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Olympic Delivery Authority

London Aquatics Centre Equality Impact Assessment



MAYOR OF LONDON

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1 Executive summary

The purpose of this Equality Impact Assessment EqIA process is to assess the impact of the London Aquatics Centre (LAC) on equality priority groups: age; disability; gender; race/ethnicity; sexual orientation/identity; and religion and belief (further defined in section 4) and consider if discrimination on the grounds of any of these factors occurs as result the LAC development. Furthermore in line with the delivery of the priority themes, the LAC should work to alleviate and improve issues which surround the priority groups (as developed in section 8).

Baseline data research indicates there are specific characteristics of the population in five Host Boroughs and surrounding areas has significant representations of BAME groups; faith groups; disabled people; those with long term illness; and those on a low income. This confirms the need for specific considerations in relation to faith facilities; accessible changing areas; accessible toilets; accessible pathways; opportunities for local small and medium size businesses; and employment and training opportunities for the local community and minority groups.

Consultation with stakeholders and the local community has significantly informed the design process and led to the detailed development of the design.

Assessment of the designs, design process, and construction phase management demonstrates that the London Aquatics Centre will have a positive impact on the priority groups and assist in the delivery of the priority themes. These will address the areas for consideration raised by baseline research and those raised at consultation. Furthermore the design of the LAC should facilitate, in Legacy and Games operation, a positive impact on the priority groups. However there are points which should be considered in the ongoing delivery of the venue in relation to, Legacy; Games operation and management; transport arrangements; baseline research; and detailed design.

2 Introduction

The purpose of an Equality Impact Assessment (EqIA) is collate and analyse the baseline evidence which exists in relation to the impact of the Aquatics Centre for the London 2012 Olympic and Paralympic Games which will be delivered by the London Organising Committee of the Olympic and Paralympic Games (LOCOG) and in Legacy.

The EqIA will provide detailed information about the design and build of the Aquatics Centre and the likely impact upon equality target groups, which refer to groups of people that traditionally experience discrimination or disadvantage, these groups, are:

- **age:** Children, young people and older people (50+);
- **disabled people:** as defined by the DDA, including sensory or mobility impairment; people with mental health needs, people with long term illnesses/conditions;
- **gender:** women, men and transgender people (who are often seen as a separate group). The focus is generally on women and transgender because of traditional discrimination; however, it is just as important to consider needs and issues which are faced by men;
- **race/ethnicity:** black, Asian and minority ethnic people (BAME), and includes Travellers and Gypsies, asylum seekers, and refugees
- **sexual orientation/identity:** lesbians, gay men and bisexuals
- **religion and belief:** people of different religions and faiths including people who are atheists or agnostic

Other people who traditionally experience exclusion or barriers to participation and can be excluded are:

- homeless people
- unemployed people
- people employed on a part-time, temporary or casual basis
- lone parents
- people with caring responsibilities
- people with drug and alcohol problems
- ex – offenders
- people with unrelated convictions

The EqIA assessment will:

- identify the issues which may cause disproportionate impacts to people in the equality and inclusion target groups;
- provide evidence of how these impacts have been addressed; and
- will be developed into an action plan and framework to address issues going forward

The EqIA contributes towards the ODA's fulfilment of its statutory duties to promote race, gender and disability equality, by ensuring that identified positive impacts are promoted and celebrated; that any potential adverse impacts are identified and highlighted as an issues which require action.

For more information about the ODAs EqIA Programme and projects please refer the ODA Corporate EqIA on the London 2012 website.

3 Brief description of the programme of work

The London Aquatic Centre is one of the permanent venues to be retained after the London 2012 Games. The evolution of design has centred on a legacy brief to provide a 2,500 spectator centre of excellence for swimming and as a valuable community facility.

During the Games mode the Aquatics Centre will accommodate an additional 15,000 spectators and adapt to specific operational requirements.

The decision making process has been developed based on three overarching design principles:

- to be fit for purpose;
- to be value for money; and
- identity and character.

3.1 The scope of the Aquatics Centre

3.1.1 Games mode

- main competition pool;
- training/warm-up pool;
- competition dive pool;
- diving boards: 1m, 3m, 5m, 7.5m and 10m dive platform;
- diver warm-up pool;
- venue capacity: circa 17,500 seats;
- front-of-house: catering, merchandise, security and spectator services; and
- back-of-house: accreditation, broadcast, doping control, press operations, information technology, telecommunications, timing, media, scoring and results operations and venue management.

3.1.2 Legacy

- main competition pool (2,500 seats, extendable to 3,500);
- training/ warm-up community pool;
- competition diving pool
- movable floors:
- pools will have three moveable floors and four booms to allow various configurations designed to ensure operating flexibility;
- reception/catering/shop capacity;
- elite dry training facilities;
- wet and dry changing rooms;
- use of the facilities by a variety of ethnic groups.
- plaza
- training pool roof;
- external surface for pedestrian use; and

- The Legacy Masterplan Framework (LMF) is being developed to ensure that this newly-created space is utilised as the hub/square of the new development.

4 Aims and objectives of the programme of work

- ensure that the designs meet the technical requirements of the IOC, the Fédération Internationale de Natation Aquarius (FINA), Olympic Broadcasting Organisation (OBO) and the International Paralympic Committee (IPC);
- ensure that the building is of high quality design as a showpiece for the Games and then as a permanent venue in Legacy;
- ensure that the design is practical and economically viable for operation as a Legacy venue and meets stakeholder Legacy requirements;
- deliver a venue which is safe and secure during and after the Games;
- meet ODA policy objectives for priority themes;
- complete on time and facilitate the installation of the overlay, enabling trial and test events to take place in advance of the Games;
- minimise the impact of transition for the Paralympic Games and then into Legacy mode;
- create a facility that services the local community, elite training and competition use; and
- create a facility with secure Legacy ownership and a viable business case.

5 Links to programmes and projects

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact with Aquatics Centre Team
Landscape and Public Realm	ODA	Coordination meetings held to clarify scope for venue team and landscape team. Landscape team to complete General Arrangement for the London 2012 games and after the Games. Aquatics Centre team to inform landscape team on exterior elements requiring coordination with building such as security requirements.	Parklands and Public Realm Project team
Lighting Strategy	ODA	External lighting on the Aquatic Centre combines with feature lighting within the balustrade to provide lighting to the concourse areas surrounding the building. As parkwide lighting strategies for external lighting are finalised, venue exterior lighting will be coordinated to confirm adequate lighting for safe external light levels. External lighting being coordinated with Met Police in accordance with Secure By Design requirements. Interior lighting designed to comply with broadcast requirements for the Olympic and Paralympic Games. Legacy interior lighting designed to comply with industry standards, minimising glare and providing light levels adequate for visitor safety.	ODA Design Team
Wayfinding and Signage Strategy	ODA	ODA core team developing wayfinding and signage strategy. To be coordinated with venue design when available.	ODA Design Team
Inclusive Design Standards and Strategy	ODA	Venue being designed in compliance with ODA Inclusive Design Standards. Meetings with Built Environment Access Panel (BEAP) and Access and Inclusion Forum completed through RIBA Stage D and E.	ODA Principle Access Officers
Arts and Culture	ODA	Coordination to be commenced with ODA Arts and Culture team to ensure external appearance of building in Games mode, with particular reference to the external Wrap around the temporary stands, is sympathetic to its immediate environment, in particular the adjoining temporary Water Polo venue.	ODA Arts and Culture Team

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact with Aquatics Centre Team
Structures Bridges and Highways	ODA	<p>Aquatic Centre includes Plaza which connects Bridges F10-A and F10-B. F10 Bridges incorporated into Aquatic Centre project. Detailed designs for Bridges still in process. Access across F10-A bridges allows accessible route from Stratford access to the Aquatic Centre and the Olympic Park.</p> <p>Plaza designed to bridge standards for loading, events, therefore designed to be flexible in use. Plaza will be mainly used by spectators and pedestrians.</p>	Structures Bridges and Highways Team
Employment and Skills	ODA	Future meetings arranged with Balfour Beatty to include them in the apprenticeship scheme pilot.	Employment & Skills Team
Business Opportunities	ODA	Balfour Beatty has prepared two documents "Opportunities for all" and "Business opportunities for all" which presents their strategy, action plan and monitoring regime for delivering equality and inclusion.	ODA Procurement Team and E&I Team
Security and Logistics	ODA	Meetings held with ODA security team and with Met Police. Both agencies have reviewed design and provided input. Security plan under development by design team. Design completed to mitigate security concerns. Control points within building strategically located to accommodate passive surveillance. Number of access points reduced in order to provide safer, managed entries. Electronic control and surveillance systems design in process	ODA Security and CLM Logistics
Sustainability	ODA	Energy efficiency in compliance with ODA target of 15% better than Part L regulations. Water use reduced by use of efficient fittings and use of pool backwash water to flush toilets. Design has been coordinated with ODA Sustainability Team. Rainwater harvesting under consideration to further reduce demand on potable water systems. Recycled material content in compliance with ODA targets. Temporary stands to be reused and/or recycled after the Olympic and Paralympic Games	Sustainability Team

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact with Aquatics Centre Team
Health and Safety	ODA	Roof structure redesigned at Stage D to provide safer construction methodology. Maintenance strategy for pool hall lighting revised to include additional roof void gantries in order to provide safer process of maintaining lights.	Health and Safety Team
Transport	ODA	Access to the Aquatic Centre is to be via adjacent car park and via the F10 Bridges. Car park to be secured. Bus and taxi drop-offs to be included in landscape design. Blue badge parking within required distance of front door. Drop-off points during games overlay located close to entry points for all athletes, officials, and media.	Transport
Procurement	ODA	ODA, Delivery Partner, and contractor working closely together on all procurement activities.	Procurement Team
PLUG	ODA	Close coordination ongoing with EDF and NG to confirm design of structures in close proximity to plug tunnels is designed in accordance with regulations. Independent Technical reviewer completing Cat 3 check. Pile tests completed to confirm impacts to plug are within acceptable limits.	EDF and NG
Communications	ODA	Community groups consulted in public forums, including but not limited to swimmers; gay, lesbian and transgender; older people, women, and various faith groups. Revisions to design incorporated such as modifying Wet Change areas to accommodate single sex changing in lieu of total village concept. .	Communications: Marketing and Stakeholder Engagement Teams
Equality and Inclusion	ODA	Wet change areas redesigned to accommodate single sex areas. Wet change, toilets, designed to ODA Inclusive Design Standards. Faith room accommodated within multi-purpose space due to late incorporation into project requirements.	Impact and Engagement Manager
Legal	ODA	Legal team embedded from the outset in procurement process with the project team.	Legal Team
Venues Team	LOCOG	Meetings held with LOCOG to coordinate Games mode space and functional requirements into venue design.	LOCOG Design and Sports Teams

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact with Aquatics Centre Team
Sport and venues	LOCOG	LOCOG Sport team has maintained attendance at all key Steering Group meetings through the lifetime of the project.	Sport Team
Workforce Planning	LOCOG	LOCOG to prepare staffing/resourcing strategy for games mode. LDA to progress similar in legacy in line with ongoing business planning reviews.	Workforce Planning
HR / Volunteering	LOCOG	LOCOG to provide Games mode overlay design which includes provision for volunteers.	Human Resources
Equality and Inclusion	LOCOG	LOCOG developing further EqIA for Games mode operations.	Diversity and Inclusion
Community Relations	LOCOG	Communications across London2012 as a whole and not venue specific.	Communications and Public Affairs
Marketing / Communications	LOCOG	The Aquatics team communications officer continues to liaise with his counterpart in LOCOG.	Communications and Public Affairs
Procurement	LOCOG	All procurement activities coordinated through LOCOG Venue Project Manager who has worked closely with the Aquatics team throughout the lifetime of the project.	Venues and Infrastructure
Ticketing	LOCOG	LOCOG to coordinate ticketing policy at later date	Ticketing Co-ordinator
Security	LOCOG	Design has considered Games mode and Legacy mode in terms of security. LOCOG to finalise security plans yet.	Security
Environment and Sustainability	LOCOG	All environmental and sustainability activities coordinated through LOCOG Venue Project Manager who has worked closely with the Aquatics team throughout the lifetime of the project.	Environment and Sustainability
Commercial	LOCOG	All commercial activities coordinated through LOCOG Venue Project Manager who has worked closely with the Aquatics team throughout the lifetime of the project.	Commercial
Spectator Services	LOCOG	Services to be coordinated with LOCOG	Not yet appointed
Catering Operations Team	LOCOG	LOCOG to develop overlay plan including Food service Catering near Aquatic Center to provide service to Aquatics and Water Polo.	Not yet appointed

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact with Aquatics Centre Team
Venue Operations	LOCOG	LOCOG to develop venue operations plan.	Not yet appointed
Legacy	LDA	Numerous stakeholder meetings conducted through design process. LDA provided comments on RIBA Stage D and signed off on design, subject to final detailed design of Level One Welcome zone and future-proofing for a second internal lift.	LMF team
Lee Valley Regional Park	Lee Valley Regional Park Authority	LVRPA continue to attend all key External Stakeholder meetings and have been fully supportive throughout the design process.	LVRPA Regeneration Team

6 Delivery of ODA Priority Themes

The London 2012 vision is to use the power of the Games to inspire change. This is the vision that will define the venues that are built, the Games that are staged and the legacy of the Games.

The values which underpin this vision are:

- to achieve our vision we must be inspirational;
- to do this we must be open and respectful;
- only by working as a team; and
- can we deliver something truly distinctive.

6.1 The ODA priority themes

As stated in the ODA Corporate EqIA¹ the ODA's primary role is to make sure the venues and infrastructure for the London 2012 Games are delivered on time, to budget and are fit for purpose.

This role and the London 2012 vision and values are underpinned by six priority themes:

6.2 Equality and inclusion

The momentum provided by the Games and the substantial investment in the Lower Lea Valley can have a significant impact on reducing historic and long-standing inequalities. We want the economic and social benefits of the regeneration of the area, and the design and build of the Olympic Park and venues, to have a positive impact on local communities and different parts of the UK. An example of how we are achieving this is ensuring our procurement process is transparent, fair and open to a wider range of diverse suppliers.

The way that we are recruiting and managing employees is fair, and helps to promote equal opportunities to all and eliminate discrimination in the workplace. We are working with partner organisations to encourage women, black, Asian and minority ethnic people, and disabled people, to train and apply for jobs in construction and other areas where they have traditionally been under-represented.

What we build for 2012 and beyond will be inclusive for people of all cultures, faiths and ages, and fully accessible to disabled people with a wide range of impairments. We will also provide an accessible transport network that will give everyone the opportunity to enjoy the Games, as well as leave a lasting legacy for equality and inclusion. We recognise the diversity of the population of the UK, London and the five Host Boroughs and are committed to realising the advantages of this diversity in delivering our programme. We are already engaging with and involving the local communities to help us deliver the most accessible and inclusive Games.

¹ Available on the London 2012 website

6.2.1 Inclusive design:

The Aquatics Centre has been designed in compliance with the Inclusive Design Access Strategy and Standards, in the limited areas where the designs could not meet the Standards (i.e equivalent access to Plaza level from river level accommodated with added external lift and stairs, wet change areas designed for single sex and group change to accommodate multiple stakeholder requirements and the community pool designed to be separated visually to accommodate stakeholder aspirations) appropriate design solutions have been developed with the support of access officers and BEAP. The designs have been developed through engagement with ODA Principle Access Officers and presentations and engagement with Built Environment and Access Panel and Access and Inclusion Panel.

The Project Team submitted conformance reports, which measure process against delivery of the Inclusive Design Strategy and Standards which the ODA Principle Access Officer will summarise quarterly for the E&I Board

6.2.2 Employment and business opportunities

Balfour Beatty have prepared two documents "Opportunities for all" and "Business opportunities for all" which presents their strategy, action plan and monitoring regime for delivering employment and business opportunities for equality and inclusion. Balfour Beatty will report process against the action plan quarterly to the E&I Board.

In addition Balfour Beatty is coordinating the Princes Trust 'Get in to Construction' programme for the Park, which includes provision for a group of young people to secure site based work placements and gain the skills and experience to move them in to roles within the industry in the future.

6.2.3 Targeted community engagement

During the design process the ODA Design Team and architect gave a number of presentations at community events and have also participated in 'Open House' and tours on site.

Balfour Beatty team is developing a programme of community related activity as part of their corporate responsibility activity and to ensure that their approach to the project provides wider benefits for the local community. The team has a particular focus on young people and is developing a programme of activity to link in with local schools and young people, providing opportunities for site visits, talks and work placements.

6.2.4 Integration and capability

Balfour Beatty has put in place an Equality Action Plan to map out the following:

1. Adopt and implement equality and diversity policies and procedures
2. Promote equality and diversity
3. Monitor equality and diversity of the workforce, including during recruitment
4. Encourage our supply chain to do 1-3

Balfour Beatty have already made some progress in embedding equal opportunities practices into their business, particularly through their work on East London Line project. They will be able to transfer and improve upon many of the equal opportunities practices they have developed on that project for this one.

6.3 Design and accessibility

The main principle of the design and accessibility priority theme is:

To design the venues within the Olympic Park to deliver a striking visual statement that reflects the importance of the Games, while ensuring they are balanced with the urban architecture and landscape that define the area. After the Games the venues must seamlessly connect with the parklands and urban neighborhoods that surround them.

Inclusive design is at the heart of our design process, and has been since the project began. The Olympic Village, the sporting venues, new transport services, supporting facilities and the Park itself will be accessible to people with a wide range of disabilities both during and after the Games. We want to set an excellent standard of accessibility for disabled people, older people and families with children, which will set a benchmark and act as an inspiration to others.

6.3.1 Developing a vision for design excellence

The ODA has set high aspirations for Sustainability, Accessibility, and Inclusivity and committed to meeting these through agreements with the Planning Agencies. These aspirations exceed building regulations and therefore seek to set new standards for design, protecting the environment, and making the Olympic Park venues accessible to everyone. Each target is tracked throughout the design and construction process to ensure the aspirations set are delivered. The design team has used a value matrix in evaluating alternatives in order to ensure the Brief is met, alternative solutions studied, stakeholder reviews are completed with comments incorporated, and best value is achieved in the process.

6.3.2 Defining and measuring good design

The Design Team have been challenged throughout the design to incorporate Best Practices rather than just meet Building Regulations eg. spectator sightlines exceed minimum regulation in all accessible seating and permanent seating.

6.3.3 Creativity through diversity

The original design competition ensured that a diverse and talented range of established and emerging architectural practices was invited to submit their proposals for this landmark building forming the gateway to the Olympic Park.

6.3.4 Relevance through inclusion

Community involvement has included a number of presentations of the design to a variety of community groups in order to seek confirmation of, and input into the design. This includes representatives of minority groups, various Faith groups, children and older people, for example. Members of the project team have attended local 'Open Houses' to inform the local community and to seek further input. Furthermore, the ODA incorporated representatives of the Local Boroughs (Newham and Tower Hamlets), the GLA and expert user groups into the design process as Stakeholders in order to provide expert advice into the design process. The final design for the Aquatic Centre reflects the input of these groups.

6.4 Employment and skills

The ODA will work with contractors on the Park to identify job opportunities with Jobcentre Plus and the employment brokerage services in the five Host Boroughs. Opportunities will also be advertised through the UK-wide Jobcentre Plus network.

1. Pre-employment – candidates will be prepared for employment opportunities through vocational training that focuses on providing skills for life. Candidates will be trained in areas where a demand has been identified to create a pool of trained potential workers.
2. Recruitment – supply will be coordinated to meet construction demand and maximise opportunities for local people to work on Games construction, legacy projects and other partner developments.
3. Post placement support – people who are new to the NSAfC programme or the industry will receive continued support to ensure they play an important role in delivery.
4. Young people and schools – members of the industry will talk to young people about the benefits of working in construction and the education, apprenticeships, trainee and work placements that will help them get work in construction.
5. Progression and post employment training – people on the NSAfC programme will be offered continued support and training to help them get work after the Games.
6. Professional skills – links with training and educational organisations will be established to help people who want to develop a career as a construction professional and skills trade.
7. Equality – a focused support on women, disabled people and people from black, Asian and minority ethnic communities will help these groups gain employment and develop new skills

All of the above objectives are incorporated into Balfour Beatty's "Opportunities for all" and "Business opportunities for all" Strategies and the Balfour Beatty Youth Initiative Strategy.

6.5 Health, safety and security

The health and safety of everyone involved in the delivery of the ODA projects or affected by them is a key concern. The ODA is established as a best-practice organisation, fully compliant with applicable UK and European legislation and standards, and continually improving. We are integrating health and safety considerations into all the ODA programmes and projects including planning, design and construction operation.

The ODA provides a safe and secure environment during construction and decommissioning works. Designing venues, facilities, infrastructure and transport to help eliminate health and safety hazards during construction, operation, maintenance and decommissioning, and to meet the needs of operational security during the Games.

During 2009 the key high risk activities will be:

- Workforce/equipment interface
- Working at height
- Lifting operations
- Temporary works

Balfour Beatty will delivery theses objectives through:

Behaviour

- regular and effective communication;
- constant and appropriate workforce engagement; and
- focused training.

Method and planning

- ongoing, thorough risk reviews;
- detailed design co-ordination and interface; and
- timely validation of temporary works design.

Safety of the workplace

- adequacy of exclusion and lay down zones;
- maintaining and segregation of protected walkways; and
- safe working and access for MEWPs

Safe condition of equipment

- crane selection and co-ordination;
- segregated vertical access equipment; and
- regular testing and inspection of all mobile plant and equipment.

6.6 Legacy

The London 2012 Games offer a unique opportunity to revitalise the Lower Lea Valley, transforming one of the most underdeveloped areas of London into a benchmark 21st century urban environment that reflects the diverse and vibrant population of the area.

Our job is to harness this potential and create one of the largest new urban parks in Europe for 150 years. In addition to world-class facilities for sports including athletics, cycling, hockey, swimming and tennis, there will be homes for a new community, and green spaces in and around the Olympic Park.

Five key drivers underpin these aspirations:

6.6.1 Capitalise on 2012 investment

The Aquatics Centre in Legacy will remain an architectural focal point, a landmark, iconic building effectively acting as the gateway to the Olympic Park. This will undoubtedly assist in drawing general visitors into the Park and specific users into the Aquatics Centre itself. The facility provides 2 x 50m and 1 x 25m swimming pools, along with moveable floors and booms to allow significant flexibility of use and so ensure the building can be used by both elite and general public swimmers alike.

6.6.2 Promote adaptability and longevity

The building has been designed to incorporate durable, long lasting materials, for example, terrazzo flooring, high quality, reinforced concrete internal finishes, standing seam, metal roof finishes, to ensure efficient life cycle and maintenance costs over the lifetime of the building. The building has the capacity to expand to facilitate up to 3,500 spectators for swimming events, ensuring a degree of adaptability and flexibility that does not detract from its base function as a community swimming pool for daily use.

6.6.3 Maximise connections

The Aquatics Centre is located close to local public transport links and facilitates pedestrian access arriving from Stratford into the Olympic Park via the F10 Bridge. Additional access to the building is provided to the south west facing Welcome Zone, located alongside the river frontage, to allow access to those arriving at the facility by car. Bike racks are also provided at both entrance levels.

6.6.4 Activate public realm and waterways

The Aquatics Centre provides a south-west facing frontage for external café areas adjoining the river. This further activates the river frontage already enhanced by the new river wall covering almost 8000m of the site.

6.6.5 Encourage diversity

The flexibility of pool usage created by the moveable floors and booms incorporated in all 3 pools allows a diverse range of usage throughout the day. The additional ability to screen the training pool for private use for different ethnic and cultural groups also assist in this regard.

6.7 Sustainability

Key sustainability gains will be realised through the location of the site and nature of the development. The remediation of the site will bring existing land back into public use and create significant improvements in the quantity and quality of green space in east London. The creation of new infrastructure, sporting facilities and housing in an area currently experiencing high levels of deprivation will help to create neighbourhoods and vibrant places after the Games are over, where people will want to live, work and play.

Addressing the challenge of climate change through minimising the carbon emissions associated with the development, and optimising the opportunities for efficient water use is key to our approach. Working with the construction products industry to use socially and environmentally responsible materials presents new exciting opportunities.

The ODA seeks to deliver sustainable developments through the advancement of the following objectives.

6.7.1 Carbon

Venue is designed to be energy efficient delivering 17.6% improvement over Part L requirements – initiatives to reduce energy consumption in the building include:

- Increased U-values of the key building elements to reduce heat loss
- Minimised ventilation rate within the main pool hall through treating various areas within the pool hall as microclimates rather than attempting to treat the whole volume.
- Ventilation plant controlling the evaporation from the pool surfaces and the air quality for the bathers includes high efficiency heat recovery devices. Its energy consumption is further reduced by selecting efficient air handling equipment and a low velocity ductwork system.
- The heating to the glazed facades is provided by natural convectors rather than a more energy intensive forced air system. These glazed facades also provide daylight which reduces the artificial lighting operating hours.
- Heat and power for the building will be supplied by the Energy Centre onsite, which is a very efficient way in which to supply the buildings energy demands thus resulting in further carbon reductions.

6.7.2 Water

To optimise the opportunities for efficient water use, reuse and recycling. Further, the ODA seeks to reduce demand on potable water by 40% over similar venues.

The Venue employs low flow showers and taps and recycles pool backwash water for toilet and urinal flushing. Excluding pool top water needed for health concerns, this delivers over 40% water saving.

6.7.3 Waste

To optimise the reduction of waste through design, and to maximise the reuse and recycling of material arising during demolition, remediation and construction. The manufacture of the timber ceiling and façade is being designed to reduce the quantity of waste timber produced in manufacture.

The glazed curtain walling has been designed to fit standard sizes to reduce complexity of construction and waste generation on site. Recycled aggregates are used to construct temporary platforms to aid construction of the building, some 70,000 tonnes has been used to date. The majority of this is expected to be utilised elsewhere on site once construction works are complete.

Temporary seating is planned to be procured from the hire market and will therefore be reused after the Games period. The fabric wrap used as weather protection for the temporary seats is anticipated to have an agreement for return and recycling. Waste is segregated on site to aid recycling and diversion from landfill

6.7.4 Materials

The timber for ceiling construction has been procured with sustainability as a key focus to ensure that all timber arrives on site fully certified from source.

Concrete used in construction is procured from the on-site supplier and specifies increased levels of cement replacement and secondary aggregate thereby reducing the embodied carbon of the concrete and reducing resource depletion associated with mineral mining. The total concrete used in the building is estimated to utilise 25% recycled aggregate. External audits are underway to verify the responsible sourcing of the concrete, including its constituent materials.

Steel work in the roof is being designed to eliminate or reduce secondary steel work, or replace it with timber, it is expected the exercise will result in a significant reduction in the embodied energy of the roof structure. The aluminium standing seam roof is supplied by a company with a good social responsibility record and excellent environmental management systems. Over 1272 tonnes of steel have been eliminated from the bridge construction, resulting in a saving of 2544 tonnes of CO₂.

Contractor procurement processes are being established to ensure environmental and social responsibility form part of the tender and evaluation process

6.7.5 Biodiversity and ecology

The Aquatics site has been cleared of invasive species. Bird and bat boxes will be incorporated into the building structure to encourage local ecology. A green 'roof', of approx 3500m², will be planted to create a biodiverse habitat.

6.7.6 Land, Water and Noise

The UV pool water treatment system will ensure good water quality and result in low chloramine levels in the pool water. The ventilation system will control the humidity and air quality immediately above the pools and their surrounds. The location of extract air grilles along the pools surrounds ensures that pollutants are removed adjacent to the water surface, therefore minimising the risk of migration within the pool hall and ensuring good internal air quality.

A BREEAM pre-assessment demonstrates the Venue will achieve an 'excellent' rating. The Venue is also undertaking a CEEQUAL assessment for the associated bridge. The contractor achieved a score of 36 out of 40 in a recent audit by the Considerate Constructors Scheme. All site vehicles are using low sulphur diesel, reducing emissions to air and therefore minimising impacts on local air quality

6.7.7 Supporting communities

The design of the Aquatics Centre has ensured that the occupiers, either users or staff, feel comfortable within the building where practically and functionally possible. Efforts have been made to consult with, and consider the requirements of all sections of society for creating a comfortable and secure facility. Numerous groups have been engaged in consultation throughout the design development of the London Aquatics Centre. These groups include mothers, swimmers, multi-faith, LGBT, young people and older people.

6.7.8 Transport and mobility

Bicycle storage will be included in the landscape scheme promoting sustainable transport measures. The Aquatics Centre is designed with a podium for all pedestrians accessing the site from the Plaza/F10 Bridges.

6.7.9 Health and well-being

The flexibility of pool usage created by the use of movable floors and booms as described previously allows a great variety of people to use the swimming facilities both for serious training and for general fun and fitness. Swimming is widely accepted to be one of the healthiest sporting activities possible and this flexibility ensures that opportunities for improving health and well being are accessible to all.

7 Measuring the impact

To fully understand the impact of the ODA venue projects the ODA has completed a baseline assessment and policy review which is available on the London 2012 website EqIA pages.

7.1 Socio-economic baseline review summary

The key findings of the baseline review are presented under the equality strands with additional socio-economic categories which help identify and convey the diverse population's characteristics thoroughly. Combined with the equality & inclusion target group information this baseline review shows the importance of the ODA programmers addressing some of the key spatial issues as an integrated process.

7.1.1 Age

Young people: A quarter of the current host boroughs population is aged between 0 and 16. As the ODA programme and legacy plans emerge, young people will be using the facilities and becoming economically active within the area. The current and future needs of young people will be an important element that should be considered as part of the ODA programme of works.

Older people: Over time there will be an increasing percentage of the older population from BAME backgrounds, a rise of 12 to 23 per cent is expected by 2021². Facilities and suitable services will be required in order to meet the needs of the diversifying older population.

7.1.2 Ethnicity

Some BAME groups have socio-economic characteristics which differ from the UK and London averages. These characteristics include larger families, leading to a requirement for larger family sized homes, associated amenity and play space for children and access to appropriate social infrastructure services such as health and child care.

Some BAME groups earn less than the national and London averages. Inclusion of BAME groups is a pertinent issue as the baseline statistics show that certain BAME groups, despite being university graduates, have unemployment rates which are double those of their white counterparts³.

In terms of economic activity, small and medium sized enterprises (SME) and micro businesses form the majority of BAME-owned enterprises in London, and a high concentration of BAME-owned businesses are found in the London boroughs Newham and Tower Hamlets. Particular attention will need to be given to the impact of employment land designations as part of the LMF proposals on BAME owned businesses.

7.1.3 Disabled people

There is an over representation of disabled people in the five Host Boroughs compared to the London and UK average. This will require suitable consideration to ensure that disabled people are not marginalised from education and employment opportunities, and are able to benefit from the improvements to sport facilities, the public realm and the open space within the area. It is essential that the ODA delivers on the commitment to inclusive

² GLA 2007d

³ ODA 2007d

design and accessibility throughout the programme, as well as working with the LDA to ensure future service delivery and infrastructure planning within the five Host Boroughs⁴. As the ODA develops projects and programmes, there will be a need for positive action to maximise the employment opportunities for disabled people in construction.

7.1.4 Faith

Religion, faith and belief groups' issues and needs are not well covered in studies or statistics. As there is a gap in the baseline evidence, the issues, needs and views of faith groups will be established through target group consultations. It is essential to better understand the considerations which need to be given in order for faith groups to achieve equality in the ODA programme.

7.1.5 Gender

Women in London earn 23 per cent less, on average, than men⁵. As a result, gender wage/salary disparities and household structures need to be understood and tackled by presenting equal opportunity in employment and pay. In addition, the relationship between BAME groups and gender is an important link to be considered in more detail in the target group consultation for individual programme and project EqIAs.

Attention must be given to ensure that women/ lone parents can take up the advantages of employment opportunities created by the employment and skills programme. As the ODA develops projects and programmes, it will need to consider what positive action can be taken to minimise gender segregation in employment opportunities in construction for women.

The higher proportion of one person households, and of lone parents, within the study will need explored in more detail. There is evidence that lone parents either have to work part time or pay for child care may create economic disadvantage.

7.1.6 Transgender

It is likely that the needs of transgender people are being overlooked by public bodies⁶ due to little research on the needs of these groups and because little data has been collected on the outcomes and impacts of services on these groups. This makes it difficult for service providers to assess the needs and provide appropriate services to these groups. However it is recognised that there are a number of employment issues which need to be understood to fully support transgender people in employment opportunities.

7.1.7 Sexual orientation

It is likely that the needs of lesbians, gay men, and bisexual people are being overlooked by public bodies⁷ due to little research on the needs of these groups and because little data has been collected on the outcomes and impacts of services on these groups. This makes it difficult for public bodies to assess the needs and provide appropriate services to these groups.

Although the Annual London Survey has not collected statistics on the specific concerns that London's lesbian, gay and bisexual communities have about crime and safety in the city and public realm, fear of crime in these communities is likely to be high. Evidence for this is the number of homophobic incidents reported to the police (nearly 1,400 in 2005). The ODA needs to ensure that venues and public space are designed to include safety measures which will be seen accommodate the needs of the LGB community.

⁴ GLA, 2004; 2007d; 2008e

⁵ GLA, 2007b

⁶ GLA, 2007b

⁷ GLA, 2007b

7.1.8 Low income

Several equality groups, such as BAME communities, lone parents, women, older people and disabled people have been shown to be more likely to have lower incomes. Skills, education, training and employment opportunities will be crucial in tackling the disadvantages that are faced by many members of these target groups.

Furthermore, the baseline study identifies that various equality groups have a fear of, or have been targeted for, hate crimes and unlawful discrimination. These groups include women, BAME groups, disabled people, faith groups and LGB & T people. The ODA will need to ensure that mitigation measures are made to ensure that public realm environments are conducive to a diverse community population and that best practice measures are taken to design out crime.

8 Existing situation and key issues for consideration

The following sections reviews information from the baseline review and expands upon the likely impacts which will need to be addressed as part of ODA programme and project EqlAs. The impacts identified provides a starting point but should not be seen as an exhaustive list.

The section headings have been identified as important in understanding the impact of service the delivery of equality and inclusion in the following documents:

- ODA E&I objectives;
- London Plan and Supplementary Guidance;
- Olympic Park EqlA;
- LMF Baseline Report;
- Parklands and Public realm planning documents; and
- Statements of participation for Olympic park venues.

8.1 Access to employment and business opportunities

Measures which need to be considered to ensure a positive contribution towards achieving equal access to employment and business opportunities in the ODA programmes and projects include:

- addressing the existing under-representation of people from equality target groups in employment in the construction industry;
- working to reduce gender segregation in construction;
- ensuring 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;
- ensuring reasonable adjustments are provided to ensure equality of opportunity 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;
- providing genuine access to a diverse range of employment opportunities, which could contribute towards developing skills and experience to enhance future employment;
- understanding the need to have in place mechanisms for dealing with any harassment , bullying or complaints in relation to people from the equality & inclusion target groups

8.2 Employment and training opportunities

Training and employment opportunities arising from the ODA programme in construction, maintenance and management can address the inter-linked educational and employment inequalities which disproportionately affect some equality & inclusion target groups.

- The ODA, working with partners, will need to ensure that skills development and appropriate training is provided within the ODA projects so that the local community is better able to access higher income employment opportunities in years to come.
- Job and training opportunities associated with the construction and management of the ODA programme could help reduce skills and employment gaps and have a positive impact on equality.

- Low attainment levels locally and labour market discrimination could, however, hinder the ability of certain groups from capitalising on employment opportunities.
- This is a particularly pressing issue because a large number of jobs associated with the ODA projects will be in construction, an employment sector in which the baseline shows several equality & inclusion target groups are under-represented.
- Without careful management and targeting of recruitment processes, overt and unintentional exclusion of equality & inclusion target groups could reinforce rather than alleviate employment equality issues.

8.3 Inclusion and community cohesion

Communities that are strong and inclusive lead to a better quality of life, have a stronger sense of identity and belonging, and mutual respect and equality.

- Ensuring a sense of community ownership will depend to a large degree on the use and management of the Park and venues in Legacy. However, the ODA will need to deliver a platform for venues, events and facilities that can foster a sense of ownership.
- Extensive public consultation and engagement throughout the design phase and regular communication during the construction and transformation phases will be vital to fostering a sense of involvement and community ownership.
- Given the cultural diversity of the area and the large international draw of the Games, the design of the venues, surrounding areas and programme policies will need to accommodate a wide range of cultural and faith requirements.
- There is a strong likelihood that English will not be the first language spoken by many people accessing the Park and venues, therefore measures are needed to ensure the programme delivers areas which can be used and navigated easily by local, national and international people alike whose first language is not English or who have literacy problems.
- Wayfinding and information provision across the ODA programmes and projects during construction, the Games and in Legacy will need to ensure that the information and space can be used by, and attract people from across London where there are over 300 different languages spoken, 167 in the five Host Boroughs alone.
- During Construction when access to the Park is highly restricted, the sites could act as a physical barrier between neighbourhoods. During Games mode, the Park and venues will only be accessible to those with a ticket, a factor which could reduce community cohesion and reduce a feeling of 'ownership'.
- The diversity of the local community should be reflected in the provision of information, and through detailed design elements such as arts commissions, venue and landscape design.
- Understanding the likely impact on transport infrastructure is vital to ensure that the local community have an affordable, more sustainable and efficient mode of transport to get to and from employment during the construction phase and to access the Park and venues during the Games and in Legacy.

8.4 Inclusive design and accessibility

- The baseline review has highlighted that disabled people disproportionately encounter multiple barriers in accessing goods, services and facilities such as social and transport infrastructure. Positive action can be implemented in a number of ways to remove these barriers, including the implementation of ODA Inclusive Design Standards in the design and construction phases.

- Consultation and baseline evidence highlights that step-free access would provide people with easy and dignified use of the areas by a number of groups, such as older people; some disabled people, including visually impaired and blind people; and wheelchair users.
- The landscaping of the Park and other surrounding areas could inhibit use of the public space around venues. Inclusive design will need to be applied to ensure concourse routes and bridges can be used by all.
- The surfaces of walkways and the concourse will need to be constructed from a material which does not become slippery even in wet conditions and should be free of trip hazards.
- The large scale of the Park and the associated long distances to be covered on foot mean that without sufficient attention to seating and rest areas, the areas may not be useable by people with mobility or health issues.
- Ticket barriers which are not designed to be inclusive and obstacles (such as bollards and street furniture) could act as a physical hindrance which excludes groups such as visually impaired and blind people from using certain spaces by making them inaccessible.
- Furthermore, such obstacles could also generate overcrowding which negatively impacts disproportionately on the usability of areas by parents and carers with children, wheelchair users, visually impaired and blind people.
- The focus on promoting biodiversity, while creating a space which is ideal for relaxation, could potentially inhibit access.
- The lighting strategy has impacts beyond influencing personal safety. Lighting levels will have an impact on peoples' ability to identify others, assist lip-reading, and help navigation for people who are visually impaired.
- The public realm can preclude the use of the space by a number of equality target groups, if they feel that their needs have not addressed in the design phase.
- The inclusive design, accessibility and safety measures of the construction site will influence the ability of disabled people and women to take advantage of job opportunities which address their under-representation in the construction industry.

8.5 Safety and security

Maximising the safety and security of the ODA programmes and projects is important in reducing crime and the fear of crime, which disproportionately affects certain equality & inclusion target groups and can inhibit their use and take up of the venues, public space, or employment opportunities.

- As the baseline shows, crime and the fear of crime affects use of the public realm by the majority of equality & inclusion target groups. Designing out opportunities for crime and the fear of crime is therefore a key objective of the ODA programme.
- Consultation highlighted that dark, enclosed spaces which are not overlooked are seen as promoting crime. As such, good lighting and designs which promote natural surveillance and visibility will assist in designing out crime. The location of entrances to sites and venues will also affect the safety of the people, in particular the proximity of entrances and routes to transport connections.
- Although lighting and CCTV along key routes during construction and in the Park are vital to safety, a good lighting strategy that reduces crime and fear of crime will go beyond simply making all areas well-lit. Reducing lighting along certain routes could prevent leading people into spaces that may be unsafe for reasons beyond their relative darkness, such as isolation from transport links or poor visibility.

- Territorial gang culture is a problem that affects young people in London which has manifested itself in the recent high-profile spate of knife crimes. Since territory, often linked to postcodes, is an important component underpinning gang crime, the creation of a new piece of open space could become a new focus for territorial struggle.

8.6 Environmental impacts

There is currently an under-use of existing green spaces and facilities that could provide a focus for healthier lifestyles. This under-use may be a result of underlying factors, such as lack of cultural sensitivity, overt racism and language barriers in the provision of facilities. The ODA projects will need to create attractive and safe environments in which all people feel needs have been addressed. This will have benefits for both physical and mental health.

9 Consultation and engagement

Wider consultation regarding access and inclusion for the Aquatics Centre has included monthly meetings with members of the Built Environment Access Panel followed by a joint meeting of the Built Environment Access Panel and the Access and Inclusion Forum, chaired by the ODA since September 2007. The design was also presented and consulted upon at the Technical Fora Presentation and Consultation held on the 9th November 2007 where consultation with a wider group of stakeholders took place. Reference should be made to the Consultation and Partnership Matrix. Following all consultation meetings, improvements to the design were made in response to comments made.

An Access Consultant has been involved in the ongoing design process and will be involved from the current stage up to construction and handover. Their role is to advise the design team and appraise elements of the design at the relevant stages to ensure that the best possible level of access is achieved and that proposals meet relevant legislation and recognised good practice guidance. They will provide recommendations of measures that can be incorporated within the scheme to facilitate access and use. Access Statement reports will be produced and updated to clearly indicate how the proposals meet the design requirements for good access.

As part of the public consultation process, presentations were given to a number of groups including:

- older people;
- local swimmers;
- LGB&T (Lesbian, Gay, Bisexual and Transgender);
- mothers;
- multi faith; and
- Leaders and Mayors.

These sessions were in the form of workshops with the format allowing the presentation of the design to the group, question and answer session, clarifying issues and a short exercise to enable the groups to convey their thoughts through either drawn or written work. All participants taking part lived in one of the five Host Boroughs of Newham, Hackney, Waltham Forest, Tower Hamlets and Greenwich.

Issues raised during these forums, groups and workshops are addressed in the Inclusive Design Statement.

The Aquatics team also have monthly meetings with the core stakeholder group and quarterly meetings with the wider stakeholder group which includes representatives of the five Host Boroughs.

10 Impact assessment

This section includes the positive and negative impacts identified during consultation and engagement; research; information and evidence gathered in relation to four sections of work:

10.1 Delivery of the venues, facilities, infrastructure and transport

The design and construction impacts resulting from the delivery of the venue for the Games are considered in this section, including impacts resulting during the construction phase, and impacts concerning the design and construction of the venues and buildings.

10.1.1 Design

Deaf people considered: FM transmitters and other technology considered in venue design. Final selections to be determined.

Faith Room: Faith room added late in programme. To be incorporated into an office or meeting room as dual purpose space.

Faith Groups: Toilets designed with alternatives meeting Muslim preferences.

Single sex consideration: Venue designed to provide privacy screen at Community/training pool for single sex uses where privacy is required. Wet Change designed with single sex areas for privacy where required. Private showers included.

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Venue incorporates the principles of the ODA Inclusive Design Standards and Strategy	All	Inclusive Design Conformance Reports during Olympic and Legacy modes are being drafted by Design Team which details how the current design is conforming to the latest Inclusive Design Standards.

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Venue incorporates inclusive and accessible signage and wayfinding (inc glazing , access to buildings)	All	<p>The building will be designed so that it is easily 'readable' so that people are able to orientate themselves and find their way around without over-depending upon signage systems.</p> <p>However, the use of good signage will be required. The signage strategy and design has not been developed at this stage. The intent is that it will be designed following guidance provided in the ODA Inclusive Design Standards, Sign Design Guide, BS 8300 and RNIB guidance. The general strategy of sign design differentiates clearly between essential visitor information, directional signs and warning signs.</p> <p>The signage will have good contrast between the signboard and the lettering to enhance visibility and includes tactile information where appropriate. A system of general colour coding setting out zones around the building may be considered, to aid wayfinding for all visitors.</p> <p>The signage will use internationally recognised pictograms/ symbols where appropriate and a lettering type that is a clear sans serif font in capitalised lower case for easy word recognition. Visual clutter is kept to the minimum practicable by ensuring concise informative wording to signs.</p>
Space in and around the venue does provide a free flowing obstacle free environment.	Disabled people Older people Parents and Carers	There are generous space allowances within the building to provide obstacle free movement. The ground & first floors within the building do not incorporate any step changes in levels.
Design delivers a high level in safety and security for people moving around the venues both internally and externally. i.e. lighting levels, distance to travel to entrances, signage and wayfinding, landscaping etc.	All	The building satisfies these requirements with the current exception of the route from the external lift to the Main Entrance at ground level. The team is using the detailed design development period to refine the relevant proposals in line with the requirements of 'secure by design'.

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Access to seating stairs and lifts.	Older people Parents and Carers Disabled people	<p>The number of seats for disabled people will be in accordance with ODA Inclusive Design Standards Version 10. Wheelchair accessible seating will be provided in accordance with the requirements of Building Regulations and comply with the ODA Inclusive Design Standards v0.10.</p> <p>Egress capacities are to be adequate for the seating both with and without the wheelchair areas in place. Spaces accessible for wheelchair users will be distributed to both sides of the competition pool hall. Wheelchair accessible positions within the seating tiers will generally be accommodated on dedicated platforms. Emergency evacuation for disabled people will occur without the need to wait for assistance (spectators, employees, and competitors).</p> <p>Each wheelchair position will occupy an area in accordance to the ODA Inclusive Design Standards.</p> <p>Each wheelchair position will have an adjacent companion seat that is of the same quality for that category of seating. Elevated viewing positions will be designed such that views are not affected by spectators standing in rows in front of the viewing position.</p> <p>Provision will also be made for ambulant disabled spectators, including people who have a hearing loss and/ or have a visually impairment. Wider aisles that can be accessed without the use of stairs to be provided for people who need extra leg room or space for mobility equipment while seated. e.g. crutches and assistance dogs. Consideration for the differing types of mobility equipment will also be kept in mind during the design process.</p> <p>Seating for the Olympic and Paralympic Games will include a minimum of 1.9% of the overall capacity for wheelchair user spaces at the main level and elevated positions within the seating stands. Consideration should be given to flexible seating arrangements to meet the differing needs throughout the Olympic and Paralympic Games.</p> <p>Of the 2,500 total seats, there are 37 permanent spaces and a possible additional 11 provided for wheelchair users. In total, this provides 1.92%,</p>

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
<p>Travel distance to toilet facilities and food provision is within a short (40m) distance from seating via stairs or lifts.</p>	<p>Older people Parents and Carers Disabled people</p>	<p>Due to the configuration of the structural system and the location of the Welcome Zone and facilities, travel distances from many spectators are greater than the 40m recommended in the ODA Inclusive Design Standards. However, 27% of the spaces fall within 40m and 77% fall within the 100m travel distance on the same floor as recommended in BS8300. If the WCs at the lower level of the Welcome Zone are included, all wheelchair spaces fall within a 100m horizontal travel distance. Routes to the WCs are level with no doors or obstruction on route. In swimming events, there is no rush demand at limited time periods which allows more time and flexibility to visit toilet facilities.</p> <p>Level 1's two unisex wheelchair user accessible WCs provided at the north east end of the podium level spectator area have level access but extended travel distances greater than 40m to several wheelchair user spectator spaces (see explanation and comment below).</p> <p>Due to the configuration of the structural system and the benefit of logical grouping of facilities in the Welcome Zone area, the travel distances from 35 out of 48 wheelchair user spaces to the accessible WCs on this level is greater than the 40m as recommended in ODA IDS. 13 of the spaces fall within 40m and a total of 37 wheelchair spaces are within 80 metres (reference to BS8300 guidance which alludes to a maximum 100m travel distance on the same floor)</p>
<p>The amount of flexibility that can be designed into a venue to accommodate the needs of people during the Games and in Legacy.</p>	<p>Faith groups, BAME people, Disabled people</p>	<p>The building is designed to accommodate the needs of people during Games and Legacy</p>

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Equal access to the field of play which maintains dignity of users in accessing the relevant field of play.	Disabled people Older people	The ODA is currently preparing a paper and detailed brief outlining our intentions to manage a design competition for the legacy provision of disabled access platforms to the pools. It is hoped that these platforms could be 'rolled-out' to other pools nationwide if the competition proves to be successful.
Access to the field of play, accessible seating at the field of play in legacy and in Games time	Disabled people Older people	The designs of accessible seating in Games mode are currently being refined in consultation with the ODA's Accessibility team. Please also see above regards to access to seats.
Facilities for staff and venue users i.e. catering (gas and electric points), changing areas including shower facilities, toilet provision (unisex facilities and single sex), faith room provision, loop and audio description systems (also known as assistive listening systems), car and bike parking, transport links, drop off points in front of buildings which are under cover with seating, access to all areas in the venues, access points to and from the building.	All but particularly; Disabled people, Faith groups, people with caring responsibilities	All these facilities have been incorporated within the design and will be accessible to all.
Access to facilities for parents and carers of babies and young children i.e. changing areas, food warming and preparation, breast feeding areas.	Parents and Carers	These provisions have been allowed for in the design

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
<p>Crowd modelling for evacuation of venues is reflective of the needs of people from the target groups.</p>	<p>Disabled people, Older people, Parents and Carers with children Faith Groups BAME people</p>	<p>In Olympic Mode, disabled people will be situated at the rear of the permanent seats. As such, they will be able to escape directly onto the concourse and will then be able to escape to the north at grade onto bridge F10. As indicated previously, the concourse is a place of relative safety in that it is a sterile space with a good level of ventilation. Disabled occupants will therefore always be able to escape into the concourse and then onto bridge F10 should they need to.</p> <p>The south end of the concourse leads to a series of steps which take occupants down to the landscaped area leading to bridge H05. To give disabled occupants a choice of escape routes, an evacuation lift will be provided at the south end of the concourse on each side of the building allowing disabled occupants to access the ground floor level.</p> <p>The evacuation lifts will be designed in accordance with BS5588: Part 8 in that they will be:</p> <ul style="list-style-type: none"> • Provided with a secondary power supply • Provided with a two-way voice communication device • Operable by members of the building management staff. <p>The potential for disabled occupants themselves to operate the lifts in an evacuation will also be explored as the design develops. This choice of escape routes from the concourse provides disabled occupants with a good level of safety in the unlikely event that a fire did occur.</p> <p>In Legacy Mode, the accessible seating will be situated at the rear of the permanent seats. The evacuation routes will be via the main entrance or the emergency exits provided in the glazed façade which all lead directly outside to the plaza.</p>

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Audible announcements and visual prompts, for both emergency and public address. A possible solution would be to have additional information displayed as text on the large screens.	BAME Disabled people	<p>An integrated voice alarm and public address system will be provided in accordance with the details set out in the Acoustic/Sound Design Statement. This will be supplemented by flashing xenon beacons in areas that are anticipated to have a high ambient noise level. It is assumed that a management procedure will be put in place to communicate an alarm to hearing impaired users in all other areas.</p> <p>All lockers will have tactile and contrasting numbers for easy identification for people with visual impairments. All stairs will be designed in accordance with the ODA Inclusive Design Standards the Building Regulations Part M and will be suitable for people with limited mobility and visual impairments. Detailed design features will assist people with visual impairments including suitable contrasting and continuous handrails to both sides (except in seating tier steps where continuous handrails are not possible due to seat access), clearly visible nosings and suitable lighting. Light levels will be carefully considered to provide a balance between creating an appropriate atmosphere and ensuring safety and ease of use for people with visual impairments.</p> <p>The Emergency Egress strategy incorporates a number of physical measures that will facilitate means of escape for disabled people, particularly those with mobility, hearing and visual impairments via visual and integrated voice alarm systems.</p>
The fit out of buildings including colours, surfaces, lighting could make a building feel inclusive and welcoming.	Women Disabled people Children and young people Older people	The fit-out of the building will ensure these issues are addressed

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Location of a new venue will provide community facilities which could lead to improved take up of sporting activity.	All	The facility is designed for use by the whole community thereby creating sporting & health benefits for all. There is currently a lack of swimming facilities in London & business planning shows that the building will have a positive impact in this regard.
Venues designed to enable people to learn the sport rather than for elite and professional athletes	All	The building will be utilised by elite swimmers but it will also be fully accessible to the whole community
Design documents include positive images of people from target groups in documents, promotion material, are in plain text, accessible and use positive terminology when describing issues / people from target groups.	All	The Stage D design documents and documents produced for community engagement and information contain positive images which people from the local area would relate to.

10.1.2 Construction

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Impact on local commercial operations; reduced ability to operate / increased operational costs. Impact on employment / businesses already in the area / region.		The Balfour Beatty team have developed and are currently implementing a comprehensive Equality Action Plan and Supply Chain Management and Equal Opportunities Plan. The purpose of these plans is to ensure that the approach to the Construction of the project secures a range of benefits for the diverse communities within the Olympic Host Boroughs, including opening up access to employment opportunities for local people and groups currently under-represented in the industry and providing access to opportunities for local and diverse suppliers. Balfour Beatty is also focusing on engaging their supply chain in wider activity to ensure that the positive impacts of the scheme are maximised, this includes briefing suppliers on the need to direct site based employment opportunities to the ODA Employment and Skills team to ensure that local people have the maximum possible opportunity to access employment on the Park and working to ensure that all suitable work and tender opportunities are advertised on CompeteFor to ensure that local businesses can access all relevant opportunities.
Construction of the venue will be a high quality and safe development, which creates new opportunities for people living in local communities.		The appointed building contractor Balfour Beatty is working with the ODA and local business networks to ensure that new opportunities are created for the benefit of the local community.
Health impacts from the construction phase associated with any dust, soil or groundwater contamination, noise, increase in exhaust emissions, decrease in air quality.		The Balfour Beatty team is continuing to adhere to strict controls during the construction phase as set out in the planning parameters
Addressing the impact of noise and light pollution, the impact of hoardings / fences around construction sites during the construction.	All	The Balfour Beatty team is continuing to adhere to strict controls during the construction phase as set out in the planning parameters

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Potential impact of disruption to public transport and/or routes for communities during construction of the venue.	All	Construction helpline 24/7 available to report any constriction concerns. The Balfour Beatty team is continuing to adhere to strict controls during the construction phase as set out in the planning parameters. Communications team are working with local communities to ensure we address concerns raised during the construction phase.
Safety issues due to temporary divisions around sites during construction, at Games time and during transformation.	All	The Balfour Beatty team is continuing to adhere to strict controls during the construction phase as set out in the planning parameters. They are implementing a 'Zero Harm' approach to Health and Safety and as well as ensuring all of the staff working on the project area aware of the safety issues, the Balfour Beatty team is promoting a range of opportunities to engage with local schools and the wider community, this includes a series of work placements and a number of school visits.
Venue incorporates a high percentage of the ODA Incisive Design Standards	All	The Aquatics Centre will include a high percentage of the ODA Inclusive Design Standards. Please see information already supplied for more details.
Names of buildings and rooms within venues reflect the community and history within the venue is situated.	All	To be developed further during detailed stages of design
Separate planning applications which are submitted to accommodate any temporary facilities during construction which have not gone through consultation.	All	The Water Polo venue will be subject to the same internal design reviews as the LAC and will ensure that relevant lessons learnt from this EqIA will be implemented for the Water Polo venue.
Employment opportunities in construction of the venue.	All	Balfour Beatty has prepared two documents “Opportunities for all” and “Business opportunities for all” which presents their strategy, action plan and monitoring regime for delivering equality and diversity.
H&S with local schools to help understand the impact of the construction works.	All	The ODA Communications team and H&S Teams have run a number of Health and Safety Drama Workshops inn local schools to help make children aware of the dangers associated with a construction site. at Borough Schools.

10.2 Delivery and overlay for the Olympic Games and Paralympic Games (LOCOG)

This section 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 includes throughout its work; ethnicity, disability, gender, and gender identity, age, sexuality and belief.

The management of the venue 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 section should be seen as adding value, but supplemental to this process. For full details please refer to the LOCOG Diversity & Inclusion strategy.

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Cultural and faith provision (overlay)	Faith BAME	LOCOG are exploring the possibility of creating quiet spaces at the venue to promote health and well-being and enable individual faith observance.
Access to field of play and surrounding areas for Photographers / media	Disabled people	The accommodation of photographers who are wheelchair users on the field of play has been incorporated into the building design.
Cultural and faith facilities	BAME Faith groups Disabled People	The building has been designed to accommodate the needs of a mixed faith and culturally diverse. The design of the venue aspires to the principles of inclusive design where disabled and non-disabled people use the same access routes and methods wherever possible.
Noise disturbance, disruption to public transport and/or routes for communities during the Games.	All	Due to the magnitude of this event there is likely to be some disruption and disturbance to local communities, however the ODA and LOCOG will work with local communities during the operational phase to ensure such disturbances are minimised. This will be addressed in further detail during the consultation period leading to the planning submission for temporary overlay works prior to the Games.
Transport to the venues, distance to travel, costs, accessibility	All	The main transport hub of Stratford International (new Javelin service) and Stratford regional (existing Stratford transport hub containing overland rail, underground, DLR and bus terminus) is approximately 600m from the Aquatics Centre venue and will be the entrance and exit point for most of the games spectators.

10.3 Legacy transformation ODA / LDA

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
The management of services and the venue during legacy transformation.	All	<p>Efforts have been made to ensure that following the staging of the Games, works for dismantling the temporary stands are kept to a minimum and the subsequent transformation from Games to a Legacy venue will have the least possible impact on the Legacy building. It is aimed that the major building components such as the temporary seating, structural framework and fabric cladding will be either be reused or recycled after the Games.</p> <p>In order to ensure the long term investment value of delivering the Games, the design of the LAC has responded to feedback from local and national sports bodies, community groups and other stakeholders; making sure that the facilities provided will achieve all users' expectations and form part of a positive and optimistic Games Legacy. Flexibility will be required in the pool hall and changing facility design so that these facilities can incorporate the required degrees of privacy to operate in an operational mode which allows the use of the facilities by people from different cultural and religious groups. Approximately 60 new jobs will be created for the legacy management of this facility.</p>
Proximity of venue to communities in legacy	All	<p>There is no other swimming pool venue of this quality anywhere in the world. It will be a building that the whole community can be proud of. The architecture & scale of the building will be impressive & will hopefully inspire many to take up swimming for the first time.</p> <p>LDA has also confirmed that there is not another 50 metre swimming pool and dedicated diving facility in the local area or nearby boroughs. The London Borough of Hackney has estimated through strategic analysis that there will be an 8.3% increase in swimming demand in the borough between 2007 and 2017. This is due to population growth and the re-distribution of swimming demand created by the estimated legacy usage of the LAC (Genesis Consultants, 2008).</p> <p>The five host boroughs have collectively identified a community need for the training and diving pools in the LAC although some boroughs suggest that the journey times in travelling across London would mean that people would prefer to use facilities within their own catchment area.</p>

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Lighting buildings, light pollution, and sound insulation of buildings	All	External lighting is being developed in parallel by the Park & Public Realm team. It is not included in the Aquatics scope.
Transport to the venues, distance to travel, costs, accessibility	All	Along with the predominant pedestrian access routes to the venue, consideration has also been given to how the venue will accommodate, both during and after the Games, access and parking provisions for public transport, services and bicycle, car and coach parking. The urban design and functionality of these assumptions has been discussed and agreed with the Olympic Park masterplanners and key Legacy stakeholders.
Managing expectation of access to venues after the Games.	All	The venue will be fully accessible to the whole community following the legacy transformation works post-Games.

10.4 Legacy planning

The legacy management of the Aquatics Centre 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 further EqIAs which will utilise the ODAs for baseline review.. This information will help to add value, but is supplemental to ODA 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.

If a venue has a legacy owner then more detail is required i.e. the business plan and the legacy owners policy for dealing with impacts.

11 Conclusions and recommendations

Providing the recommendations developed through the EqIA process are taken forward, the London Aquatics Centre is not likely to unlawfully discriminate against any specific equality group identified. The transformation of the site into a world class aquatics venue will provide a sports facility for professional training and leisure facilities for the local community; act as a catalyst for local economic regeneration; and provide high quality amenity space. The venue is likely to have an overall positive impact on all within the local community and all equality groups.

12 Action plan

The action plan contains the details required to implement the recommendations from the full assessment. The plan will be reviewed by the London Aquatics Centre Project Board on a quarterly basis.

Status key:

Green – on track for delivery

Amber – challenging timescale or status not known

Red – unlikely to be delivered

Positive impacts and negative impacts identified	Equality target group	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible person Date due to be completed / reviewed	Status
Internal furniture of the building i.e. handrails on stairs, along walls, seating, rest areas, meeting and information points.	All	To be developed further in the next stages of design	Develop with Design Team at which point the budget and design requirements will be developed.	Q3 2009	G
Venue incorporates inclusive and accessible signage and wayfinding (inc glazing , access to buildings)	All	The signage strategy and design has not been developed at this stage. The intent is that it will be designed following guidance provided in the ODA Inclusive Design Standards, Sign Design Guide, BS 8300 and RNIB guidance. The general strategy of sign design differentiates clearly between essential visitor information, directional signs and warning signs.	Develop with Design Team at which point the budget and design requirements will be developed.	Q4 2009	R/A/G

Positive impacts and negative impacts identified	Equality target group	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible person Date due to be completed / reviewed	Status
Aquatics Centre team to inform landscape team on exterior elements requiring coordination with building such as security requirements.	All	To be developed further in the next stages of design	Develop with Design Team at which point the budget and design requirements will be developed.	Q3 2009	G
As parkwide lighting strategies for external lighting are finalised, venue exterior lighting will be coordinated to confirm adequate lighting for safe external light levels.	All	CLM closely involved in current lighting strategy and coordination meetings for F10 Bridge (which is identified as a priority lighting route due to its function as a gateway to the Olympic Park. Wider meetings involving lighting around the Aquatics Centre to follow.	Develop with Design Team at which point the budget and design requirements will be developed.	Q3 2009	G
Coordination to be commenced with ODA Arts and Culture team to ensure external appearance of building in Games mode, with particular reference to the external Wrap around the temporary stands, is sympathetic to its immediate environment, in particular the adjoining temporary Water Polo venue.	All	To be developed further once Water Polo Design Team appointed later this year.	To be developed further once Water Polo Design Team appointed later this year.	Q4 2009	G

Positive impacts and negative impacts identified	Equality target group	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible person Date due to be completed / reviewed	Status
Future meetings arranged with Balfour Beatty to include them in the apprenticeship scheme pilot.	All	Balfour Beatty now fully engaged with ODA Employment and Skills team. This will continue to be monitored throughout the construction programme.	Balfour Beatty to continue covering status within their ongoing monthly reports.	Ongoing	G
Balfour Beatty has prepared two documents "Opportunities for all" and "Business opportunities for all" which presents their strategy, action plan and monitoring regime for delivering equality and inclusion.	All	Balfour Beatty now fully engaged with ODA Employment and Skills team. This will continue to be monitored throughout the construction programme.	Balfour Beatty to continue covering status within their ongoing monthly reports.	Q4 2009	G
Meetings held with ODA security team and with Met Police. Both agencies have reviewed design and provided input. Security plan under development by design team.	All	To be developed further in the next stages of design	Develop with Design Team at which point the budget and design requirements will be developed.	Q4 2009	G
Spectator services to be coordinated with LOCOG	All	To be developed further in the next stages of design	Develop with Design Team at which point the budget and design requirements will be developed.	Q1 2010	G
LOCOG to develop overlay plan including Food service Catering near Aquatic Center to provide service to Aquatics and Water Polo.	All	To be developed further once Water Polo Design Team appointed later this year.	To be developed further once Water Polo Design Team appointed later this year.	Q4 2009	G

Positive impacts and negative impacts identified	Equality target group	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible person Date due to be completed / reviewed	Status
LOCOG to develop venue operations plan.	All	To be developed by LOCOG	To be developed by LOCOG	LOCOG Q1 2010	G
Numerous stakeholder meetings conducted through design process. LDA provided comments on RIBA Stage D and signed off on design, subject to final detailed design of Level One Welcome zone and future-proofing for a second internal lift.	All	Detailed designs currently being prepared by the Balfour Beatty team for ODA/LDA approval.	Balfour Beatty	Q1 2009	G
The Project Team submitted conformance reports, which measure process against delivery of the Inclusive Design Strategy and Standards which the ODA Principle Access Officer will summarise quarterly for the E&I Board	All	Monthly meetings between the design team and Principle Access Officer to be undertaken.	Initial meeting held November 2008 and have already continued into the New Year	Ongoing	G

Positive impacts and negative impacts identified	Equality target group	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible person Date due to be completed / reviewed	Status
The signage will use internationally recognised pictograms/ symbols where appropriate and a lettering type that is a clear sans serif font in capitalised lower case for easy word recognition. Visual clutter is kept to the minimum practicable by ensuring concise informative wording to signs.	All	To be developed further in the next stages of design	Develop with Design Team at which point the budget and design requirements will be developed.	Q4 2009	G
The ODA is currently preparing a paper and detailed brief outlining our intentions to manage a design competition for the legacy provision of disabled access platforms to the pools. It is hoped that these platforms could be 'rolled-out' to other pools nationwide if the competition proves to be successful.	All	Design Brief and Procurement Strategy to be presented to the February Stakeholder Board. Once approved the competition process will commence.	ODA to continue to work closely with the LDA and the Principle Access Officer during this process.	Q1 2009	G

Positive impacts and negative impacts identified	Equality target group	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible person Date due to be completed / reviewed	Status
The potential for disabled occupants themselves to operate the lifts in an evacuation will also be explored as the design develops. This choice of escape routes from the concourse provides disabled occupants with a good level of safety in the unlikely event that a fire did occur.	All	To be developed further in the next stages of design	Develop with Design Team at which point the budget and design requirements will be developed.	Q2 2009	G
The fit out of buildings including colours, surfaces, lighting could make a building feel inclusive and welcoming.	All	To be developed further in the next stages of design. The fit-out of the building will ensure these issues are addressed	Develop with Design Team at which point the budget and design requirements will be developed.	Q3 2009	G
Names of buildings and rooms within venues reflect the community and history within the venue is situated.	All	To be developed further in the next stages of design	Develop with Design Team at which point the budget and design requirements will be developed.	Q3 2010	G

13 References

Greater London Authority [GLA] (2004) Accessible London: achieving an inclusive environment, London: GLA

Greater London Authority [GLA] (2007b) The State of Equality in London. London: GLA

Greater London Authority [GLA] (2007d) Planning SPG - Planning for Equality, London: GLA

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Greater London Authority [GLA] (2008) The Mayor's Spatial Development Strategy: The London Plan. London: GLA