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Olympic Delivery Authority Equality Impact Assessment

Inclusive Design Strategy and Inclusive Design Standards



MAYOR OF LONDON



1 Introduction

The purpose of this Equality Impact Assessment (EqIA) is to demonstrate and analyse how Inclusive Design will be integrated into the strategies, policies, plans, programmes and projects of the London 2012 Olympic Games and Paralympic Games, and legacy, and how Inclusive Design will be delivered by the Olympic Delivery Authority (ODA).

The EqIA will inform the public and stakeholders how Inclusive Design impacts upon equality target groups which includes but is not exclusive to disabled people, children, young people aged 16–25 years old, people over 50; women, transgender people; black, Asian and minority ethnic people (BAME); lesbians, gay men and bi-sexual people; and people of different beliefs and faiths.

The purpose of this EqIA is to assess the likely positive and negative impacts of Inclusive Design. It will also identify any gaps in knowledge that may impact upon the delivery of the London 2012 Games and require further actions.

This EqIA is divided into two parts, background to the projects; and likely impacts and research and evidence. This will enable gaps in knowledge to be identified and where possible resolved. The assessment will include baseline information, evidence and research which has been compiled in the following documents:

- Bid Book – commitment to provide the most accessible and inclusive Games ever
- Articles three and eight of the Human Rights Act 1998
- The Disability Discrimination Acts 2005 and 1995 (DDA1995/2005)
- Building Regulations (2000) Approved Document Part M (2004)
- The London Plan (2004)
- GLA Supplementary Planning Guidance (SPG): Accessible London (2004)
- Town and Country Planning Act 2004
- Planning Policy Statement 1 (PPS1)
- The Olympic, Paralympic and Transformation Planning Permission, 2007

The ODA Inclusive Design Strategy and ODA Inclusive Design Standards are a key element of the commitment to provide world class sporting facilities, an unparalleled spectator and competitor experience and a legacy of 'Inclusive Design'.

The Inclusive Design Strategy and Standards aim to remove philosophical, attitudinal and procedural barriers in how people think and the way they design, build and manage the environment, buildings and transport. When something is inclusive, everyone can use it equally, confidentially and independently, regardless of age, disability, gender, belief and faith.

The Inclusive Design Strategy and Standards will help the ODA to 'host the most accessible Games ever' and will ensure inclusive design principles are fully understood and followed by ODA staff, design teams and other organizations it works with. The ODA aims to ensure that staff participate in a programme that provides a commitment to both social and sports model of disability.

2 Programme of work details

As part of the bid for the Games, London promised to provide a combination of world class sporting facilities, that will provide an unparalleled spectator and competitor experience, as well as a Legacy of sustainable large scale regeneration to help in the transformation of east London.

London 2012 committed to helping host 'the most accessible Games ever'. It will also be the first time an Olympic Games and Paralympic Games have been planned together from the start.

The Inclusive Design Strategy defines how the ODA intends to meet its Inclusive Design Standards.

The Inclusive Design Standards take into account the different nature of venues, spaces and infrastructure for the London 2012 Games and the requirements for legacy.

Both the Strategy and Standards have undergone extensive consultation and discussion with a wide range of internal and external stakeholders before being integrated as a programme of work.

The effectiveness and implementation of the Inclusive Design Strategy and Standards will be closely monitored and assessed through the completion of conformance reports throughout design and construction this will be supplemented by site visits when required.

3 Associated programmes of work

The London 2012 and ODA programmes of work associated with the Inclusive Design Strategy and Standards can be placed into a four broad categories:

3.1 Design Projects

Throughout the development and implementation of the Inclusive Design Strategy and Standards the lead contact for consultation has been the Project Sponsors. It is the responsibility of the Project Sponsor to ensure that the processes and procedures described in the ODA Inclusive Design Strategy and ODA Inclusive Design Standards are followed. The Project Sponsors have been consulted on and involved in the forming of this EqIA assessment process.

Project Sponsors are responsible for the application of the Inclusive Design Strategy and Standards, and that these are integrated into the specific venue requirements. They are also responsible for the continuous assessment of the venue design against the Inclusive Design Strategy and Standards.

3.2 Strategies

All Programme Strategies has been considered in the development of the Inclusive Design Strategy and Standards that form this. The requirements of the Inclusive Design Strategy and Standards should be recognised within each Strategy.

Inclusive design will have an influence and impact upon the following ODA strategies:

- Equality & Diversity,
- Design & Regeneration;
- Sustainability; and
- Health & Safety.

3.3 Priority Themes

The appointed cross cutting lead for each of the six ODA priority themes have worked closely with the ODA Principal Access Officer(s) during the development of the Inclusive Design Strategy and Standards.

The ODA Inclusive Design Strategy and Standards had the greatest impact on the following priority themes:

3.3.1 Design and Accessibility

Inclusive design is at the heart of the ODA design process, and has been since the project began. The Olympic Village, the sporting venues, new transport services, supporting facilities and the Park itself will be accessible to all regardless of disability, age, gender, ethnicity, faith, belief or circumstance setting a benchmark of inclusive design and acting as an inspiration to others.

3.3.2 Equality & Diversity

ODA aim to ensure the economic and social benefits of the regeneration of the area, and the design and build of the Olympic Park and venues, will have a positive impact on both local communities and different parts of the UK.

What the ODA builds London for 2012 and beyond will be inclusive for people of all cultures, faiths, ethnicity and ages, and accessible to disabled people. The ODA recognises the diversity of the population of the UK, London and the five Host Boroughs. The ODA is committed to realising the advantages of this diversity in delivering our program of Inclusive Design. We are already engaging with, and involving the local communities, to help us deliver the most accessible and inclusive Games ever.

The Inclusive Design Strategy and Standards will support the design and creation of an environment that can be used by all people.

3.3.3 Sustainability

By designing with an inclusive approach ensures the product, or facilities prevents the need for refits or retro fitting and therefore reducing the amount of waste materials.

3.3.4 Legacy

The work of ODA and London Development Agency (LDA) are closely linked. The Legacy Masterplan Framework is led by the LDA and is focuses on how the Park will be developed after the Games. Therefore the LDA, as the key stakeholder, have been consulted during the development of the ODA Inclusive Design Strategy and Standards.

The Inclusive Design Strategy and Standards will be a key component of the legacy which will see the re-development and regeneration of the area. The physical environment will be transformed by improving and enhancing facilities that provide access for a diverse community.

4 Programme outcomes

4.1 Desired Outcomes

The Inclusive Design Strategy and Inclusive Design Standards have key desired outcomes for both internal and external stakeholders:

- Improving the capability of the project teams to gain an acknowledgement and recognition, that although appropriate solutions may vary from each ODA project, a consistent inclusive design approach be used.
- Infrastructure can be provided in the most cost effective and efficient way, by ensuring the integration of inclusive design at an early design.
- Raising awareness of how inclusive design standards can ensure the development of an inclusive environment throughout the Olympic Park, venues, bridges and facilities, and other ODA projects.
- Creating an understanding of the impact and importance of the DDA and other equality legislation for both internal and external stakeholders.

4.2 Measures of the success

The Inclusive Design Strategy and Inclusive Design Standards has the following key measures of success:

- The early involvement of the ODA Principal Access Officers in the design process to discuss inclusive design issues and ensure they are fully integrated into the various venues, strategies and priority themes.
- The quality of inclusive designs presented by the project teams to the Built Environment Access Panel and the Access Inclusion Forum delivers the expectations and aspirations of inclusive design.
- Delivery of conformance reports to the Principal Access Officers at the correct time in the RIBA workstage clearly explaining and identifying mitigations and justifications of inclusive design issues faced by a particular design team on a specific project.
- Through the issuing of this EqIA the ODA ensures that the inclusive design principles and procedures are fully understood and followed by its staff, the design teams and other organisations it works for and with.
- The introduction of a 'traffic light' system to report on the inclusive design objectives, alongside reports on other priority themes. The findings of the system will show how effectively the Inclusive Design Strategy and Standards are introduced and integrated as a programme of work.

- The regular report presented to the Equality and Diversity Board reviews the outcomes of equality monitoring how the Inclusive Design Strategy and Standards, as part of that, has been integrated, and how effectively, it is being used across the ODA.

4.3 Measuring the achievement

The Inclusive Design Strategy and Inclusive Design Standards can be measured with the following achievements:

- ODA staff are aware of and the commitment to both the social and sports model of disability, and how they can support an inclusive Games.
- The presented Conformance Reports can be agreed as reasonable solutions by the Principal Access Officers
- The ODA will have found the correct balance between physical, operational and management solutions, and achieve the highest levels of inclusive design it aspires to across its projects.
- The ODA will have created and delivered an inclusive built environment that gives meets the aspirations for London 2012 Games and provides legacy of inclusive design in the future.
- The ODA will have developed processes, practices, procedures and standards that can be taken forward across London, the UK and into future Olympic Games and Paralympic Games.

5 Measuring impact

The programme of work for the ODA Inclusive Design Strategy and Inclusive Design Standards will have a significant and lasting positive impact on the identified equality and inclusion target groups. The target groups for the ODA cover seven equality strands - age, disability, gender, transgender, race, religion and belief and sexual orientation. These target groups also include unemployed people and business opportunities because the Games will take place in one of the most deprived areas of the UK.

The context and aspirations of the Inclusive Design Strategy and Standards means there should be no negative impacts.

The integration of the Inclusive Design Strategy and Standards will ensure the greater usability and involvement from all areas of the community, specifically the target groups in the venues and Olympic Park. The areas detailed below are all issue that have been covered and addressed as part of the development of the Inclusive Design Strategy and Standards.

For more information please refer to the Inclusive Design Standards online at: www.london2012.com

5.1 Equal access to facilities and services, buildings

The Inclusive Design Strategy and Standards look to ensure equal access to the facilities services and buildings for all users and have acknowledged the need to meet a diverse range of user needs.

Among the specific provisions will be a range of inclusive toilet provision, baby change and family facilities, pram and buggy stores, accessible graded routes and spectator viewing for all users.

5.2 The importance of creating an inclusive, welcoming environment

The Inclusive Design Strategy and Standards have identified the need to ensure an inclusive and welcoming Games. The Inclusive Design Standards have been developed in collaboration with a wide range of target groups to ensure these aims are achieved.

5.3 Community safety

The issue of community safety will be addressed through the Inclusive Design Standards by ensuring issues such as wayfinding and lighting are used effectively to inspire confidence and safety in all appropriate areas. Again, there has been collaboration with the various target groups to ensure all needs and concerns are recognised.

5.4 Appropriate provision to meet the specific needs of women and men relating to their caring responsibilities

The provision of general space requirements, gradients around the internal and external environment as defined in the Inclusive Design Standards, along with baby change and family facilities demonstrate the ODA's commitment to providing an environment that has recognised the caring responsibilities of both men and women.

5.5 Access by public transport or walking to venues

The use of wide concourses, shallow gradients and appropriately placed seating increases the accessibility of the area to a wide range of people. It enables more people to actively use the park and facilities and also supports the viability of accessing public transport around the site.

Any specific requirements of cyclists have not been addressed at this stage in the Inclusive Design Strategy and Standards but will be considered at a later date and are identified in the Action Plan.

A Games mobility scheme is planned, though details are yet to be developed, will support access to the venues

5.6 Equal participation in sport, leisure, play and physical activity, making use of facilities

The commitment stated by the ODA Board to meet the inclusive design standards will mean that ODA venues and infrastructure can be accessed by all target groups. The specific sporting facilities will be designed to be accessible as is practically possible within the requirements of the relevant sport.

5.7 Suitable provision of venues and services for faith groups

There are a number of faith requirements that have been addressed through the Inclusive Design Standards. This includes facility for appropriate ablutions and the ODA is further exploring the possible creation of quiet spaces in the Olympic Park to promote health and well-being and enable individual faith observance.

There has been some consultation with these target groups but we acknowledge the need to increase and develop this engagement to ensure we fully understand the expectations of the appropriate target groups, as identified in the Action Plan.

5.8 Access to employment opportunities

The development of an inclusive environment that is accessible to all users as defined in the Inclusive Design Strategy and Standards, will make it possible for individuals to seek employment opportunities that may not exist in the locale due to physical or social constraints.

5.9 Negative Impacts

The processes and procedures in the Inclusive Design Strategy and Standards should have a positive impact on the project.

However, should the processes and procedures not be followed there is a risk that the later required addition of essential inclusive design elements could impact upon the cost and delivery programme.

It is also acknowledged that there is a need to develop some specific areas such as the engagement with faith groups and the design needs of cyclists. This stated in the Action Plan.

6 Benefits of programme of work

6.1 Local communities

For local communities the Inclusive Design Strategy and Standards will create an environment that enables everyone, regardless of disability, age, gender, ethnicity or faith to participate equally, confidently and independently with choice and dignity.

Improved and new integrated facilities will create a sense of ownership and will help encourage all areas of the community to work together.

Local community organisations have provided expert and experiential advice on a wide range of inclusive design issues through the Access Inclusion Forum, Built Environment Access Panel and the other external engagement.

6.2 Members of the public

Members of the public will benefit from an approach that encourages designers and contractors to adopt inclusive design from the earliest stages of their project.

In the areas of sports facilities inclusive design in particular pushes the boundaries demonstrating what can be achieved to benefit of all users in the local community and across the UK.

The BEAP (Built Environment Access Panel) and AIF (Access Inclusion Forum) and Technical Fora are consulted by the ODA on the inclusive design of sports venues, parklands and the public realm. The membership of these groups include athletes with disabilities, local and national organisations of disabled people, impairment specific groups and representatives from a range of faiths, beliefs; ages and gender.

6.3 Political

The EqIA for the Inclusive Design Strategy and Standards has been developed with a number key political partners and organisations with varying expectations and positions.

The GLA is responsible for maximising the economic, social, health and environmental benefits the Games and has recognised inclusive design as a key component in achieving the stated aims for London and all Londoners.

The Department for Culture, Media and Sport (DCMS) is responsible for maximising the economic, social, health and environmental benefits the Games bring to the UK. The commitments for London 2012 were identified through the Bid Book.

6.4 Stakeholders

Key development partners that are helping to deliver London 2012 and to in the development and implementation of the Inclusive Design Strategy and Standards include:

The London Development Agency (LDA) – leading the land acquisition activity on the Olympic Park and will lead the planning and delivery of the post-Games ‘legacy’ development; this will help will bring new homes for Londoners, vastly improved transport links and world-class sports facilities available for the long term benefit of the local community

London Organising Committee of the Olympic Games (LOCOG) is the body responsible for the implementation and delivery of the Olympic Games and Paralympic Games. It will be responsible for staging a memorable Games in 2012 and to deliver the best possible Olympic Games and Paralympic Games experience for everyone involved, ensuring a real legacy and inspiring people to join in.

Lea Valley Regional Park Authority will help in the creation of one of the largest new urban parks in Europe in 150 years.

7 Consultation and engagement

The consultation with groups and other external organisations took place over a period of twelve months.

In addition to its ongoing community engagement and formal consultation processes, the ODA has engaged with targeted organisations of disabled people and local gender and faith groups, as well as expert inclusive design advisors:

7.1 ODA Access and Inclusion Forum (AIF)

The Forum was formally established in July 2007 and includes representation from a lead organisation of disabled people within each of the five Host Boroughs, as well as the Borough Access Officers, a representative from a number of other impairment specific organisations and other key external stakeholders. The Forum, and initial Interim Access Panel, was consulted on both the Inclusive Design Strategy and Standards.

Consultation on the Inclusive Design Strategy and Standards was carried out through a number of formal presentations, informal meetings and distribution of documents by email and other accessible formats for response.

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

It has been agreed that the Forum will be consulted on all major ODA projects as they progress through design, planning and delivery. The Inclusive Design Strategy and Standards form a basis for the advice offered and information provided.

AIF specifically comments on venue and park designs, access statements and reporting throughout the design process and offers experiential advice to inform the design and management of the Olympic Games, Paralympic Games and Legacy design projects

Since its inception the Access and Inclusion Forum has met on a quarterly basis, continually using the Inclusive Design Strategy and Standards as a point of reference when offering advice to project teams.

7.2 ODA Built Environment Access Panel (BEAP)

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

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

Consultation on the Inclusive Design Strategy and Standards with BEAP was carried out through a number of formal presentations, informal meetings and distribution of documents by email and other accessible formats for response.

The panel is chaired by the Principal Access Officer and meets on a monthly basis and uses the principles of inclusive design set out in the Inclusive Design Strategy and Standards when offering solutions to presenting project teams.

7.3 Technical Fora

The ODA regularly holds Technical Fora events to support the ongoing consultation process. The Technical Fora bring together a wide range of technical stakeholders to engage in the Reserved Matters Planning Programme, and to review and discuss plans for Olympic Games and Paralympic Games projects in advance of planning submissions. They enable stakeholders to highlight and discuss issues with the design teams directly.

The events address all the ODA priority themes.

7.4 LOCOG

As the ODA partner, for the delivery of the Olympic Games and Paralympic Games 2012, LOCOG has worked with the ODA to ensure the principles of inclusive design are applied. Together ODA and LOCOG are working to ensure that the facilities and requirements, expected by the Games athletes and paralympian athletes, are appropriate and can be achieved.

8 Research and evidence

The research and evidence used for the Inclusive Design Strategy and Standards EqIA heavily supported through our understanding of the key target groups and by the acknowledgement that Inclusive design is a priority theme within the ODA.

The target groups for the ODA these include seven equality strands - age, disability, gender, transgender, ethnicity, religion and belief and sexual orientation. This is also supported through the Equality and Inclusion Policy and Programme Delivery Baseline Report.

8.1 Age

The age structure of the five Host Boroughs is relatively young, with 56 per cent of the population aged less than 35 years, compared to 44 per cent in Great Britain. 10 per cent of the population are aged over 65 in the host Boroughs, compared to 16 per cent in Great Britain (Source:ONS Census 2001)

The age structure within the five Host Boroughs shows the value and need for family facilities, such as toilet provision, changing rooms, feeding rooms and buggy stores all integrated into the built environment, as identified in the Inclusive Design Standards.

We also know the gentle gradients developed through the application of the Inclusive Design Strategy and Standards around the site along with vertical circulation in the buildings are among the issues that will be of benefit to an aging UK population.

8.2 Disability

According to the Disability Rights Commission, about 20% of people in the total UK population are disabled people. This is a key recognising the impact the accessibility of venues could have on 20% of the population.

Almost 19 per cent of the UK's working age population are disabled and evidence shows that obstacles are faced by 11 million disabled people in the UK daily due to inaccessible; information, built environment, transport and inflexible organisational policies, procedures and

practices. Discriminatory attitudes, or prejudice, against disabled people, further serves as a significant obstacle to equal participation in everyday life.

There is considerable evidence to suggest that disabled people are denied the opportunity to participate fully as equal citizens. Many disabled people miss out on the mainstream activities such as work, housing, leisure, health and social care, access to open spaces and other recreational facilities.

The Inclusive Design Strategy and Standards have recognised the many barriers facing disabled people in the built environment and have looked to address them through the application of the ODA Inclusive Design Standards which look to remove the physical barriers facing disabled people.

The Inclusive Design Strategy has recognised that local disabled people are keen to be involved in the decision making process and that is reflected in the membership of and consultation and engagement with the Access Inclusion Forum and the Built Environment Access Panel.

8.3 Ethnicity

The population in the area within the five Host Boroughs is one of the most diverse in the UK.

In the UK nearly eight per cent of the population is from minority ethnic groups, compared to almost a third (29 %) of London's population, and four in ten (42 %) of the population of the five Host Boroughs.

The Inclusive Design Strategy and Standards have acknowledged and identified these diverse needs. Specific design requirements have been integrated into the Standards to ensure issues of concern to various minority ethnicity groups. This includes creating an environment that feels safe and accessible to all users. The Standards also raise an awareness and benchmark to other areas of less ethnic diversity of the issues to consider early in the design process.

8.4 Gender

People with child or adult caring responsibilities require access to good caring facilities within a venue (which includes changing areas for adult, child or baby), food preparation and feeding areas, and areas to store equipment such as buggies and mobility aids and where space allows crèche and childcare facilities.

The Inclusive Design Standards identifies with the needs of family facilities, such as toilet provision, changing rooms, feeding rooms and buggy stores all integrated into the built environment.

The development of the landscape and public realm, lighting strategy, wayfinding and signage strategy will help to provide a safe environment where people will feel safe moving around the facilities. These issues are all addressed in the Inclusive Design Standards.

8.5 Transgender

The provision of single sex/unisex and flexible changing facilities has helped to address the key concerns of the transgender community.

8.6 Religion & belief

Baseline evidence for this target group shows that the residents within the five Host Boroughs have one of the most diverse backgrounds in terms of faith compared with elsewhere in London or the UK.

The Inclusive Design Strategy and Standards have recognised the requirements of a diverse population with the provision of specific built environment features with a range of ablutions staff facilities and other issues being considered through the consultation process.

8.7 Sexual orientation and identity

Issues around safety and security are particularly important. By creating a welcoming and open park with good lighting we have helped to address these issues.

The following documents give a clear indication of the value and need for inclusive design:

8.7.1 Building Regulations 2000, Part M 2004 & BS 8300:2001 'The design of buildings and their approaches to meet the needs of disabled people'

The building regulations and building standards have both recognised the value in going beyond recognising the needs of just disabled people but started to have a more holistic approach and recognised the benefit and value that building an accessible environment could have for others in the community. The Inclusive Design Strategy and Standards take this a stage further by looking to recognise and specific issues around the diversity of the population and the need to provide outstanding sporting facilities.

8.7.2 Code of Practice, Rights of Access: Services to the public, public authority functions, private clubs and premises, Disability Rights Commission 2006;

The Code of Practice uses the same principles that apply to the DDA as to goods, facilities and services and extents that remit. From the ODA perspective through the Inclusive Design Standards it means all areas of the built environment must be considered and designed to be accessible whenever practicably possible.

8.7.3 The Disability Discrimination Acts 2005 and 1995 (DDA1995/2005)

The aim of the DDA Acts was to ensure public service providers and designers do not discriminate against disabled people. The DDA requires service providers to 'take reasonable steps to remove alter or provide a reasonable means of avoiding a physical feature of their premises, which makes it unreasonably difficult or impossible for disabled people to use their services. It also requires public authorities to promote disability equality including planning and service delivery.

8.7.4 Access for Disabled People, Sport England 2002

Provides advice and guidance for the facilities required by competitors at sports grounds. Together with the discussions held with current participating athletes the Inclusive Design Standards were able to define address the needs of both elite athletes and the community.

8.7.5 Inclusive Mobility, DfT, 2002

The Inclusive Design Standards have taken on the learning gained from Inclusive Mobility to gain a better understanding of how people use and move in a pedestrian environment.

8.7.6 Accessible Stadia, FLA 2003

Acknowledges the importance of providing a stadium environment that works for everyone. The Inclusive Design Standards look to move beyond these minimum requirements in the acknowledgement of the specific profile of the expected audience.

8.7.7 BS 5588 Part 8 Fire Precautions in the Design and Construction of Buildings: Means of Escape for Disabled People, 1999

Provides guidance for the safe evacuation of disabled people as identified in the Inclusive Design Standards.

The following are also used as reference and guidance in forming the Inclusive Design Strategy and Standards:

The Guide to Safety at Sports Grounds 'The Green Guide' DCMS 1997
The Event Safety Guide, 'The Purple Guide', HSE 1999

9 Assessing the impact

The full implementation and integration of the Inclusive Design Strategy and Standards will be the very nature and content of the document make a significant contribution to the priority theme of Equality and Inclusion.

The full principles of inclusive design as stated in the Inclusive Design Strategy will help to eliminate discrimination; reduce gender segregation; promote equality of opportunity; promotes good relations between different people;

The Inclusive Design Strategy gives full details of how this programme of work contributes to the above equality and inclusion themes.

Inclusive – so everyone can use them safely, easily and dignity

The Standards have looked to recognise the importance and value of designing facilities and services that are inclusive for everyone.

Responsive – taking into account what people say they need and want

Through the process of engagement and consultation the Inclusive Design Strategy and Standards have evolved and been defined.

Flexible – so different people can use them in different ways

The Strategy and Standards acknowledge that everyone is an individual and through previous learning and experience looked to provide facilities and services that are appropriate for all users.

Convenient – so everyone can use them without too much effort or separation

The Inclusive Design Strategy and Standards emphasize the importance in designing facilities and services that is inclusive to all users.

Accommodating – for all people regardless of their age, gender, disability, faith or circumstance

The Strategy and Standards look to ensure all facilities and services can be inclusive for all users.

Welcoming – with no disabling barriers that might exclude some people

The Inclusive Design Standards look to ensure the facilities, services and information can be accessible to all users.

Realistic – offering more than one solution to help balance everyone's needs and recognising that one solution may not work at all

By recognising that everyone is an individual the Standards look to provide design solutions that are can be flexible.

The overriding principle of inclusive design is a process that aims to remove philosophical, attitudinal and procedural barriers in how people think about the way they design, build and manage the environment, buildings and transport. When something is inclusive everyone can use it equally, confidently and independently, regardless of age, disability, gender or faith.

10 Action plan

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	Resources (time, budget, personal) committed / required to mitigate or promote impacts	Responsible person Date due to be completed / reviewed	Status
There has been involvement with faith groups on the Inclusive Design Strategy and Standards but it has not been as extensive as some other target groups	Faith Groups	Opportunity to engage the whole community the consultation process	Time needed for external engagement and consultation	TBC	Amber
The needs of cyclists have yet to be identified or given specific consideration in the Inclusive Design Strategy and Standards.	Cyclists	Opportunity to engage the whole community the consultation process	Time needed from external engagement and consultation	TBC	Amber