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Olympic Delivery Authority Equality Impact Assessment



Initial Assessment Handball Arena



MAYOR OF LONDON

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1. Purpose of this Initial EqIA

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

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

The Initial EqIA assessment will:

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

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

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

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

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

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

¹ See Glossary for definition of term

2. Brief description of the programme of work

The Handball Arena will be in the west of the Olympic Park, to the south of the Hockey Centre, within four minutes of the Olympic Village.

During the Olympic Games, the Arena will host the preliminaries and quarter-finals for the Handball competition as well as Modern Pentathlon disciplines. During the Paralympic Games, it will host Goalball, a sport for athletes with a visual impairment.

The arena has been designed to be as flexible as possible, so it can provide first-class facilities for a range of events during the Games and become a multi-sport venue after the Games with retractable seating for up to 7,000 spectators and flexible facilities to hold a range of training and competition events of all levels.

In legacy, this venue will be a flexible facility for both professional and amateur sporting events, which could include basketball, handball, badminton, netball and volleyball.

There will be a variety ways to get to the Handball Arena during the Games; either using the local 'gateway' stations - Stratford Regional, Stratford International and West Ham – or by walking and cycling to the Olympic Park.

After the Games, people will be able to get to the Arena by using Hackney Wick station or a number of walking and cycle routes.

3. Links to other programmes of work

This initial EqIA has identified links between the Handball arena and the following London 2012 programmes / projects:

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
Arts and Culture	ODA	The Arena, contributing specifically to the indoor design and exterior cladding of the building.	Arts and Culture
Business Opportunities	ODA	Procurement process is being developed in line with the ODA's guidance on equal opportunities statement for access to small and medium sized businesses.	Employment and Skills 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
Employment and Skills	ODA	The current aim is to have between 10 – 12% of construction workers on the Olympic Park coming from the five Host Boroughs. Construction of the Handball arena will be in compliance with this Strategy.	Employment and Skills Team
Equality and Inclusion	ODA	All designs have been set to ODA Equalities and Inclusion standards, including the provision of a crèche, and multi faith prayer room during legacy use.	Equality & Inclusion Team
Health and Safety	ODA	The construction of the Handball arena has been designed to minimise risks to health and safety; procuring only 'healthy' materials for site construction, and using a risk assessment register areas where methods are developed to mitigate identified risks. The arena is compliant with all health and safety standards and adheres to the ODA's Code of Construction, which aims to ensure safe construction practices.	Health and Safety
Inclusive Design Standards and Strategy	ODA	This arena is being designed in compliance with ODA Inclusive Design Standards. This is coordinated through regular	Design

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
		meetings with key stakeholders at each of the design stages.	
Landscape and Public Realm	ODA	Coordination meetings held to clarify scope for venue team and landscape team. Landscape team to complete General Arrangement for Games mode and legacy mode. Handball team to inform landscape team on security requirements relating to venue.	Landscape and Public Realm
Legal	ODA	The Legal team is embedded in the procurement and planning teams' procedure.	Legal
Lighting Strategy	ODA	<p>External lighting is being combined with feature lighting to emphasise the design of the 'slot' of the Handball arena. As the parkwide strategy for external lighting is finalized; the exterior lighting for the handball arena will coordinate with it to provide safe and adequate external light levels.</p> <p>External lighting being coordinated with the Metropolitan Police in accordance with Secure By Design requirements.</p> <p>Interior lighting designed to comply with broadcast requirements for the London 2012 Olympic Games and Paralympic Games.</p> <p>Legacy interior lighting designed to comply with industry standards, minimising glare and providing light levels adequate for visitor safety.</p>	Design
PLUG Power Line Undergrounding (PLUG)	ODA	Close coordination is ongoing with EDF and National Grid to confirm the design of structures in close proximity to the plug tunnels in accordance with regulations. Independent Technical advisors verify this work ensuring impacts to PLUG are within acceptable limits.	Utilities
Procurement	ODA	ODA, Delivery Partner, and contractor working closely together on all procurement activities.	Procurement
Security and Logistics	ODA	Formal and informal consultation and discussions have led to the creation of mitigation strategies that tackle vulnerabilities identified through consultation. This has resulted in a reduction	Security Team

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
		of the number of access points to provide safer, managed entries. Electronic control and surveillance systems were designed in process.	
Structures Bridges and Highways		The Structures Bridges and Highways (SBH) team has designed and will develop the raised concourse, which is located at the east face of the Handball arena. This will be used as the primary entry route into the arena during Games and during event mode in legacy.	SBH
Sustainability	ODA	<p>Consultation and co-ordination with the ODA's Sustainability team and external sustainability stakeholders has been ongoing throughout the design process.</p> <p>This arena has an innovative design that will ensure a first-rate venue that is sustainable for the future. For example, it has been designed to collect rainwater to reduce water use by over 40 per cent. The Arena will be connected to the Olympic Park Combined, Cooling and Heating and Power complex (Energy Centre) that will provide sustainable energy for its day-to-day operation. It will also maximise natural daylight to reduce lighting energy consumption by 40 per cent</p>	Design team: Environment and Sustainability Team
Transport	ODA	<p>Consultation and co-ordination with the ODA's Transport team and external stakeholders has been ongoing throughout the design process.</p> <p>During the Games the front of house access to the Handball Arena is through the 'slot' at concourse level where spectators arrive primarily via a heightened concourse and bridge LO3A in the south, and to a lesser extent the Wetland bridges FO3 and FO2 in the east involving SBH team, and Hackney Wick in the west.</p>	Transport Team

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
		<p>Disabled car parking will be provided in the IBC/MBC. The back of house entrance for athletes, VIPs', and the Media will be via the loop road on the southern face of the arena at ground level, where a dropoff/pickup point will be situated.</p> <p>In Legacy, arrival points will be split between 'everyday' and event usage. During an event time the stadium will be accessed much as it is during Games mode, however there will be an increased number of people coming from Hackney Wick. In 'everyday' mode the main access point will be the north face ground level access point from where people will circulate around the building.</p>	
Venues Team	LOCOG	<p>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.</p>	LOCOG Liaison;
Wayfinding and Signage Strategy	ODA	<p>Interior signage within this arena is easily legible, bold, and will form part of the stimulating character of the venue; achieved through coordination of the Design and Access Statement. Coordination with the developing Wayfinding and Signage Strategy will assist in informing the exterior signage around the venue.</p>	Project Sponsor

4. Equality and socio-economic context and evidence

The context and evidence within this initial assessment has been drawn from the following baseline data, evidence and research:

- Olympic and Paralympic Park Development Initial and Full EqIA 2008 (OPD EqIA)
- Olympic Park Development EqIA: Focus Group Proceedings report April 2008 (OPD FGP)
- Access for All Framework: for the Olympic Games and Paralympic Games and the post-Games legacy development in the Lower Lee Valley July 2005 (AAF)
- LDA London 2012 Olympic and Paralympic Games EqIA January 2008 (LDA OPG EqIA)
- 2001 Census data

This information has been compiled into one document, the ODA Baseline Information and Policy, which can be downloaded from the London 2012 website.

The full socio-economic baseline review is located within section five of the ODA Baseline Review. This document provides the context for the equality groups within the ODA venue areas.

A summary of this information and its relevance to the Handball Arena project is detailed within the following sections.

4.1 Socio-economic baseline review summary

4.1a Age

Young people: A quarter of the current five Host Boroughs population is aged between 0 and 16. As the legacy plans emerge, young people will be using the facilities and becoming economically active within the area.

There is a need to ensure that the children are provided with suitable amenities within the legacy design of the Handball Arena. This is particularly important given some of the health issues prevalent within the five Host Boroughs, to which recreation space for exercise and relaxation is crucial.

Older people: There will be an increasing percentage of the older population from black, Asian and minority ethnic (BAME) backgrounds – a rise of 12 to 23 per cent is expected by 2021².

The current and future needs of these groups should be considered as part of the design for the Handball Arena.

4.1b Ethnicity

Some BAME groups have socio-economic characteristics 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.

² GLA, 2007d

Some BAME groups earn less than the national and London averages. There are recognised barriers to employment for these groups, which need to be provided with suitable opportunities in education (baseline statistics show that certain BAME groups have low education attainment levels) and employment. Inclusion of BAME groups is a pertinent issue as the baseline statistics shown that certain BAME groups, despite being university graduates, have unemployment rates, which are double those of white counterparts.³

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 business are found in the London boroughs Newham and Tower Hamlets.

It is important that the legacy design of the Handball Arena considers these factors by creating a sporting facility, employment opportunities and open spaces that is can assist in addressing these issues.

4.1c Disabled people

There is an over representation of disabled people in the five Host Boroughs compared to the London and UK average. This will require suitable consideration to ensure that disabled people are aware of employment and business opportunities, and are able to benefit from the improvements that the Handball Arena will create during Games and Legacy modes.

Disabled people have higher rates of unemployment and lower incomes than other groups on average, this may be compounded by multiple barriers associated with gender, race or sexual orientation for example disabled women, BAME disabled people or Lesbian, Gay and Transgender (LGB&T) disabled people.

Attention should therefore be given to the inclusive and accessibility design of the Handball Arena.

4.1d Faith

The issues and needs of religious, faith and belief groups are not well covered in studies or statistics. As there is a gap in the baseline evidence, the issues, needs and views of people from faith groups has been established through targeted group consultation, the results of which will enable better understanding and therefore considerations of the needs of faith groups to be integrated into the design of the Handball Arena.

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

4.1e Gender

Women in London earn 23 per cent less, on average, than men⁴. As a result, gender wage/salary disparities and household structures need to be understood and tackled by

³ ODA, 2007d

⁴ GLA, 2007b

presenting equal of opportunity to employment and pay. In addition, the relationship between BAME groups and gender is also an important link to be considered in more detail, where necessary through targeted consultation for individual programmes and projects EqlAs.

Attention must be given to ensure that women/ lone parents can take up the advantages of employment opportunities created by the employment and skills opportunities that are created from the Handball Arena project.

4.1f Transgender

The needs of transgender people can be overlooked by public bodies⁵ due to little research on the needs of these groups and because little data has been collected on the outcomes and impacts for transgender people.

This makes it difficult to assess the needs and provide appropriate services. 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.

4.1g Sexual Orientation

It is likely that the needs of lesbians, gay men, and bisexual people are being overlooked by service providers⁶ 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 the ODA to assess the needs and provide appropriate services to these groups. The lack of data and research has resulted in the need to carry out further targeted community engagement with the LGB community to fully understand the impact of the ODA programme of work.

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, 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).

Homophobic bullying is endemic in British and London schools. Lesbian and gay pupils were more likely to leave school at 16, despite achieving marks that merit continuing with their education.

4.1h Low Income

Several Equality & Inclusion (E&I) groups, such as, lone parents, BAME, women, and disabled people have been shown to have the potential 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 groups.

4.1i All equality target groups

The baseline reveals a number of health issues within the five Host Boroughs, which disproportionately affect some of the E&I target groups. Given the lack of access to and

⁵ GLA, 2007b

⁶ GLA, 2007b

use of quality public green space by certain E&I groups the design of the Olympic Park, the Handball Arena and the other legacy venues can play a role in encouraging healthy, active lifestyles which could reduce the prevalence of health issues.

5. Existing situation and key issues for consideration

5.1 Inclusion and community cohesion- Key issues for consideration

- A sense of community ownership of the Handball Arena will depend on the use and management of the arena in Legacy.
- The diversity of the local community should be reflected through detailed design elements.
- Given the cultural diversity of the local area and the large international draw of the Games, the design of the Handball Arena, and surrounding area will need to accommodate a wide range of cultural and faith requirements.
- Wayfinding and information provision throughout and surrounding the Handball Arena 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 the Olympic Park, therefore measures are needed to ensure the Park and the Handball Arena can be used and navigated easily by local, national and international people alike whose first language is not English or who have literacy problems.

5.2 Inclusion and community cohesion- Key issues for consideration

- Places of employment and sports facilities can preclude the use of the space by women.
- Disabled people are shown to encounter multiple barriers in accessing goods, services and facilities. The implementation of ODA Inclusive Design Strategy and Standards in the design and build of places of employment, venues and surrounding areas can assist in removing these barriers.
- Baseline evidence highlights that step free access would provide people with easy and dignified use of the areas by a number of groups, such as older people; some disabled people, including visually impaired and blind people; and wheelchair users.
- The surfaces of walkways will need to be constructed from a material, which does not become slippery even in wet conditions and should be free of trip hazards.
- The design of seating and rest areas will need to focus on their location and accessibility (including the provision of companion seating) to facilitate the use of the Handball arena by people with mobility or health issues.
- Ticket barriers which are not designed to be inclusive and obstacles (such as bollards and street furniture) could act as a physical hindrance which excludes groups such as visually impaired and blind people from using spaces by making them inaccessible.
- Lighting levels will have an impact on peoples' ability to identify others, assist lip-reading, and help navigation for people who are visually impaired.

5.3 Safety and security- Key issues for consideration

The baseline shows that 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 Handball arena.

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

5.4 Employment and training opportunities- Key issues for consideration

- The ODA working with partners will need to ensure that skills development and appropriate training is provided within the five Host Boroughs 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.

5.5 Business Opportunities – 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.
- Consideration needs to be given to the needs of smaller disabled-owned businesses who may favour home working.

5.6 Environmental impacts- 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.

6. Consultation and engagement

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

- Adverts in five local newspapers over the summer and the ODA 'Your Park' Newsletter
- Website Updates

- Exhibitions for 11 days in 4 local community centres
- Drop-in sessions at: Stratford Shopping Centre 4th August 2008; Whitechapel Market 5th August 2008; Ridley Road Market 6th August; Walthamstow Market 11th August 2008
- Community Workshops at Hackney Wick Community Association 19th August 2008
- Targeted Community Workshops: Multi-faith 11th August; Younger People 7th August; Sports Users 15th August 2008
- Stakeholder Engagement: JCG 28th August; Technical Fora 29th July 2008
- Planning Committee Briefing 22nd August 2008
- Hackney Councillors briefing 12th August 2008

7. Conclusions

Based on the information identified from this initial assessment, a full EqlA will be conducted on the Handball arena, which will map the identified issues and detail the actions needed to mitigate, promote or migrate, where possible, any negative impacts.

8. 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.

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.

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

- Homeless people
- Unemployed people
- People employed on a part-time, temporary or casual basis
- Lone parents
- People with caring responsibilities
- People with drug and alcohol problems
- Ex – offenders
- People with unrelated conviction

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.

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

The body responsible for preparing and staging the 2012 Games.

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

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.

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.