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Olympic Delivery Authority Equality Impact Assessment

Broxbourne White Water Canoe Centre



department for
culture, media
and sport



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1 Executive summary

The EqIA process is to assess the impact of the Broxbourne White Water Canoe Centre (BWWCC) on the 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 Centre's development. Furthermore in line with the delivery of the priority themes, the Broxbourne Centre should work to alleviated and improve issues which surrounding the priority groups (as developed in section 8).

Baseline data research indicates there are specific characteristics of the population around the Centre, with significant representations of: BAME 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 priority groups. Consultation with stakeholders and the local community has significantly informed the design process and led to the: change of the location of the venue; orientation of the courses and facilities building; landscape design; and technical details of the course and facilities building.

Assessment of the designs, design process, and construction phase management demonstrates that the Broxbourne WWCC 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 Centre 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 Centre 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 to collate and analyse the baseline evidence which exists in relation to the impact of the Broxbourne White Water Canoe Centre venue for the London 2012 Games and Legacy.

The EqIA will provide detailed information about the design and build of the venues 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 Olympic Delivery Authority (ODA) 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 ODA's EqIA Programme and projects please refer the ODA's Corporate EqIA available on the London 2012 website.

3 Description of the programme of work

The Broxbourne White Water Canoe Centre (BWWCC) will be on the edge of the 10,000-acre Lee Valley Regional Park in the Borough of Broxbourne, Hertfordshire, 30km north of, and directly linked to, the Olympic Park by the River Lea.

The venue will consist of canoe/kayak slalom courses including a permanent 300m competition course and a 100m warm-up course. The courses will be located within the wider Lee Valley Park and will be entirely artificial with a new water body constructed and the white water created through a system of pumps.

During the Games the venue will be able to accommodate up to 12,000 spectators. The temporary seating installed for the Games will then be removed.

The BWWCC administration building and courses will remain in legacy, leaving behind a world-class Whitewater Canoe Centre at Broxbourne for elite athletes and beginner/intermediate level Canoeists alike. It will also be a major leisure attraction for Whitewater Rafting, managed by Lee Valley Regional Park Authority (LVRPA).

4 Aims and objectives of the programme of work

The proposed White Water Canoe Centre in Broxbourne will be a regional sport and recreation facility that is also capable of accommodating the overlay facilities required for the canoe and kayak slalom competition event for the London 2012 Games.

The ODA and LVRPA are committed to ensuring that the BWWCC will be a successful and well used facility that will also have wide ranging benefits for local people.

The proposed BWWCC will provide key benefits to the Borough of Broxbourne, including:

- the prestige and enjoyment of hosting the London 2012 Games event;
- providing a world class sporting facility for elite athletes;
- providing a regional sporting and recreational facility for all;
- encouraging healthier lifestyles for residents;
- improving the landscaping and visual quality of the site;
- encouraging public access to the site; and
- providing wide spread socio economic benefits.

5 Links to other programmes of work

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Details of work.	Lead responsibility for addressing impact
Inclusive Design Standards and Strategy	ODA	The Broxbourne Centre 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, with specific contributions being made on changing rooms, toilet provision, and the grading of spectator lawns and the prospect hill.	Design Team: Accessibility and Inclusion
Security and Logistics	ODA	Formal and informal consultation and discussions have allowed Hertfordshire Police, ODA Security, and ODA Logistics to inform the designs.	Security Team
Sustainability	ODA	Consultation and co-ordination with the ODA's Sustainability team and external sustainability stakeholders has been ongoing throughout the design process.	Design team: Environment and Sustainability Team
Health and Safety	ODA	The construction of the Broxbourne Centre has been designed to minimise risks to health and safety, procuring only 'healthy' materials for site construction, and using a risk assessment register to determine where risks are highest, and develop methods to mitigate these. The Centre is secured by design, and compliant with all health and safety standards. Adherence to the ODA's Code of Construction will ensure safe construction practice.	Health and Safety Team
Transport	ODA	Access to the Centre has been designed in coordination with the internal ODA Transport Team, Hertfordshire County Council, and is in line with commitments to sustainable transport modes during construction, Games, and Legacy.	Transport Team
Communications	ODA	The coordination of public consultation events has been conducted through the planning process and by the Communication and Project Teams.	Communications Team

Procurement	ODA	ODA, Delivery Partners, and contractor work closely together to deliver the Procurement Strategies.	ODA/CLM Procurement Teams
Equality and Inclusion	ODA	All designs have been developed alongside the Equality and Inclusion team.	Equality and Inclusion Team
Business Opportunities	ODA	Procurement processes are being developed in line with the ODA's guidance on equal opportunities for small and medium sized businesses.	Procurement and E&I Team
Employment and Skills	ODA	Due to the limited scale of the development at Broxbourne, in comparison to, and distance from the Olympic Park site, it is not viable for the venue to adhere to all the policies set in the Employment and Skills Strategy. However the contractor for the venue will be encouraged where appropriate to consider the policies which are set out within the Employment and Skills Strategy.	Employment and Skills Team
Legal	ODA	The Legal team is embedded in the procurement and planning teams' procedures.	Legal Team
Venues Team	London Organising Committee of the Olympic and Paralympic Games (LOCOG)	All designs have been coordinated with LOCOG to provide the overlay requirements during the Games time. This has been achieved through design Steering Group meetings and the Client Review Process. LOCOG to provide Games mode overlay design.	LOCOG
Lee Valley Regional Park	Lee Valley Regional Park Authority	Stakeholder consultation through Planning, project coordination, and Steering Group meetings with have and continue to inform the design process. Ensuring continuity between LVRP aspirations and ODA development. These events have contributed to Broxbourne Borough Council's desire to use the Broxbourne Centre as a catalyst for development on Station Road and Station Road industrial estate neighbouring the site.	Project Sponsor

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;
- 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 ensure 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 Lee 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 East of England 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.

6.2.1 Inclusive design

The Broxbourne Centre is in compliance with the Inclusive Design Access Strategy and Standards, in the limited areas where the designs could not meet the Standards (i.e.

¹ Available on the London 2012 website

gradients on the viewing mound or 'Prospect') designs have been developed and appropriate design solutions have been developed with the support of access officers and Built Environment Access Panel (BEAP) and Access and Inclusion Panel (AIF)

6.2.2 Employment opportunities

Through negotiations with contractors and the utilisation of the ODA Employment and Skills and Equality and Diversity Strategies under-represented groups are encouraged and assisted to find work in construction of the Broxbourne WWCC.

The ODA aims to ensure that all the processes used to recruit and manage employees working to build the venues, infrastructure and transport (including employees working within the supply chain) are demonstrably fair and offer equal opportunities to all.

We will work with partners to encourage women, black, Asian and minority ethnic (BAME) and disabled people to train for professions and apply for jobs where they have traditionally been under-represented.

We wish to be a model of good practice in equality and inclusion as an employer ourselves, along with our delivery partner.

We will ensure:

- demonstrably fair recruitment processes operating at all levels of the supply chain;
- a fair proportion of BAME people employed in building the venues, infrastructure and transport required for the London 2012 Games; and
- a visible contribution towards tackling occupational gender segregation in construction and allied areas.

6.2.3 Business opportunities

Through negotiations with contractors and the utilisation of the ODA Procurement Policy and the Equality and Diversity Strategy and the ODA's business networks and 'Compete For' Small and Medium sized enterprises, disabled owned, BAME and women owned businesses will be encouraged and assisted to find work in construction of BWWCC.

6.2.4 Targeted community engagement

Stakeholders, the local community, and user groups have been targeted and engaged through pre-application consultation in the planning process.

6.2.5 Integration and capability

Contractor to the ODA are bound to the principles of equality and inclusively through the Equality Action Plan (EAP). It includes expected outcomes and the tasks that need to be completed in order to meet legal and best practice standards. The plan also includes targets and other measures of progress, timescales and identifies who is responsible for completion of each element. This is set out in five sections:

- | | |
|---------------|---|
| 1. Leadership | How equality and inclusion is promoted through the contracted company. |
| 2. Governance | The structures, mechanisms and procedures in place to manage the promotion of equality. |

- | | |
|------------------------|---|
| 3. Making a Difference | What the contractor does to ensure it has a real impact on its business and in the community. |
| 4. Legal Obligations | What the contractor does in meeting its legal requirements |
| 5. Monitoring | What the contractor measures to ensure its practices are fair and effective. |

6.3 Design and accessibility

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

To design the venues 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 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.

Ensuring that the ODA acts as a good public client for talented designers by developing project briefs that inspire excellence, applying procurement methods that promote design quality (alongside value-for-money and deliverability), supporting emerging talent and ensuring that design concepts are carried through from inception to completion whatever the procurement process.

6.3.1 Developing a vision for design excellence

Ensuring that the ODA acts as a good public client for talented designers by developing project briefs that inspire excellence, applying procurement methods that promote design quality (alongside value-for-money and deliverability), supporting emerging talent and ensuring that design concepts are carried through from inception to completion whatever the procurement process.

6.3.2 Defining and measuring good design

The urban regeneration aspirations which underpin the London 2012 Olympic and Paralympic Games will place the UK at centre stage in a global demonstration of urban design, architectural and engineering quality, visionary planning, cultural diversity and collaboration. London 2012 and its legacy will help celebrate London's status as a global city and act as a showcase for the best of current and emerging creative talent drawn from the UK's diverse population and from around the world.

One of the strongest measures of the Games success will be the influence it has on design and creativity for generations to come.

The vision for the Lower Lea Valley is to create a well connected, well designed, compact, accessible and sustainable centre that reflects the best of the areas cultural traditions with buildings and open spaces that connect existing and new communities. The Design Strategy sets out ODA objectives, aspirations and the mechanisms which will allow lasting high quality design to be delivered in the context of an immovable deadline and cost and delivery constraints.

6.3.3 Relevance through inclusion

Involving local people and the wider public in the design process and making design relevant to the communities of the Lower Lea Valley by targeting those from differing professional, cultural, ethnic, social and economic backgrounds.

These goals will be delivered at the Broxbourne WWC through the application of the Inclusive Design Strategy and the process developed within it. These processes include:

- Presentations to BEAP and AIF;
- Public Consultation;
- Principle Access Officer project signoff;
- Conformance reporting to BEAP; and
- Measuring of the designs against the Inclusive Design Standards, where application of the standards cannot be reached, appropriate design solution to be decided upon by BEAP and Principle Access Officer.

This process is reported within Design and Access section of the Planning Statement which supports the planning application and will be reviewed by the Local Planning Authority and Planning Committee. Furthermore conformance with this process and the quality of the designs is checked through the client review process.

6.4 Employment and skills

The ODA will work with contractors to identify job opportunities for members of the local community and those identified as priority groups.

BWWCC will deliver by encouraging the contractor for the venue to adopt the principles of the ODA's Employment and Skill Strategy which sets out principles for:

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

Furthermore the economic impact of the proposal represents important sustainability and regenerative benefits in terms of positive multiplier effects for the local economy (including small businesses) and the provision of jobs. Additionally, the development will provide employment during the construction stages.

The increase in local spending power by visitors to the BWWCC will have a widespread beneficial impact on local businesses. This increased demand will help sustain local services and facilities, and help support new physical and social infrastructure, creating new opportunities for businesses and creating further jobs.

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.

BWWCC venue will deliver on these objectives:

- In construction phase, the risk that workers and local people will face in building the BWWCC will be managed and mitigated through implementation and adherence to the ODA Code of Construction.
- In Legacy the Centre as a sports entertainment and training facility will present major opportunities to promote health fitness in the locality. The venue is secured by design and management will further ensure security.
- Health and Safety Statements, and Security Statements Compliance.
- Internal Assessment by Security Team, and Health and Safety Team.
- Signoff through in client reviews process.
- Compliance with guidance from Hertfordshire Police on 'secure by design'.

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.

The ODA programme and projects aim is to harness this potential and create world-class facilities for sports and high quality green spaces.

The ODA has agreed with LVRPA that on completion of the of construction phase, currently scheduled for the fourth quarter 2010 the BWCC facility will be handed back to the LVRPA as the owner operator.

Once the temporary Games-time viewing galleries have been removed, the legacy landscaping scheme will create a number of viewing mounds next to the Olympic and legacy courses which will provide the opportunity for spectators and park users to enjoy views into the courses. To the south east of the canoe course, an additional landscaped mound is planned, (provisionally named 'The Prospect') which will rise approximately 11m above existing ground levels.

During the immediate post-Games period, LOCOG will remove the Games Overlay and LVRPA will undertake the final legacy landscaping scheme. The legacy transformation phase is expected to last from August 2012 until February 2013; it is anticipated that the WWCC will be open for public use during this period.

The WWCC at Broxbourne will deliver a number of strategic benefits in both its Olympic and legacy modes, arising primarily from employment and skills opportunities during construction, sports development and some environmental benefits consistent with ODA's corporate objectives.

- Elite sports development – delivery of the Olympic-standard Canoe/Kayak Slalom Course will enable elite athlete preparation before the London 2012 Games. Which in turn could lead to a higher public profile for the sport and greater interest in taking it up post-Games.
- Recreational paddling – in legacy, the centre will be a facility for rafting, canoeing and kayaking.
- Beginner paddling, community health and social inclusion – introductory courses for moving-water paddle sports for all ages, including schools and other community use, will be a further source of revenue generation for the Centre and will introduce new audiences to the sport.
- Emergency services training.
- It is anticipated that the project will generate non-financial benefits, such as environmental improvements to a brown-field site and protection of wildlife habitats. and preservation of existing wetland floodplain.
- The introduction of the amenity to a currently underused site is seen as a potential catalyst for wider regeneration activities within the local area, including potential commercial developments and employment opportunities. These benefits are beyond the scope of the ODA and this project to realise, but have contributed to the increased levels of third party funding obtained by the project, e.g. from East England Development Agency and Sport England.

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. The creation of new infrastructure and sporting facilities in an area currently experiencing levels of deprivation will help to create a vibrant place after the Games are over, where people will want to 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 Broxbourne WWCC is within London's catchments and provides the opportunity for many people to take part in white water activities without incurring the inconvenience and carbon related miles of traveling to the nearest comparable facility at Holme Pierpoint near Nottingham. The site is near three mainline stations and local bus routes. Visitors will be encouraged to travel by public transport.

The site also benefits from proximity to existing service infrastructure and utilities that can easily be adapted or extended with minimal environmental or social cost.

Due to the fact that fast flowing water is required and the terrain is flat, artificial mounds and water pumps are required. The course has been designed to meet the technical standards of the sport and Olympics, whilst having regard to energy consumption. Artificially pumped slalom courses are intensive consumers of energy. This high electricity component which gives rise to a potentially high carbon footprint. It has, therefore, been necessary to consider measures to reduce running costs and the carbon footprint of the facility.

For this reason, the design, construction and operation of the course, pumps and associated facilities will embrace sustainability principles. Throughout the development of the scheme, the environmental, social and economic effects have been considered and the scheme has been tailored to minimise the adverse effects and maximise the beneficial effects. For example, the course has been carefully configured to optimise flow rates and reduce any lost energy in the head of water.

The facilities building design and materials also provide sustainability benefits. Energy efficiency targets are to be met in accordance with current building regulations, and the use of energy saving measures, such as energy efficient lighting, daylight sensors and double-glazing, are proposed.

The proposal will involve visual environmental improvements. These include the creation of an attractive sculpted setting and new landscaping.

Overall, it is considered that for a development of this type, the proposal makes the best use of resources, minimises its impact on the environment and maximises social and economic benefits. The proposal, therefore, achieves the aims of planning policy and

guidance contained in PPS1², Local Plan policies SUS1, SUS2 and SUS3³ and policies in the Park Plan⁴.

Further details about each of the ODA Priority Themes can be found on the London 2012 website.

² Planning Policy Statement 1: Delivering Sustainable Development, (ODPM), 2005, HMSO

³ Broxbourne Local Plan 2005

⁴ Lee Valley Regional Park Authority's Park Plan

7 Measuring the impact

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

7.1 Key findings

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: The exact percentage of the areas population which is aged between 0 - 16 is to be researched and reported by the East of England Development Agency (EEDA); however it is likely to be a significant proportion of the population. 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 2021⁵. 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 counterparts⁶.

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, however the concentration of BAME SMEs in the East of England is currently unknown to the ODA. Particular attention will need to be given to the impact of employment land designations as part of any LVRPA Legacy proposals on BAME owned businesses.

⁵ GLA 2007d

⁶ ODA 2007d

7.1.3 Disabled people

In 2001, 11% of East of England working age residents had a limiting long-term illness. This ranked the East of England 2nd amongst England's regions. In 2007, there were 16% of East of England working age residents with a disability. This too ranked the East of England 2nd amongst England's regions⁷.

There is also an over representation of disabled people in the five Host Boroughs compared to the London and UK average the percentage in Herefordshire is not known to have a higher percentage than the rest of the UK. However due to its proximity and link to the Olympic Park the BWWCC venue 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 design and accessibility throughout the programme, as well as working with the LVRPA to ensure future service delivery and infrastructure planning. As the BWWCC develops, 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 men⁸. 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 all venue developments.

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 bodies⁹ 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

⁷ EEDA - East of England Economic Participation Study (Nov 2008)

⁸ GLA, 2007b

⁹ GLA, 2007b

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 bodies¹⁰ 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 BWWCC design and planning 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.

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.

¹⁰ GLA, 2007b

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 development of the BWWCC. 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
- Lee Valley Regional Park Authority's Equality and Diversity Strategy
- Broxbourne Borough Development Plan 2005

8.1 Inclusion and community cohesion

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

8.1.1 Black, Asian and minority ethnic people

Due to a significant proportion of the surrounding London Borough communities being of black, Asian and minority ethnic origin this requires careful planning in order to respond to the needs of this part of the community in terms of accessing information, employment and businesses opportunities created as a result of the ODA programme.

As explored, in other areas of this baseline review black, Asian and minority ethnic groups have a larger than UK and London average of young people – this will develop into a large black, Asian and minority ethnic older person population in the future.

Some black, Asian and minority ethnic 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.

8.1.2 Faith groups

Facilities and public spaces can exclude certain faith groups if they do not provide opportunities for faith observance, separate spaces for women and men and appropriate washing facilities. Unlike population driven facilities (e.g. education or health) faith provision cannot be predicted with the same level of accuracy and certainty.

The ODA programme needs to give careful consideration to the provision of faith facilities both in the provision of places of work and within design and build e.g. faith and quiet rooms, catering requirements, by working with multi-faith chaplaincy that are experienced in dealing with the needs of a diverse range of faith groups in one place or in close proximity in an area.

8.1.3 Transgender

It is likely that the needs of transgender people are being overlooked by service providers (GLA, 2007b). Firstly because little research has been done on the needs of these groups and secondly because little data has been collected on the outcomes and impacts of services on these groups. This data gap should be addressed as part of the targeted consultation.

8.1.4 Sexual orientation

The ODA will need to ensure that the needs of the lesbian, gay men, and bisexual people are considered within the programme and projects. This may require further investigation as the needs of people from this group are not well documented.

8.1.5 Children and young people

There is a need to ensure that the children are provided with suitable amenity and play areas as part of the parkland and ODA venue developments. This is particularly important given some of the health issues prevalent in the area, to which recreation space for exercise and relaxation is crucial.

8.1.6 All

The baseline reveals a number of health issues in the local area which disproportionately affect some E&I target groups. Given the lack of access to and use of quality public green space by certain E&I groups the design of the Olympic Park and venues have a role in encouraging healthy, active lifestyles which could reduce the prevalence of health issues such as CHD.

8.2 Key issues for consideration

- Understanding the likely impact on the transport infrastructure is a 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, to access the venue during the Games and in Legacy.
- Ensuring a sense of community ownership of the ODA programme will depend to a large degree on the use and management of the Centre in Legacy. However, the ODA will need to deliver a Venue and Park area that can foster a sense of ownership.
- The diversity of the 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 venue, and surrounding area will need to accommodate a wide range of cultural and faith requirements.
- Wayfinding and information provision throughout and surrounding the venue during construction, Games, and in Legacy will need to ensure that the space can be used by the diverse local population and people who attend the Games from abroad.
- There is a strong likelihood that English will not be first language spoken by many people accessing Broxbourne WWCC, therefore measures are needed to ensure the Centre can be used and navigated easily by local, national and international people alike whose first language is not English or who have literacy problems.
- The venue will decrease the permeability of the local area, this is because the Centre will enclose an area of land which is currently open, and in addition cause the re-routing of a public footpath.

8.3 Inclusive design and accessibility

It is acknowledged that the design of buildings (including places of employment), venues and the public realm is important in enabling equal access for a number of people in the E&I target groups, as defined in the Planning for Equality and Diversity in London Supplementary Planning Guidance.

Physical access and transport barriers can exclude disabled people from employment, and business opportunities, participation in leisure and sporting activities and their attendance of sporting events and use of open spaces.

Measures to promote an inclusive and accessible environment for disabled people are likely to also benefit older people, and parents and carers.

Barriers to sport include poor quality and inaccessible facilities, concerns about children's safety as a result of bullying and racism, traffic speeds, lack of choice and negative attitudes to children, including disabled children, playing outside.

8.4 Key issues for consideration

- Incorporate provision of faith areas, private areas for breastfeeding, changing areas
- Places of employment and sports facilities can preclude the use of the space by women, if they feel that their needs have not addressed in the design phase.
- The baseline review has highlighted that disabled people are shown to encounter multiple barriers in accessing goods, services and facilities. Positive action can be implemented in a number of ways to remove these barriers, including the implementation of ODA Inclusive Design Strategy and Standards in the design and build of places of employment, venues and surrounding areas.
- 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.
- Inclusive design will need to be applied to ensure concourse routes and bridges can be used by all.
- 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 Centre 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.
- 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.
- Lighting of the centre will have 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.

8.5 Safety and security

8.5.1 Gender

58 per cent of women think crime is a problem in London, 54 per cent feel safety is a problem and 42 per cent feel unsafe walking in their local neighbourhood at night compared to 51 per cent, 44 per cent and 25 per cent of males, respectively.

19 per cent of the population in the five Host Boroughs is Muslim compared to 8.5 per cent in London 1.45% in the east of England and 3 per cent of the national population. Muslims in particular are the victims of religiously based crimes more often than other religious groups. Muslims are also the faith group most likely to cite crime and safety as the worst aspect of living in London and feel unsafe while walking in their local neighbourhoods at night.

8.5.2 Disabled people

Disabled people are more likely to be the victims of hate crimes and 33 per cent of respondents to a study reported facing discrimination on a regular basis. Significantly more disabled people felt that fear of crime was a problem in the capital (62 per cent) and also felt unsafe being out in their neighbourhoods in the evening (42 per cent) compared with Londoners as a whole.

8.5.3 Black, Asian and minority ethnic people

Hate crime also affects the use of public space by some, but not all, BAME groups. 43 per cent of people from Asian backgrounds feel unsafe walking alone in their neighbourhood in London compared with black and other minority ethnic people (24 per cent) and white people (33 per cent).

8.5.4 Sexual orientation

Although the Annual London Survey has not collected statistics on the concerns of London's lesbian, gay, bisexual and trans gender communities relating to crime and safety in the city, fear of crime in these communities is likely to be high. This is due in part to the approximately 1,4000 homophobic incidents reported to the police in 2005 and Stormbreak's findings that as many as 45 per cent of lesbian and gay Londoners had at some point experienced a homophobic crime.

8.5.5 Faith

Although specific study area data of the needs of faith groups has not been obtained due to the lack of availability of statistics, other research on the faith group population has indicated that certain faith groups are more likely to be victims of harassment and discrimination.

8.5.6 Children and young people

Children's wider use of the public realm can also be affected by fear of crime and intolerance on the part of adults, including a prevalent 'no ball games' culture.

8.6 Key issues for consideration

- As the baseline shows, crime and fear of crime inhibits the use of the public realm by the majority of E&I target groups. Designing out the crime and the fear of crime is therefore a key objective of the Centre. Measures to design out crime such as good lighting and footpaths which are overlooked, as well as the provision of effective public transport, will assist with this. Safety across the community, particularly at night, needs to be considered in the design of employment space, venues and parkland, especially edge (non-overlooked/obscured from view by foliage and under lit areas) and areas of open space.
- 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 Centre is a safe and attractive place both at day and night.

8.7 Employment and training opportunities

8.7.1 Young People

The findings established that the population in the London area consists of a large percentage of young people – 25 per cent is under the age of 17 which drops to around 20% in the east of England. Further findings establish that within the London area there is lower than average educational achievement.

8.7.2 Gender (Women):

Although the east of England does not have a high proportion of BAME people in the population there are a number of people who come from other white backgrounds. The local London population consists of large numbers and proportions of black, Asian and minority ethnic groups. Statistics show that certain women of BAME groups, such as Black African or Bangladeshi, are 3 times less likely to be in employment than other ethnic groups. As there are a large number of disabled women and women from BAME groups living within the study area, there is a need to target these women in for the ODA programmes to ensure of their inclusion.

Gender wage/salary disparities and household structure need to be understood and tackled by presenting equal opportunities to employment and pay (as upheld by law) thereby aiming to provide positive action by minimising occupational segregation.

8.7.3 Black, Asian and minority ethnic groups

Contribute to a significant proportion of the study area population. On average BAME groups have larger families than white counterparts, some, but not all BAME groups have lower levels of educational attainment than the white population. This partly explains the higher incidence of unemployment among BAME groups

At an aggregate level, BAME groups in London are twice as likely to be unemployed as white people. Some black, Asian and minority ethnic groups, on average, earn less than their white counterparts. BAME groups are under-represented in the construction industry

at all scales levels of analysis. This is significant given that a large proportion of jobs opportunities associated with the Broxbourne WWCC will be in construction.

Indians, black Africans and Chinese people, are substantially more likely than white people to attend university. However, research has shown that all ethnic minority groups have higher unemployment levels soon after graduation. Pakistani, Bangladeshi and black African university graduates have unemployment rates that are double those of their white counterparts.

BAME groups make up 3% of the national construction workforce despite representing 7.9% of the population.

8.7.4 Young people

Poor educational attainment in the five Host Boroughs may inhibit the ability of young people to benefit from employment opportunities. GCSE attainment is below the London and national averages and is most acute in Hackney. Tower Hamlets has the highest percentage of pupils achieving five or more A*-C GCSEs. This trend is replicated at Key Stage Two.

The EEDA: East of England Economic Participation Study¹¹ shows that the East of England performs relatively poorly in relation to educational attainment and barriers faced by young people although Hertfordshire has a very low 'Not in Education, Employment or Training' (NEET) rates of 4 %.

In 2007, 2,123,000 or 62% of the East of England's working age population were qualified to at least NVQ Level 2. This was below the England average (64%) and placed the East of England 7th of England's regions.

In addition, the increase in the number qualified to NVQ Level 2 between 2002 and 2007 in the East of England has been below that for England as a whole. This means that the region's skills and educational profile could become less competitive compared with England's other regions.

The growing population, much of which is categorised as a young population, will be entering or will have reached working age during the ODAs programme. Training provision within schools and colleges will need to align their training schemes to the opportunities emerging from the ODA projects such as the BWCCC.

¹¹ EEDA, 2008

8.7.5 Disabled people

There are barriers to education for disabled people; 34 per cent of disabled 16-24 year olds in London participate in education compared with 50 per cent for non-disabled youth, 18 per cent of disabled people have some higher education compared with 34 per cent of non-disabled people and 39 per cent of disabled people have no qualifications compared with 19 per cent of those without disabilities.

Educational disadvantage and discrimination feeds directly into labour market outcomes. 49 per cent of disabled people are economically active compared to 80 per cent for non-disabled Londoners. Of those in work, disabled people have an average hourly wage 16 per cent lower than average for non-disabled people living in London.

Disabled people represent 11% of London's construction workforce and they are more represented in manual construction jobs rather than non-manual construction jobs.

8.7.6 Sexual orientation

Although no concrete figures exist, consultation suggested that the construction industry is regarded as difficult to access for LGB and transgender people.

8.8 Key issues for consideration

- The higher proportion of one person households, and of lone parents, within the study area is another area which will need to be explored in detail. The evidence that lone parents either have to work part time or pay for child care may present opportunities for economic disadvantage.
- The ODA working with partners will need to ensure that skills development and appropriate training is provided within the study area 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 projects 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 construction, an employment sector in which the baseline shows several E&I target groups are under-represented.
- Without careful management and targeting of recruitment processes, overt and unintentional exclusion of E&I target groups could reinforce rather than alleviate employment equality issues.

8.9 Business opportunities

40 per cent of businesses in the five Host Boroughs are BAME-owned, compared to 19.5 per cent across London as a whole. This information is available from an annual report commissioned by the GLA, there is no comparable data available for the East of England.

In London, a small percentage (0.5 - 2 per cent) of businesses have a majority of owners that are disabled. Businesses employing disabled people are typically relatively small. Self-employment is seen as a particularly good option for disabled entrepreneurs, allowing flexible hours and working patterns, with the home typically used as a workbase. In London there are 2 per cent more disabled people in self employment than non-disabled people (ODA, 2007b).

Low rates of business ownership amongst women act as a barrier for women's equal access to business opportunities for women.

8.10 Key issues for consideration

- 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.
- If these opportunities bypass local businesses and E&I target group-owned businesses, the supply chain will be unrepresentative of the local community and the benefits will accrue elsewhere.
- Consideration needs to be given to the needs of smaller disabled-owned businesses who may favour home working.
- In terms of economic activity, as SME and micro businesses form the majority of black, Asian and minority ethnic-owned enterprises in London and, given that a high concentration of black, Asian and minority ethnic-owned business in the Borough of Broxbourne, particular attention will need to be given to the impact of employment land designations as part of the LVRPA's proposals on black, Asian and minority ethnic owned businesses.

8.11 Environmental impacts

8.11.1 Black Asian and minority ethnic people

There is currently under-use of existing green spaces and facilities that could provide a focus for healthier lifestyles by BAME people, due to a range of possible underlying factors, such as lack of cultural sensitivity, overt racism and language barriers in the provision of facilities.

Certain BAME groups are disproportionately at risk from certain diseases such as, diabetes cardiovascular disease (CVD) and coronary heart disease (CHD). The main controllable risk factors for CHD are smoking, poor diet, sedentary lifestyle, obesity, diabetes, high blood pressure and poor psychological wellbeing (such as depression). The majority of these risk factors are associated with the lower socio-economic groups in which certain BAME groups are over-represented.

Mortality rates for lung cancer in men are also high. It is estimated that in 2004, 37 per cent of the adult population in Tower Hamlets were smokers, compared to 27 per cent nationally with particularly high smoking rates in Bangladeshi men and more deprived

socioeconomic groups (Tower Hamlets PCT, 2007b). The proximity of the BWWCC to the Olympic Park area will require LVRPA understand the impact this venue could have in addressing these issues.

8.11.2 Children and young people

Childhood obesity is an increasingly prevalent health issue nationwide and affects the five Host Boroughs in particular. For example, a Tower Hamlets report found that 14.6 per cent reception class children were obese compared to 9.9 per cent nationally. In Waltham Forest, the prevalence of obese children (17.2%) is almost double the national average. In 2001 study, a total of 37 per cent children in Year 7 in Newham were found to be either overweight or obese. Although no childhood figure is given, the overall obesity rate in Hackney is estimated to be between 16 and 20 per cent.

8.12 Key issues for consideration

There will need to develop opportunities for the local community in an attractive, safe environment where the local community will wish to spend leisure time, relax and take exercise.

Hertfordshire has better health profiles than the rest of the East of England, however the proximity of the BWWCC to the Olympic Park area will require LVRPA understand the impact this venue could have in addressing these issues.

9 Consultation and engagement

Evidence was taken from consultation events where potential impacts were considered by external stakeholders. The consultation for this venue continues and input from consultation events will be continuously updated. The following stakeholders were involved through meetings and correspondence:

- Local residents;
- Borough of Broxbourne councillors and officers;
- Charles Walker, MP;
- Hertfordshire County Council;
- Essex County Council;
- Epping Forest District Council;
- Waltham Abbey Town Council;
- East of England Development Agency (EEDA);
- The Government Office for the East of England;
- Environment Agency;
- Natural England;
- British Waterways;
- Thames Water;
- Sport England;
- The Commission for Architecture and the Built Environment (CABE);
- The British Canoe Union;
- Britannia Nurseries; and
- Other interested parties, such as Herts Young Mariners.

In addition to consultation with stakeholders the following public consultation events occurred prior to the submission of the Broxbourne Centre to Broxbourne Borough Council for planning determination:

- Public Information event, 21st April 2008;
- two public drop in sessions in late April 2008;
- Broxbourne WWCC stakeholder steering group meetings (ongoing);
- adverts in local press; and
- 23,500 leaflet drop

The pre-application consultation with the Borough of Broxbourne, statutory consultees, key stakeholders and the local community has informed the proposed design of the scheme. The public events provided opportunities to inform residents of the application proposals.

Consultation with key stakeholders has allowed the scheme to evolve and respond positively to the comments made throughout the process.

The applicants and design team have given genuine consideration to all the comments that have been made through the pre-application process, both positive and negative.

This has led to the following key amendments to the scheme:

- the location was changed to the Showground Overflow Car Park;
- the course and facilities building were re-orientated;
- a new landscaping scheme and grass mounds were introduced; and
- technical detailing of the course and facilities building were changed.

It is important to note that consultation is an ongoing process. The Borough of Broxbourne has formally consulted local residents and statutory consultees after the application was registered. In addition, a local community relations manager is assigned to the project by the ODA and a telephone line set up to answer any queries.

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 (ODA)

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

Identified impact	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	Through consultation with ODA Access groups the Broxbourne Centre aims, where possible to exceed the standards set through innovative design. Managed through Compliance Reports and quarterly reporting to the E&I Board. .
Venue incorporates inclusive and accessible signage and wayfinding (inc glazing , access to buildings)	All	The project has been assessed through the BEAP forum; and Principle Access Officers and Equality and Inclusion Managers. This process has informed the design of the interior and exterior design of the facilities building and course area, producing views and increasing visibility of key features to guide people through the centre.
Space in and around the venue does provide a free flowing obstacle free environment.	Disabled people Older people Parents and Carers	Consultation with Design and Access groups and Principle Access Officers and Equality and Inclusion Managers has resulted in the Centre being an environment where 'street clutter' and other obstacles to a free flowing space including steep gradients, steps, and narrow pathways are minimised.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
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	Engagement with security issues with the goal of producing safe spaces has been ongoing throughout the design process to ensure that the Broxbourne WWCC will be safe to use for all potential users. This has informed the design of the centre and the adoption of 'secure by design' principles: material selection and finishing of the facility building's façade; lighting; security arrangements at the facilities building; and landscaping.
Access to seating via short flights of stairs and lifts.	Older people Parents and Carers Disabled people	A proportion of all spectator seating areas will be accessible to all users. Spectator lawns all consist of a 2m accessible area which is adjacent to pathways. Seating within the parkland will have wheelchair users companions spaces available. Access to all seating has been developed in line with the Inclusive Design Strategy and Standards.
All levels of the buildings are accessible, with the use of lifts and ramps.	Older people Parents and Carers Disabled people	The facilities building will be fitted with a lift which serves both floors of the building.
Travel distance to toilet facilities and food provision is within a short (40m) distance from seating via stairs or lifts.	Older people Parents and Carers Disabled people	Temporary toilet, disabled toilet facilities, and concessions areas will be accessible from within 40m of accessible seating during Games time. In Legacy spectator areas will be located on a terrace outside the Café, where toilets and concessions will be accessible within 40m.
All stairs within the Centre will be designed to fully accessible standards	Older people Parents and Carers Disabled people	The Centre is, where possible, fully compliant with the Inclusive Design Strategy and Standards, therefore securing all stairs within the centre as accessible.

Identified impact	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 water courses which maintains dignity of users in accessing the relevant field of play.	Disabled people Older people	Access to the course launch sites are step free. It is also anticipated that a portable hoist will be located at the course launch site for disabled access in Legacy operation.
Access to the field of play, accessible seating at the field of play will be limited in legacy and in Games time	Disabled people Older people	Accessible seating on both the Olympic and intermediate course will be located at both start and finish points of the courses.
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 rooms, 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 systems, facilities, services, and transport provisions are designed, where possible, in compliance with the Inclusive Design Strategy and Standards, ensuring accessibility to them for all users throughout the Centre.
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	Facilities for parenting rooms and adult changing are included in designs.
Internal furniture of the building i.e. handrails on stairs, along walls, seating, rest areas, meeting and information points.	Disabled people Parents and Carers	All internal and external fixtures, fittings, and furniture have been designed in line with Inclusive Design Standards and have been reviewed by the ODA's Design and Access Team.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Crowd modelling for evacuation of venues is reflective of the needs of people from the target groups.	Disabled people, Older people, Parents and Carers with children Faith Groups BAME people	The needs of target groups have been considered through stakeholder consultation in the design and layout of the venue, the specific details of evacuation plans, are to be developed by venue operators.
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	Through public consultation and stakeholder consultation including the BEAP forum, a considerate, informal, inclusive, and secure environment has been achieved. Using naturalist materials to reflect the Centre's parkland setting.
Location of new venue will provide community facilities which could lead to improved take up of sporting activity.	All	The site of the Broxbourne Centre is currently an over spill car park and recreation ground. The development of the venue will improve the amenity of the area, improvement local ecology, and provide of new world class facilities which will contribute considerable to the localities amenity.
Choice of location for the venue has resulted in the loss of use of land for local sports, and impacts on current facilities in the local area.	All	The Centre is built on a recreation area, which having been removed could disengage local support of the project. However the Centre will provide an improved ecological environment and world class facilities, which balance the loss of the recreation area. Furthermore engagement with the public through consultation should develop local sense of ownership over the Centre, which would demonstrate the local benefits of scheme in relation to sports, leisure, and ecology, which should go some way to building local support for the scheme.
Venues designed to enable people to learn the sport rather than for elite and professional athletes	All	There are two grades of courses at the Centre: one Olympic standard for elite athletes; and one intermediate for beginners to professional users. This provides facilities for all types of users and competitors.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Scale of venues and production of noise from the venue in relation to proximity to peoples homes.	All	The Broxbourne Centre is in the vicinity of homes on the west and south of the site, issues which could be presented by scaling and noise produced by the venue are designed out through landscaping, and insulation of plant equipment.
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 detailed proposals, images, and illustrations are designed and written to include and connect with those who will use the venue which will include target groups.

10.1.2 Construction

Identified impact	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.	All	The development of the Broxbourne Centre will not detract from or misplace local businesses. It is considered that due to the prestige of the project and the numbers of people it will bring to the Borough it will have a considerable positive impact on local economic activity.
Construction phase will be high quality and safe which creates new opportunities for people living in local communities.	All	The construction of the Broxbourne Centre will be in accordance with an agreed Code of Construction and ODA Health and Safety Strategies which will protect the local areas' amenity during construction and ensure that a safe and healthy working environment is pursued throughout development of the venue.
Health impacts from the construction phase associated with any dust, soil or groundwater contamination, noise, increase in exhaust emissions, decrease in air quality.	All, but specifically those in the locality of the Broxbourne Centre	Through the construction of the Broxbourne centre there will be some minimal levels of associated noise and dust pollution. Noise levels will be contained to acceptable times of the day to keep disturbances to a minimum, in accordance with an agreed Code of Construction.
Noise from venues during Construction, Games, and in Legacy	All, but specifically those in the locality of the Broxbourne Centre	Noise levels will be contained to acceptable times of the day to keep disturbances to a minimum, in accordance with an agreed Code of Construction.
Impact of hoardings / fences around construction sites.	All, but specifically those in the locality of the Broxbourne Centre	The perimeter fence is designed to be used to secure the venue during construction and Games operation. The fence is designed as a wire mesh which will allow visibility into the site and reduce its visual impact on routes surrounding the site, decreasing the physiological impact of the venue on local residents. In Legacy operation the wire fence is to be removed and replaced with a small fence to act as a permissive barrier reflecting the change in security requirements for the Venue.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
TV and phone signal interruptions caused by buildings	All	The scale and massing of the Centre will not impact on television or phone signals.
Noise disturbance, disruption to public transport and/or routes for communities during construction of the venues.	All	In the development of the Centre there will be a minimal level of disruption to public transport, and local transport routes, where a public footpath crosses the site it will be redirected with an equivocal pathway and fully signed. Furthermore a construction helpline 24/7 available to report any constriction concerns.
Safety issues due to temporary divisions around sites during construction, at Games time and during transformation.	All	There will be a considered and safety focus approach taken to any divisions created within the community due to the development and where risks are present careful mitigation procedures developed.
Safety issues due to permanent re-routing of routes around venues.	All	The development of the Broxbourne Centre will lead to the permanent rerouting of a public footpath to a position that is convenient, attractive, and safe for users.
Loss of use of 'common' land, car and campervan parking, rights of way, moving of facilities or buildings. During construction, Games time and during transformation.	All	The Centre result in the loss of recreation and overspill car parking within the Lee Valley Regional Park, however the area in which the Centre will sit is unlikely to be significant in the wider context of the park which is currently characterised by such an environment. The Centre will provide world class facilities and an improved environment which will improve the current quality and status of the site. Unavoidable rerouting of a footpath will occur, however detours will be minimised and safety prioritised.
Venue incorporates a high percentage of the ODA Incisive Design Standards	All	The Broxbourne Centre is designed to satisfy ODA Inclusive Design Standards where possible. Methods to mitigate non compliance with the Standards have been developed; this includes setting resting places on the paths with elevated gradients i.e. at 'The Prospect' spectator mound.
Names of buildings and rooms within venues reflect the community and history within the venue is situated.	All	The naming of rooms within the Centre's facility building will be determined by the venue's Legacy operator.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Separate planning applications which are submitted to accommodate any temporary facilities during construction which have not gone through consultation.	All	Temporary facilities associated with the construction of the Centre will be designed to accessible standards and building regulations.
Employment opportunities in construction of the venue.	All, but specifically local people and target groups	The Venue's contractor will be encouraged to develop employment and training opportunities in the development of the Centre through the consideration of policies established within the ODA's Employment and Skills Strategy.
H&S with local schools to help understand the impact of the construction works.	School children and youth groups	Health and Safety Officers will work to ensure local children are aware of the risks of a construction site during the Venue's construction.
Levels of security around the site, CCTV and privacy of local people	All	The Broxbourne Centre in general will offer increased levels of security in local areas but will be designed as not to intrude or give the impression of intrusion into local peoples' lives and activities.

ODA Games time:

Transport to the venues, distance to travel, costs, accessibility	All	The Centre will provide improvements to road layout; specifically the access junction to the site, easing local congestion. Traffic modelling identifies the potential impact of spectators on the local area, and identifies the provision of dedicated Park and Ride Facilities to the Centre from North Weald Airfield, and potential temporary local parking controls. Travel costs will come forward in coordination with transport providers at a later date.
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10.2 Delivery and overlay for the Olympic 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, age, sexuality and belief.

The management of the Centre 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	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Noise and light pollution from venues during the Games and in legacy	All, but specifically those in the locality of the Broxbourne Centre	The Centre's courses and facilities are directionally illuminated, limiting where possible potential light spill into neighbouring areas.
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	Access to entry and exit points of the course are accessible including provision for media and athlete viewing positions at the start and finish posts on the courses
Cultural and faith facilities will be provided in the operation of the Centre	BAME Faith groups	Provisions for different dietary requirements in the food concessions area will come forward in the management strategies to be provided by LOCOG in Games.

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	The Centre is designed to limit the amount of light and sound pollution. However there will be some emissions which will have a very limited impact on the residents in the locality of the Centre.
Noise disturbance, disruption to public transport and/or routes for communities during the Games.	All, specifically local communities	Local Public Transport provision has been modelled. This has concluded there is current capacity to deliver access to the Centre during Games and Legacy. However at the start and finish times of event there may be queuing for public transport and some congestion on bus lines, which would be an unavoidable cost of holding the Olympic Games.

10.3 Legacy transformation (ODA / LVRPA)

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Improved community cohesion around venue use in legacy due to level of involvement, feedback, number of integrated community events and focus groups.	All	The local community's input was instrumental in the Centre's design development. Engagement with the local community has developed the venue's identity and sought local 'ownership'. This aims to engage the whole local community with the project and act to increase the community's cohesion and will be ongoing through the construction and Games and Legacy operation of the Centre.
Transport: location of, distance to, and regularity of, public transport for people attending the venues. Is a variable option, is the transport accessible, are transport hubs safe and secure, does the transport continue to run 30 minutes after the venue closing time.	All	Co-ordination between public transport operators and the venue management is yet to be confirmed. Public transport to the site will be to accessible standards via local bus services, and there are two stations within a 20 minute walk of the venue.
Walkway and cycle way routes to venues are safe and secure.	All	The detailed design of walkways and cycle ways around the Broxbourne Centre will be to ODA standards. Ensuring accessibility for all through a safe, welcoming, and secure environment.
Community use of the facility, encouraging local people to use the venue, monitoring to reflect local and regional community diversity.	All	Management and monitoring of local community usage will be an issue for the Legacy owner of the Centre.
Benefits to the local area: employment, businesses, access to sport	All	The world-class status of the Centre will attract huge opportunities for local businesses and potential for local people to participate in and view different levels of sport.

Identified impact	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 area of increased / new use of the venue i.e. transport, congestion, parking	All	The provision of improved local highways and parking facilities will balance with the increase in users in the area. Demonstrated through traffic studies modelled in the area.
Impact on other facilities within the vicinity / links to encourage use of existing facilities as well. Shops restaurants, as well as sports.	All, but specifically local businesses	There are currently limited existing facilities around the Centre but it is expected that new businesses and facilities will come forward with the contribution of the Centre to the local economy specifically around Station Road. These potential local economic gains are being considered by the Local Authority and Regional Development Agency.
Community activities to ensure equal access and inclusion to sports in the venues.	All	Activities which will engage with specific target groups are envisaged but will come forward in the Legacy Management of the Centre.

10.4 Legacy planning

The legacy management of the Broxbourne Centre will be delivered by the Lee Valley Regional Park Authority. They start operating the venue from 2010 when the venue opens for partial operations until 2012 when LOCOG operate the Venue for the Olympic Games, then LVRPA again manage the venue.

The management of the venue in legacy will be important to maximising benefits for equality groups, particularly for the diverse populations of Broxbourne borough and the East of England. Informed by values of celebrating diversity, promoting accessibility, equal treatment, and inclusion for all visitors and users of the venue, management can ensure the benefits the Broxbourne Centre poses to the locality in legacy are fully realised.

11 Conclusions

Providing the recommendations developed through the EqIA process are taken forward, the Broxbourne Centre is not likely to unlawfully discriminate against any specific equality group identified. The transformation of the site into a world class White Water Canoe Centre 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 Centre is likely to have an overall positive impact on the all within the local community and all priority groups.

11.1 Equality and Inclusion

Communities that are strong and inclusive can lead to a stronger sense of identity and belonging, and mutual respect and equality. A variety of public consultation and stakeholder engagement events have informed the Broxbourne WWCC's design process and helped increase local ownership from the start of the design process.

The provision of faith, adult and child changing facilities, step free access, toilet, and childcare facilities will ensure the needs of parents with children, carers and faith groups are met during the Games and in Legacy. The wayfinding and signage will need to reflect the diversity of Games time users and the local community by communicating in different languages than English.

As the Broxbourne Centre is developed and access to the site restricted, an ongoing programme of communication and consultation will be important to keeping the local community informed and engaged with the centre.

The key determinant of fostering a sense of community ownership of the centre in the long term will be ensuring it is used regularly by all members of society. The inclination of people to use the centre regularly will be encouraged by a combination of all of the EqIA priorities: inclusive access, safety and security, employment and business opportunities as well as opportunities for pursuing healthy lifestyles.

Use of the facilities building, parkland within the centre, and white water courses in legacy could provide a focus for community events, leisure entertainment, clubs, and sporting activities and foster the sense of community ownership by providing additional reasons for local residents to regularly visit and spend time in Lee Valley Regional Park. The management of the Broxbourne WWCC by LVRPA will crucially underpin long-term community ownership of the centre for new and existing residents.

11.2 Design and Accessibility

Poor design of sport facilities can systematically exclude some disabled and mobility impaired people from dignified access to buildings and spaces. Inclusive access which promotes visitor circulation and dignified use of the Centre by all users is promoted through adherence to high standards of inclusive design. Pathways will be wide, with shallow gradients and smooth, slip-resistant surfaces and seating at regular intervals to ensure everyone can move through the parklands and course viewing areas easily and comfortably. Pedestrian routes will be clear of unnecessary obstacles. Incorporating signage that can be easily read and understood will enable all people to easily navigate the Centre; this is to be developed by the Games time and Legacy venue operators. Due to site constraints and topography, DDA maximum gradient standards cannot be met in a limited number of areas such as the 'Prospect' viewing mound to be built in Legacy. Where

this is the case, the potentially negative impact will be mitigated by minimising gradients as far as possible and incorporating rest spaces.

11.3 Health, Safety, and Security

The Broxbourne WWCC will provide a world class Canoe and Rafting Centre in Legacy which is easily accessible to Londoners, the current nearest centre is at Nottingham, The centre will therefore have the potential to engage a much larger number of people in the sport. By providing opportunities for active leisure, sport, and informal play, the centre can help address the health inequalities disproportionately facing E&I target groups in the local area. The variegated landscape which will include meadows, lawns, and woodland will aid mental as well as physical health.

In construction adherence to the Health and Safety Strategy documents will ensure a safe and secure environment is created. The operational health and safety considerations which are influenced by the centre's design has been considered through the development of the project's proposals, but the detailed arrangements of the centre's management during Games and Legacy will be developed by LOCOG and LVRPA.

Some E&I target groups are disproportionately the victims of hate crime in the public realm and the fear of crime can affect certain groups' use of space. The Broxbourne WWCC scheme addresses this by incorporating best practice measures to design out crime.

The Broxbourne WWCC lighting is designed appropriately to tackle opportunities for crime and the fear of crime by eliminating dark, intimidating spaces, and focusing night-time footfall in areas with high levels of passive surveillance. The use of CCTV would reinforce safety and security levels.

11.4 Employment and Skills

Some E&I target groups are characterised by low employment rates and poor levels of qualifications. The Broxbourne WWCC will create opportunities for employment and training during all phases of its evolution in a variety of sectors such as construction, landscape maintenance, events, and facilities management. These new job opportunities have the potential to positively impact employment rates that disproportionately affect E&I target groups.

The procurement of work, goods and services arising from the centre's construction will present business opportunities for local businesses owned by E&I groups in the ODA's supply chain. Focused support and advice for businesses owned by women, disabled people and people from black, Asian and minority ethnic communities will help improve their prospects of winning contracts associated with the Centre through the utilisation of the ODA's 'Compete For' business network and contracting database.

The Broxbourne Centre also offers the potential to act as a catalyst for economic growth on and around Station Road. The benefits of this have the potential to offer a significant positive effect on the local community offering job and training opportunities as the area develops.

12 Action plan

The action plan should contain the actions required to implement the recommendations from the full assessment. The plan should be reviewed regularly by the Programme and or Project Board. Best practice is to review the action plan on a monthly basis; however a quarterly basis will be a minimum standard.

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Team
Names of buildings and rooms within venues reflect the community and history where the centre is situated.	All, specifically local communities	The naming of rooms within the Centre's facility building will be determined by the venue's Legacy operator.	LVRPA to consider community involvement in naming rooms within the Centre.	LVRPA
Cultural and faith facilities will be provided in the operation of the centre during the Games.	BAME Faith groups	Provisions for different dietary requirements in the food concessions area and provision of space for faith observance.	Details will come forward in the management strategies to be provided by LOCOG in Games.	LOCOG Venue Team
Cultural and faith facilities will be provided in the operation of the centre in Legacy.	BAME Faith groups	Provisions for different dietary requirements in the food concessions area and provision of space for faith observance.	LVRPA to consider the need and value of faith facilities in the Legacy management of the Centre.	LVRPA

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Team
Transport to the venues, distance to travel, costs, accessibility	All	The Centre will provide improvements to road layout; specifically the access junction to the site, easing local congestion. However travel costs will come forward in coordination with transport providers at a later date.	ODA transport to coordinate transport to and from the Centre. This will need to be developed with LOCOG for Games time.	ODA Transport
Transport: location of, distance to, and regularity of, public transport for people attending the venues. Is a variable option, is the transport accessible, are transport hubs safe and secure, does the transport run within 30 mins of the venue closing time.	All	Co-ordination between public transport operators and the venue management is yet to be confirmed. Public transport to the site will be to accessible standards, via local bus services, and two stations within a 20 minute walk of the venue.	ODA transport to coordinate transport to and from the Centre. This will need to be developed with LOCOG for Games time.	ODA Transport

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Team
Community use of the facility, encouraging local people to use the venue, monitoring to reflect local and regional community diversity	All	Management and monitoring of the local community usage.	LVRPA consider the long term operation of the centre and the social and economic benefits of community engagement and use of the Centre.	LVRPA
All levels of the buildings are accessible, with the use of lifts and ramps.	Older people Parents and Carers Disabled people	The facilities building will be fitted with a lift which services both floors of the building. The lift's weight capacity is currently under discussion and a design outcome is sought to meet 'Part M' of the building regulations.	Project design teams to develop scheme to resolve access issues.	ODA Design Team and Access Officers
Safety issues due to temporary divisions around sites during construction, at Games time and during transformation.	All	Considered and safe focused approach taken to any divisions created within the community due to the development and where risks are present careful mitigation procedures developed.	Identified risks areas will be monitored during the construction phase.	ODA Design team, Contractor, and LOCOG Transport Team

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Team
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 rooms, 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 systems, facilities, services, and transport provisions are designed, where possible, in compliance with the Inclusive Design Strategy and Standards, ensuring accessibility to them for all users throughout the Centre. An outstanding design issue is the provision of an accessible toilet within a changing room, this is currently being reviewed by principle access officer, project designers, and project sponsors.	Project design teams to develop scheme to resolve access issues.	ODA Design Team and Access Officers
Increased local traffic as a result of constructing the Venue	All in the local community	The impact of the construction traffic within the local area has been considered within traffic assessments and should be insignificant and result in a minimal impact on the local area.	Monitoring calls to of Construction Help Line	ODA Communications and Design Team

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Teams
All stairs within the centre will be designed to fully accessible standards.	Older people Parents and Carers Disabled people	The Centre is, where possible, fully compliant with the Inclusive Design Strategy and Standards, therefore securing all stairs within the centre are accessible. The detailed design of the stairs within the facility building are currently under discussion and designs will be amended to ensure the stairs are compliant with 'Part M' of building regulations.	Project design teams to develop scheme to resolve access issues.	ODA Design Team and Access Officers
Venue incorporates inclusive and accessible signage and wayfinding (inc glazing , access to buildings).	All	Wayfinding and signage will come forward via LOCOG as Games time operators and LVRPA as Legacy owners.	LOCOG and LVRPA to consider wayfinding and signage strategies in line with corporate and legal responsibilities to accessibility and inclusion.	LVRPA LOCOG

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Teams
Crowd modelling for evacuation of venues is reflective of the needs of people from the target groups.	Disabled people, Older people, Parents and Carers with children Faith Groups BAME people	Evacuation and egress plans are to be developed by venue operators, LOCOG in Games, and LVRPA in Legacy. Any strategy will need to consider the potential needs of any visitor to the Centre.	LOCOG and LVRPA to consider evacuation and egress strategies in line with corporate and legal responsibilities to accessibility and inclusion.	LVRPA LOCOG
Audible announcements and visual prompts, for both emergency and public address.	BAME Disabled people	Emergency strategies are to be developed by the venue operator. Any audio equipment will come forward within the detailed design process.	LOCOG and LVRPA to consider wayfinding and signage strategies in line with corporate responsibilities to accessibility and inclusion.	LVRPA LOCOG
Baseline statistics relating to: age; ethnicity; BAME; and business opportunities, need to be confirmed.	Young people and those from ethnic minorities	Key statistics to be researched and inform the ongoing EqIA process	EEDA to research the statistics relating to the Broxbourne area as part of its organisational commitments.	Design Team and EEDA

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Teams
Improved community cohesion around venue use in legacy due to level of involvement, feedback, number of integrated community events and focus groups.	All	The local community's input was instrumental in the Centre's design development. Engagement with the local community has developed the venue's identity and sought local 'ownership'. This aims to engage the whole local community with the project and act to increase the community's cohesion and will be ongoing through the construction and Games and Legacy operation of the Centre.	ODA and LOCOG Communications Teams to engage with the local community through construction and Games time operation of the venue. LVRPA to manage the venue and community liaison during Legacy operation.	ODA and LOCOG Communication Teams Design Team LVRPA
Crowd modelling for evacuation of venues is reflective of the needs of people from the target groups.	Disabled people, Older people, Parents and Carers with children Faith Groups BAME people	The needs of target groups have been considered through stakeholder consultation in the design and layout of the venue, the specific details of evacuation plans, are to be developed by venue operators.	LOCOG and LVRPA to consider evacuation strategies in line with corporate responsibilities to accessibility and inclusion.	LVRPA LOCOG

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible Teams
Broxbourne WWCC will create opportunities for employment and training during all phases of its evolution in a variety of sectors such as construction, landscape maintenance, events, and facilities management.	All but particularly; Disabled people, BAME people and women.	Under-represented groups are encouraged and assisted to find work in construction of the Broxbourne WWCC.	Contractual negotiations with contractors and the utilisation of the ODA Employment and Skills and Equality and Diversity Strategies	Contractor and Design Team
Employment opportunities in legacy including landscape maintenance, events, and facilities management.	All	The benefits have the potential to offer a significant positive effect on the local community offering job and training opportunities as the area develops.	LVRPA legacy employment and skills strategy	LVRPA
Business opportunities during construction: procurement of work, goods and services arising from the centre's construction will present business opportunities for local businesses	All but particularly SME's and women, disabled people and people from black, Asian and minority ethnic communities	Improve prospects of winning contracts associated with the centre through the utilisation of the ODA's 'Compete For' business network and contracting database.	Focused support and advice for businesses.	Contractor and Design Team

13 References

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