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Olympic Delivery Authority Equality Impact Assessment

Equality & Inclusion Programme Full assessment



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Executive summary

This Equality Impact Assessment (EqIA) of the Olympic Delivery Authority (ODA)¹ Equality & Inclusion programme has sought to assess the likely impact of the London 2012 Games on the equality target groups. For the purpose of this assessment the equality target groups include black, Asian and minority ethnic communities, women, disabled people, lesbians and gay men, young people, older people and faith groups.

This assessment considers the work stream of the ODA Equality & Inclusion programme, the ODA's Equality & Diversity Strategy and the ODA's three Equality Schemes covering Race, Disability and Gender equality.

The Equality & Inclusion function provides high-level advice to the ODA on mainstreaming and integrating diversity practise into the Games. The function has responsibility for providing strategic leadership on equality and diversity for the ODA, and ensuring that the aims and outcomes of the ODA's Equality and Diversity Strategy are achieved by working in partnerships with key national, regional and local level partners.

As a public body² the ODA is required to meet the public sector equality duties. These duties place a positive requirement on the ODA to have due regard to race, disability and gender equality when performing its activities.

The overarching aim of the ODA is to create an inclusive Games, which promotes good equality practices and access for all.

This mission extends the aims of the ODA beyond these statutory duties to include the newer equality strands of age, religion and sexual orientation and other inclusion issues centred on socio-economic, cultural and political disadvantage.

This assessment has revealed a disparity between the aspirations of the ODA and its statutory duties and recommends that a review is conducted to identify the affect this gap has on the work performed by this programme and its ability to achieve its aims.

¹ A glossary of terms is also available in Appendix 1

² London Olympic and Paralympic Games Act lead to the creation of the Olympic Delivery Authority (ODA)² and under this Act, the ODA is defined as a public body.

Introduction

1.1 2.1 Purpose of this full assessment

This is the Equality Impact Assessment (EqIA) of the Olympic Delivery Authority's (ODA) diversity function, known as the Equality & Inclusion programme.

The purpose of this EqIA is to analyse the baseline evidence, which exists in relation to the impact of the Equality & Inclusion programme on the equality target groups.

For the purpose of this assessment, the equality target groups includes but are not limited to children, young people, older people; women, transgender people; disabled people, black, Asian and minority ethnic groups (BAME); lesbians, gay men, bi-sexuals; and people of different religions and faiths.

This document explores in further detail the issues identified through the initial EqIA process, and explains within the enclosed action plan, the steps taken where possible to mitigate any negative impacts revealed from the assessment and to maximise opportunities that promote equality.

Baseline information for this assessment has been drawn from consultation events, stakeholder meetings and the legal framework under which the ODA operates.

At the time of the creation of this programme, the Government is proposing the introduction of legislation, which will create a single equality act. These proposals will seek to create parity between the protection afforded to the older areas of discrimination law that cover race, gender and disability and the newer equality rights areas of age, religion & belief and sexual orientation.

In light of these recommendations and the ODA's mission to leave a lasting legacy for equality, this EqIA will consider the current legislative framework and these legislative proposals when identifying actual or potential differential impacts on the equality target groups.

2.1 2.2 Legal Framework

In 2006, the London Olympic and Paralympic Games Act added the Olympic Delivery Authority (ODA)³ to the list of public bodies to which the public sector equality duties apply.

The first public sector duty was introduced in the Race Relations (Amendment) Act in 2002 followed by the Disability duty in December 2006, and the Gender duty from April 2007.

As a public body, the ODA therefore has a statutory duty to promote race, gender and disability equality within employment, service provision and procurement.

2.2.1 Public Sector Equality Duties

The public sector equality duties are separated into the general and specific duties that place positive requirements on the ODA to promote equality within these three diversity strands through:

³ A glossary of terms is also available in Appendix 1

Race equality duty requires the:

- elimination of unlawful discrimination;
- promotion of equal opportunities;
- promotion of good community relations between people in different racial groups

Disability equality duty the:

- elimination of harassment of disabled people that is related to their disabilities;
- ODA to take into account an individual's impairments even where that involves treating disabled people more favourably than non-disabled people;
- promotion of positive attitudes to disabled people, and;
- promote the participation of disabled people in public life.

Gender equality duty requires the:

- elimination of unlawful Harassment and discrimination, specifically discrimination towards transsexual people;
- eliminate gender inequalities;
- promotion of equality of opportunity, and;
- promoting good relations between people of different groups.

2.2.2 Public Sector Equality Duties - General Duty requirements

In order to meet the general duty the ODA is required to:

- Identify which of its functions and policies are relevant to the duty.
- Prioritise these functions and policies in relation to the level of impact they have, or can potentially have, on these three equality strands.
- Assess whether the relevant functions and policies are currently being carried out in a way, which meets the three parts of the duty.
- Consider any changes that are needed to meet the duty, and then implement practices to make the changes.
- Gathering and analysing information on these equality strands
- Consult stakeholders on equality issues that may affect them

2.2.3 Public Sector Equality Duties - Specific Duty requirements

The specific duty requirements create a framework for achieving the general duties. As part of these duties, the ODA publish three separate equality schemes governing race, gender and disability, which list the ODA's arrangements for meeting the general and specific duties.

The parameters of this assessment are therefore the public sector equality duties, the ODA's Equality & Diversity Strategy 2007, the ODA Equality & Inclusion programme and its work streams and the three ODA equality schemes, and the other diversity legislation listed in Appendix 2 of this assessment.

Description of the programme of work

The overarching vision for London 2012 is to host an Olympic and Paralympic Games that are inspirational, safe and inclusive, whilst leaving a sustainable legacy for London and the UK, making diversity and inclusion central to London's bid to host the Games.

To achieve this vision the ODA created the Equality & Inclusion programme, which would assist in realising this commitment by providing guidance and the forward momentum that will positively impact on the historic and long-standing inequalities evident within the Lower Lea Valley area of London.

This programme of work has responsibility for providing strategic leadership on equality and diversity for the ODA, ensuring that the aims and outcomes of the ODA's Equality and Diversity Strategy are achieved by working in partnerships with key national, regional and local level partners, and ensuring the public sector equality duties are fulfilled.

3.1 3.1 Scope of the Equality & Inclusion programme

The scope of the work performed by the Equality & Inclusion programme is driven by the content of the ODA Equality & Diversity Strategy and the ODA's three equality schemes that cover Race, Disability and Gender.

To achieve the aims embedded within these documents, and to maximise the direct and indirect impact of the ODA Equality & Inclusion Programme on the London Olympic and Paralympic Games, the Equality & Inclusion Team integrated with a Delivery Partner⁴ team.

4.1 3.2 Aims and objectives of this programme

The aims of the ODA Equality & Inclusion programme are to support and assist in achieving the ODA's mission, which it seeks to achieve through the following:

- Providing advice and support that will lead to the design, creation and build of an Olympic Park, venues and facilities (for the Games and for legacy provision) which are inclusive to women and men of all cultures, faiths, identities and ages and fully accessible to disabled people.
- Engaging with diverse groups within the local communities to ensure they feel this is their Games and can contribute to the legacy;
- Building the ODA's capability and experience to deliver real and practical outcomes within equality and diversity;
- Working 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.
- Becoming a model of good practice in equality and inclusion.

⁴ The Delivery Partner is also referred to as CLM

It is anticipated that in achieving these aims, the Equality & Inclusion programme, will work towards the following objectives:

3.2.1 Inclusive Design

Objectives:

- Highly inclusive built environment and facilities, and an accessible transport network, for the Games and legacy provision

3.2.2 Targeted community engagement

Objectives:

- A sense of ownership of the design and construction of the Olympic Park and venues across all communities, which specifically includes BAME and different faith communities, women, disabled people, younger and older people, lesbian, gay, bisexual and transgendered people.

3.2.3 Integration and capability

Objectives:

- increased organisational capability and individual competence in equality

3.2.4 Employment Opportunities

Objectives:

- demonstrably fair recruitment processes operating at all levels of the supply chain;
- fair proportion of BAME and disabled people employed in building the Olympic Park, infrastructure, and venues;
- visible contribution to tackling occupational gender segregation in construction and allied areas;
- demonstrably fair tendering and contract award processes;
- BAME-, women- and disabled people-owned businesses operating in supply chain; and
- Movement in ODA toward a workforce representative of London.

3.2.5 Business Opportunities

Objectives:

- BAME-, women- and disabled people-owned businesses operating in supply chain

3.2.6 Equality and Inclusion work streams

The aims of this programme are achieved through the work completed by four inter-related streams that are focused on developing and delivering a consistent framework that promotes equality and inclusion throughout the Games.

The Equality and Inclusion work streams are:

3.2.7 Equality Impact and Engagement

This function is aimed at mainstreaming equality and inclusion practices throughout all areas of work performed by the ODA through a method of impact assessment and community engagement. Within this function, the ODA will consider the potential positive and negative impacts that may be experienced by the equality target groups, Small and Medium enterprises (SMEs) and community groups because of the London 2012 Games.

This work stream also requires the Team to engage key stakeholders within the local community and in both the public and private sectors to raise awareness of the work being performed as part of the Games and to ensure the community are kept informed of matters that are likely to affect them directly or indirectly.

Engaging with the community is a key part of the work performed by this ODA programme. In achieving these aims, the ODA has adopted the national standards for community engagement as they sit well with its vision and values. These standards provide a helpful framework for community engagement and are supported by a wide range of activities that will create a 'peoples games'.

The principles and standards for community engagement are set out in a separate document, which will be published on the London 2012 website.

3.2.8 Business outreach

It is recognised that the London 2012 Games has a unique opportunity to create new business opportunities and to build an infrastructure that will lead to increased diversity within the supply chain.

This work stream involves developing the diversity of suppliers working with construction and other sectors to develop diversity. The Equality & Inclusion team plays a key role in working with the Procurement team to raise SME awareness of these opportunities and to encourage them to compete for opportunities to win contracts.

The desired outcomes of business outreach are:

- An increased number of SMEs from the Five Host Boroughs are engaged within the Olympic Supply Chain.
- A growth in SME businesses based on a new understanding of how to succeed and sustain a business.
- The creation of a working model for business outreach in a tiered supply chain
- The creation of business opportunities that are more transparent and straight-forward to access.
- An increased willingness within the construction industry to engage with local suppliers.
- Black, Asian and minority ethnic people (BAME), women and disabled people, owned businesses acknowledging amongst themselves that the winning of the Olympic bid by London has had a positive and beneficial effect on their businesses resulting in an overall positive economic impact.
- Local communities see and understand the involvement of their local suppliers in delivering London 2012 Strategic Intent.

3.2.9 Business assurance

Business assurance describes the process by which Tier 1 contractors are engaged and supported to meet the ODA equality related objectives as set out in the Equality & Diversity strategy. This work stream focuses on creating a lasting legacy within the construction sectors, through a step-change in how this sector approaches and integrates equality and inclusion practices.

The aim is to ensure that contractors working for the ODA adhere to the principles of the ODA's equality and diversity strategy, and seek to develop their own practices that meet these principles.

Within this function the Equality & Inclusion Team works closely with the contractors to assist them in identifying areas of improvement that will address any barriers to equality; provide guidance as to solutions that will help and promote opportunities to increase their social responsibility activities.

The overall equality assurance process consists of four stages:

Stage 1: Baseline Assessment - Tier 1 contractors are engaged as part of the mobilisation process. The contractor is provided with a self-assessment questionnaire for completion, which is reviewed and scored by the E&I Team. A baseline is agreed with the contractor as an outcome of this stage. The agreed baseline assessment generates key objectives to be included in the contractor's Equality Action Plan, (EAP).

Stage 2: Equality Action Plan- Contractors are required to produce and agree with the Equality and Inclusion Team their own Equality Action Plan (EAP), as outlined in the works information. This document sets out how they will meet their requirements. The EAP itself should be agreed and in place within 60 days of the agreement of the contractor baseline assessment.

Stage 3: Health Check – This is an on going assurance that is undertaken at a project level and integrated into the quality management audit framework. Project audits will include an E&I health check questionnaire designed to provide triggers to the E&I team on areas of excellence and challenge. In time, contractors will be asked to self assess against the health check on a monthly basis. Assurance is undertaken against the stated objectives and achievements set out in the respective EAP.

Stage 4: Audit & Intervention - the Equality and Inclusion Team audits the Tier 1 Contractors performance against their EAP and where required, this can lead to the issuing of a Corrective Action Notices (CANs). The auditing of performance also allows for the identification and celebration of good practice.

At each stage, support for contractors is available from the Equality and Inclusion Team. The assurance process is end to end from contract award, through to competition of work. Work is planned based on the development of process elements and against the planned contract awards to contractors by procurement team. The Equality & Inclusion team will adhere to the gateway process in its initial engagement with newly awarded contractors.

3.2.10 Audit and reporting

The purpose of this work stream is to monitor through data collation and analysis, the performance of the ODA and its contractors in achieving the stated aims of the Equality Strategy.

Reporting is completed to track progress against the Equality & Inclusion team's delivery plan and to measure and report against its Key Performance Indicators (KPI). The reporting structure has been established to serve the needs of its users, including the Equality and Inclusion Board, Priority Theme Performance Review and enabling visibility for supplier performance.

Links to other programmes of work

5.1 4.1 ODA Priority Themes

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

- Health, Safety & Security;
- Sustainability;
- Equality and Inclusion;
- Employment and Skills;
- Legacy; and
- Design and Accessibility.

The Equality and Inclusion Priority Theme is aimed at ensuring the ODA promotes the integration and achievement of excellent equality practices across the London 2012 Games.

As an ODA Priority Theme, the Equality and Inclusion programme affects all areas of work performed for the London 2012 Games. The activities of this programme are integral to the successful attainment of the London 2012 mission as it touches the key aspects of work performed by the ODA and the London Organising Committee for the Olympic Games (LOCOG), which encompasses the recruitment of individuals to work on the Games, and the design of the Olympic venues.

Through working alongside its partners, this ODA programme seeks to ensure the economic and social benefits arising from the regeneration are materialised.

The Initial EqIA conducted on this function identified links between this programme and the following London 2012 projects.

The Equality & Inclusion team has regular meetings with the leads for these areas to ensure there is consultation and consideration on equality issues.

As a Priority Theme, the Equality & Inclusion programme also attends the Client Review meetings where the RIBA design stages are discussed for the venues.

Associated programme or project	Intended outcome – to ensure
Arts and Culture Strategy	The Games celebrate the diverse cultures, people and languages found in London, the UK and around the world.
Communications	All information provided by the ODA is accessible and available in a variety of formats to meet the needs of minority and excluded groups.
Community Engagement	Involving the community to make it the Games for the community.
Employment and Skills	To get unemployed people into work and to improve the skills within communities in east London and beyond
HR	All employment practices including recruitment, retention, training and development comply with equality legislation and encourage applicants from all parts of the community.

Associated programme or project	Intended outcome – to ensure
Health and Safety	Safety practices are safe and consider the needs of diverse groups
Inclusive Design Standards and Strategy	Ensuring inclusive design and accessibility are at the heart of the Park and venues design process.
Landscape and Public Realm	The creation of the parklands that will both enhance the experience of the Games for spectators, athletes and TV viewers and leave a new green space in legacy.
Lighting Strategy	The Park and venues are well lit and safe environments, particularly for vulnerable members of the community
Procurement	ODA processes promote equality and inclusion and increase the diversity of the supply chain to include local SMEs from the five Host Boroughs, and from black, Asian and minority ethnic businesses; women-owned and or businesses owned by disabled people
Logistics	To ensure all ancillary elements of the construction process include equality considerations
LOCOG	Coordination between the equality & inclusion activities of LOCOG and the ODA
Security	The security provisions are accessibly designed and create safe environments
Structures, Bridges and Highways	the structures designed consider the needs of diverse communities, and assists in creating safe, accessible environments
Sustainability	Ensuring there is a lasting legacy and regeneration of lower Lea valley area and the five Host Boroughs
Venues and design	Most accessible Games ever
Wayfinding and Signage Strategy	Directional signs and maps are accessible and located at key locations across the Park in Games and Legacy
Information Technology	Systems are accessible
Facilities	Widest accessible rooms and space used by the Olympic family

6.1

Outputs of the initial assessment

The initial screening process involved conducting a desktop review of data and information available to identify any possible impacts on the equality target groups. This involved considering whether further assessment was required on the potentially negative identified impacts.

The potential impacts identified are drawn from the commitments stated within the Equality & Diversity Strategy and the three Equality Schemes.

7.1 5.1 Methodology of the full assessment

The methodology followed for this EqIA involved:

- Assessing the potential impacts of the Equality & Inclusion Programme on the equality target groups as identified during the Initial Screening process.
- Considering and evaluating additional qualitative evidence and data to identify the issues of concern to the equality target groups that may affect the Equality & Inclusion Programme aims

8.1 5.2 Structure of the full assessment

There are two main stages to an ODA full assessment:

- research and evidence collation; and
- assessment of impacts.

These two stages seek to consider in more detail the potential impacts identified by the initial screenings. Each of these stages has within it additional sections that provides background information on the ODA Equality & Inclusion programme of work, and which ensures that any identified impacts for this programme of work are assessed and steps taken to maximises benefits and mitigate or remove barriers and that these are recorded in an agreed action plan located at section 8 of this assessment.

Consultation and engagement

Throughout 2007, representatives from the following organisations attended consultation sessions hosted by the ODA on the Draft Equality and Diversity Strategy.

- Age Concern;
- Afro Caribbean Business Network (ACBN);
- Asian Business Association (ABA);
- Bangladeshi British Chamber of Commerce (BBCC);
- Black Londoner's Forum (BLF);
- British Council for Racial Equality;
- Commission for Racial Equality (CRE);
- Communities and Local Government (CLG Department for Works and Pensions (DWP);
- Department for Culture, Media and Sport (DCMS);
- Disability Rights Commission;
- Ethnic Minority Advisory Group (EMAG);
- Equal Opportunities Commission;

- Government Olympic Executive;
- Greater London Authority Muslim Council of Britain;
- Office for Disability Issues;
- Operation Black Vote;
- Religion and Belief Consultative Group;
- Stonewall;
- Trade Union Congress;
- Women’s National Commission;
- Women and Equality Unit; and
- London Organising Committee of the Games.

The comments received from attendees were considered when redrafting the finalised Strategy, which underpins the work of this programme.

As a Priority Theme, further consultation will take place throughout the life of this programme of work through:

- Community focus groups;
- Stakeholder events; and
- Workshops.

Impact assessment

This section details the potential positive and negative impacts identified from review of the ODA’s Equality & Diversity Strategy, the ODA Equality Schemes and the public sector equality duties.

The activities listed in the first column are the positive actions drawn from the above documents, with the second column identifying where if relevant this may lead to a negative impact on the equality target groups.

The third column reveals the target group that is likely to benefit from the action.

The fourth column lists the work area that the action covers, for example, employment, or business assurance.

The final column provides a status update on the action. Any actions that have not been progressed are carried over to Section 8 and included within Action Planning.

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
1.1 Require all contractors to actively promote gender equality, to operate an effective harassment policy	This activity is designed to increase the number of women working in the	Women	Employment	Actioned and delivered through Business Assurance

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
and procedure and to operate an effective flexible working policy and procedure.	<p>construction sector and does not available to men.</p> <p>This potentially adverse impact on men is justified under equality legislation as it is designed to address the historic under representation of women in the construction sector.</p>			
1.2 Ensure that the workplace at all sites for Olympic projects is welcoming for women.	-	Women	Employment	Actioned and delivered through Business Assurance
1.3 Develop a design guidance which will address womens' safety issues, the needs of children and those caring for children	Although this activity is aimed at Women and Carers, it is recognised that this guidance will benefit all equality target groups.	Women and Carers	Employment	Actioned and delivered through Inclusive Design
1.4 The Equality and Diversity Board will review the equality monitoring data on a quarterly basis. It will also review		Race, Gender and Disability	Employment	Actioned and delivered through internal Governance

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
progress annually against the ODA's gender equality objectives, prior to publication of the annual gender equality progress report				processes
<p>2.0</p> <p>Collect the ethnicity of:</p> <ul style="list-style-type: none"> those applying for vacancies, those shortlisted for vacancies and those appointed to vacancies 	Potential negative impact on 'new equality groups'	Race BAME	Employment	<p>Race, gender and disability information monitored</p> <p>See Section 8 Action plan for recommendation</p>
<p>2.1</p> <p>Monitor the representation of BAME and women applying to specific professions and jobs working on Games contracts and those successfully appointed</p>	Potential negative impact on 'new equality groups'	Race /BAME Gender	Employment	<p>Race, and gender activities delivered through Employment and Skills</p> <p>See Section 8 Action plan for recommendation</p>
<p>2.2</p> <p>The ODA will create mechanisms to enable all new vacancies for jobs on ODA-related contracts to be advertised openly, and in ways, which encourage under-represented groups</p>	-	All	Employment	Actioned and delivered through Human Resources recruitment processes

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
from across London and the UK to apply.				
<p>2.3 Conduct and publish annually the outcomes of ethnic monitoring in relation to:</p> <ul style="list-style-type: none"> • number of staff in post, • applicants for employment, training and promotion, • those who receive training, • those who benefit or suffer detriment as a result the performance assessment procedures • those subject to disciplinary procedures, • those involved in grievance procedures, • leavers • Proportion of BAME, Women and disabled people employed at different levels, in different types of work 	Potential negative impact on 'new equality groups'	Race /BAME	Employment	<p>Delivered for race, and gender groups.</p> <p>See Section 8 Action plan for recommendation</p>
2.4 Work with contractors to assist them in creating	-	Disability	Business Assurance	Actioned and delivered

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
equality action plans and targets for increased representation of disabled people will be agreed.				through Business Assurance
2.5 Take proactive steps to combat onsite sexual harassment and discrimination	-	Gender and Transgender	Business Assurance	Actioned and delivered through Business Assurance
3.0 The ODA will work with its partners to develop a positive action advertising and outreach plan to encourage BAME, disabled and women to apply for vacancies on ODA projects	Potential negative impact on 'new equality groups'	Race /BAME Gender and Disability	Business Assurance	Race, and gender activities delivered through Employment and Skills See Section 8 Action plan for recommendation
3.1 Engage with diverse communities in delivering the ODA's aims in relation to inclusive design, employment and business opportunities	-	Race / BAME	Targeted Community Engagement	Actioned and delivered through Inclusive Design Standards and Strategy
3.2 Develop a community relations strategy with LOCOG.	-	All		See section 8 Action Plan
3.3 The ODA Access Strategy will be finalised after consultation,	-	Disability		Actioned and delivered through the

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
published and implemented.				Inclusive Design Standards and Strategy
3.4 Review the functioning of the Built Environment Access Panel and Access and Inclusion Forum to ensure optimum effectiveness.	-	Disability	Venue designs and infrastructure	See section 8 Action Plan
3.5 Publish a Code of Consultation of which disability equality will be integral.	-	Disability	Targeted Community Engagement	Actioned and available on London2012.com
3.6 Identify and integrate community relations activities using organisations and networks that already exist.	-	All	Targeted Community Engagement	Action and delivered through the Community Relations department
3.7 Identify community groups and individuals within each of the diverse faith and minority ethnic communities of the Host Boroughs.	-	BAME Faith	Targeted Community Engagement	Action and delivered through the Community Relations department
3.8 Recruit individuals to the role of Community ambassadors to act as a link between the ODA and community; advising	-	All	Targeted Community Engagement t	Action and delivered through the Community Relations department

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
and helping to shape the community relations and communications strategy to best suit each particular community.				
3.9 Engage with diverse communities will be essential in delivering on its aims in relation to inclusive design, employment opportunities and business opportunities	-	All	Targeted Community Engagement	Action and delivered through the Communications department and via 'Get Involved' on the London2012.com website
3.10 Explore ways of involving disabled people actually working in construction in conjunction with contractors and the trades unions.	-	Disabled	Business Assurance	Action and delivered through the Community Relations department
4.0 Publish the number of equality impact assessment completed	-	All	Performance Management	Actioned and available via London2012.com
4.1 Finalise the arrangements (for Race Equality Impact Assessments) to cover assessments of the impact on race equality, gender equality and disability equality	-	All	Performance Management	Actioned and delivered by the Equality & Inclusion Programme Completed Equality Impact Assessment

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
				s available on London2012.com
4.2 Conduct EqlAs on all HR policies and procedures, including recruitment. Following review, the revised policies will be re-published. Further refinement and development is expected to evolve during subsequent years.	-	All	Employment	Actioned and delivered by the ODA Human Resources. Completed Equality Impact Assessments will be available on London2012.com
4.3 Agree a prioritised programme for conducting EqlAs	-	All	Performance Management	Actioned and delivered by the Equality & Inclusion Programme Completed Equality Impact Assessments available on London2012.com
4.4 The ODA will work with the LDA to ensure that the equality impact of the Legacy Masterplan Framework is assessed.	-	All	Legacy Transformation (ODA / LDA)	Actioned and delivered by the Equality & Inclusion Programme . The completed Equality Impact Assessment

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
				will be made available on London2012.com
4.5 Regularly review the reasonable adjustment process to fulfil the objective of on-going involvement of disabled staff.	-	Disability	Employment	Actioned and delivered by ODA Human Resources. The completed Equality Impact Assessment will be made available on London2012.com
4.6 Include questions about equality, diversity and disability with the annual staff attitude surveys.	-	All	Employment	Actioned and delivered by ODA Human Resources
4.7 Train all staff in equality awareness, including disability equality; specialist job-related equality training will be provided to staff in HR, communications, procurement and design.	-	Disability	Employment	Actioned and delivered by ODA Human Resources
4.8 Conduct a full EqIA of the move of staff to the construction covering	-	Disability	Employment	Actioned and delivered by the Equality

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
accessibility, transport and provision of reasonable adjustments.				& Inclusion Programme Completed Equality Impact Assessments will be made available on London2012.com
5.0 Monitor the satisfaction level (with built environment and transport facilities) of different faith and cultural groups, different groups of disabled people, men and women, old and younger people	-	All	Venues design and infrastructure	Actioned and delivered by Communications and via the info@ contact point on the London2012.com site.
5.1 Develop systems to support contractors implement monitoring of their supply chains and procurement process.	Potential negative impact on the 'new equality groups'	BAME Gender Disability	Business Assurance	Action and delivered through the Equality & Inclusion programme and Business Assurance
5.2 Monitor the number of people trained in: a) recruitment, b) equality and diversity, c) inclusive design, d) inclusive communications and e) equality in	Potential negative impact on 'new equality groups'	BAME Gender Disability	Employment	Actioned and delivered by ODA Human Resources. See Section 8 Action plan for recommend

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
procurement				ation
5.4 Implement equality monitoring of the procurement process, and require the main contractors to monitor their own procurement processes; taking action as appropriate depending on the outcome of that monitoring	Potential negative impact on 'new equality groups'	BAME Gender Disability	Employment	See Section 8 Action Plan for recommendation
5.5 Agree stepped annual targets across the entire programme workforce based on the anticipated outcome of the corporate equality actions and action by individual contractors.	Potential negative impact on 'new equality groups'	BAME Gender Disability	Employment	Actioned and delivered through internal Governance processes
6.0 Provide equality-focussed recruitment training for all staff involved in recruitment.	-	All	Employment	Actioned and delivered through ODA Human Resources
6.1 Work with its partners and direct contractors to consider using positive action schemes.	-	BAME Gender Disability	Business Assurance	Actioned and delivered through Business Assurance
6.2 Establish a project, in partnership with	-	Gender - Women	Employment	Actioned and

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
the LDA and ConstructionSkills, which will to provide onsite work experience for unemployed women.				delivered through Employment and Skills
6.4 Work with a range of partners to contribute towards a programme to tackle the wider barriers to women playing a greater part in construction.	-	Gender - Women	Employment	Actioned and delivered through Employment and Skills
7.0 Work alongside partners, to ensure the economic and social benefits arising from the regeneration associated with the design and build of the Olympic park and venues reach all communities and segments of the population.	-	All	Legacy Transformation (ODA / LDA)	Actioned and delivered through Employment and Skills
7.1 Work with stakeholders and major contractors, to develop a positive outreach plan for Games related jobs to reach under-represented and socially excluded groups.	-	All	Targeted Community Engagement	Action and delivered through the Community Relations department
7.2 Influence its Delivery Partners who are developing the transport	-	Gender -Women	Venue design and infrastructure	Actioned and delivered through the

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
network to take gender differences into account in the design of transport services.				Olympic Transport Plan
8.0 Work with contractors to establish an effective equality assurance process throughout the supply chain, which includes explicit reference to the provision of reasonable adjustments and the elimination of harassment against disabled employees	-	Disability	Business Assurance	Action and delivered through Business Assurance
8.1 Evaluate tenders and award of contracts against the ODA's balanced scorecard. Ownership of a company, or type of company, will not play any part in those decisions.	-	All	Business Assurance	Action and delivered through Equality & Inclusion programme
8.2 Use CompeteFor to advertise contracts (and will encourage all its main contractors to use CompeteFor for sub-contracting opportunities on the ODA programme. An equality impact assessment has been carried out on CompeteFor by the LDA.	-	Disability	Supplier Diversity	Actioned and delivered through Procurement programme

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
8.3 Take steps to ensure that businesses owned by women have easy access to information about contracting opportunities and are encouraged to register their interest to supply.	-	Gender	Employment	Actioned and delivered by the Equality & Inclusion Programme
9.1 Continuously improve the accessibility of the london2012.com website.	-	Disability	Accessibility & Inclusion	Action and delivered through the Communications department
9.2 Improve communications with disabled people through improved policy and process for providing publications in accessible formats.	-	Disability	Accessibility & Inclusion	Action and delivered through the Communications department
9.3 Increase the take-up of information in accessible formats.	-	Disability	Accessibility & Inclusion	Action and delivered through the Communications department
9.4 Publish the Inclusive Design Guidelines on the London 2012 website – london2012.com.	-	Disability	Accessibility & Inclusion	Action and delivered through the Communications department

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
9.5 Publish the final Equality and Diversity Strategy, Equality Schemes and an Equality and Diversity Delivery Plan.	Potential negative impact on 'new equality groups'	BAME Gender Disability	Performance Management	Actioned and delivered by the Equality & Inclusion Programme Documents available on London2012.com
9.6 Publish regular reports on the outcome of equality monitoring of employment, both for itself as an employer, and for its contractors and supply chain -	Potential negative impact on 'new equality groups'	BAME Gender Disability	Performance Management	See section 8 Action Plan
9.7 Hold an annual day to showcase in conjunction with partners to celebrate achievements in relation to combating occupational gender segregation. The theme will be Women and Girls in Construction.	-	Gender	Employment	See section 8 Action Plan
9.8 Communicate to young women, in particular those young women living in the boroughs surrounding the Olympic Park, about careers and work in construction.	-	Gender	Employment	Actioned and delivered through Employment and Skills

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
10.0 Provide feedback to contractors as part of its supplier programme, in order to encourage continuous improvement in equality employment practice.	-	All	Business Assurance	Actioned and delivered by the Equality & Inclusion Programme .
10.1 Continue working to establish an effective equality assurance process for contractors throughout the supply chain, which includes explicit reference to the provision of reasonable adjustments and the elimination of harassment against disabled employees	-	Disability	Business Assurance	Actioned and delivered by the Equality & Inclusion Programme .
10.2 Review the baseline starting point, and agree with the contractor an equality action plan and forecast for representation of BAME people and women for its projected workforce based on the anticipated outcome of the agreed equality action plan.	Potential negative impact on Men and non-BAME individuals -	BAME Women	Business Assurance	Actioned and delivered by the Equality & Inclusion Programme .
11.0 Deliver highly inclusive built environments and facilities for disabled people, older people	-	Disability	Venues design and infrastructure	Actioned and delivered through Inclusive

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
and families with children, which will act as an inspiration to others, and will be used as a benchmark by others.				Design
11.1 Work with our contractors to identify and root out barriers to disabled people's employment on site, in supporting work and in professional roles	-	Disability	Business Assurance	Actioned and delivered by the Equality & Inclusion Programme
11.2 Review policies and practices to discover the barriers affecting disabled people in employment. Train staff to proactively encourage disabled people in employment and support contractors to do the same	-	Disability	Employment	Actioned and delivered by the Equality & Inclusion Programme and ODA Human Resources. Completed Equality Impact Assessments will be available on London2012.com
11.3 Work with the LDA and other partners to review the local labour scheme to ensure it is accessible and inclusive for disabled people.	-	Disability	Legacy planning (LDA)	Actioned and delivered through Employment and Skills
11.4 Continue to establish effective	-	Disability	Business Assurance	Actioned and

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
support and assurance processes for disability equality in employment across the supply chain.				delivered by the Equality & Inclusion Programme .
11.5 Work to gain better understanding of how contractors have introduced disability monitoring to date, and to support them to ensure it is effective.	-	Disability	Business Assurance	Actioned and delivered by the Equality & Inclusion Programme through Business Assurance
11.6 Support the London Development Agency in improving the accessibility of CompeteFor.	-	Disability	Accessibility & Inclusion	Actioned and delivered by the Equality & Inclusion Programme . See section 8 Action Plan
11.7 Ensure that all relevant staff participate in a programme to provide awareness of and commitment to the social model of disability, and to develop competence in inclusive design.	-	Disability	Employment	Action and delivered through the ODA Human Resources
11.8 Promote positive staff attitudes towards disability	-	Disability	Employment	See section 8 Action Plan
11.9 Take a broad social model approach	-	Disability	Employment	Action and delivered

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
whilst working with its partners on employment outreach to take into account the specific barriers facing different impairment groups.				through the ODA Human Resources
11.12 Explore further ways of involving disabled people actually working in construction and disabled entrepreneurs.	-	Disability	Employment	Actioned and delivered through Employment and Skills
11.13 Involvement of disabled people through the Access Panels, Access and Inclusion Forum	-	Disability	Accessibility & Inclusion	Actioned and delivered through Inclusive Design
12.0 Develop Access Statements for each venue. The Statement will be reviewed at the completion of each building stage and used for licensing and building control approval and will specify the emergency evacuation strategy for the venue.	-	Disability	Venues design and infrastructure	Actioned and delivered through Inclusive Design
12.1 Draft an Accessible Transport Strategy that will set out a vision of an Accessible Transport Network for the Games.	-	Disability	Legacy planning (LDA)	Actioned and delivered through ODA Transport. Completed document is

Identified impacts		Equality target group affected (please specify)	Area Affected	Status
Potentially Positive	Potentially Negative			
				available on London2012.com
12.3 Recognise the differing needs of both men and women both during Games and legacy mode	-	Gender Disability	Venues design and infrastructure	Actioned and delivered through Inclusive Design

Identified changes

This assessment and consultation with the stakeholder groups has indicated that the work of this programme is focussed primarily on the public sector equality duties.

The ODA has set in place strategies aimed at meeting these duties including the collation of employment and recruitment monitoring data and use of positive action training programmes to increase representation from the BAME, Women and disabled groups.

Although it is recognised that the ODA's statutory duties are limited to the areas of race, gender and disability to the exclusion of the other strands of age, religion and sexual orientation it is recommended that this programme clearly demonstrates its commitment to the additional equality strands through creating a unified equality scheme.

This will create consistency of message between the Equality & Inclusion Strategy and the Equality Schemes, as it is noted that the Strategy is not restricted to the three public sector duties strands.

Conclusions and recommendations

The Equality & Inclusion programme is responsible for overseeing the implementation of the commitments made within the ODA's Equality & Diversity Strategy and the three Equality Schemes.

This function works to achieve the equality aims of the ODA through providing strategic leadership and by working in partnerships with key national, regional and local level partners.

The results of this full impact assessment suggests that there will be significant positive benefits for BAME, Women and disabled groups from having an Equality & Inclusion programme within the ODA.

It is however, noted that the current focus of this function is restricted to these public sector statutory duties and does not cover the employment regulations that cover sexual

orientation, age and religion and belief. This creates a need to revisit the ODA's Equality Schemes to ensure the work of this programme and these schemes consider and reflect these requirements.

To ensure that this function is able to realise these benefits across all the strands it is recommended that the actions identified within the section 8 plan are implemented.

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.

Status key:

Green – on track for delivery

Amber – challenging timescale or status not known

Red – unlikely to be delivered

Positive impacts and negative impacts identified	Equality target group affected (please specify)	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Responsible person Date due to be completed / reviewed	Status
•				
<p>The Equality and Diversity Board reviews employment-monitoring data collated across race, gender and disability.</p> <p>It will also review progress annually against the ODA's equality objectives, prior to publication of the annual equality progress updates.</p>	<p>Age, Sexual Orientation, Religion and Belief</p>	<p>It is recommended that the monitoring processes of the ODA are reviewed :</p> <ul style="list-style-type: none"> with the intention of extending the areas monitored by the ODA cover the additional strands. to cover the collation of data across the remaining diversity strands. 	<p>Equality & Inclusion Programme</p>	<p>Amber</p>

		It is recommended that the ODA using its influence with its main contractors to filter best practice in diversity monitoring through the construction sector	Equality & Inclusion Programme	Amber
The ODA will work with its partners to develop a positive action advertising and outreach plan to encourage BAME, disabled and women to apply for vacancies on ODA projects	Age, Sexual Orientation, Religion and Belief	It is recommended that this is reviewed to collate evidence in support of extending these schemes to cover the additional strands	Employment and Skills	Amber

Positive impacts and negative impacts identified	Equality target group affected (please specify)	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Responsible person Date due to be completed / reviewed	Status
<p>Conduct and publish annually the outcomes of ethnic monitoring in relation to:</p> <ul style="list-style-type: none"> • number of staff in post, • applicants for employment, training and promotion, • those who receive training, • those who benefit or suffer detriment as a result the performance assessment procedures • those subject to disciplinary procedures, • those involved in grievance procedures, • leavers <p>Proportion of BAME, Women and disabled people employed at different levels, in different types of work</p>	Age, Sexual Orientation, Religion and Belief	It is recommended that this is reviewed to collate evidence in support of extending these schemes to cover the additional strands	Equality & Inclusion Programme	
Review the functioning of the Built Environment Access Panel and Access and Inclusion Forum to ensure optimum effectiveness.	Disability	Review is completed as part of the EqlA of this function	Equality & Inclusion Programme	Amber
Support the London Development Agency in improving the accessibility of CompeteFor.	Disability	Conduct EqlA of the CompeteFor process	Equality & Inclusion Programme	Amber

Positive impacts and negative impacts identified	Equality target group affected (please specify)	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Responsible person Date due to be completed / reviewed	Status
<p>Monitor the number of people trained in:</p> <p>f) recruitment, g) equality and diversity, h) inclusive design, i) inclusive communications and j) equality in procurement</p>	<p>Ethnicity Gender Disability</p>	<p>It is recommended that this is regularly reviewed to ensure it continues to address the needs of the ODA.</p> <p>It is recommended that the training provided should cover all the equality strands, placing particular focus on those areas of specific need.</p>	<p>ODA Human Resources</p>	<p>Amber</p>
<p>Develop a community relations strategy with LOCOG.</p>	<p>All</p>	<p>Publish the finalised document on London2012.com</p>	<p>Equality & Inclusion Programme</p>	<p>Amber</p>
<p>Agree stepped annual targets across the entire programme workforce based on the anticipated outcome of the corporate equality actions and action by individual contractors.</p>	<p>Ethnicity Gender Disability</p>	<p>It is recommended that this is reviewed to include targets covering the additional strands of age, sexual orientation, transgender and religion.</p>	<p>Equality & Inclusion Programme</p>	<p>Amber</p>
<p>Publish the final Equality and Diversity Strategy and an Equality and Diversity Delivery Plan.</p>	<p>Ethnicity Gender Disability</p>	<p>It is recommended that this is reviewed to create a comprehensive ODA equality scheme that covers all the equality strands</p>	<p>Equality & Inclusion Programme</p>	<p>Amber</p>

Positive impacts and negative impacts identified	Equality target group affected (please specify)	Mitigation of adverse impact (recommended action) or Promotion of positive impact	Responsible person Date due to be completed / reviewed	Status
Require all contractors to actively promote gender equality, to operate an effective harassment policy and procedure and to operate an effective flexible working policy and procedure.	Gender	It is recommended that contractors are encouraged to identify and promote activities that cover the other equality strands.	Equality & Inclusion Programme	Amber
Revise the ODA Equality Schemes to include the newer equality strands	Age Sexual Orientation Religion	It is recommended that ODA equality schemes cover all strands to meet the emerging equality areas.	Equality & Inclusion Programme	Green
Monitor the number of people trained in: <ul style="list-style-type: none"> • recruitment, • equality and diversity, • inclusive design, • inclusive communications and • equality in procurement 	Ethnicity Gender Disability	It is recommended that this is reviewed to provide training across all the strands	Equality & Inclusion Programme	Amber
<ul style="list-style-type: none"> • 				

Appendix 1

Glossary

Black, Asian and Minority Ethnic (BAME)

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

Corrective Action Notices (CANs)

Corrective Action Notice is a reactive process sent to a Tier 1 Contractor to address concerns or issues after they occur.

Equality Impact Assessment (EqIA)

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

Equality target groups

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

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

Delivery Partner / CLM

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

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

Five Host Boroughs

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

Key Performance Indicators (KPI)

The Equality & Inclusion team's KPIs define and measure progress toward the goals defined within the ODA Equality & Diversity Strategy and the ODA's Equality Schemes.

London Olympic and Paralympic Bid Commitments

The London bid proposal to host the Olympic and Paralympic Games in 2012.

London Organising Committee for the Olympic Games (LOCOG)

The body responsible for preparing and staging the 2012 Games.

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

Olympic Delivery Authority (ODA)

The public body responsible for developing and building the new venues and infrastructure for the Games and their use post 2012.

The ODA has its headquarters in Canary Wharf.

ODA Equality & Inclusion Mission Statement

To leave a lasting legacy for equality through creation of a built environment, which is a model for inclusivity and accessibility; a step-change in equality practice in the construction sector; and sustainable skills and experience gained by employees from diverse groups in east London and across the UK.

ODA Priority Themes

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

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

Potential differential impacts

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

Public Sector Duties

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

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

RIBA design stage

Royal Institute of British Architects (RIBA) has project stages for the design of buildings. These range from the Inception (RIBA Stage A) to the installation of the works and installation (RIBA Stages J&K)

Small and Medium Enterprises (SME)

Are companies whose headcount or turnover falls within certain limits, for example, companies with fewer than 50 employees as "small", and those with fewer than 250 as "medium".

Tier 1 contractors

Tier 1 contractors have management responsibilities for the Olympic Park, one each for North and South areas. Tier 1 contractors will carry out bulk earthworks, river engineering, bridge abutments and any other civil engineering.

Appendix 2

Chronological list UK Diversity Legislation since 1970

Gender & Transgender

Equal Pay Act 1970

This was amended in 1984. this act states that Women must be paid the same as men when they are doing equal work and applies to all contractual matters where a woman and a man are doing:

- Like work
- Work which has been rated as equivalent
- Work which is of equal value

Sex Discrimination Act (SDA) 1975, as amended

This Act was extended in 1999 by the Sex Discrimination (Gender Reassignment) Regulations and more recently by the Equality Act 2006.

This Act makes it unlawful to discriminate on the grounds of gender in employment, education, advertising or when providing housing, goods, services or facilities.

The SDA applies to two kinds of discrimination:

- Direct discrimination and
- Indirect discrimination

Sex Discrimination (Gender Reassignment) Regulations 1999

The 1999 Regulations added a provision that extended the SDA to cover discrimination on the grounds of gender reassignment in employment and vocational training.

It made it unlawful to discriminate on any of the following grounds:

- That a person intends to undergo gender reassignment;
- That a person is undergoing reassignment;
- That a person has in the past undergone gender reassignment

The Equal Pay Act (1970) (Amendment) Regulations (2003)

This Amendment introduced two changes to the 1970 Equal Pay Act: it allows the six-month time limit for bringing equal pay claims to be extended, in cases of concealment or disability and, allows for the two-year limit on back pay to be extended up to six years, in cases of concealment and disability.

Employment Equality (Sexual Orientation) Regulations 2003

These regulations protect employees from direct discrimination, indirect discrimination, victimisation and harassment on the grounds of their sexuality, or assumed sexuality.

Known as - Sexual Orientation

Regulations 2003

Gender Recognition Act (2004) This Act provides transsexual people with all of the rights and responsibilities appropriate to their acquired gender.

For example, the right to marry in their acquired gender, birth certificates that recognise their acquired gender, and benefits and state pension of their acquired gender.

Equality Act 2006

It has three main purposes:

- To establish the Commission for Equality and Human Rights (CEHR) and define its purpose and functions.
- To make unlawful (subject to exemptions set out in the Bill) discrimination on the grounds of religion or belief in the provision of goods, facilities and services, the disposal and management of premises, education, and the exercise of public functions.
- To create a duty on public authorities to promote equality of opportunity between women and men, and to prohibit sex discrimination in the exercise of public functions.

Race

Race Relations Act 1976

This Act made it unlawful to discriminate against anyone because of their race, colour, nationality (including citizenship), or ethnic or national origins.

The Act applies to:

- Jobs and training;
- housing;
- education;
- providing goods, facilities and services.

Race Relations Act (Amendment) 2000

This amended Act placed General and Specific duties on public authorities to ensure that they tackle racial discrimination and promote racial equality.

The public sector duties broadly require public authorities to:

- eliminate discrimination;
- promote equality of opportunity;
- promote good community relations between different people;
- eliminate gender segregation; and
- promote the participation of disabled people in public life.

In completing this task, public authorities are required to produce equality schemes to meet their statutory obligations.

Disability

Disability Discrimination Act 1995, as amended

The Act defines disability as:

“A physical or mental impairment which has a substantial and long-term effect on a person’s ability to carry out normal day-to-day activities.”

It is against the law for an employer or service provider to discriminate against a disabled person by treating them less favourably than another person, for a reason that relates to disability.

This includes people with mobility, visual or hearing difficulties and people with learning difficulties. People with, for example, heart disease, disfigurement, difficulty speaking, diabetes, epilepsy, a mental illness or progressive conditions (such as cancer, multiple sclerosis or HIV) are also included.

Disability Discrimination Act 2005

This Act places duties on public authorities similar to those created under the RRA (A) 2000.

This requires public authorities to promote equality of opportunity for disabled people and applies to any public function, which is contracted out to external organisations to deliver.

Religion & Belief

Religion or Belief Regulations 2003

These regulations protect employees from direct discrimination, indirect discrimination, victimisation and harassment on the grounds of their religious belief or assumed religious belief.

Known as – Employment Equality (Religion or Belief) Regulations 2003

Age

Age Regulations 2003

This Act:

- sets a default retirement age of 65, but also create a right for employees to request working beyond a compulsory retirement age, which employers will have a duty to consider;
- ensures close monitoring of the retirement age provisions so that evidence is available for a formal review of the default retirement age five years from implementation;
- allows employers to objectively justify earlier retirement ages if they can show it is appropriate and necessary.

The Employment Directive allows for differences of treatment based directly on a persons age where they can be objectively and reasonably justified.

Other

Human Rights Act 1998

This incorporates rights under the European Convention of Human Rights into domestic law.

Individuals can bring claims under the HRA against public authorities for breaches of Convention rights. UK courts and tribunals are required to interpret domestic law, as far as possible, in accordance with Convention rights.

Civil Partnership Act 2004

This Act gives same-sex couples rights and responsibilities identical to civil marriage.

Employment Act - (Flexible working regulations) 2002

This Act makes changes to maternity, paternity and adoption rights in the Employment Rights Act 1996.

s.47 of the Act introduced a new right for employees to request flexible working.