups to be consulted was agreed as follows:

- older people aged 50 years plus;
- women, including mothers of young children;
- LGB and trans people;
- people of different faith groups; and
- young people, aged 13 – 18.

A target of eight participants per group was also agreed. Participants were recruited by specialist recruitment agencies, Safari Research and Focus 4 People, to fit with the profile agreed between ODA. As part of the recruitment screening process, people were asked if they were broadly supportive of the London 2012 Games, with those who answered 'no' screened out of the process. This was to ensure that the time could be used to gather views and ideas on specific elements of the design rather than on debating the 2012 Games generally. Nine participants attended 4 of the 5 focus groups, with eight participants in the remaining group. Participants were paid a fee for their time and reimbursed for any childcare costs. In total there were 44 participants.

In each group save one, there was representation by residents from all five Host Boroughs, namely Tower Hamlets, Newham, Waltham Forest, Hackney and Greenwich, with one group lacking representation by any Hackney residents. Each group also included a mix by ethnicity, age and gender, although there were overall more women than men across the groups. The recruitment was unsuccessful in including representation of trans-people despite concerted efforts, including contacting a national organisation representing trans people.

The focus groups were all conducted in meeting spaces at the Canary Wharf IDEAS Store. Most of the sessions were conducted between 10am and 1pm mid-week, with early evening sessions for the group of LGB people and for the group of young people. This is likely to have meant a bias against people working full time amongst participants. However, employment or other socio-economic details of participants were not collected, to enable verification of this likely bias.

The ODA designed the focus group agenda to address impact in terms of three main themes, namely:

- during the Olympic and Paralympic Games, mainly for visiting as spectators, but also as employees or volunteers;
- using the Stadiums, mainly during the Olympic and Paralympic Games, but also where Stadiums are retained for legacy usage; and
- the Olympic Park in transformation.

The focus group sessions divided into three parts, 'Attending the Games', 'Developing a Stadium' and 'The Park after the Games'. Each session was preceded by a short presentation. A facilitator guided the discussions with a set of questions to elicit views concerning the main themes. The methodology followed was largely consistent in each focus group session, although in the session with young people, the group divided into two smaller groups. This was to encourage some of the more reticent members of the group to speak up more, which proved a successful strategy.

All participants completed a diversity monitoring form to enable verification of the group representation in relation to the equality priority groups. The focus group proceedings were written up on the basis of notes and a digital recording of each session. The focus group findings were then fed into the subsequent assessment stage.

## 2.6 Stage five: assessment and analysis

The full assessment stage involved the systematic analysis of how the proposals for the development permitted under the London 2012 Olympic Park Permissions are likely to impact on equality priority groups, to identify work to date to promote equality as part of the proposals and to identify recommended mitigation measures to both prevent negative impacts and to enhance potential benefits for equality groups. The impacts were considered for three key phases, the construction phase, the Olympic and Paralympics Games phase and the Legacy Transformation, looking forward to use of the Park in legacy use.

The assessment was against a set of 15 objectives, grouped into the general themes of 'Equal access to business and employment opportunities', 'Design and Construction Impacts for the Olympic and Paralympic Games', 'Design and Construction Impacts for the Legacy Transformation' and information that can feed into the broader programme under 'LOCOG' and 'Legacy Management'. The full set of equality objectives against which proposals were assessed is:

- equal access to buildings and venues;
- equal access to facilities and services;
- community Safety in the Park;
- inclusive, welcoming environment that celebrates diversity;
- appropriate provision to meet the specific needs of parents and carers;
- appropriate provision to meet the specific needs of faith groups, for privacy, worship, meeting places and food;
- equal access to play spaces within the Park;
- equal access to the public realm and open spaces;
- equal participation in sport, leisure and physical activity;

- equal access and independent mobility by public transport, walking and cycling within the Park;
- environmental impacts for local communities;
- equal access to employment and training opportunities in construction;
- equal access to employment, training and volunteering opportunities during the Games;
- equal access to employment and training opportunities in the Park and venues during legacy transformation; and
- equal access to business opportunities for diverse ownership businesses to operate in the supply chain for delivery of the Olympic Park.

In order to make the assessment task more manageable, clusters of proposals were considered together against individual equality objectives, in terms of their impacts for each of the Equality Priority Group, via the completion of a series of assessment tables, with separate tables to identify effects during construction, Olympic and Paralympic Games phase or Legacy Transformation Phase.

A team of assessors conducted the assessment, each one undertaking assessment for several objectives, based on a set of consistent guidance for assessing and describing the effects for equality priority group and for identifying mitigation measures, if the effect would be legal or illegal, disproportional or differential, direct or indirect. All assessments were reviewed by the project manager.

Measures taken to date were recorded, on the basis of information available in the Planning Application documentation, including the socio-economic chapter and Regulation 19 of the Environmental Statement, the Inclusive Design Strategy and Standards, the Design and Access Statement, the Code of Construction Practice, the ODA Employment and Skills Strategy as well as the london2012.com website for further additional information.

Recommendations identified measures to address in the detailed design stages of the venues and buildings or of the Park, measures to be incorporated into ODA, LOCOG and the legacy management body policies and procedures. The set of measures include those to prevent inequality and measures to actively promote equalities.

## 2.7 Stage six: proposals for monitoring

Strategies and other mechanisms for enabling monitoring implementation of recommended mitigation measures as well as for monitoring actual effects were identified during the process of assessment. These were further refined based on a desk-based review of existing design review mechanisms and similar mechanisms for ensuring implementation in the design and delivery of the OPD. These were incorporated into the action plans within each assessment chapter.

## 2.8 Stage seven: draft EqIA report

The Draft EqIA report was prepared on the basis of information compiled over the process of assessment, as outlined above. The assessment findings were presented in four chapters, each including an action plan to identify mitigation measures. The draft EqIA was submitted for review by the ODA.

## 2.9 Stage eight: final EqIA report

The final EqIA report will be prepared on the basis of ODA feedback on the draft EQIA report.

## 3 Context and baseline

### 3.1 Introduction to the baseline review

This chapter reviews the context and baseline evidence for the equality priority groups, particularly within London and the five Host Boroughs. The full baseline collated is presented in the Initial EqIA Report. The baseline specifically focused on evidence relating to the following issues, considered as significant for equality groups in the context of the OPD. These were:

#### **Inclusive Design**

- equal access to facilities and services, buildings, public realm and open spaces by equality priority groups;
- inclusive, welcoming environment for equality priority groups;
- community safety issues for equality priority groups;
- appropriate provision to meet the specific needs of women and men relating to their gender caring responsibilities e.g. childcare, play facilities, buggy parking;
- access by public transport, walking or cycling within the Park for equality priority groups;
- equal participation in sport, leisure, play and physical activity, making use of facilities, open spaces and venues in the Park; and
- suitable places of worship, meeting places, privacy and food for faith groups;

#### **Equal access to employment, training and business opportunities**

- equal opportunities in employment and training for equality priority groups, in particular for women, BAME people, and disabled people, as identified in the ODA Equality and Diversity Strategy; and
- equal access to business opportunities in the supply chain for delivery of the Olympic Park construction and operation via tendering and contract award process, particularly for BAME, women and disabled people, as identified in the ODA Equality and Diversity Strategy.

#### **Environmental impacts**

- environmental impacts for BAME people and other equality priority groups amongst the communities local to the development site.

### 3.2 Women

The baseline evidence provides strong evidence on the economic disadvantage currently experienced by women in London compared to men. This is in terms of the gender pay

gap, lower levels of economic activity amongst Pakistani and Bangladeshi women, and low employment rates amongst women with children, particularly lone mothers, compared with nationally. These existing economic inequalities are likely to be of relevance both for ensuring the development permitted under the London 2012 Olympic Park Permissions is inclusive for women, for example, in terms of women's ability to afford to use facilities in the legacy use, as well as for women's equal access to employment and business opportunities.

Inclusive Design issues of importance for assessment of effects for women include:

- fear of crime as a barrier to women's use of public realm and open spaces even if they are not disproportionately at risk of being a victim of crime in the public realm;
- affordable childcare, crèches, play facilities as types of facilities that enable access for women, including lone mothers, given the continued disproportionate responsibility for childcare borne by women; and
- convenient, safe and affordable public transport, as well as safe and accessible walking and cycling routes, although currently women's cycling rates are lower than for men.

The way in which facilities are managed and promoted are likely to be as important, if not more important, to enhancing women's participation in sport and physical activity, making use of facilities and venues in the Park. It is vital the Olympic Park rapidly establishes itself as a safe, enjoyable family friendly venue.

Gaps in evidence for women seem to mainly relate to the detailed design and management requirements for improving their access and inclusion in the Olympic Park, including the public realm and open spaces, as well as specific facilities and venues.

Existing gender segregation in the construction industry is acknowledged in the ODA Gender Equality Strategy (GES) as a barrier for equal access to employment and training opportunities for women in the construction and legacy transformation phases of the project.

High levels of economic inactivity are evident amongst women in the host boroughs. This is particularly marked for Pakistani and Bangladeshi women. A far greater proportion of women than men work part-time or using other flexible working arrangements.

Low rates of business ownership amongst women are acknowledged as a barrier for women's equal access to business opportunities for women in the construction and legacy transformation phases of the OPD.

### 3.3 Black, Asian and minority ethnic (BAME) people

The baseline evidence illustrates the significant size (of the BAME population in the host boroughs (42% of the population is non-white) compared with London (29%) and the UK (8%). It provides strong quantitative evidence on the education and economic

disadvantage currently experienced by BAME people, both children and adults, with black Caribbean and Bangladeshi groups having particularly high unemployment rates. These disadvantages are likely to affect BAME people's access to employment and training opportunities, business opportunities as well as posing economic barriers to their equal access to services and facilities provided within the Olympic Park.

Inclusive Design issues of importance for assessment of effects for BAME people include:

- under-use of existing green spaces and facilities by BAME people, due to a range of possibly underlying factors, such as lack of cultural sensitivity, overt racism and language barriers in the provision of facilities; and
- community safety concerns, including racist hate crime, particularly as a concern for people from Asian backgrounds.

The initial EqIA report identified limited evidence on equal access to facilities and services, buildings, public realm and open spaces by BAME people, beyond the general observation that services and facilities should be relevant to local community needs and reflect the local area in terms of its diversity. However, additional sources reviewed during the assessment stage identified best practice examples of promoting inclusive use of Parks and addressing anti-social behaviour problems.

High proportions of BAME people living in local communities in the host boroughs suffer environmental disadvantage, compared with people in other communities, in terms of their living in neighbourhoods with high levels of traffic, limited outdoor facilities and close to polluting industrial sites.

The overall unemployment rate for BAME people is more than double that of white people in London. BAME people in the host boroughs are under-represented in the construction workforce at 24 per cent compared to 42 percent of the population.

### 3.4 People from different faith groups

The baseline evidence illustrates the significant diversity of the population of the host boroughs by faith groups compared with London and the UK. It identifies the London Muslim population as younger than the overall London population.

Inclusive Design issues of relevance for the assessment of effects for people from different faith groups include:

- diversity of language is associated with the different faith communities in London, which may be an issue for ensuring an inclusive and welcoming environment for different groups;
- concerns about community safety affect the use of the public realm issues by people from different faith groups;

- the management of facilities needs to take account of the specific concerns of different faith groups in order to enable equal participation in sport and physical activity, facilities need to be managed in a way that is sensitive to the specific concerns of different faith groups; and
- the Inclusive Design Standards already identify detailed requirements for provision of prayer rooms for use by faith groups, as well as for provision of kitchens suitable for preparation of Halal and Kosher foods.

It is recognised that the coinciding of the 2012 Games with part of Ramadan may give rise to particular issues for the likely significant number of Muslim people attending the Games from the UK and around the world, in terms of their ability to fast, to break fast and to practice prayer, particularly the Friday afternoon prayer. Within the assessment, mention is made of measures to benefit all faith groups, as it is recognised that people of many other faiths also fast and pray as a part of the practice of their faith. This will give rise to the need for rest areas away from food serving areas for visitors and staff who are fasting and who will feel uncomfortable and may even become ill if they are unable to find suitable shelter.

### 3.5 Disabled people

The baseline evidence shows that disabled people make up a significant proportion of the working age population in London and the UK, as well as disabled children and older people. Unemployment rates amongst working age disabled people are disproportionately higher than overall unemployment rates.

The definition of disability covers a wide range of people, affected by a wide range of impairments and who experience a wide range of barriers to their inclusive use of buildings, services, public spaces and facilities. This makes it important that the design of the Park, venues and facilities provides for a range of alternatives to make it accessible for individuals.

Improved design of buildings, places and spaces is important to enabling equal access for disabled people. Physical access and transport barriers serve to exclude disabled people from participation in leisure, sport and physical activities and their attendance of sporting events and use of open spaces. Public transport is frequently identified as a major challenge for disabled people, including practical problems even where technical solutions have been designed and introduced.

The need for design to consider the needs of disabled people, including disabled children, to enable their equal participation in sport and physical activities, including leisure and play, is identified as important.

Providers of services and managers of facilities may pose additional barriers to disabled people's equal use of facilities and services, in some cases more problematic than physical barriers.

Disabled people represent 11% of London's construction workforce and they are more represented in manual construction jobs rather than non-manual construction jobs. Disabled men and women have lower employment rates than the overall employment rate. And disabled people are more likely to work part time (LEC 2007:13).

A very small number of businesses in London have a majority of owners who are disabled. Businesses employing disabled people tend to be small businesses. Self employment is seen as a particularly good option for disabled entrepreneurs, allowing flexible hours and working patterns, often with their home as a workbase (ODA 2007g).

### 3.6 Lesbians, Gay men and Bisexual people (LGB)

Statistically, lesbians, gay men and bisexual people are not very visible, including where their identity cross-cuts other forms of difference, such as age or ethnicity.

Inclusive Design issues of importance for LGB people include:

- hate crime, personal safety and harassment in the public realm and in the use of public facilities is a source of concern for this group; and
- the equal participation of lesbians, gay men and bisexual people in sport and physical activity can be adversely affected by homophobia. There is currently little evidence of how this can be addressed via physical design measures.

### 3.7 Trans people

The baseline evidence shows that trans people form a very small proportion of the UK population although it is thought that proportionately more trans people live in the capital than elsewhere in the UK. Trans people are not visible in national statistics and limited baseline evidence exists on their specific issues.

Inclusive Design issues of importance for trans people include:

- fears for safety and concerns about harassment in the public realm and in the workplace are concerns for trans people; and
- accessing goods and services, including leisure facilities and public toilet facilities can be problematic issues for trans people.

Discrimination in the workplace is a further issue identified in the baseline as of relevance for trans people. This is likely to be of relevance for trans people's equal access to employment, training and business opportunities.

### 3.8 Older people (50+)

The baseline evidence shows that older people form a smaller proportion of the population of London and the host boroughs compared with the UK. Older people, particularly those above retirement age, are likely to suffer from economic disadvantage. This is likely to be of relevance for older people's inclusive access to the OPD, for example, their ability to afford tickets for the Olympic or Paralympic Games, or to use facilities in the legacy use of the Park.

Inclusive Design issues of importance for assessment of effects for older people include:

- fear of crime and fear of falling are identified as barriers to older people's use of the public realm and their participation in activities as well as their use of public transport.
- the provision of community facilities as part of the Olympic Park may be important in relation to barriers identified for older people's participation more generally.
- whilst it is likely that many of the measures to promote an inclusive and accessible environment for disabled people are likely to also benefit older people, there is a lack of evidence on specific issues, besides from safety, which are specifically relevant to older people.

### 3.9 Young people (17 – 25) and children

The baseline evidence illustrates that children in the host boroughs and in London as a whole are disproportionately affected by income poverty compared with children in the UK. Whilst the population of London and the host boroughs is younger than the rest of the UK, the size of the 16 – 29 age group is projected to decline as a proportion of the population of the host boroughs by 2021. Children in the host boroughs also experience educational attainment disadvantage. Young people in London furthermore include a high proportion not in education, employment or training. This economic and educational disadvantage is likely to affect children and young people's access to facilities and services provided in the Olympic Park. It is also likely to affect young people's access to employment opportunities.

Inclusive Design issues of relevance for the assessment of effects for children and young people include:

- barriers to play include poor quality and inaccessible play facilities, concerns about children's safety including as a result of bullying and racism, traffic speeds, lack of choice and negative attitudes to children, including disabled children, playing outside;
- children's wider use of the public realm is also affected by fear of crime and intolerance of adults, including the 'no ball games' culture;
- community safety, including in relation to road traffic accidents, is a concern for children. children are likewise affected by other forms of violence or hate crime,

including racism, bullying, homophobia, faith hate crime, affecting their freedom to use the public realm and open spaces as well as facilities;

- there is felt need for more youth activities and facilities and for greater involvement by young people in the management of aspects of the Park in the legacy transformation; and
- the need for measures to protect against knife and gun crime linked to territorialism amongst young people.

## 4 Equal access to employment and business opportunities

### 4.1 Introduction

This chapter assesses the impacts for employment and business opportunities during the design and construction phases of the project, during the hosting of the Olympic and Paralympic Games and during the legacy transformation of the Olympic Park.

#### Employment impacts

The ODA through their Delivery Partner and by ensuring that their procurement practices actively encourage potential providers to demonstrate their own commitment to Equality and Inclusion, are committed to ensure that all the processes used to recruit and manage employees working to build the venues and infrastructure (including employees working within the supply chain) are demonstrably fair, make reasonable adjustments where necessary and offer equal opportunities to all.

The ODA are working with partner organisations to encourage people belonging to the equality priority groups to train and apply for jobs in construction and other areas where they have traditionally been under-represented, and to combat workplace discrimination. This is demonstrated in their Equality and Diversity Strategy and Employment and Skills Strategy.

These measures are considered likely to contribute towards achieving equal access to employment and business opportunities in the construction phase, addressing existing under-representation of equality priority groups in employment in the construction industry as well as gender segregation in construction.

According to principles outlined in LOCOG's Equality and Diversity Policy, diversity and inclusion are to be a key differentiator of the 2012 games. It is considered that the proposals for the Games have the scope to ensure that diversity groups have genuine access to a diverse range of employment opportunities, which could contribute towards developing skills and experience to enhance future employment. Thus the overall proposals are considered to potentially contribute to addressing inequalities in employment rates as well as gender segregation in different sectors. LOCOG are not in a position to take forward the recommendations at the moment, however a commitment to Equalities and Inclusion has been demonstrated by appointing an Inclusion Manager, who will be working with LOCOG teams to ensure Equalities and Inclusion is a fundamental part of their work. The information contained within this chapter should be seen as adding value, but supplemental to this process

## 4.2 Recommendations

ODA and LOCOG to monitor workplace behaviour to prevent harassment on grounds of gender, race, sexual orientation (actual or perceived), disability, gender identity, faith or age.

ODA should consider the merits of extending its monitoring of recruitment and employment to cover all equality strands, so including faith, age, sexual orientation to the existing monitoring of gender, race and ethnicity (with gender monitoring to include Trans people).

It is recommended that ODA review the recruitment strategy to consider the merits of extending the promotion of employment opportunities in the design and construction of the Park for people from different equality strands (including women, LGB people, young people and disabled people).

ODA should set ambitious targets for recruitment of long-term unemployed, people needing vocational training and new entrants to the labour market in order to support employment of BAME people and people from other equality groups from the surrounding boroughs affected by these barriers to employment.

ODA should monitor the effectiveness of their advertising and recruitment strategies, in order to adjust it as necessary to maximise awareness of opportunities by people from the different equality strands.

It is suggested that LOCOG consider requiring its suppliers for the development permitted under the London 2012 Olympic Park Permissions to develop their own equality and diversity policy.

LOCOG should learn from the experiences of ODA in terms of promoting equal access to employment

### **People from different faith groups**

Particular sensitivity, with regards to flexible working, is likely to be needed to accommodate the practice of their faith by employees of different faiths, and the provision of kitchens for the preparation of food in accordance with different dietary restrictions, linked to the practice of different faith groups, should be considered for employees, including during the construction phases.

### **Women**

It is recommended that ODA, (and LOCOG and legacy management body for the Park) consider how to support employee access to suitable childcare provision and consider the contractual hours of different employees at the different stages of the project's construction, operation, legacy transformation and legacy operation, to allow for such. An on-site crèche or nursery provides a potential way to provide additional employment opportunities.

### 4.3 Business impacts

The ODA procurement strategy has a strong emphasis on equality in the supply chain and in the procurement process. The ODA are reaching the wider construction industry by including equality and inclusion within its balanced scorecard for evaluation of all bids during the procurement process, and through its communication programme. They aim to ensure that the procurement of all work, goods and services arising from its delivery programme is transparent, fair and open to a diverse range of suppliers including small and medium-sized enterprises (SMEs), social enterprises, and businesses owned by the equality groups. The ODA's equality schemes for disability, race and gender each include specific measures to support businesses owned by disabled people, BAME groups and women respectively are able to compete for businesses, as well as to support equal employment policies amongst contractors. It has an equality monitoring system for the procurement process in place.

The London Organising Committee for the Olympic and Paralympic Games (LOCOG) has the responsibility for organising the running of the games and the procurement of businesses during the Olympic and Paralympic Games. LOCOG's Standard Terms of Procurement require suppliers to comply with any equal opportunity and diversity policies of LOCOG either notified to them or published on LOCOG's website. This policy demonstrates intent to promote diverse ownership of businesses in the supply chain and to ensure equality of opportunity is ensured and promoted by suppliers in their recruitment and employment practices.

### 4.4 Recommendations

It is recommended that ODA continue to actively monitor contractors' operation of an equal opportunities policy. It is recommended that ODA continue to monitor the number and proportion of BAME-, women- and disabled people-owned businesses operating in the supply chain, and consider extending this monitoring across all equality group-owned businesses. It is likely that this extension could be achieved for legacy transformation, but consideration should be given to phasing it in during the construction phase prior to the Games.

It is recommended that ODA consider additionally measures to ensure businesses owned by older people, young people or LGB people are aware of opportunities, via work with relevant business networks.

ODA should encourage contractors employing five or more people to offer a flexible working policy for their employees, as appropriate to the type of work.

It is recommended that LOCOG apply any relevant learning from the experiences of ODA in terms of equal opportunity in the procurement process and supply chain for the Park.

#### 4.5 Action plan – employment and business opportunities

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process required to migrate or promote impacts	Responsible team/ organisation
<p>ODA Equality and Diversity Strategy, Race, Disability and Gender Equality Schemes &amp; Employment and Skills Strategy</p> <p>Strategies promote fair recruitment.</p>	<p>All priority groups, particularly race, gender, disability</p>	<p>Review recruitment and advertising strategy success in promoting range of employment opportunities to people from different equality strands.</p>	<p>Monitoring process</p>	<p>ODA HR Employment and Skills team</p>
<p>ODA Equality and Diversity Strategy, Race, Disability and Gender Equality schemes &amp; Employment and Skills Strategy</p> <p>Strategies promote fair recruitment.</p>	<p>All priority groups, particularly those affected by low skills and high unemployment rates.</p>	<p>Set ambitious targets for recruitment of long-term unemployed, people needing vocational training and new entrants to the labour market in the design and construction of the Park.</p>	<p>Monitoring process</p>	<p>Employment and Skills</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process required to migrate or promote impacts	Responsible team/ organisation
<p>ODA Equality and Diversity Strategy, Race, Disability and Gender Equality schemes &amp; Employment and Skills Strategy</p> <p>Strategies promote management for equal employment.</p>	<p>All priority groups, particularly women, older people, people from different faith groups, disabled people and BAME people.</p>	<p>Incorporate flexible working policy for all employees where possible to accommodate the circumstances of individual employees.</p>	<p>Examine and review employment policies</p>	<p>ODA HR for ODA staff</p> <p>Contractors for staff on site</p>
<p>ODA Equality and Diversity Strategy, Race, Disability and Gender Equality schemes &amp; Employment and Skills Strategy</p> <p>Strategies promote combating of workplace discrimination.</p>	<p>All priority groups, particularly race, gender, disability</p>	<p>Monitor workplace behaviour to prevent harassment on any grounds</p>	<p>Monitoring process</p>	<p>ODA HR / CLM HR</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process required to migrate or promote impacts	Responsible team/ organisation
<p>ODA Equality and Diversity Strategy, Race, Disability and Gender Equality schemes &amp; Employment and Skills Strategy</p> <p>Strategies promote combating of workplace discrimination.</p>	Faith groups	Consider providing kitchens for the preparation of food in accordance with different dietary restrictions linked to the practice of different faith groups for employees, including during the construction phases	Monitoring process	Facilities and Logistics
<p>ODA Equality and Diversity Strategy, Race, Disability and Gender Equality schemes &amp; Employment and Skills Strategy</p> <p>Strategies include measures to monitor equal access to employment by race, gender, disability.</p>	BAME people, women, disabled people	<p>Continued monitoring of recruitment and employment levels on grounds of gender, race, ethnicity</p> <p>Consider extending monitoring to cover all equality strands</p>	Monitoring process	<p>ODA HR for ODA staff</p> <p>Contractors for site staff</p> <p>ODA / CLM</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process required to migrate or promote impacts	Responsible team/ organisation
LOCOG's Equality and Diversity Policy identifies diversity & inclusion as key differentiator of 2012 Games.	All priority groups	LOCOG require suppliers to OPD to develop own equality and diversity policy	Examine and review employment policies	LOCOG
LOCOG's Equality and Diversity Policy identifies diversity & inclusion as key differentiator of 2012 Games.	All priority groups	LOCOG to apply lessons learnt from ODA regarding equal recruitment, management, addressing discrimination in the workplace, equality monitoring.	Examine and review employment policies	LOCOG

## 5 Design and construction impacts for the Olympic and Paralympic Games

### 5.1 Introduction

The design and construction impacts resulting from the delivery of the development permitted under the London 2012 Olympic Park Permissions for the Olympic and Paralympic Games are considered in this chapter, including impacts resulting during the construction phase, impacts concerning the design and construction of the venues and buildings, Parklands and public realm.

### 5.2 Construction phase impacts

The environmental impacts of construction works on communities living around the site, as well as the effects of temporarily re-providing existing allotments and permanent relocation of traveller sites off the site, have been considered as part of the Environmental Assessment of the 2007 applications.

Construction works have potential to give rise to negative impacts for communities living around the development site, including disruption to everyday activities, changed routes, worsened noise levels and air quality and safety impacts, particularly for children and young people. These are likely to have negative impacts for people from across all the equality strands.

The Code of Construction Practice (COCP) sets out measures to minimise inconvenience to local people from construction works, to ensure that the behaviour of personnel does not cause offence to the public and to enable reporting of non-compliance with the code. Compliance and following the protocols for dealing with disputes concerning non-compliance are likely to reduce the risk of negative impacts. Furthermore the Environmental Statement sets out measures to mitigate adverse environmental impacts for communities living around the site.

Temporary diversions to existing routes around the site may not be easily accessible for people with mobility impairments or who use aids, such as wheelchairs, sticks or pushchairs (although no assessment has been carried out of the accessibility of the prior existing routes). The Inclusive Design Standards and the Design and Access Statement for the Park set out high standards for inclusive access for people from across the equality priority groups in the Park. However, there is no explicit inclusion of access requirements at construction stage, either inside the OPD or in the routes around the site, although other mechanisms exist to enforce standards of accessibility. Local residents, which include a disproportionate number of BAME people, may be inconvenienced by closure of routes, and disabled people, as well as older people and women or other people looking after young children may be particularly affected by poor accessibility around the site.

High levels of security for the site may include requirements for people, including site visitors and employees, to disclose personal details to an extent that may be considered intrusive and potentially embarrassing.

Large transient populations of construction workers living in temporary accommodation near construction sites may have safety implications especially for BAME people, who form a large proportion of the local population, as well as women, due to concerns about their personal security. The Code of Construction Practice (COCP) sets out measures to minimise inconvenience to local people from construction works. Compliance and following the protocols for dealing with disputes concerning non-compliance are likely to reduce the risk of negative impacts. It should be clarified if these protocols extend to off-duty workers. Additional appropriate measures may be needed to address safety concerns of local residents.

The temporary re-provision of allotments outside the OPD may have meant some existing users experienced worse access to the new site, potentially resulting in people giving up their plots, with possible adverse impacts for people from equality priority groups, particularly those who face greater barriers to mobility.

The permanent relocation of traveller sites may have had a negative impact on the living conditions and access to services of travellers, including women travellers, children and young people and older people.

### 5.3 Mitigation for construction phase

Provide lighting, signposting and wayfinding or other measures, such as the type of hoarding used around perimeter of construction site as measures to improve people's actual and perceived safety and to prevent people getting lost.

Consider the design and routing of diverted routes to enable local residents to reach their destinations as conveniently as possible.

Consider the design and layout of diverted routes for easy access by wheelchair users as well as for people with other forms of disability, older people as well as people with pushchairs.

Security procedures for entry to the Park should balance the need to ensure security with sensitivity to people's privacy, to avoid embarrassment or awkwardness for visitors regarding intrusive questions and requirements for high levels of personal details, which may be particularly significant for people belonging to equality priority groups.

Looking towards the permanent re-provision of the allotments within the Park, learn from the experiences of the temporary re-provision to identify any additional measures that can support people from priority groups to continue as plot holders on the permanent site.

## 5.4 Design and construction impacts – venues and buildings

Assessments have been carried out for the following venues and buildings:

- Olympic Stadium;
- Aquatics Centre;
- other Paralympic and Olympic sporting venues (including: temporary basketball, wheelchair rugby, wheelchair basketball venue; temporary main hockey and secondary hockey venue, paralympic 7-a-side and 5-a-side football; temporary handball venue and legacy multi-purpose sport and recreation use; Velodrome; bmx venue; fencing hall; and changing rooms within the Park;
- office accommodation, international broadcasting and main press Centres;
- multi-storey car Park;
- temporary and permanent buildings for servicing and spectator support facilities in the Park; and
- Energy Centre and Visitors Centre

The Inclusive Design Standards set out detailed requirements for meeting the inclusion and accessibility requirements for equality priority groups in their use of the venues and buildings.

## 5.5 Recommended mitigation measures

The following recommended mitigation measures are considered likely to benefit all equality target groups, as well as other visitors to all venues and buildings in the Olympic Park.

Equality Statements identifying measures to avoid negative impacts for equality priority groups and to maximise positive impacts are required to support the reserved matters submissions for each of the individual buildings and venues as part of the planning process. It is recommended that for those venues and buildings which have not yet discharged their reserved matters issues in respect of the requirement for an accompanying equality statement, all the relevant following recommendations are fully considered and incorporated into the equality statement.

For all additional design measures identified here, it is recommended that these are subject to the compliance reporting requirements for the Inclusive Design Standards and Design and Access Statement at the end of each RIBA design stage.

As visitors discover the size of venues and distances involved in reaching them, there may be particular issues for older people, disabled people, women or other Carers, if, for example, the weather is hot. The following measures are recommended:

- provide adequate shelter from adverse weather conditions (rain or sunshine);
- provide an appropriate number of seating at frequent intervals along routes to venues.

The size of the venues may also give rise to issues for people from equality priority groups once they are inside them. The following measures are recommended:

- accessible seating and amenity seating as specified in the Inclusive Design Standards, with generous leg room in seating areas within venues;
- seating layout to enable clear lines of sight for good view of sporting activities from all seats;
- provide additional large screens to enable clear view of the action for all visitors; and
- provide easily identifiable meeting points within venues and buildings.

### **Women**

Adequate single sex toilet and baby changing facilities, separate from main toilet cubicles, with sufficient space and some design detail to provide diversion for an older child. This also applies to men with child care responsibilities.

Comfortable private areas for breastfeeding, with some physical separation from baby changing areas.

Consider provision of dedicated secure storage space for pushchairs within the venues and buildings. This also applies to men with child care responsibilities.

### **LGB**

Consider provision of facilities where gay, lesbian and bisexual people could gather.

### **Trans people**

Provide a certain number of uni-sex toilets and changing facilities for those who feel uncomfortable using single sex or shared facilities, following the example of the London lesbian and gay film festival.

### **Faith groups**

Seek the advice of religious leaders concerning the detailed design of prayer rooms, to include opportunities for private or group prayer and to meet the specific needs of different faith groups across all venues and buildings.

Provide dedicated areas within the temporary spectator support facilities for people from different faith groups who are fasting or follow dietary restrictions in the practice of their faith to rest away from serving or consuming food or drink, as well as providing facilities to

break their fast appropriately within the Park. Seek advice from faith leaders should be concerning the precise requirements.

Provide crèche and play spaces near faith facilities.

Pay careful consideration to view lines in toilets; for example, men should not be able to catch a glimpse of a woman who is trying to adhere to the modesty restriction of her faith.

### **Disabled people**

Design doors/gates in line with the Inclusive design Standards.

Provide tactile surfaces, where appropriate, to prevent slipping and aid wayfinding.

Provide visual and audio facilities appropriate to enable people with visual or auditory impairments to follow the action via large screens and systems that are easy for hearing aid users.

Ensure design of faith facilities is consistent with Inclusive Design Standards relevant for disability accessibility.

### **Children and young people**

Consider provision of areas designed to allow for designated seating areas for families and young people

Consider provision of play areas and areas to learn/try out new sports including the London 2012 Games sports.

### **Office accommodation, international broadcasting and main press Centres during the Games**

The design of these buildings will need to consider the particular needs for disabled people and older people to ensure these groups are catered for in an adequate manner.

For disabled people there is a need to ensure these buildings are adaptable for future office uses to be used by disabled people.

For older people there is a need to ensure choice of lifts and stairs for moving within building.

### **Multi-storey car Park**

Multi-storey car Parks often involve shared use of space by pedestrians and vehicles and so can include hazards for children, older people and disabled people. It is recognised that the design allows for specific designated areas for disabled users, complemented by

existing Inclusive Design Standards for lifts and parking. Additional recommendations are made for women, as a priority group which in practice includes the majority of childcare providers:

- ensure parent and child spaces are well located; and
- ensure adequate signage within the car Park to designated spaces.

### **Temporary and permanent buildings for servicing and spectator support facilities in the Park during the Games**

Provide infant feeding stations, where parents can sterilise/prepare infant formula milk or other infant feeds.

For BAME/faith groups provide kitchens for the preparation of food in accordance with different dietary restrictions linked to the practice of different faith groups.

### **Energy Centre and Visitors Centre during the Games**

The design of the Visitors Centre will need to consider the particular needs for BAME/faith groups, disabled people and children and young people to ensure these groups are catered for in an adequate manner.

For disabled people need to ensure that all displays and exhibitions within the centre are accessible to all disabled people.

For children and young people need to provide sufficient space to hold workshops and interactive activities to engage them.

## **5.6 Design and construction impacts within Parklands and public realm, including transport within the Park**

Here, we summarise the impacts of the design and construction proposals concerning the parkland and public realm during the Games, identifying both overarching Inclusive Design impacts as well as for individual equality priority groups.

The Inclusive Design Standards set high standards for achieving inclusive access for people from across the equality priority groups. The principal focus is on disabled people, although specific measures are also included with regards to older people, people from different faith groups, and carers. There is recognition that the specific needs of all the equality strands should be addressed in the design. Many of the measures principally aimed at accessibility for disabled people are likely to benefit people from other equality priority groups.

The Inclusive Design Standards set out requirements for lighting to contribute to the feeling of a safe and secure environment within the Park. This is likely to benefit people from across the equality priority groups.

Design measures aimed at creating a physical environment that will promote a feeling of a safe and secure environment/atmosphere in and around the venues and buildings will help ensure that people from across the equality priority groups enjoy equal access.

A strong emphasis on accessibility within proposals with regards to transport, coach parking as well as taxi drop off points are likely to enhance accessibility to the benefit of all equality priority groups, with particular significance for disabled people, women as carers, and older people.

Crowd flow measures are likely to support the mobility of equality priority groups within the Park, including children, carers, older people and disabled people.

### **Disabled people and older people**

The Design and Access statement (DAS), which includes coverage of parking and transport, Olympic Park entrances, information points, concourse and seating strategy and mobility scheme, sets out detailed measures to achieve the Inclusive Design Standard requirements. These will contribute towards providing equal access and independent mobility for disabled people in their use of the public realm and Parklands, as well as transport within the Park. Further work on concourse interface design is foreseen to address specific accessibility issues identified in relation to the design of these areas of the public realm. These measures are likely to additionally benefit older people.

### **Children and young people**

Proposals for spectator support areas and signage that use symbols and simple language are likely to support children and young people to move around in the Park confidently and for young people/older children to do so independently.

Rest areas, seating, toilets, information points and lost children's areas will support children to move around the site comfortably and confidently.

## **5.7 Recommended mitigation measures**

The Games will attract a great diversity of people for whom English is not their first language. Measures to improve way-finding, for example colour coded areas, electronic visual signage programmed to provide information in different languages, automated audio messages and sufficient numbers of guides who can speak different languages, as well as use information provided in non-written forms (i.e. using symbols) are recommended. Non-verbal means of communication will also benefit others by providing alternatives to only written language.

Good design can contribute to making public places better for people to use and ensure land is used in an efficient manner. A variety of design mitigation measures associated with the Parkland, public realm and transport will help to create a safer and more comfortable environment within the Park.

Minimising walking distances between transportation modes can benefit different groups, including children, carers, older people and disabled people.

Provide seating which is sheltered both from the wind and from rain and sun at transport transfer points.

Provide infrastructure to accommodate accessible, free transport within the Park, enabling efficient and convenient inter-connections with public transport systems outside the Park.

Provide shelters and seating within the coach park.

Pay particular attention to lighting along principal pedestrian routes, at taxi points and in coach Park where people from equality priority groups may feel more vulnerable.

Ensure seating, with shelter from wind, sun and rain, is located where queues have the potential to arise to enable people to rest briefly while waiting in line.

## **Women**

Clarify if internal shuttle bus within the Park will be limited to use by disabled people and carers or by others visitors, either universally or by families with young children in particular.

Provide lost facilities for children and vulnerable adults, not only lost property facilities.

## 5.8 Action Plan – Design and construction for the Olympic and Paralympic Games

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
<p>Construction works likely to disrupt everyday life and routines, worsen noise levels and air quality and safety, particularly for children Code of Construction Practice sets out measures to minimise inconvenience and includes compliance measures. Environmental Statement and Environmental Management Plan set out further mitigation measures to mitigate adverse impacts</p>	<p>All priority groups – note that BAME people form significant proportion of local population children and young people</p>	<p>Lighting, signposting, wayfinding methods should be employed around the perimeter of construction site as measures to ensure safety and prevent disorientation for all equality groups.</p> <p>Application &amp; monitoring of CoCP via EMP and enforcement protocols</p> <p>Continue awareness work with local children and young people concerning the dangers of construction sites.</p>	<p>Examine and review impacts of construction work</p>	<p>CLM/ODA Site Operations; Health, Safety, and Environment (Ongoing)</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
A decrease in accessibility and mobility is likely to result from temporary closure, diversion or disruption to routes, including provision of temporary alternative routes.	All	Consider the design and layout of diverted routes for safe and easy access by wheelchair users, people with mobility impairments and other disabilities as well as for people with other forms of disability, older people, pushchair users and other priority groups.	Examine and review impacts of construction work	CLM/ODA Site Operations (Ongoing)
High levels of security for the site may include requirements for people, including site visitors and employees to disclose personal details to an extent that may be considered intrusive and potentially embarrassing.	All priority groups	Security procedures for entry to the Park should balance the need to ensure security with sensitivity to people's privacy, to avoid embarrassment or awkwardness for visitors regarding intrusive questions and requirements for high levels of personal details.	Ongoing examination and review effects of security requirements	ODA Security (Ongoing)

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
<p>Large transient populations using the temporary accommodation during the construction phase may have safety implications. COCP sets out measures to minimise inconvenience.</p>	<p>BAME and women, particularly BAME women in local community</p>	<p>Application &amp; monitoring of CoCP via EMP and enforcement protocols regarding behaviour of construction personnel.</p> <p>Clarify if protocols extend to off-duty workers. Additional appropriate measures may be needed to address safety concerns of local residents relating to off-duty construction workers living temporarily in the area.</p>	<p>Ongoing examination and review effects of construction work</p>	<p>CLM/ODA Communications</p>
<p>Temporary re-provision of allotments outside the OPD may have meant some existing users experienced worse access to the new site, potentially resulting in people giving up their plots, due to transport mobility barriers.</p>	<p>All equality priority groups represented amongst existing allotment plot-holders</p>	<p>Looking towards the permanent re-provision of the allotments within the Park, learn from the experiences of the temporary re-provision to identify any additional measures that can support people from priority groups to continue their allotment use on the permanent site</p>	<p>Parklands and Public Realm; Allocation of allotments in Designs</p>	<p>Design Team</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
Inclusive Design Standards include measures to address inclusive access for equality groups	All, especially disabled people	Ensure standards applied throughout Park, venues and buildings and in transportation within the Park.	Ongoing examination and review through design process.	Design teams
Large size of venues and long distances involved, particularly in hot weather, may detract from ability of equality groups to participate fully.	All priority groups particularly older people, disabled people, carers	Provide adequate shelter from adverse weather conditions (rain or sunshine); Provide an appropriate number of seating at frequent intervals along routes to venues Provide accessible seating and amenity seating as specified in the Inclusive Design Standards, with generous leg room in seating areas within venues	Ongoing examination and review through design process	Design Team

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
<p>Large size of venues and long distances involved, particularly in hot weather, may detract from ability of equality groups to participate fully.</p> <p>Inclusive Design Standards set out detailed requirements for meeting the inclusion and accessibility requirements for equality priority groups in their use of the venues and buildings.</p>	<p>All priority groups particularly older people, disabled people, carers.</p>	<p>Seating layout to enable clear lines of sight for good view of sporting activities from all seats.</p> <p>Provide additional large screens to enable clear view of the action for all visitors.</p> <p>Provide easily identifiable meeting points within venues and buildings</p> <p>Provide adequate shelter from adverse weather conditions (wind, rain or sunshine) in and around venues.</p>	<p>Ongoing examination and review through design process</p>	<p>Design Team</p>
<p>Poorly lit corridors or other public areas within venues could give rise to safety concerns.</p>	<p>All priority groups</p>	<p>The lighting throughout venues and buildings should be consistent with the lighting strategy to avoid the creation of poorly lit corridors or other public areas.</p>	<p>Ongoing examination and review through design process</p>	<p>Design Teams</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
<p>Inclusive Design Standards need additional measures to meet the needs of carers of young children and of pregnant and breastfeeding women.</p>	<p>Women</p>	<p>Adequate toilet and baby changing facilities, separate from main toilet cubicles, with sufficient space and some design detail to provide diversion for an older child</p> <p>Comfortable private areas for breastfeeding, with some physical separation from baby changing areas.</p> <p>Infant feeding stations</p> <p>Within office accommodation &amp; IBC, provide flexible spaces suitable for rest areas for pregnant women at work and for women returners to express milk in private.</p> <p>Consider provision of dedicated secure storage space for pushchairs within the venues and buildings</p>	<p>Ongoing examination and review through design process</p>	<p>Design Teams.</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
Inclusive Design Standards need additional measures to meet the needs of LGB and trans people	LGB and Trans people	<p>A certain number of gender neutral toilets and private / individual changing facilities can be provided for those who feel uncomfortable using single sex toilets and shared changing facilities.</p> <p>Provide facilities where gay, lesbian and bisexual people could gather</p>	Ongoing examination and review through design process	Design Teams
Additional measures to strengthen measures within Inclusive Design Standards to address specific needs of people of different faith groups.	Faith groups	Seek the advice of religious leaders concerning the detailed design of prayer rooms, to include opportunities for private or group prayer and to meet the specific needs of different faith groups across all venues and buildings. (E.g. separate entrances for men and women.)	Ongoing examination and review through design process	Design Teams

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
Additional measures to strengthen measures within Inclusive Design Standards to address specific needs of people of different faith groups.	Faith groups	Provide dedicated areas within the temporary spectator support facilities for people from different faith groups who are fasting or follow dietary restrictions in the practice of their faith to rest away for serving or consuming food or drink, as well as providing facilities to break their fast appropriately within the Park Advice from local and national faith leaders should be sought concerning the precise requirements in these areas.	Ongoing examination and review through design process	Design Teams

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
Additional measures to strengthen measures within Inclusive Design Standards to address specific needs of people of different faith groups.	Faith groups	<p>Provide kitchens for the preparation of Kosher, Halal, Jain food or to meet the requirements of other faith-based dietary restrictions</p> <p>Provide crèche and play spaces near faith facilities</p> <p>Careful consideration should be paid to view lines in toilets; e.g. men shouldn't be able to catch a glimpse of a woman who may be religion bound to remain unseen by men.</p> <p>Ensure design of faith facilities is consistent with Inclusive Design standards relevant to disabled people e.g. to ensure wheelchair accessibility.</p>	Ongoing examination and review through design process	Design Teams

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
Additional measures required to strengthen measures within Inclusive Design Standards to address specific needs of disabled people and older people	Disabled people and older people	<p>Provide buttons on doors/gates that will automatically open them – these should be at a low level suitable for wheelchair users</p> <p>Provide tactile surfaces, where appropriate</p> <p>Provide a choice of lifts and stairs for moving within buildings</p> <p>Visitor's Centre: Design display and exhibition spaces within the centre to be accessible to disabled people, including disabled children.</p>	Ongoing examination and review through design process	Design Teams
Possible impacts of venue design on users with limited vision, speech and auditory impairments as well as unfamiliarity with English language	Disabled people, older people, BAME	Provide visual and audio facilities appropriate to enable people with visual or auditory impairments to follow the action via large screens and systems that are easy for hearing aid users.	Ongoing examination and review through design process	Design Teams

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
Possible impacts of venue design on comfort levels and educational value to children and young people	Children / young people	<p>Consider focus group suggestion for a 'family friendly' zone within the Stadium.</p> <p>Design of accreditation areas and other pinch points within the Park should be designed to enable family or other groups including children to keep together, ensuring that queues don't make it difficult for people to see where they're going.</p> <p>Ensure design allows ease of access to food outlets and other facilities for families from their seats</p> <p>Provision of play areas and areas to learn/try out new sports including the London 2012 Games sports.</p> <p>Provide sufficient space to hold workshops and interactive activities (Energy Centre and Visitors Centre)</p>	Ongoing examination and review through design process	Design Teams

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
Possible impacts of multi-storey car Park design on actual and perceived safety levels in venues	All, but especially women, BAME, different faith groups, older people, young people and all carers of young children	Ensure adequate signage within the car Park to designated spaces. Ensure parent and child spaces are well located	Ongoing examination and review through design process	Design Teams
Inclusive Design Standards and the Design and Access Statement set high standards for achieving inclusive access which are likely to benefit people from priority groups	All priority groups, particularly disabled people.	Implement and monitor application of Inclusive Design Standards across public realm, Parklands and in transportation within OPD.	Ongoing examination and review through design process	Design Teams

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
<p>Inclusive Design Standards and the Design and Access Statement set out requirements for lighting to contribute to the feeling of a safe and secure environment within the Park</p>	<p>All priority groups.</p>	<p>Particular attention should be paid to lighting along principal pedestrian routes, at taxi points and in coach Park where people from equality priority groups may feel more vulnerable.</p> <p>Lighting strategy should emphasise addressing safety concerns of equality groups.</p>	<p>Ongoing examination and review through design process</p>	<p>Design teams</p>
<p>Design measures aimed at creating a physical environment that will promote a feeling of a safe and secure environment/atmosphere</p>	<p>All priority groups</p> <p>Children and young people</p>	<p>Layout of the Park should take account of public health, crime prevention and safety, such as designing out hidden areas and designing in natural surveillance and ensure landscape design supports safety.</p> <p>Provide areas/facilities for people who are lost, not only facilities for lost and found property.</p>	<p>Ongoing examination and review through design process</p>	<p>Design Teams</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
Crowd flow measures are likely to support the mobility of equality priority groups	Children, carers, older people, disabled people.	<p>Barriers with sufficient circulation space that will help to control the flow of people into and out of the Park in a safe manner.</p> <p>Areas adjacent to the barriers with seats to allow people who may need extra help to sit and rest</p>	Ongoing examination and review through design process	Design Teams
Design and Access statement proposals, including DAS proposals on Parking and transport, Olympic Park entrances, information points, concourse and mobility scheme, set out detailed requirements for providing equal access and independent mobility.	Disabled people, older people	<p>Ensure proposals to assist the movement of disabled and older people are designed in a manner that ensures they are all properly connected and there are no gaps between mitigation measures.</p> <p>Suggest further consideration is given to the design of Concourse Interface</p>	Ongoing examination and review through design process	Design Teams

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
Spectator support areas and signage using symbols and simple language likely to support confident mobility for children	Children & young people	Apply signage requirements in Inclusive Design Standards consistently within Park. Wayfinding strategy to apply similar approach.	Ongoing examination and review through design process	Design Teams
Rest areas, seating, toilets, information points and lost children's areas will support children to move around confidently. However, long walking distances within the Park could be problematic for children, particularly if there are queues.	Children & young people	Facilitates and seating, with shelter from wind, sun and rain, should be located where queues have the potential to arise, to enable people to rest briefly while waiting in line or simply need a break.  Useful if some rest areas are located near any temporary play areas.	Ongoing examination and review through design process	Design Teams

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
A strong emphasis on accessibility within proposals with regards to transport, car, coach Parking as well as taxi drop off points are likely to enhance accessibility	All priority groups	<p>Provide infrastructure for free transport within the Park enabling efficient and convenient inter-connections with public transport systems outside the Park.</p> <p>Provide shelters and seating within the coach Park.</p> <p>Particular attention should be paid to lighting along principal pedestrian routes, at taxi points and in coach Park where people from equality priority groups may feel more vulnerable.</p>	Ongoing examination and review through design process	Design Teams

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>	<b>Resource implication or process</b>	<b>Responsible person and Date due to be completed / reviewed</b>
<p>A strong emphasis on accessibility within proposals with regards to transport, car, coach Parking as well as taxi drop off points are likely to enhance accessibility</p>	<p>All priority groups</p>	<p>Ensure seating, with shelter from wind, sun and rain, is located where queues have the potential to arise to enable people to rest briefly while waiting in line for transport vehicles.</p> <p>Provide infrastructure to accommodate free accessible transport within the Park, enabling efficient and convenient inter-connections with public transport systems outside the Park.</p>	<p>Ongoing examination and review through design process</p>	<p>Design Teams</p>
<p>The Games will attract a great diversity of people for whom English is not their first language and who may get lost or confused if they can't easily understand signage or information.</p>	<p>BAME, faith groups, as well as international visitors</p>	<p>Consider measures to improve way-finding, via colour coding areas, electronic visual signage systems programmed to provide information in different languages, automated audio messages, sufficient staffing as well as information using simple symbols, in line with Inclusive Design Standards.</p>	<p>Ongoing examination and review through design process</p>	<p>Design Teams</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resource implication or process	Responsible person and Date due to be completed / reviewed
<p>Possible impacts of Park design on accessibility</p> <p>Children and vulnerable adults may be at high risk of getting lost in large, crowded space that they are visiting for the first time.</p>	<p>Children, disabled people, older people Carers and vulnerable people.</p>	<p>Well provided rest areas, seating, toilets, information points and lost persons areas</p> <p>Clarify if internal shuttle bus within the Park will be limited to use by disabled people and carers or by others visitors, either universally or by families with young children in particular.</p> <p>Provide lost facilities for children and vulnerable adults within the Park. Make these easily identifiable from a long distance so that people can be easily directed to them.</p>	<p>Ongoing examination and review through design process</p>	<p>Design Teams</p>

## 6 Design and construction impacts for legacy transformation

### 6.1 Introduction

This chapter considers the design and construction impacts for the parklands and public realm, including transport within the Park, as well as for all the venues and buildings for the legacy transformation. The recommended mitigation measures identified in this chapter mainly relate to the responsibilities of the ODA. Recommended mitigation measures for the future managers of the Park are identified in the Legacy management chapter.

### 6.2 Legacy design and construction impacts – venues and buildings

Assessments have been carried out for the following venues and buildings:

- Olympic Stadium;
- Aquatics Centre (based on assessment done by ODA and dated January 2007);
- legacy multi-purpose sport and recreation use; (Handball Arena during the Games);
- Velodrome;
- BMX venue;
- uncovered and covered sports, leisure and entertainment venues including hockey, football and ancillary uses;
- changing rooms within the Park;
- office accommodation and other buildings subject to change of use;
- multi-storey car park; and
- Energy Centre and Visitors Centre.

Many of the venues and buildings retained in legacy will be scaled down in size or have structural changes made to better suit the needs of their legacy usage. The assessment was principally concerned with impacts for equal access to buildings, venues, facilities and services.

The Inclusive Design Standards set out detailed requirements for meeting the inclusion and accessibility requirements for disabled people in their use of the venues and buildings, as well as specific measures to address the needs of people from different faith groups and of carers of children. The standards furthermore include a range of measures that are likely to benefit people from across the different equality priority groups as visitors to the Parkland, public realm, venues and buildings in the legacy transformation.

## 6.3 Recommended mitigation measures

The following recommended mitigation measures are considered likely to benefit all equality target groups, as well as other visitors to all venues and buildings in the legacy transformation.

As visitors discover the size of venues and distances involved in a large urban park, there may be particular issues for older people, disabled people, women or other carers, if, for example, the weather is hot. The following measures are recommended:

- provide adequate shelter from adverse weather conditions (rain or sunshine); and
- provide an appropriate number of seating at frequent intervals along routes to venues.

The nature and size of a sport venue may give rise to issues for people from equality priority groups once they are inside them. The following measures are recommended:

- accessible seating and amenity seating as specified in the Inclusive Design Standards, with generous leg room in seating areas within venues;
- seating layout to enable clear lines of sight for good view of sporting activities from all seats;
- provide additional large screens to enable clear view of the action for all visitors; and
- provide easily identifiable meeting points within venues and buildings.

### **Women**

Adequate toilet and baby changing facilities, separate from main toilet cubicles, with sufficient space and some design detail to provide diversion for an older child

Consider comfortable private areas for breastfeeding, with some physical separation from baby changing areas

Consider provision of dedicated secure storage space for pushchairs within the venues and buildings

Investigate separate entrances and exits for people with children and/or buggy users and some with automatic opening doors, but not revolving doors

### **LGB**

Consider provision of additional facilities where gay, lesbian and bisexual people could gather.

### **Trans people**

Provide a certain number of private / individual changing facilities for those who feel uncomfortable using public facilities.

## **Faith groups**

Ensure sufficient faith facilities are retained in legacy phase to meet needs of the local community, for meetings as well as prayer use.

Seek the advice of religious leaders to ensure the prayer rooms are still appropriately designed for long term use, to consider opportunities for private or group prayer, and to meet the specific needs of different faith groups across all venues and buildings.

Review design of faith facilities, including washing areas to be consistent with the Inclusive Design Standards, for example to ensure wheelchair accessibility. In case of segregated facilities, care should be taken to ensure equal accessibility to entrances for men and women.

Consider providing crèche and play spaces near faith facilities.

Pay careful consideration to view lines in toilets; e.g. men shouldn't be able to catch a glimpse of a woman who observes religious or cultural modesty restrictions.

## **Disabled people**

Design entrances in accordance with the Inclusive Design Standards.

Provide tactile surfaces, where appropriate to prevent slipping and aid wayfinding.

Provide visual and audio facilities appropriate to enable people with visual or auditory impairments to follow the action via large screens and systems that are easy for hearing aid users.

Ensure design of faith facilities is consistent with Inclusive Design Standards relevant for disability accessibility.

## **Children and young people**

Consider provision of areas designed to allow for designated seating areas for families and young people

Consider provision of play areas and areas to learn/try out new sports including the London 2012 Games sports.

Consider provision of parent and child dedicated parking in car Parks.

## **Office accommodation**

The design of these buildings will need to consider the particular needs for disabled people and older people to ensure these groups are catered for in an adequate manner.

Specific consider needs to be given to internal and external environment of any office buildings or any future change of uses to accommodate disabled people.

For older people there is a need to ensure choice of lifts and stairs for moving within building.

### **Multi-storey car park**

Multi-storey car parks can be dangerous locations for children and disabled people. It is recognised that the design allows for specific designated areas for disabled users, complemented by existing Inclusive Design Standards for lifts and parking. Additional recommendations are made for women, as a priority group which in practice includes the majority of childcare providers:

- ensure parent and child spaces are well located; and
- ensure adequate signage within the car park to designated spaces.

### **Energy Centre and Visitors Centre in legacy**

For disabled people need to ensure that all displays and exhibitions within the centre are accessible to all disabled people.

For children and young people need to provide sufficient space to hold workshops and interactive activities to engage them.

## **6.4 Design and construction impacts within Parklands and public realm, including transport**

Here we summarise the impacts of the design and construction proposals concerning the Parkland and public realm in the legacy transformation. This includes both overarching Inclusive Design impacts and impacts for individual equality priority groups.

The Inclusive Design Standards set high standards for achieving inclusive access for people from across the equality priority groups. The principal focus is on disabled people, although specific measures are also included with regards to older people, people from different faith groups, and carers. There is recognition that the specific needs of all the equality strands should be addressed in the design. Many of the measures principally aimed at accessibility for disabled people are likely to benefit people from other equality priority groups.

The Inclusive Design Standards set out requirements for lighting to contribute to the feeling of a safe and secure environment within the Park. This is likely to benefit people from across the equality priority groups.

Design measures aimed at creating a physical environment that will promote a feeling of a safe and secure environment/atmosphere in and around the venues and buildings will help ensure that people from across the equality priority groups enjoy equal access. There may be new operational challenges that may arise in the legacy in terms of vandalism and other abuse that may require additional new design measures to avoid people feeling of unsafe.

A strong emphasis on accessibility within proposals with regards to transport, car, coach, cycle parking as well as taxi drop off points are likely to enhance accessibility to the benefit of all equality priority groups, with particular significance for disabled people, women, carers, and older people.

### **Disabled people and older people**

The Design and Access statement (DAS), including measures for parking and transport, Parkland entrances, concourse and seating strategy and mobility scheme, set out detailed requirements for providing equal access and independent mobility for disabled people in their use of the public realm and Parklands, as well as transport within the Park. These measures are likely to additionally benefit older people. Further work on Concourse Interface design is foreseen to address specific accessibility issues identified in relation to the design of these parts of the public realm.

### **Children and young people**

A park of this size combined with the likely large numbers of visitors may mean that children and vulnerable adults, may be prone to getting lost.

Proposals for spectator support areas and signage that use symbols and simple language are likely to support children and young people to move around in the Park confidently and for young people/older children to do so independently.

Rest areas, seating, toilets, information points and lost children's areas will support children to move around the site comfortably and confidently.

Long walking distances to and within the Park could be problematic for children, particularly if there are queues.

## **6.5 Recommended mitigation measures**

Good design incorporated as part of the Games should continue to make public places better for people using the Park. However in the legacy transformation there are various additional design mitigation measures associated with the Parkland, public realm and transport that will help to ensure the long term safety and comfort of visitors to Park.

The Park will continue to attract a great diversity of local people and from farther afield for whom English is not their first language, so it is suggested way-findings measures and accessibility standards from the Games are retained in transformation. Any new signage should be consistent in style with the signage throughout the Park.

The detailed design should consider the spacing of lighting along principal pedestrian routes and placement of transport pick-up and drop-off points throughout the Park, so people from equality target groups do not feel more vulnerable and they will feel equally safe to move about the Park.

Consider gating of parts of the Park in order to discourage vandalism and other abuse that could give rise to a people feeling unsafe.

Detailed designs of open spaces and paths should consider including sufficient open vistas and clear sight lines, so they expose anti social behaviour. This will also make the surroundings feel safer with less hidden spots, particularly if legacy transformation sites are surrounded by hoarding during construction phases.

Design the waterways so that areas with easy access are well-observed and sufficient room for safety barriers.

Cycle and pedestrian routes should feature main routes following desire lines linking local residential areas and meet up with existing cycle networks and should be easily visible and pass by 'busy' areas so that people feel safe as pedestrians and cyclists.

Cycle parking should be located in areas that are overlooked and well lit and not in isolated, hidden areas or insecure areas.

The narrowing of bridges and paths and design of paths should consider the issue of separation of cyclists and pedestrians, allowing adequate space for both. The planning of routes should ensure that cycle routes follow likely desire lines of cyclists across Park, so that cyclists do not illegally use pedestrian routes where cycle lanes are not provided.

## **Women**

Careful design consideration should be paid to view lines in toilets important, so that women who observe modesty restrictions in the practice of their faith are not visible to men whilst visiting the toilets.

Provide adequate room for nappy changing and baby feeding areas in area separate from main toilet facilities. Ensure changing facilities are not provided solely in women's toilets.

Consider providing private areas for breastfeeding and bottle feeding/preparation of infant feeds, to include microwave /steriliser/ bottle heater/ sink for equipment cleaning/ basin for handwashing. Infant feed preparation may be appropriate within cafes or dining facilities. Some additional consideration may need to be given to design to accommodate the privacy needs of women of faith groups.

Rest areas should provide appropriate shelter for people with babies particularly in open spaces used for picnicking.

The design of any additional play spaces can be made to reflect the diverse cultural context of the legacy transformation. This principle was followed in a Viking themed children's Park in Kingsmead Estate, Hackney (GLA 2006 :25)

Consider positioning crèche and play spaces near faith facilities

Ensure Inclusive Design Standards are applied to the prayer facilities to ensure accessibility for pushchair access.

Provision of some covered cycle and buggy parking near play areas could encourage all year round usage of play spaces.

Clarify if internal shuttle bus within the Park will continue and if it will be limited to use by disabled people and carers or by others visitors, either universally or by families with young children in particular.

### **Children and young people**

Ensure any additional play provision is in line with emerging SPG on children and young people's Play and Informal Recreation.

Provide areas and facilities for people who are lost, not only lost and found property facilities. Make sure these are made highly visible so that children, parents and others can easily be directed to lost children's or lost person's areas in case of separation.

## 6.6 Action plan – Design and construction for legacy transformation.

Delivery of the action plans will be carried out by the Design Teams as part of ongoing examination and review through design process and will be reviewed as part of the venue and parkland individual EqIAs.

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Inclusive Design Standards need to pay particular attention to the seating layout, provision of meeting points in appropriate locations and shelter to avoid negative impacts</p>	<p>All equality priority groups</p>	<p>Provide adequate shelter from adverse weather conditions (rain or sunshine);</p> <p>Provide an appropriate number of seating at frequent intervals along routes to venues.</p> <p>Accessible seating and amenity seating as specified in the Inclusive Design Standards, with generous leg room in seating areas within venues</p> <p>Seating layout to enable clear lines of sight for good view of sporting activities from all seats</p> <p>Provide additional large screens to enable clear view of the action for all visitors</p> <p>Provide easily identifiable meeting points within venues and buildings</p> <p>Provide adequate shelter from adverse weather conditions (rain or sunshine).</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Inclusive Design Standards need additional measures to meet the needs of carers of young children and of pregnant and breastfeeding women.</p>	<p>Women</p>	<p>Adequate toilet and baby changing facilities, separate from main toilet cubicles, with sufficient space and some design detail to provide diversion for an older child</p> <p>Comfortable private areas for breastfeeding, with some physical separation from baby changing areas</p> <p>Provide adequate room for nappy changing and baby feeding areas in area separate from main toilet facilities. Ensure changing facilities are not provided solely in women's toilets.</p> <p>Provide private areas for breastfeeding and bottle feeding/preparation of infant feeds to be provided, to include microwave /steriliser/ bottle heater/ sink for equipment cleaning/ basin for hand washing. Infant feed preparation may be appropriate within cafes or dining facilities.</p> <p>Separate entrances and exits for people with children and/or buggy users and some with automatic opening doors, but not revolving doors.</p> <p>Consider provision of dedicated secure storage space for pushchairs within the venues and buildings.</p>
<p>Inclusive Design Standards need additional measures to meet the needs of LGB and trans people</p>	<p>LGB and Trans people</p>	<p>A certain number of gender neutral toilets and private / individual changing facilities can be provided for those who feel uncomfortable using single sex toilets and shared changing facilities.</p> <p>Provide facilities where gay, lesbian and bisexual people could gather.</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Inclusive Design Standards need additional measures to meet the needs to meet the specific needs of different faith groups across all venues and buildings.</p>	<p>Faith groups</p>	<p>Ensure sufficient faith facilities are retained in legacy phase to meet needs of local community, including for meetings as well as prayer use.</p> <p>Seek the advice of religious leaders to ensure the prayer rooms are still appropriately designed for long term use, to consider opportunities for private or group prayer, and to meet the specific needs of different faith groups across all venues and buildings.</p> <p>Review design of faith facilities, including washing areas, to check consistency with Inclusive Design Standards relevant to disabled people e.g. to ensure wheelchair accessibility. In case of segregated facilities, care must be taken to ensure equal accessibility to entrances for men and women.</p>
<p>Inclusive Design Standards need additional measures to meet the needs to meet the specific needs of different faith groups across all venues and buildings.</p>	<p>Faith groups</p>	<p>Provide crèche and play spaces near faith facilities.</p> <p>Pay careful consideration to view lines in toilets; e.g. men shouldn't be able to catch a glimpse of a woman who observes religious or cultural modesty restrictions.</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
Additional measures required to strengthen measures within Inclusive Design Standards to address specific needs of disabled people and older people	Disabled people, older people, BAME	<p>Provide buttons on doors/gates that will automatically open them – these should be at a low level suitable for wheelchair users</p> <p>Provide tactile surfaces, where appropriate, to prevent slipping and aid wayfinding</p> <p>Ensure design of faith facilities is consistent with Inclusive Design Standards relevant for disability accessibility.</p>
Possible impacts of venue design on users with limited vision, speech and auditory impairments as well as unfamiliarity with English language	Disabled people, older people, BAME	Provide visual and audio facilities appropriate to enable people with visual or auditory impairments to follow the action via large screens and systems that are easy for hearing aid users.
Possible impacts of venue design on comfort levels and educational value to children and young people	Children/ young people	<p>Consider provision of areas designed to allow for designated seating areas for families and young people</p> <p>Consider provision of play areas and areas to learn/try out new sports including sports in the 2012 Games.</p> <p>Consider provision of parent and child dedicated parking in car parks.</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
Additional measures required to strengthen measures within Inclusive Design Standards of office accommodation to create an accessible internal and external work environment	Disabled people and older people	<p>Specific consider needs to be given to internal and external environment of any office buildings or any future change of uses to accommodate disabled people.</p> <p>For older people there is a need to ensure choice of lifts and stairs for moving within building</p>
Possible impacts of multi-storey car Park design on actual and perceived safety levels	All, but especially women, BAME, different faith groups, older people, young people and all carers of young children	<p>Ensure adequate signage within the car Park to designated spaces.</p> <p>Ensure parent and child spaces are well located</p>
Possible impacts of Visitor Centre design on actual and perceived safety levels	All equality priority groups	<p>For disabled people need to ensure that all displays and exhibitions within the centre are accessible to all disabled people.</p> <p>For children and young people need to provide sufficient space to hold workshops and interactive activities to engage them.</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Design and Access statement proposals, including DAS proposals on parking and transport, Parkland entrances, concourse and mobility scheme, set out detailed requirements for providing equal access and independent mobility.	Disabled people Older People	Ensure proposals to assist the movement of disabled and older people are designed in a manner that ensures they are all properly connected and there are no gaps between mitigation measures.  Ensure outstanding Concourse Interface accessibility issues are resolved.
Spectator support areas and signage using symbols and simple language likely to support confident mobility for children	Children and young people	Review signage requirements in Inclusive Design Standards consistently within Park in legacy. Wayfinding strategy to continue to apply similar approach.
Rest areas, seating, toilets, information points and lost children's areas will support children to move around confidently.	Children and young people	Review facilitates and seating, with shelter from wind, sun and rain, to ensure they are in appropriate locations, to enable people to rest or take a break from activities.  Ensure some rest areas are located next to any new play areas.

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
Possible impacts of users of the Parkland who are unfamiliarity with English language.	All equality priority groups	The Park will continue to attract a great diversity of local people and people farther afield for whom English is not their first language, so it is suggested way-finding measures and accessibility standards from the Games are retained for the legacy plus any new signage should be consistency in style with the signage throughout the Park.
Inclusive Design Standards and the Design and Access Statement set out requirements for lighting to contribute to the feeling of a safe and secure environment within the Park.	All equality priority groups	Re-review the location of lighting along principal pedestrian routes, transport pick-up and drop-off points as well as throughout the Park to ensure it is still adequate so people from equality target groups do not feel more vulnerable and will feel safe moving about the Park.

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Inclusive Design Standards and the Design and Access Statement set out requirements for lighting to contribute to the feeling of a safe and secure environment within the Park</p> <p>Design measures aimed at creating a physical environment that will promote a feeling of a safe and secure environment/atmosphere</p>	<p>All equality priority groups</p>	<p>Re-review the location of lighting along principal pedestrian routes, transport pick-up and drop-off points as well as throughout the Park to ensure it is still adequate so people from equality target groups do not feel more vulnerable and will feel safe moving about the Park.</p> <p>Consider gating of parts of the Park in order to discourage vandalism and other abuse that could give rise to people feeling of unsafe.</p> <p>Ensure the design of open spaces and paths have open vistas and clear sight lines, so they expose anti social behaviour and will make the surroundings feel safer with less hidden spots, particularly if legacy transformation sites are surrounded by hoarding during construction phases.</p>
<p>Inclusive Design Standards and the Design and Access Statement to create safe and security around waterways</p>	<p>All equality priority groups</p>	<p>Design the waterways so that areas with easy access are well-observed with the possibility for safety barriers.</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Inclusive Design Standards and the Design and Access Statement need to implement well designed and connected cycle routes to benefit local communities and visitors and to ensure pedestrians feel safe along side cycle ways.</p>	<p>All equality priority groups</p>	<p>Cycle and pedestrian routes should feature main routes following desire lines linking local residential areas and meet up with existing cycle networks and should be easily visible and pass by 'busy' areas so that people feel safe as pedestrians and cyclists.</p> <p>Cycle parking should be located in areas that are overlooked and well lit and not in isolated, hidden areas or insecure areas.</p> <p>The narrowing of bridges and paths and design of paths should support separation of cyclists and pedestrians, allowing adequate space for both. The planning of routes should ensure that cycle routes follow likely desire lines of cyclists across Park, so that cyclists do not illegally use pedestrian routes where cycle lanes are not provided.</p>
<p>Rest and play areas need be designed to meet the needs of families, diverse cultures and faith groups.</p>	<p>Women, children / young people and faith groups</p>	<p>Rest areas should provide appropriate shelter for people with babies particularly in open spaces used for picnicking.</p> <p>The design of any additional play spaces can be made to reflect the diverse cultural context of the legacy transformation. This principle was followed in a Viking themed children's Park in Kingsmead Estate, Hackney (GLA 2006 :25)</p> <p>Provide crèche and play spaces near faith facilities</p> <p>Ensure any additional play provision is in line with emerging SPG on children and young people's Play and Informal Recreation</p> <p>Review the need for any additional areas and facilities for people who are lost</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
A strong emphasis on accessibility within proposals with regards to coach, cycle parking are likely to enhance accessibility.	Women, disabled people and carers	<p>Provision of some covered cycle and buggy parking near play areas could encourage all year round usage of play spaces.</p> <p>Clarify if internal shuttle bus within the Park will continue and if it will be limited to use by disabled people and carers or by others visitors, either universally or by families with young children in particular.</p>

## 7 London Organising Committee of the Olympic Games and Paralympic Games (LOCOG)

### 7.1 Introduction to LOCOG

This chapter identifies measures to maximise the positive impacts of the development permitted under the London 2012 Olympic Park Permissions which correspond with the responsibilities of LOCOG for staging the Games. LOCOG will review recommendations going forward under their Head of Diversity and Inclusion, who works with LOCOG teams to ensure Diversity and Inclusion is a fundamental part of their work. LOCOG recognises six principal strands of diversity which it monitors throughout its work; ethnicity, disability, gender, age, sexuality and belief.

The management of the Park during the Games will be important to maximising benefits for diverse groups. Informed by values of celebrating diversity, promoting equal access and treatment and inclusion for people participating in and attending the Games, the management can add to and enhance the design and construction measures to promote diversity and inclusion. The information contained within this chapter should be seen as adding value, but supplemental to this process. For full details please refer to the LOCOG Diversity & Inclusion strategy.

### 7.2 Staff recruitment, selection and training

Staff and volunteers have a crucial role to play in assisting visitors with way-finding and assisting groups to remain together or to be re-united in case they get separated. It is recommended that LOCOG consider developing plans to ensure sufficient staff or volunteer capacity in accreditation areas, at venue-concourse interface, and in other areas assessed as critical points at which people are more likely to get lost or separated.

It is recommended that staffing levels within venues is at the right level to enable assistance to be provided to individuals or groups to find their seats. A mix of general staff disability awareness training and provision of specialist support staff should be considered to ensure that disabled visitors receive an appropriate level of support within the venues and in the Park.

It is recommended that LOCOG consider developing staff and volunteer recruitment and selection processes that include robust procedures to achieve a diverse staff profile, broadly reflective of the diversity of the host boroughs, London and the UK as a whole.

LOCOG should consider developing a diversity of language amongst employees and volunteers to reflect the diversity of languages likely to be spoken at the Games, by teams and visitors alike.

It is recommended that LOCOG consider providing or overseeing diversity awareness training for all Olympic Park staff and volunteers involved in preparing and staging the Games. Such training would:

- emphasise awareness about the general concept of acknowledging and valuing diversity of people as staff and visitors;
- include awareness about the different diversity strands;
- include specific training on the social and sport model of disability and on the importance of behaviour and attitudes in promoting accessibility and inclusion for disabled people;
- equip staff and volunteers to ensure their own language or behaviour is not offensive or unfair to people from different groups; and
- equip staff and volunteers with the knowledge of what action to take in the case that they either experience themselves or witness incidents of harassment, intimidation, violence or unfair treatment.

LOCOG continue the development of a policy on child protection and protection of vulnerable people. This would include provision for staff training on awareness about why people may be more vulnerable, particularly at a major event and where crowds are likely. It would also include measures for appropriate staff checking procedures e.g. via criminal record bureau (CRB) checks.

### 7.3 Celebrating diversity

Positive communications campaigns can bring about behavioural change in Park users and wider public over time. LOCOG should continue to use community engagement as way to build a sense of ownership and identity at various levels; local, London and national.

Consider providing for games and activities from different cultures, which could add to the cultural education of all visitors to the Park.

Consider targeting support to diverse groups to access a wide range of volunteering opportunities as part of the delivery of the Games.

Consider developing a Community Relations Strategy to acknowledge and encompass people from different BAME groups, including from less visible groups, such as asylum seekers, refugees and migrants and gypsies and travellers.

### 7.4 Management of food outlets, including procurement

Where possible, consider developing a procurement policy for provision of food that will enable the culinary traditions of a wide range of cultures, including those represented in the host boroughs and in the UK as a whole, to be available within the Park. This could support availability of food at a range of price levels to achieve pricing which compares fairly with comparable outlets outside the Park. It is recommended that kitchens are equipped to prepare foods according to differing dietary restrictions , so that people from different faiths can obtain food that meets their needs.

Consider developing a 'family-friendly' policy across the price range of food outlets, so that restaurants provide high chairs, children's menus and other facilities to support families to eat together. Consider providing temporary children's play areas within dining/eating areas which will enable parents to observe their children while they eat.

Consider equipping infant-feeding stations appropriately so that parents and carers can prepare infant feeds, including equipment for sterilisation of infant milk feeds.

### **Disabled people**

Consider setting out and keeping clear access ways from main paths to food outlets and seating areas, so that wheelchair users and other disabled people are able to reach these facilities conveniently and reliably.

### **People from different faith groups**

Consider developing spectator support facilities that include areas laid out to enable people who are fasting or practice dietary restrictions associated with their faith to rest away from areas for serving and consuming food and drink, as well as to break their fast appropriately within the Park.

## **7.5 Operation of venues, buildings and Olympic Park**

### **Pricing**

Consider a pricing policy for some events, facilities and sessions to support access that is affordable for low income groups, including people from diverse groups who have low incomes.

### **Signage and way-finding**

Consider developing way-finding measures in different languages and formats so as to reach the greatest number of people, some of whom may have a language barrier with English, or who, due to age or disability, could be less comfortable with standard written means of way finding information.

Consider providing sufficient numbers of uniformed staff dedicated to guiding and way finding, as well as well designed information maps at frequent intervals are recommended.

As a best practice to make visitors feel welcome, it is recommended that signs are provided on all the entrances with greetings in all major languages.

### **Day to day functioning**

The routine re-stocking and cleaning of toilets and changing facilities is likely to be a highly sensitive issue for visitors to the Park. The management of these routine tasks will contribute to enhancing people's feeling of inclusion..

It is recommended that the provision of designated seating areas for families is considered.

The provision of temporary facilities, within the Park, where people are able to try out sports and activities are likely to enhance participation, as are demonstrations by local people. Any such facility may be enhanced by considering:

- including opportunity to try out activities which have current low levels of take-up by certain sections of the population e.g. women, BAME people, older people;
- activities that people can have a go at, regardless of what they are wearing. This can ensure people wearing religious or cultural dress on the day are able to participate;
- including sports and activities that people can try regardless of ability;
- considering how such activities can engage constructively with existing negative stereotypes that serve to deter participation in sport; and
- using these activities to widen the range of sports considered as ‘age-appropriate’, particularly for older people.

Consider creating easily identifiable meeting points with staff able to help lost children and vulnerable adults who may be distressed, confused or disoriented and have problems communicating.

Accreditation areas and other pinch points within the Park should be designed to enable family or other groups including children to keep together, ensuring that queues do not serve to make it difficult for people to see where they are going. Staff/volunteers at this point could be crucial in helping family or other groups stay together and find their way into or out of the venue.

Emergency evacuation procedures and physical barriers need to be designed to minimise risk of harm to children and to facilitate re-uniting of children with carers in the case of separation.

Entertainers, are likely to enhance the enjoyment of children and young people, including in areas where queues are expected to arise.

### **Safety & security**

Consider providing help points or other mechanisms to enable visitors to alert staff in case of concerns.

Consider providing a range of measures to make visitors feel safe, via staffing and policing, provision of help points, signposting, CCTV.

Consider providing advanced safety information to ticket holders regarding the procedures at the game. Suggestion of what time to arrive at the Park to ensure access into venues.

Consider providing safety and evacuation procedures before events.

Consider holding evening cultural events to reduce the impact of people leaving the venue all at the same time, particularly for vulnerable individuals, including children, disabled people and older people.

Provide help points, barriers and warnings close to waterways and other potentially hazardous areas that are appropriate and easy to understand for disabled people and children.

### **Behavioural change**

Consider providing positive communications campaigns for social inclusion and tolerance through signage - TfL's recent campaign to induce behavioural changes among London commuters ("I won't forget how I was at 14") is a good example of positive communications campaigns for social inclusion. This can be applied across ethnic, faith, gender, disability, sexuality and age divides, to promote an inclusive and celebratory atmosphere during the hosting of the Games.

Any community relations strategy should consider addressing how to build bridges between young people from different areas visiting the Park, or gathering near it, during the Olympic and Paralympic Games.

## 8 Legacy management

### 8.1 Introduction to legacy management

The legacy management of the park will come forward through the Legacy Masterplan Framework and other work streams such as the legacy business plans with as yet undetermined governance structures. These will be led by the LDA and subject to their own EqIAs. The information contained within this chapter should be seen as adding value, but supplemental to this process.

The management of the Park in legacy will be important to maximising benefits for equality groups, particularly for the diverse populations of the boroughs surrounding the Park. Informed by values of celebrating diversity, promoting equal access and treatment and inclusion for visitors and users of the Park, the management can ensure the design and construction measures to maximise benefits in legacy are fully realised.

### 8.2 Community relations strategy

A community relations strategy could act as a focal strategy for addressing diversity and promoting equality. By considering all equality priority groups, including less visible groups within the broader categories, such as refugees, asylum seekers and travellers within the BAME group, a strategy can support their specific and changing needs and priorities to be addressed appropriately.

This community relations strategy could address safety issues, equal access to play spaces and the public realm and equal participation in activities likely to contribute towards creating an inclusive and welcoming environment for children and young people. However, the Park's geographical overlap with several boroughs raises potential issues of conflict between groups of young people. This could result in a negative impact resulting in young people feeling that the environment is not inclusive or welcoming.

It is recognised that the boroughs themselves will have a significant role to play in maximising the legacy benefits of the Park for equality priority groups living in the area. The body responsible for managing the Park will need to work closely with the boroughs to ensure that the benefits, including for community cohesion, are realised.

### 8.3 Staff management

The relevant management strategies will be developed however, the following should be of help to this process.

Staff management will be of considerable importance and the research undertaken for this assessment suggests ways to maximise the inclusive nature of the environment, the following issues should be considered in the process.

Staff recruitment should involve procedures to achieve a diverse staff profile, broadly reflective of the diversity of the host boroughs. Provision of diversity awareness training

for all staff employed in the Park would equip staff appropriately across a range of equality strands.

The recruitment and training of staff with responsibility for children e.g. crèche workers, playground staff, childcare providers will be particularly important to ensure safety. A high level of staff screening will be required, in line with best practice. General staff training is also recommended enable staff to recognise and tackle bullying or other hostile behaviour towards children and young people.

Diversity awareness training for play workers is likely to contribute towards inclusive participation by children and parents and carers.

A mix of all day and sessional nursery provision as well as ad hoc crèche provision across the buildings and facilities within the Park would help to meet the varying childcare needs of parents.

A programme to support and encourage leaseholders to make flexible use of leased spaces to meet the needs of their individual employees, for example, to enable pregnant employees to take rest whilst at work, for women returners to express milk in private, for employees of different faiths to use for prayer, to make reasonable adaptations for disabled employees would maximise inclusion.

#### 8.4 Celebrating diversity in the legacy

A number of recommendations are identified here to ensure that in legacy, the Park contributes towards celebrating the diversity of the local area.

Consider use of the Park and venues for a range of multi-cultural events, to celebrate the diversity of people living in the host boroughs and London, in relation to the different equality strands.

Consider making meeting rooms and other facilities available for flexible use by different local organisations and groups, including at rates that are affordable for voluntary groups or other groups with limited means. This can support organisations that represent, engage with or provide services to equality priority groups are able to make equal use of facilities in legacy.

Positive communications campaigns by the Park management body are recommended as a potentially powerful tool to promote diversity and co-existence of different groups, including inter-generational usage, of shared facilities and spaces within the Park.

#### 8.5 Safe use of the Park

A number of recommendations are identified here to support safe use of the Park in its legacy form, including to address the specific concerns of equality priority groups:

In preparations for the legacy transformation phase, it is recommended that the various bodies involved consider a suite of measures to make visitors feel safe around areas in the process of being redeveloped. Such measures may include staffing and policing, provision of help points, temporary signposting and wayfinding measures, CCTV monitoring and temporary lighting around construction areas.

Consideration should be given to the appropriate type and level of evening and night time security for all venues and public areas, with staffing and technological measures to provide reassurance and improved safety for visitors, including equality priority groups who are actually or perceptually at greater than average risk of violence or other forms of crime.

- consider providing help points or other mechanisms to enable visitors to alert staff in case of concerns, giving specific attention to areas that are more isolated or where people may feel more vulnerable;
- consider gating of parts of the Park in order to discourage vandalism, violence and other crimes or anti-social behaviour that could make it less safe or give rise to people feeling of unsafe; and
- consider high levels of staffing, including Park wardens reflecting the ethnic diversity of the host boroughs in order to increase trust and respect between staff and users.

Consider community engagement, with involvement by local residents and groups in the management, maintenance and policing of the Park, as an effective way to build a sense of ownership. It may be appropriate to learn from best practice examples of community management roles in open spaces, based on the experiences of relevant organisations e.g. Groundwork UK and the London Parks and Green Spaces Forum.

Consider monitoring, through consulting with users of the legacy facilities, the perceptions of safety within the venues, buildings and the Park. Conduct diversity analysis of the findings and use this to review management of the Park towards achieving enhanced access and safe usage.

Consider managing the use of pathways and cycleways to minimise conflicts between users, via a mixture of pro-active education, signage and an appropriate level of enforcement. This is likely to particularly benefit deaf people and people with visual or hearing impairments.

## 8.6 Transport and independent mobility within the Park

Consider the provision of free transport within the Park and ensure efficient and convenient inter-connections with public transport systems outside the Park.

Consider the provision of space within vehicles within the Park to accommodate push chairs as well as wheelchairs, as required in the Inclusive Design Standards.

Consider provision of mobility schemes in the Park in legacy, to ensure that disabled people enjoy an experience comparable to that of other visitors.

Consider inclusion of cycle hire venue in Park, including bikes suitable for people with different impairments, carers with young children and older people to enhance independent mobility within the Park for different groups.

Consider the involvement of car-reliant parents in testing public transport options into and within the Park in order to address their reservations about not using a car to transport children.

Consider provision of cycle training in the park to encourage greater uptake of cycling by equality priority groups, including women, children, people from different faith groups, and BAME people.

Consider building on the signage and wayfinding standards set for the Games for the Park in legacy, as appropriate to the changing purpose of the Park.

Consider the provision of wayfinding and information for the Park to be available in a variety of formats, developed and agreed in liaison with the host boroughs, building on best practice established for the Games.

## 8.7 Venues, buildings and facilities provision and management within the Park

A number of suggestions are identified here concerning venues and buildings retained in the legacy in addition to other facilities within the Park towards ensuring equal access for priority groups.

Consider building on the Inclusive Design Standards used for the park and venues in Games, evolving these appropriately to meet the different profile of the park's usage in legacy.

Consider encouraging the managers of all venues and facilities within the park to develop and communicate their own diversity and inclusion policy.

Consider actively managing faith facilities, retained in sufficient number in legacy, to ensure fair usage by people of different faiths.

Consider providing a range of free and affordable facilities aimed at young people to provide alternatives to boredom and the cultures of rivalry and gang culture prevalent in the area.

Consider promoting child-friendly management of the Visitor Centre and other venues and facilities open to the public. It may be appropriate to seek advice from recognised leaders in child-friendly visitor facilities, such as the Science Museum.

Consider the provision of a sufficient level of staffing within venues to enable assistance to be provided to individuals or groups to find their seats.

Consider the provision of nappy changing and baby feeding areas separate from main toilet facilities. Ensure nappy changing facilities are provided for both women and men as parents or carers.

Consider the provision of private areas for breastfeeding, particularly to accommodate women concerned with modesty restrictions in public. It is additionally recommended that a 'Breastfeeding welcome' approach should be promoted across facilities in the Park.

Consider the provision of kitchens laid out to meet rules of differing faith traditions (e.g. Halal & Kosher) to appropriate providers, so that people from different faiths can obtain food that meets their needs.

Consider the provision of a procurement strategy to achieve a wide range of culinary options are available within the Park at a range of pricing levels, reflecting the cultural diversity of the host boroughs, including to meet the dietary restrictions of certain faith groups, and to include healthy eating options.

Consider the promotion of a 'family-friendly' policy across the price range of food outlets

Consider the provision of infant-feeding stations appropriately across all venues and facilities, so that parents and carers can prepare infant feeds, including equipment for sterilisation of infant milk feeds.

## 8.8 Management of sports and leisure venues and facilities

Consider the provision of timetabling to accommodate some dedicated usage of certain spaces or facilities by a specific priority group, for example older people, women, young people, LGB people e.g. pre-natal and ante-natal sessions for women; fitness sessions for older people, young people's gym sessions, sessions for specific groups of disabled people.

Consider the provision of timetabling to enable carers of children to co-ordinate their own sporting or leisure activities with supervised sporting or play activities for children.

Consider the provision of staff recruitment and training to encourage development of general and specialist skills in disabled sport.

Consider a pricing policy for events, facilities and sessions to support access that is affordable for low income groups, including people from equality priority groups who have low incomes.

Consider provision of some degree of designated women-only or girl-only zones, activities or usage periods within open spaces and venues to enhance women's participation in sports, leisure and physical activity.

## 8.9 Park maintenance

Park cleanliness and maintenance and the prevention and removal of vandalism are highly sensitive issues for users, including people from equality priority groups. The prioritisation of these issues is likely to enhance inclusive and equal access to the Park and its facilities.

## 8.10 Informal leisure and play provision in the Park

Consider the provision of facilities to provide dedicated spaces for organised activities, such as One O' Clock clubs, could enhance access to play facilities for young children.

Consider the establishment of all children's play areas as dog-free zones to enhance usage by children, including children of different faiths. Consider the zoning of some children's outdoor play areas to permit only adults accompanied by children.

Consider equipping play facilities for games and activities from different cultures for the benefit all users, including BAME children.

Consider the equipping of play areas to enable inclusive usage by disabled children. The level of physical challenge around the activities on offer in play spaces can be carefully optimised so that it is challenging (or risky) enough to be a good play space, but safe enough to encourage use by a wide variety of children and young people, including disabled children.

The management of play spaces, with a strong emphasis on inclusive usage, is likely to support use by children from different backgrounds, of different gender, age and ability. The upkeep and maintenance of play areas will be crucial to ensure continued usage by diverse groups of children.

Consider developing a beach like atmosphere along the water basin to enhance value to stimulate play, leisure and informal recreation, including by children and young people.

## 8.11 Allotments in legacy

Consider allotment management to provide practical measures which support people from equality priority groups as ploholders. Such measures could include arrangements for an on-site supply of compost and manure and other bulky items, as well as permitting sheds on site, to minimise plot holders need for their own transport. These are issues that could be managed by the allotment community, with suitable organisational support in the early stages of permanent re-provision.

Develop a communications campaign to popularise the new location of and easy access to the allotments, with an underlying message of promoting diversity within the allotment community.

## 8.12 Action plan – legacy management

Information gained from the action plan will be fed into the legacy management and resource process

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Potential to promote community cohesion, equality and inclusion.	All	Community relations strategy to consider needs and priorities of all equality priority groups, including less visible groups, such as refugees, asylum seekers & travellers.
Community relations strategy addressing safety, play, public realm, equal participation may be challenged by territorialism between groups of young people from different sides of the Park.	All, particularly young people.	Community relations strategy to specifically address this challenge. Management body to work closely with boroughs to realise community cohesion benefits.
Equal Opportunities and Staff Diversity	All	Staff recruitment strategy and selection processes include robust procedures to achieve a diverse staff profile, broadly reflective of the diversity of the host boroughs

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Equal Opportunities and Diversity Benefits for Employees and Users of the Park.</p>	<p>All</p>	<p>Future management body to provide or oversee diversity awareness training for all staff employed in the Park to cover general concept of acknowledging and valuing diversity of people as staff and visitors.</p> <p>Awareness about the different equality strands.</p> <p>Social definition of disability and on how behaviour and attitudes are important in promoting accessibility and inclusion for disabled people.</p> <p>Equip staff and volunteers to ensure their own language or behaviour is not offensive or unfair to people from different equality groups</p> <p>Equip staff and volunteers with the knowledge of what action to take in the case that they either experience themselves or witness incidents of harassment, intimidation, violence or unfair treatment</p>
<p>Support equal opportunities for employees working within the Park in legacy.</p>	<p>Women and men, across all equality strands, with parent or carer responsibilities. Children.</p>	<p>Provide a mix of all day and sessional nursery provision as well as ad hoc crèche provision across the buildings and facilities within the Park, to meet the varying childcare needs of parents .Integrate this provision with existing national and local affordable child care funding schemes to enhance uptake by children from low income households.</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Support equal opportunities for employees working within the Park in legacy.	Women, Carers, faith groups, disabled people.	Support and encourage leaseholders to make flexible use of leased spaces to meet the needs of their individual employees, for example, to enable pregnant employees to take rest whilst at work, for women returners to express milk in private, for employees of different faiths to use for prayer, to make reasonable adaptations for disabled employees.
Equal access and participation for children and young people. Children safety benefits.	Children and young people	<p>Recruitment and training of staff with responsibility for children e.g. crèche workers, playground staff, childcare providers will be particularly important to ensure safety. A high level of staff screening will be required, in line with best practice. General staff training is also recommended to enable staff to recognise and tackle bullying or other hostile behaviour towards children and young people</p> <p>Diversity awareness training for play workers is likely to contribute towards inclusive participation by children and parents and carers.</p>
Equal access to the Park in the transformation	Children and young people, women and Carers, disabled people	<p>Provide space within public vehicles in Park to accommodate push chairs.</p> <p>Provide lost facilities for children and vulnerable adults within the Park.</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Inclusive participation by children, parents and carers	Children, cross-cutting other equality priority groups (e.g. BAME children)	Diversity awareness training for play workers
Celebrate diversity of host boroughs and London	All	Use of the Park and venues for a range of multi-cultural events
Organisations representing the equality priority groups to make equal use of the facilities in the legacy	All	Make meeting rooms and other facilities available for flexible use by different local organisations and groups, including at rates that are affordable for voluntary groups or other groups with limited means.
Positive communications campaigns by the Park management body	All	Positive communications campaigns by the Park management body are recommended as a potentially powerful tool to promote diversity and co-existence of different groups, including inter-generational usage, of shared facilities and spaces within the Park
Equal access and participation for LGB and safety benefits.	LGB people	Consider provision of a meeting space within the Park as a safe meeting place for LGB people, to overcome existing deficiencies in such provision in the area.

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
Community safety during the legacy transformation phase	All	In preparations for the legacy transformation phase, the various bodies involved agree a suite of measures to make visitors feel safe around areas in the process of being redeveloped, to include staffing and policing, provision of help points, temporary signposting and wayfinding measures, CCTV monitoring and temporary lighting around construction areas
Equal access and participation for evening and night time security for all venues and public areas	All	<p>Give importance to the appropriate type and level of evening and night time security for all venues and public areas, with staffing and technological measures to provide reassurance and improved safety for visitors,</p> <p>Consider providing help points or other mechanisms to enable visitors to alert staff in case of concerns, giving specific attention to areas that are more isolated or where people may feel more vulnerable.</p> <p>Consider gating of parts of the Park in order to discourage vandalism, violence and other crimes or anti-social behaviour that could make it less safe or give rise to a feeling of unsafeness.</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Equal access and participation for evening and night time security for all venues and public areas	All	Consider high levels of staffing, including Park wardens reflecting the ethnic diversity of the host boroughs in order to increase trust and respect between staff and users. This can have the additional benefit of potentially providing additional employment opportunities and of contributing towards economic regeneration targets, via targeted recruitment of long term unemployed, new entrants to the labour market and people requiring training.
Community engagement, with involvement by local residents and groups in the management, maintenance and policing of the Park.	All	Learn from best practice examples of community management roles in open spaces, based on the experiences of relevant organisations e.g. Groundwork UK and the London Parks and Green Spaces Forum.
Monitor, through consulting with users of the legacy facilities, the perceptions of safety within the venues, buildings and the Park.	All	Conduct diversity analysis of the findings and use this to review management of the Park towards achieving enhanced access and safe usage.
Management of pathways and cycle ways.	All, particularly disabled people	Manage the use of pathways and cycle ways to minimise conflicts between users, via a mixture of pro-active education, signage and an appropriate level of enforcement. This is likely to particularly benefit deaf people and people with visual or hearing impairments.

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Transport improvements, facilities, training and management measures to improve access, safety and movement.</p>	<p>All</p>	<p>Provide free transport within the Park and ensure efficient and convenient inter-connections with public transport systems outside the Park.</p> <p>Provide space within vehicles within the Park to accommodate push chairs as well as wheelchairs, as required in the Inclusive Design Standards.</p> <p>Consider provision of mobility schemes in the Park in legacy, to ensure that disabled people enjoy an experience comparable to that of other visitors</p> <p>Consider inclusion of cycle hire venue in Park, including bikes suitable for people with different impairments, carers with young children and older people to enhance independent mobility within the Park for different groups.</p> <p>Involve car-reliant parents in testing public transport options into and within the Park in order to address their reservations about not using a car to transport children.</p> <p>Consider some provision of dedicated parent and child Parking facilities within the Park.</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Transport improvements, facilities, training and management measures to improve access, safety and movement.		<p>Consider provision of cycle training in the Park to encourage greater uptake of cycling by equality priority groups, including women, children, people from different Faith groups, and BAME people.</p> <p>Meet and build of the signage and wayfinding standards set for the Games for the Park in legacy, as appropriate to the changing purpose of the Park.</p> <p>Wayfinding and information provision for the Park should be available in a variety of formats, developed and agreed in liaison with the host boroughs, building on best practice established for the Games.</p>
Inclusive Design in legacy.		Maintain and build on the Inclusive Design Standards used for the Park and venues in Games, evolving these appropriately to meet the different profile of the Park's usage in legacy
Inclusive usage of faith facilities to meet specific needs of people of different faith groups.	Faith groups	Active management of faith facilities, retained in sufficient number in legacy, to ensure fair usage by people of different faiths.
Inclusive use of the Park by diverse groups of people.	All	Encourage the managers of all venues and facilities within the Park to develop and communicate their own diversity and inclusion policy

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Achieve good understanding of young people in the area and enhance good relations between young people from different areas.	All, especially young people	Consider providing a range of free and affordable facilities aimed at young people that are likely to provide alternatives to boredom and the cultures of rivalry and gangs prevalent in the area. Negotiate staffing of any youth provision with the youth services providers in surrounding boroughs.
Child friendly design of visitor-focused facilities.	Children and young people	Promote a child-friendly design and management of the Visitor Centre and other venues and facilities open to the public. Seek advice as appropriate from recognised leaders in child-friendly visitor facilities, such as the Science Museum.
Visitors supported by staff to find their way within venues and around the Park.	Older people, disabled people and vulnerable individuals from other groups	Provide a sufficient level of staffing within venues to enable assistance to be provided to individuals or groups to find their seats. A mix of general staff disability awareness training and provision of specialist support staff is likely to be appropriate to ensure that disabled visitors receive an appropriate level of support within the venues and in the Park.
Nappy changing and baby feeding provision.	Women and men, disabled parents, children.	Provide nappy changing and baby feeding areas in area separate from main toilet facilities. Ensure nappy changing facilities are available to both women and men as parents or carers, including disabled parents/carers.
Enable equal access and meet specific needs of breastfeeding mothers.	Women	Provide private areas for breastfeeding, particularly to accommodate women concerned with modesty restrictions in public. Encourage a 'Breastfeeding welcome' approach in facilities in the Park

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Availability of range of foods to meet needs of different groups.	All, especially faith groups and BAME people	<p>Use procurement strategy to achieve a wide range of culinary options are available within the Park at a range of pricing levels, reflecting the cultural diversity of the host boroughs, including to meet the dietary restrictions of certain faith groups, and to include healthy eating options.</p> <p>Take care to allocate kitchens laid out to meet rules of differing faith traditions (e.g. halal &amp; Kosher) to appropriate providers, so that people from different faiths can obtain food that meets their needs.</p>
Family friendly eating at a range of price levels.	Children and their families.	Promote a 'family-friendly' policy across the price range of food outlets, so that restaurants provide high chairs, children's menus and other facilities to support families to eat together. Consider providing mini play areas within dining/eating areas which will enable parents to observe their children while they eat.
Facilities to meet the needs of infants and their parents or carers.	Women and men, young children.	Equip infant-feeding stations appropriately across all venues and facilities so that parents and carers can prepare infant feeds, including equipment for sterilisation of infant milk feeds
Equal access to sport, leisure and physical activity by all users	All	Timetabling to accommodate some dedicated usage of certain spaces or facilities by a specific priority group, for example older people, women, young people, LGB people, in addition to periods for universal usage. Engage users and non-users in regular review to identify and address existing unmet need or demand.

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Equal access to sport, leisure and physical activity by women and men with carer responsibilities, including lone parents.	Women and men with child care responsibilities, including lone parents.	Plan timetabling to enable carers of children to co-ordinate their own sporting or leisure activities with supervised sporting or play activities for children
Equal access to sport, leisure and physical activity by disabled people.	Disabled people	Sports facilities staff recruitment and training should encourage development of general and specialist skills in disabled sport
Equal access to sport, leisure and physical activity in the Park in legacy.	All, particularly equality priority groups disproportionately represented amongst low income groups.	Pricing policy for events, facilities and sessions to support access that is affordable for low income groups, including people from equality priority groups who have low incomes. This may be achieved in a variety of ways, such as concessionary rates, local discount rates, taster sessions and different forms of membership.
Park maintenance to improve equal and safe access to the Park and facilities	All	<p>Park cleanliness and maintenance and the prevention and removal of vandalism are highly sensitive issues for users, including people from equality priority groups.</p> <p>Consider providing free water fountains across the Park</p> <p>Provide dog toilets and bins across the park and ensure dog owners make use of these facilities.</p>

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
<p>Equal access and participation to informal leisure and play provision in the Park</p>	<p>Children and young people, including BAME children</p>	<p>The management of facilities to provide dedicated spaces for organised activities, such as One O' Clock clubs, could enhance access to play facilities for young children. Such provision should ideally be co-ordinated with the play services of the neighbouring host boroughs.</p> <p>The establishment of all children's play areas as dog-free zones is likely to enhance usage by children, including children of different faiths. Furthermore, zoning of certain children's outdoor play areas to permit only adults accompanied by children is likely to enhance use by children, including by unaccompanied children.</p> <p>Equip play facilities for games and activities from different cultures for the benefit all users, including BAME children.</p> <p>Equip play areas to enable inclusive usage by disabled children. The level of physical challenge around the activities on offer in play spaces must be carefully optimised so that it is challenging (or risky) enough to be a good play space, but safe enough to encourage use by a wide variety of children and young people, including disabled children</p>

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Equal access and participation to informal leisure and play provision in the Park	Children and young people, including BAME children	<p>The management of play spaces, with a strong emphasis on inclusive usage, is likely to support use by children from different backgrounds, of different gender, age and ability. The upkeep and maintenance of play areas will be crucial to ensure continued usage by diverse groups of children.</p> <p>Consider developing a beach like atmosphere along the water basin to enhance value to stimulate play, leisure and informal recreation, including by children and young people</p>
Provision for young people that meets their changing needs.	Young people	While considering activities for young people, it should be kept in mind that activities favoured by this age group now may be very different from those desired by young people once the Park is in use. Engage with young people regarding their needs and expectations.

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact (recommended action) or Promotion of positive impact</b>
Equal access and participation for equality priority groups in usage and management of allotments	All	<p>Encourage allotment managers to provide practical measures which support people from equality priority groups as ploholders. Such measures could include arrangements for an on-site supply of compost and manure and other bulky items, as well as permitting sheds on site, to minimise plot holders need for their own transport. These are issues that could be managed by the allotment community, with suitable organisational support in the early stages of permanent re-provision.</p> <p>Develop a communications campaign to popularise the new location of and easy access to the allotments, with an underlying message of promoting diversity within the allotment community</p>

## 9 Conclusions

It is concluded that the ODA's proposals for design and construction for the Olympic and Paralympic Games and for the legacy transformation have the potential to benefit equality priority groups in respect of a wide range of equality objectives.

The ODA wishes to not only follow existing equalities standards, but to raise them and provide an excellent level of experience, access, inclusion and safety for users and visitors. The recommended mitigation measures made, should assist the ODA in meeting existing standards and setting new benchmarks for equality provision in design and construction. The action plans in each chapter provide a basis for internal monitoring of this implementation.

The ODA has a major role to play in promoting and realising equal employment and business opportunities for people from different equality priority groups in the design and construction of the development permitted under the London 2012 Olympic Park Permissions. Chapter Four of this EqIA makes recommendations on how to take this forward to achieve benefits for equal opportunities across the broad range of design and construction-related sectors in London. A widening of the equality monitoring system, as recommended in Chapter Four of this EqIA will enable the ODA to measure and report these benefits across all equality priority groups.

LOCOG has a significant part to play in realising and enhancing the equality and inclusion benefits of the venues, buildings, Park and public realm delivered by the ODA, through its responsibility for organising and hosting of the Games, a large part of which will be within the Olympic Park. The information and mitigation measures set out in Chapter Seven could aid in the realisation and enhancement of the benefits of the OPD design and construction.

LOCOG likewise has a significant, if time bound, role to play in promoting and realising equal employment and business opportunities for people from different equality priority groups in the organising and hosting of the Games. By considering the recommendations in chapters four and six, LOCOG could complement the likely benefits of ODA's work, including via the additional strand of volunteering.

The legacy management body has a significant part to play in realising and enhancing the equality and inclusion benefits of the design and construction measures for the legacy transformation. By taking forward the issues identified as relevant to legacy management in Chapter Eight of this EqIA, the legacy management body could further the equality benefits of the design and construction for legacy.

Likewise, the legacy management body for the Olympic Park will have a long-term role to play in promoting equal employment and business opportunities for people from different equality priority groups on the site. The recommendations in chapter four of this EqIA will be relevant to legacy management. However, significant further work, beyond the scope of this EqIA, will be required to ensure these opportunities are fully developed.

## 10 Annex A: glossary and abbreviations

BAME	black, Asian and minority ethnic people
BMX	Stunt bike
CCTV	Close Circuit Television
COCP	Code of Construction Practice
CRB	Criminal Record Bureau
DES	Disability Equality Scheme
DPD	Development Plan Document
EqIA	Equality Impact Assessment
GES	Gender Equality Scheme
GLA	Greater London Authority, regional government body for London
iEqIA	Initial Equality Impact Assessment report
LDA	London Development Agency
LGB	Lesbians, gay men and bisexual people
LOCOG	London Organising Committee for the Olympic and Paralympic Games
LT	Legacy Transformation
NEET	(Young people) not in education, employment or training
ODA	Olympic Delivery Authority
OPD	generic definition to encompass all the facilities and infrastructure development proposals permitted under the London 2012 Olympic Park Permissions
PDT	Planning Decisions Team
PDZ	Planning Delivery Zone within the Olympic Park
RES	Race Equality Scheme
SPG	Supplementary planning guidance

TfL            Transport for London

Trans people    Transsexual and transgender people

UDLF            Urban Design Landscape Framework

UN              United Nations

## 11 Annex B: bibliography and list of documents referenced

This is a full list of documents referenced during the EqlA process. However, not all documents listed here are referenced in the full EqlA report.

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