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Olympic Delivery Authority Equality Impact Assessment



Initial Assessment Temporary Basketball Arena



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1. Purpose of this Initial EqIA

The purpose of this Initial Equality Impact Assessment (EqIA) is to collate and analyse the baseline evidence that exists in relation to the impact of the London 2012 Olympic and Paralympic Games venues.

This EqIA contributes towards the Olympic Delivery Authority's (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.

The Initial EqIA assessment will:

- identify the issues which may cause disproportionate impacts to people within the equality target groups;
- identify if there is a need to explore these impacts in greater detail through a full impact assessment

This document is an initial assessment that provides information about the design and build of the Temporary Basketball Arena and its likely impact upon the equality target groups¹. An equality target group is a term used to refer to individuals in society whom have historically experienced disadvantage and/or discrimination.

This assessment is divided into two parts, which enables gaps in knowledge to be identified and where possible resolved.

The following baseline data, evidence and research has been used in conducting this assessment:

- Olympic and Paralympic Park Development Initial and Full EqIA 2008 (OPD EqIA)
- Olympic Park Development EqIA: Focus Group Proceedings report April 2008 (OPD FGP)
- Access for All Framework: for the Olympic and Paralympic Games and the post Olympic legacy development in the Lower Lee Valley July 2005 (AAF)
- LDA London 2012 Olympic and Paralympic Games EqIA January 2008 (LDA OPG EqIA)

Additional information about the ODAs EqIA process and other completed assessment can be found on the London 2012 website at <http://www.london2012.com/about/the-people-delivering-the-games/the-olympic-delivery-authority/oda-priority-themes/equality-impact-assessment.php>

¹ See Glossary for definition of term

2. Brief description of the programme of work

The Basketball Arena was originally located in the west of the Olympic Park just north-west of the Olympic Stadium. In 2008, its location was changed to the former site of the Fencing Hall, in the north of the Park, after Olympic Fencing, Paralympic Fencing and Paralympic Judo were moved to the ExCeL venue in Docklands. The change will free up more space for spectators to enjoy the Olympic Park and maximise the use of existing venues.

The Arena will be one of the largest temporary venues built for any Games. During the Olympic Games, the Basketball Arena will have 12,000 seats for the Basketball preliminaries and quarterfinals, as well as the Handball semi-finals and finals. During the Paralympic Games, it will have a capacity of 10,000 seats for Wheelchair Basketball and Wheelchair Rugby. It will also serve as a holding area for athletes and officials for the Opening and Closing Ceremonies.

As a temporary venue, it will be taken down after the Games, as there is no long-term need for a venue of this capacity in east London, given the other new permanent venues that will remain in the Park after 2012, including the Handball Arena, which will become a multi-use indoor sports centre.

3. Links to other programmes of work

This initial EqIA has identified links between the Basketball Arena and the following London 2012 projects:

Associated programme or project	Method for involving or informing relevant programmes or project. Details of work.
Arts and Culture	A Seating Colour workshop and competition is planned for February 2009 and an external Lighting workshop in March/April 2009.
Business Opportunities	Procurement process is being developed in line with the ODA's guidance on equal opportunities statement for access to small and medium sized businesses.
LOCOG Catering Operations Team	LOCOG to develop overlay plan including Food Service Catering adjacent to the Basketball Arena.
Communications	The coordination of public consultation events has been conducted through the planning process and by the Communication and Project teams.
Employment and Skills	The current aim is to have between 10% – 12% of construction workers on the Olympic Park coming from the five Host Boroughs. Construction of the Basketball Arena will be in compliance with this strategy.
Equality and Inclusion	All designs have been sent to ODA Equality and Inclusion team to ensure that the Basketball project meets the aims of the ODA's Equality Schemes and Strategy. The Basketball Arena has been designed so that both spectators and athletes can enjoy the facilities equally, regardless of disability, age, ethnicity, gender, or faith. For example, the Arena will feature step-free access for spectators, athletes and support staff. Accessible seating will be positioned to provide fantastic views for all events.
Health and Safety	The construction of the Basketball Arena has been designed to minimise risks to health and safety; procuring only 'healthy' materials for site construction, and using a risk assessment register areas where methods are developed to mitigate identified risks. The Arena will be compliant with all health and safety standards and adhere to the ODA's Code of Construction, which aims to ensure safe construction practices.
Inclusive Design Standards and Strategy	This Arena is being designed in compliance with ODA Inclusive Design Standards. This is coordinated through regular meetings with key stakeholders at each of the design stages, meetings with Built Environment Access Panel (BEAP) and Access and Inclusion Forum (AIF) completed through RIBA Stage D.
Landscape and Public Realm	Coordination meetings held to clarify scope for venue team and landscape team. Landscape team to complete General Arrangement for during the Olympic Games. Basketball team to inform landscape team on exterior elements requiring coordination with building such as security

Associated programme or project	Method for involving or informing relevant programmes or project. Details of work.
	requirements.
Legal	The Legal team is embedded in the procurement and planning teams' procedure.
Lighting Strategy	As the Park-wide strategy for external lighting is finalised; the lighting for the Basketball Arena will coordinate with it to provide safe and adequate external light levels. Interior lighting designed to comply with broadcast requirements for the Olympic Games and Paralympic Games and International Sporting Federations.
PLUG Power Line Undergrounding (PLUG)	Close coordination is ongoing with EDF and National Grid to confirm the design of structures in close proximity to the plug tunnels in accordance with regulations. Independent Technical advisors verify this work ensuring impacts to PLUG are within acceptable limits.
Procurement	ODA, Delivery Partner, and contractor work closely together on all procurement activities.
Security and Logistics	Formal and informal consultation and discussions have led to the creation of mitigation strategies that tackle vulnerabilities identified through consultation.
Structures Bridges and Highways	Fortnightly interface meetings held with CLM Project Managers
Sustainability	Design has been coordinated with ODA sustainability team and external sustainability stakeholders have been consulted throughout the design process. The Basketball Arena will be taken down after the Games. Recycled material content in compliance with ODA targets. The current designs allow for over two thirds in monetary value of the materials and elements of the Arena to be reused or recycled elsewhere.
Transport	Most spectators will get to the Basketball Arena through three 'gateway' stations – Stratford Regional, Stratford International and West Ham. Spectators will also be able to use a number of walking and cycle routes to reach the Arena.
Venues Team	All designs have been coordinated with LOCOG to provide the overlay requirements during the Games time. This has been achieved through design meetings and the Client Review Process.
Wayfinding and Signage Strategy	Interior signage within this arena will be legible, bold, and form part of the stimulating character of the venue; achieved through coordination of the Design and Access Statement. Coordination with the Wayfinding and Signage Strategy will assist in informing the exterior signage around the venue.

4. 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 that 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;
- can we deliver something truly distinctive.

4.1 The ODA priority themes

The ODA has six themes that underpin its mission to deliver venues, facilities, infrastructure and transport for the London 2012 Games on time, to budget and to leave a lasting legacy. These are known as the Priority Themes, which are:

- Employment and Skills;

Providing people in London and the UK with access to thousands of construction jobs, training and career opportunities.

- 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 (BAME), and disabled people, to train and apply for jobs in construction and other areas where they have traditionally been under-represented.

- 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

- Health, Safety & Security;

The health and safety of everyone involved in our work or affected by it is a key concern. We are 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 every London 2012 Games planning, design and construction operation.

We are providing a safe and secure environment during construction and decommissioning works. We are designing venues, facilities, infrastructure and transport to help eliminate health and safety hazards during construction, operation, maintenance and decommissioning, and to meet the operational security needs during the Games.

- Legacy

Providing infrastructure that is retained after the Games for the benefit of local communities

- Sustainability;

Maximising the environmental opportunities whilst minimising adverse environmental impact. Preserving ecology

The Basketball Arena will deliver on the Priority Theme objectives by:

- Delivering an inclusive and accessible Basketball arena that meets the needs of people who can use it equally, confidently and independently.
- The design of the Basketball arena reflects the aspirations of the ODA as set out in the Inclusive Design Strategy and Inclusive Design Standards and through compliance with the aims of the other Priority Themes.
- Balance the temporary nature of the design with need to meet its commitments to the Inclusive Design Standards. The Design development has sought to balance these factors to ensure that the design of the arena and its temporary facilities provides a reasonable and appropriate solution in accordance with its Inclusive Design Strategy.
- The Integrated Design Team (IDT) addresses the sustainability target in particularly through a strategy of waste reduction and hire/buy back potentials. The IDT recognises that the significant building element to be addressed, as part of the Sustainability targets is the contractor led structure and envelope design and the need to explore alternatives to meet the target waste principle of designing out waste and maximising the re-use and recycling potential.
- Job opportunities will be advertised 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.
- Health and safety risks are identified early in the design process to reduce or eliminate accidents, prevent of ill health and provide use of excellent occupational health service
- The Energy Centre on site will supply heat and power for the building, which is a very efficient way in which to supply the buildings energy demands thus resulting in further carbon reductions.
- Waste sustainability targets have been considered throughout the design of the Basketball Arena and where possible special equipment, plant, hired in materials, proprietary items that will be reclaimed by the supplier have all been specified and or integrated within the design solution.

- Specific non-recyclable material has been considered through the efficient use of modular design maximising the standard dimension of material while looking to minimise the requirement to provide on site amendment. As such the venue will be very efficient with regard to waste during construction and for most part will not impact on the waste post construction and Games as the large components and hired in equipment will be returned or recycled by specialist suppliers.

5. Identified Impacts

This section details the potential impacts identified from review of through the equality assessment of the Temporary Basketball Arena.

The activities listed in the first column identify the potential impacts identified, with the second column revealing the equality target group(s) most likely affected with the final column providing a status update on the action.

Identified potential impact	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts	Equality target group affected (please specify)
Venue incorporates the principles of the ODA Inclusive Design Standards and Strategy	<p>Inclusive Design Conformance Reports during the Games have been drafted by Design Team, which details how the current design is conforming to the Inclusive Design Standards (IDS). The ODA Principal Access Officer has signed these off.</p> <p>As highlighted in our philosophy behind the spectator circulation design, and as noted as a key element of the design by the Planning Design Team (PDT), the legibility of the spectator entrances to the arena bowl is paramount, particularly given there is no 'front door' with associated stewarding of the general public</p>	All
Venue incorporates inclusive and accessible signage and wayfinding	<p>The design of the concourse has been developed with a signage and wayfinding strategy in mind. The vomitory entrances and cores have been accentuated with a coloured envelope and a lighting scheme and the interfacing frontage to the public toilets has been deliberately played down so as not to clash.</p> <p>A 'super-graphic' can be applied but we believe this should not fight with the bold entrances to the arena. Similarly, the corner vertical circulation cores have been deliberately brought forward and contrasting material colour proposed.</p>	All

Identified potential impact	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts	Equality target group affected (please specify)
	<p>At the back of house, the modular accommodation units have been segregated to define the individual user groups. There needs to be detailed discussion with LOCOG to 'soften' the design of the security screen design that segregates users.</p> <p>Statutory signage and way-finding go hand-in-hand and we expect to work with LOCOG through the next phase to develop these items.</p>	
<p>Access to seating via short flights of stairs and lifts.</p>	<p>Circulation stairs are approximately 1.8m in width and have no more than 12 risers in a flight in accordance with the Inclusive Design Standards (IDS). Handrails will be provided in accordance with the IDS.</p> <p>Stepped routes in the seating rows to the upper tier will not confirm to the Inclusive Design Strategy. Due to the nature of the bowl design there will be slight changes in the step goings. This has been discussed and agreed in principle with the ODA's Principal Access Officer as appropriate for stepped access to upper tier seating. However, suitable stepped access will be provided to amenity seating.</p> <p>Four 1600kg lifts, that will accommodate up to 3 wheelchair users in a single trip, are to be provided. These will be through lifts. Wheelchair users will not need to turn around inside the lifts to exit. The lifts will be specified in accordance with the IDS.</p>	<p>Older people Parents and Carers Disabled people</p>
<p>Travel distance to toilet facilities and food provision is within a short (40m) distance from seating via stairs or lifts.</p>	<p>The majority of wheelchair user accessible viewing areas have a unisex wheelchair user accessible toilet within 40 metres, with a ratio of 1 toilet per 13 viewing spaces, which is an improvement on the required 1:15 ratio.</p> <p>The maximum travel distance to a wheelchair user accessible toilet from a viewing area is 48m. This is from the mid tier positions. The increased travel distance is a result of the removal of the</p>	<p>Older people Parents and Carers Disabled people</p>

Identified potential impact	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts	Equality target group affected (please specify)
	<p>fifth lift during Stage D design development. This has been agreed in principle with the ODA's Principal Access Officer.</p> <p>Wheelchair users will be provided with a choice of left handed and right handed transfer.</p>	
<p>The amount of flexibility that can be designed into a venue to accommodate the needs of people during the Games</p>	<p>Each wheelchair user viewing area accords with the IDS in terms of space requirements and circulation routes. The layout has been designed to allow for flexibility of seating arrangements, for example a family group, groups of wheelchair users or a wheelchair user and an ambulant companion.</p>	<p>Faith groups, BAME people, Disabled people</p>
<p>Equal access to the field of play, which maintains dignity of users in accessing the relevant field of play.</p>	<p>Equal access to field of play available to all competitors alike. The field of play area is on ground level and no ramps or steps are required to access any of the areas. All circulation corridors are in excess of 2 metres width.</p> <p>Wheelchair user viewing spaces and amenity seats are located at concourse level and at lower level close to the field of play.</p>	<p>Disabled people Older people</p>
<p>Access to facilities for parents and carers of babies and young children for example, changing areas, food warming and preparation, breast feeding areas.</p>	<p>Accessible toilets, baby and adult changing facilities and first aid/triage rooms throughout the site will be provided with TMV3 rated tap at individual basins allowing for individual use and temperature control.</p> <p>Accessible baby changing facilities are provided front of house, adjacent the spectator medical facility, as recommended in the IDS.</p>	<p>Parents and Carers</p>
<p>Internal furniture of the building for example handrails on stairs, along walls, seating, meeting and information points.</p>	<p>Circulation stairs are approximately 1.5metre in width and have no more than 12 risers in a flight in accordance with the IDS. Handrails will be provided in accordance with the IDS. Information kiosks/meeting points will be allocated in a later design stage.</p>	<p>Disabled people Parents and Carers</p>

Identified potential impact	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts	Equality target group affected (please specify)
Crowd modelling for evacuation of venues is reflective of the needs of people from the target groups	Initial Crowd Modelling studies indicate no major problems with proposed design. Finalised studies will require the input from parkwide Crowd Dynamics team, which is due to take place early in the Stage D process.	Disabled people, Older people, Parents and Carers with children Faith Groups BAME people
Audible announcements and visual prompts, for both emergency and public address.	<p>In back of house areas speakers will generally be surface wall mounted and in the arena speakers will be suspended from the lighting gantries where possible, or individually suspended from the structure where there is no lighting gantry.</p> <p>The system will be zoned to allow announcements/music/ information to be broadcast to different areas.</p> <p>An emergency fire rated intercom system will be provided between the disabled user refuge positions on the first floor of the bowl escape routes in the refuge areas and the main back of house reception again assuming that this is the main control point during an incident.</p> <p>An alarm system will be provided in all disabled WC's, they will comprise pull cord call points, comfort lights, audio visual alarms outside the WC's and reset units within the WC.</p>	BAME Disabled people

6. Existing situation and key issues considered

6.1 Inclusion and community cohesion- Key issues considered

- The diversity of the local community should be reflected through detailed design elements.
- Given the cultural diversity of the local area and the large international draw of the Games, the design of the Basketball Arena, and surrounding area will need to accommodate a wide range of cultural and faith requirements.

- Wayfinding and information provision throughout and surrounding the Basketball Arena during construction and in Games will need to ensure that the diverse local population and people who attend the Games from abroad can use the space.
- There is a strong likelihood that English will not be first language spoken by many people accessing the Olympic Park, therefore measures are needed to ensure the Park and the Basketball Arena can be used and navigated easily by local, national and international people alike whose first language is not English or who have literacy problems.

6.2 Inclusion and community cohesion- Key issues considered

- Disabled people are shown to encounter multiple barriers in accessing goods, services and facilities. The implementation of ODA Inclusive Design Strategy and Standards in the design and build of places of employment, venues and surrounding areas can assist in removing these barriers.
- 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 surfaces of walkways 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 design of seating and rest areas will need to focus on their location and accessibility (including the provision of companion seating) to facilitate the use of the Basketball arena 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 spaces by making them inaccessible.
- Lighting levels will have an impact on peoples' ability to identify others, assist lip-reading, and help navigation for people who are visually impaired.

6.3 Safety and security- Key issues considered

The baseline shows that crime and fear of crime inhibits the use of the public realm by the majority of ETGs. Designing out the crime and the fear of crime is therefore a key objective of the Basketball arena.

- Consultation highlighted that dark, enclosed spaces, which are not overlooked are seen as promoting crime. As such, designs will need to promote natural surveillance and visibility.
- The location of entrances to sites and venues will also affect the safety of the people, in particular the proximity of entrances to transport connections.
- Lighting and CCTV of routes through the site will need to be considered to ensure the Basketball arena is a safe and attractive place both at day and night

6.4 Employment and training opportunities- Key issues considered

- Job and training opportunities associated with the construction of the Basketball Arena could help reduce skills and employment gaps and have a positive impact on equality.

6.5 Business Opportunities – Key issues considered

- Local businesses and businesses owned by E&I target groups need to be incorporated into the supply chain and procurement processes associated with the construction and management. This will not only promote equality, but will help foster local community ownership.

7. Consultation and engagement

Throughout the design process the following consultation events were held on to discuss the Basketball arena. The comments received from these events were considered by the project team and where relevant, led to changes in the design.

Planning Update brochure

To ensure local residents were informed of the plans for the Basketball Arena by developing a Planning Update brochure. This was distributed to 51,000 residents in the London Borough of Newham around the perimeter of the Olympic Park. The update provided information on the latest plans for the Arena and included information on the planning process and information on how residents could provide comment on the plans: No feedback was received from the local community.

Technical Fora

An event for technical stakeholders was held on 29th July 2008. The Basketball team presented the designs for discussion in the workshop.

Stakeholder engagement process

This process began in May 2008 where a wide range of stakeholders were engaged and involved through group briefings and workshops. The stakeholders included technical and statutory consultees, government organisations, and the five Host Boroughs (fHB) representatives.

The participants in the stakeholder engagement process included meetings with:

- A Joint Co-ordination Group,
- Members of the ODA Planning Development Team,
- ODA Town Planning Promoter Team (TPPT)
- Representatives from the planning teams from the fHBs.
- Commission for Architecture and the Built Environment (CABE) Design Review Panel at RIBA Stage C and D
- BEAP
- AIF

8. Conclusions

The Basketball Arena is a temporary venue that will be built to host the Olympic Games Basketball preliminaries and quarterfinals, the Olympic Games Handball semi-finals and finals. During the Paralympic Games, it will host Wheelchair Basketball and Wheelchair Rugby.

After the Games, the venue will be deconstructed and removed from the Olympic Park. Due to its temporary nature and lack of legacy provision, it is not necessary to proceed to a full impact assessment, as there is no evidence to demonstrate that the Basketball Arena will negatively impact on the equality groups.

Appendix Glossary

Access and Inclusion Forum (AIF)

The AIF was formally established in July 2007 and includes representation from a lead organisation of disabled people within each of the five Host Boroughs, as well as the Borough Access Officers, a representative from a number of other impairment specific organisations and other key external stakeholders.

The AIF was formed to offer ODA project teams (designers and project managers) advice and feedback on their proposals from the point of view of users as experts in disability, age, gender, faith and specific impairment group requirements.

Built Environment Access Panel (BEAP)

The ODA Built Environment Access Panel provides expert technical and strategic advice to the ODA and the project teams; continuing to be vital in providing advice on the development of both the Inclusive Design Strategy and Standards.

Members of the Built Environment Access Panel are drawn from a range of Government, private and voluntary sector organisations.

Black, Asian and Minority Ethnic (BAME)

Black, Asian and Minority Ethnic (BAME) refers to those in Mixed, Asian or Asian British, Black or Black British, Chinese and Other ethnic groups.

Commission for Architecture and the Built Environment (CABE)

The Commission for Architecture and the Built Environment (CABE) is the government's advisor on architecture, urban design and public space.

Delivery Partner / (CLM)

The construction consortium made up of CH2M Hill, Laing O'Rourke, and Mace. The Delivery Partner supports the ODA in project managing the delivery programme of Games, venues and infrastructure.

The Delivery Partner is also referred to as CLM, which represents the initials of the consortium organisations.

Equality Impact Assessment (EqIA)

A process for assessing and recording the likely equality impact of an ODA strategy, policy or project on the equality target groups.

Equality target groups (ETGs)

The equality target groups includes but is not limited to children, young people, older people; women, transgender people; disabled people, Black, Asian and minority ethnic groups (BAME); lesbians, gay men, bi-sexuals; and people of different religions and faiths.

New legislation is extending the older equality rights that cover race, gender and disability to include the newer equality groups of age, sexual orientation, transgender, and religion.

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 conviction

Five Host Boroughs (fHBs)

The five Host Boroughs comprise the London boroughs of Greenwich, Hackney, Newham, Tower Hamlets and Waltham Forest. The boroughs came together to support the London 2012 bid and remain committed to working together to secure a lasting legacy for local people, communities and business.

Greater London Authority (GLA)

The GLA is made up of a directly elected Mayor - the Mayor of London - and a separately elected Assembly - the London Assembly; employing approximately 600 staff to help the Mayor and Assembly in their duties.

The GLA's main areas of responsibility are:

- Transport
- Policing
- Fire and emergency planning
- Economic development
- Planning
- Culture
- Environment
- Health

Integrated Design Team (IDT)

The IDT consists of Engineers, Architects, Sports Architects and Access Consultants.

London Organising Committee for the Olympic Games and Paralympic Games (LOCOG)

The body responsible for preparing and staging the 2012 Games.

LOCOG is led by Sebastian Coe (Chair) and Paul Deighton (Chief Executive). It is based in Canary Wharf along with the Olympic Delivery Authority (ODA).

Olympic Delivery Authority (ODA)

The public body responsible for developing and building the new venues and infrastructure for the Games and their use post 2012. The ODA has its headquarters in Canary Wharf.

ODA Town Planning Promoter Team (TPPT)

This ODA department manages a programme of planning submissions, providing support, and advice.

Potential differential impacts

This looks at whether a decision could affect some groups differently, and whether this difference is positive, for example a programme designed for to assist women gain employment in the construction industry, or negative, for example, placing first aid services on the first floor a building that does not have lift facilities. If the impact is negative, organisations are required to put in place steps to remove or reduce the impact on that group, or where the impact cannot be removed or reduced, it must be explained and justified in an EqIA why the decision has been taken to proceed.

Priority Themes

There are six pervasive concepts that underpin the ODA's mission to deliver venues, facilities, infrastructure and transport for the London 2012 Games on time, to budget and to leave a lasting legacy. These themes are:

- Health, Safety & Security
- Sustainability
- Equality and Diversity
- Employment & Skills
- Legacy
- Design and Accessibility

Public Sector Duties

The Race Relations (Amendment) Act first introduced the concept of a positive race equality duty to public bodies in 2001. The Disability Discrimination Act 2005 and the Equality Act 2006 introduced new public sector duties in 2006 and 2007 respectively.

The aim of the duties is to ensure that a public body works to promote equality and eliminate discrimination in their activities.

TMV3

The TMV Scheme is an independent third party approval scheme administered by Buildcert. The TMV Scheme certifies Type 3 thermostatic mixing valves manufactured to meet the highest specifications required for mixing valves for use within Healthcare and Commercial thermostatic sector in the United Kingdom.

Vomitory entrances

This is the tunnel like passages of the stadium between the seats and the outside wall/ passageway.