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# Olympic Delivery Authority Equality Impact Assessment Lighting Strategy



**MAYOR OF LONDON**

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# 1 Executive summary

This Equality Impact Assessment of the Olympic Delivery Authority (ODA) Lighting Strategy has sought to assess the likely impact of the delivery of the lighting strategy on the equality target 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 Olympic Delivery Authority (ODA) has commissioned the Lighting Strategy to determine the role of lighting in the Olympic Park during the following phases of delivery:

- The London 2012 Olympic Games and Paralympic Games; and
- The Legacy Transformation phase from September 2012 to the end of 2014.

In addition, the lighting strategy also sets a broad framework for further lighting proposals for legacy development areas which will come forward through the Legacy Masterplan Framework (LMF) commissioned by the London Development Agency (LDA).

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.

## 2 Introduction

The purpose of an Equality Impact Assessment (EqIA) is collate and analyse the baseline evidence which exists in relation to the impact of the London 2012 Olympic and Paralympic Games venues which will be delivered by the ODA.

The EqIA will provide detailed information about the design and build of the venues and the likely impact upon equality target groups, which refer to groups of people that traditionally experience discrimination or disadvantage, these groups, are:

- **age:** Children, young people and older people (50+);
- **disabled people:** as defined by the DDA, including sensory or mobility impairment; people with mental health needs, people with long term illnesses/conditions;
- **gender:** women, men and transgender people (who are often seen as a separate group). The focus is generally on women and transgender because of traditional discrimination; however, it is just as important to consider needs and issues which are faced by men;
- **race/ethnicity:** black, Asian and minority ethnic people (BAME), and includes Travellers and Gypsies, asylum seekers, and refugees
- **sexual orientation/identity:** lesbians, gay men and bisexuals
- **religion and belief:** people of different religions and faiths including people who are atheists or agnostic

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

- homeless people;
- unemployed people;
- people employed on a part-time, temporary or casual basis;
- lone parents;
- people with caring responsibilities;
- people with drug and alcohol problems;
- ex – offenders; and
- people with unrelated convictions.

The EqIA assessment will:

- identify the issues which may cause disproportionate impacts to people in the equality and inclusion target groups;
- provide evidence of how these impacts have been addressed; and
- will be developed into an action plan and framework to address issues going forward.

The EqIA contributes towards the 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.

| For more information about the ODA's EqIA Programme and projects please refer the Corporate EqIA on the London 2012 website.

### **3 Brief description of the programme of work**

This Lighting Strategy has been prepared in response to Planning Condition OD.0.35 of the Facilities and Legacy Transformation planning permission, which states that:

“Before 30 September 2008 a Lighting Strategy for the development shall be submitted to the Local Planning Authority for approval. The Strategy shall set out the design and operational principles for lighting to be installed in the public realm which shall be in accordance with, as appropriate, the Institution of Lighting Engineers: ‘Guidance Note for the Reduction of Light Pollution’, the CIE (International Commission on Illumination) Report: ‘Guide on the Limitation of the Effects of Obstructive Light from Outdoor Lighting Installations’ and the Countryside Agency’s ‘Lighting in the Countryside: Towards Good Practice’. Lighting shall be designed to optimize energy use, subject to security, aesthetics and wayfinding objectives, through dimmed and timed systems. No external lighting of illumination shall be installed until details of the position; design, light outputs, spread, hours of operation and a statement of compliance with the Lighting Strategy have been submitted to and approved by the Local Planning Authority for the relevant Construction Work Zone or Work Package.”

It was agreed with the ODA Planning Decisions Team (PDT) that the Lighting strategy could be submitted after the 30 September 2008. It was submitted to the PDT in November 2008.

### **4 Objectives of the lighting strategy**

The Lighting strategy will deliver the following objectives

#### **4.1 Create a safe, secure and accessible environment for visitors**

The lighting strategy sets principles to ensure that users will perceive the Olympic Park as a welcoming, safe and secure environment at night. After the Games, lighting will be provided on a number of key routes, which will be well lit, legible and will be a focus for activity and movement. Lighting will greatly assist in wayfinding, providing clear and easily understood routes to, within and across the Olympic Park, ensuring that street lighting is integrated into a strong network of routes and spaces. The base level of lighting on these routes will help ensure that visitors feel safe and secure within the Olympic Park as pedestrians, cyclists and or drivers.

#### **4.2 Make best use of London 2012 investment for Legacy**

The Lighting Strategy reflects the ODA’s philosophy of investing for Legacy and providing ‘overlay’ for the specific requirements associated with the Olympic and Paralympic Games. It will guide permanent lighting investment for the Legacy Transformation phase such that it will be in place during the Games and augmented with temporary Games-only lighting ‘overlay’.

### **4.3 Adopt a sensitive approach to character of the Olympic Park**

The Lighting Strategy seeks to make effective use of lighting within the Olympic Park, responding to the specific conditions of the site and the venue and landscape designs. It will establish base levels of lighting for safety and security in public spaces and also identify areas where greater impact is required. To enhance the character of the unique riverine landscape, the Strategy will also propose significant areas where there should be no lighting, particularly in ecologically sensitive locations along the waterways and within the North Parklands.

### **4.4 Ensure integration of the Olympic Park with adjoining areas**

Lighting plays an important role in establishing the character of an area, and lighting design must ensure that the design of the Olympic Park is integrated with adjoining areas outside the Olympic Park planning boundary. This applies to pedestrian and cycle connections to established communities such as those at Hackney Wick and Stratford High Street as well as connections to new development areas, particularly Stratford City.

### **4.5 Adopt a sustainable approach to lighting**

The lighting strategy sets out principles to ensure that lighting solutions are as sustainable as possible, recognising resource constraints, biodiversity and ecology, access and inclusion, carbon reduction and health and well-being. It promotes the use of renewable energy technologies to meet some of the energy requirements of the lighting, and also promotes low lifetime cost solutions and the recycling and reuse of lighting components when they have reached the end of their life.

### **4.6 Create an uncluttered landscape within the Olympic Park**

The Lighting Strategy seeks to ensure that the Olympic Park will be 'uncluttered' by requiring lighting designs which minimise the number of columns required to achieve necessary lighting levels and through integration of design solutions which allow 'shared use' of columns where this is an appropriate and aesthetic solution.

## 5 Links to other programmes of work

### 5.1 Links to ODA programmes and projects

Associated programme or project	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact
Landscape and Public Realm	Coordination meetings held to clarify scope with Project sponsors and the PPR Team. The Lighting Strategy will inform landscape team and Project Sponsor on exterior elements requiring coordination.	Parklands and Public Realm Design Team
Venue Lighting	<p>External lighting of venues and concourses will be informed by the Lighting Strategy. Not all Venues will be lit in Legacy Transformation. As parkwide lighting strategies for external lighting are finalised, venue exterior lighting will be coordinated to confirm adequate lighting for safe external light levels.</p> <p>External lighting being coordinated with Met Police in accordance with Secure By Design requirements.</p> <p>Interior lighting designed to comply with broadcast requirements for the Olympic games. Legacy interior lighting designed to comply with industry standards, minimizing glare and providing light levels adequate for visitor safety.</p>	Project Sponsors
Wayfinding Strategy	ODA core design team will develop a wayfinding strategy with development partners including the LDA and LOCOG.	ODA Design Team
Inclusive Design Standards and Strategy	Venue being designed in compliance with ODA Inclusive Design Standards. Consultation will be take place with the Built Environment Access Panel (BEAP).	Principle Access Officers
Arts and Culture	Coordination between the Arts and Culture advisors, the Project Sponsors and the lighting consultants will ensure a coordinated approach.	Arts and Culture Team
Structures Bridges and Highways	Engagement with the SBH Team and Arts and Culture team. Key routes and underpasses will be lit to deliver a safe and secure park in 2014.	Structures Bridges and Highways Team
Employment and Skills	As designs and schemes come forward the Contactors and Project Sponsor will work with ODA E&S Team to ensure they are aware of potential employment opportunities.	Employment and Skills Team
Security and Logistics	Meetings held with ODA security team and with Met Police. Both agencies	Security Team

<b>Associated programme or project</b>	<b>Method for involving or informing relevant programmes or project. Detail of work</b>	<b>Lead responsibility for addressing impact</b>
	have reviewed the strategy and provided input. Strategy completed to mitigate security concerns.	
Sustainability	Energy efficiency in compliance with ODA targets. Strategy has been coordinated with ODA sustainability team. Recycled material content in compliance with ODA targets.	Sustainability Team
Health and Safety	Lighting specification will meet British standards	
Transport	Routes that link the car park with the main entrances will be lit to provide and safe and secure link.	Transport Team
Procurement	ODA, Delivery Partner, and contractor working closely together on all procurement activities. Procurement Strategy will follow the Lighting Strategy.	Procurement Team
Communications	Communications consulted. Community groups will not be consulted directly in the preparation of the strategy. However external Stakeholders will be consulted through two workshop forums, which will include representation from the Boroughs. Revisions to design incorporated.	ODA Communications: Marketing and Stakeholder Engagement
Equality and Inclusion	Working with E&I team at all stages of design, incorporated review comments and will address E&I objectives going forward.	E&I Manager
Legal	Legal team embedded in procurement process with team.	Head of Legal Services

## 5.2 Links to LOCOG programmes and projects

<b>Associated programme or project</b>	<b>Method for involving or informing relevant programmes or project. Detail of work</b>	<b>Lead responsibility for addressing impact</b>
Venues Team	Meetings held with LOCOG to coordinate Games mode space and functional requirements.	LOCOG Park Venues Team
Workforce Planning	LOCOG to prepare staffing/resourcing strategy for games mode. LDA to progress similar in legacy in line with ongoing business planning reviews.	Workforce Planning
HR / Volunteering	LOCOG to provide Games mode overlay design which includes provision for volunteers.	Human Resources
Diversity and Inclusion	LOCOG producing Diversity and Inclusion scope of delivery	Diversity and Inclusion
Community Relations	Community Engagement through Arts and Culture Workshops	
Procurement	All procurement activities coordinated through LOCOG Project Manager who will work closely with the ODA Procurement Team.	Procurement Team and LOCOG Design Teams
Security	Design has considered Games mode and Legacy mode in terms of security. LOCOG to finalise security plans yet.	LOCOG Security Team
Environment and Sustainability	All environmental and sustainability activities coordinated through LOCOG.	Environment and Sustainability
Commercial	All commercial activities coordinated through LOCOG Venue Project Manager who has worked closely with the Lighting Strategy Team throughout the lifetime of the project.	LOCOG Commercial
Venue Operations	LOCOG to develop venue operations plan.	Charles Quelch

## 5.3 Links to LDA and Borough activity

<b>Associated programme or project</b>	<b>Method for involving or informing relevant programmes or project. Detail of work</b>	<b>Lead responsibility for addressing impact</b>
Legacy	Numerous stakeholder meetings conducted through design process. LDA provided comments on and the strategy as it develops.	LMF Team
Community Cohesion	London Borough of Newham and Hackney active in stakeholder coordination meetings.	Borough Olympic Contacts

## 6 Delivery of ODA Priority Themes

The London 2012 vision is to use the power of the Games to inspire change. This is the vision that will define the venues that are built, the Games that are staged and the legacy of the Games.

The values which underpin this vision are

- to achieve our vision we must be inspirational;
- to do this we must be open and respectful;
- only by working as a team;
- can we deliver something truly distinctive.

As stated in the ODA Corporate EqIA<sup>1</sup> the ODA's primary role is to make sure the venues and infrastructure for the London 2012 Games are delivered on time, to budget and are fit for purpose. The delivery of the London 2012 values is underpinned by the ODA's six priority themes.

### 6.1 Equality and inclusion

The momentum provided by the Games and the substantial investment in the Lower Lea Valley can have a significant impact on reducing historic and long-standing inequalities. We want the economic and social benefits of the regeneration of the area, and the design and build of the Olympic Park and venues, to have a positive impact on local communities and different parts of the UK. An example of how we are achieving this is ensuring our procurement process is transparent, fair and open to a wider range of diverse suppliers.

The way that we are recruiting and managing employees is fair, and helps to promote equal opportunities to all and eliminate discrimination in the workplace. We are working with partner organisations to encourage women, black, Asian and minority ethnic people, and disabled people, to train and apply for jobs in construction and other areas where they have traditionally been under-represented.

What we build for 2012 and beyond will be inclusive for people of all cultures, faiths and ages, and fully accessible to disabled people with a wide range of impairments. We will also provide an accessible transport network that will give everyone the opportunity to enjoy the Games, as well as leave a lasting legacy for equality and inclusion. We recognise the diversity of the population of the UK, London and the five Host Boroughs and are committed to realising the advantages of this diversity in delivering our programme. We are already engaging with and involving the local communities to help us deliver an accessible and inclusive Games.

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<sup>1</sup> Available on the London 2012 website

The Lighting Strategy will deliver on these objectives by:

### **6.1.1 Inclusive design**

The Lighting Strategy conforms to all British Standards, and other guidance such as Secure by Design. It is also in accordance with, as appropriate, the Institution of Lighting Engineers: 'Guidance Note for the Reduction of Light Pollution', the CIE (International Commission on Illumination) Report: 'Guide on the Limitation of the Effects of Obstructive Light from Outdoor Lighting Installations' and the Countryside Agency's 'Lighting in the Countryside: Towards Good Practice'.

Early drafts of the Lighting Strategy have also been presented to members of the BAEP.

### **6.1.2 Employment opportunities**

Design briefs will include information to ensure that as lighting schemes and designs move to construction phase the Design Teams understand the requirement for contractors to work with the ODA Employment & Skills Team to investigate employment opportunities for local people from the E&I target groups.

### **6.1.3 Business opportunities**

As lighting schemes and designs come forward the team and contractors will work with the procurement teams to investigate SME business opportunities which could deliver the objectives of the Procurement and E&D Strategies to

### **6.1.4 Targeted community engagement**

The Lighting Strategy in itself will not be subject to targeted community engagement. Community engagement will continue to take place where appropriate for art commissions and to ensure the ODA fully understands the needs of local communities with regard to lighting and security.

## **6.2 Design and accessibility**

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

To design the venues within the Olympic Park to deliver a striking visual statement that reflects the importance of the Games, while ensuring they are balanced with the urban architecture and landscape that define the area. After the Games the venues must seamlessly connect with the parklands and urban neighborhoods that surround them.

Inclusive design is at the heart of our design process, and has been since the project began. The Olympic Village, the sporting venues, new transport services, supporting facilities and the Park itself will be accessible to people with a wide range of disabilities both during and after the Games. We want to set an excellent standard of accessibility for disabled people, older people and families with children, which will set a benchmark and act as an inspiration to others.

## **The Lighting Strategy will deliver on these objectives by:**

### **6.2.1 Developing a vision for design excellence**

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

The Strategy will be used by designers, constructors, and planners to guide detailed design of lighting schemes in the Olympic Park during the above two phases. This document has been created to provide organized and cohesive lighting design across the Olympic Park. The intention is to invest once in lighting for Legacy and overlaying temporary lighting for Games. Therefore, the lighting needs for Legacy have been used to inform the prioritization of lighting investment for Games. After the Legacy Transformation has taken place, further proposals for the long term regeneration for the Olympic site will be set out within the LMF and accompanying planning applications. These schemes will build on the permanent lighting infrastructure outlined in this strategy.

### **6.2.2 Defining and measuring good design**

The design of the Olympic Park will create an environment that is free of clutter and aesthetically pleasing to the eye. The lighting and other public realm furniture will be integrated by arrangement, materials, and/or co-location to ensure that the design of the public spaces and buildings is enhanced and reinforced by the lighting.

As outlined in the Urban Design and Legacy Framework (UDLF), the ODA and its delivery partner have established a rigorous internal design management system that ensures that every project will deliver design quality within tight time and budget parameters

### **6.2.3 Creativity through diversity**

Detailed lighting designs will come forward at a later date; Project sponsors are encouraged to use a diverse range of emerging and established designers and architectural practices and artists to get involved.

### **6.2.4 Relevance through inclusion**

Project Sponsors, through the Planning Process have involved local people and the wider public in the design process and making design relevant to the communities of the Lower Lea Valley by targeting those from differing professional, cultural, ethnic, social and economic backgrounds.

### **6.2.5 Sustainability**

The proposals in the strategy will be integrated with the Sustainable Development Strategy which sets out how the ODA aims to tackle issues such as climate change and waste management. The ODA will use performance measures which are integrated into the core components of both project and contract requirements for the sustainable construction of facilities, venues, infrastructure and transport.

## **6.3 Health, safety and security**

The health and safety of everyone involved in delivering the ODA Programme and Projects or affected by them is a key concern to the organisation. The ODA is established as a best-practice organisation, fully compliant with applicable UK and European legislation and standards, and continually improving. We are integrating health and safety considerations into every ODA planning, design and construction operation.

The ODA provides a safe and secure environment during construction and decommissioning works. By designing venues, facilities, infrastructure and transport to help eliminate health and safety hazards during construction, operation, maintenance and decommissioning, and to meet the needs of operational security during the Games.

### **The Lighting Strategy will deliver on these objectives by:**

- prevention of accidents – Well lit routes that comply with British Standards and Secure by Design principles. The creation of well defined routes, spaces and entrances will promote a safe environment
- prevention of ill health senior management – encourage walking and cycling
- promotion of well-being – creating safe and secure routes, encourage walking and cycling
- reduction of HS&E risk through design – well lit routes that comply with British Standards.
- incorporate sustainability objectives for carbon, water, waste and material into a positive HS&E
- culture – arts and culture embedded in the key objectives and will be progressed through detailed design

## **6.4 Legacy**

The London 2012 Games offer a unique opportunity to revitalize the Lower Lea Valley, transforming one of the most underdeveloped areas of London into a benchmark 21st century urban environment that reflects the diverse and vibrant population of the area.

Our job is to harness this potential and create one of the largest new urban parks in Europe for 150 years. In addition to world-class facilities for sports including athletics, cycling, hockey, swimming and tennis, there will be homes for a new community, and green spaces in and around the Olympic Park. The LDA has five key drivers which underpin these aspirations.

### **The Lighting Strategy will deliver on these objectives by:**

#### **6.4.1 Capitalise on 2012 investment**

The LMF will ensure the billions invested in infrastructure, buildings and landscape required to stage the London 2012 Games act as a catalyst for regeneration throughout the Lower Lea Valley. It will harness the positive images of the Lower Lea Valley generated during the Games to stimulate the ongoing investment in the area and to serve as a basis for engaging people in healthy, active lifestyles.

The Lighting Strategy will provide a lighting framework that will create a safe and accessible night-time environment. It will provide a clear basis for further investment and extension of lighting in Legacy. Lighting will be augmented during the Games to meet the requirements of LOCPG as a temporary overlay.

### **6.4.2 Promote adaptability and longevity**

The LMF will define new neighbourhoods which support a mix of uses and which are designed to serve generations of residents, workers and visitors to the area. The configuration of these neighbourhoods will anticipate the impacts of, and help reduce, future climate change. It will allow for long-term regeneration over several development cycles and ensure buildings are designed to encourage more diverse patterns of use and are able to flexibly respond to changing workplace, retail and housing trends to support long-term regeneration.

The Lighting Strategy also sets a broad framework for further lighting proposals for legacy development areas which will come forward through the Legacy Masterplan Framework commissioned by the LDA.

### **6.4.3 Maximise connections**

The LMF will build on the area's existing transport connections and develop new local links to integrate the former London 2012 site with existing neighbourhoods in the Lea Valley. It will seek to create compact neighbourhoods with a full provision of legible walking, cycling and public transport routes to facilitate a modal shift to lower-impact travel and increase access to local amenities for residents, workers and visitors.

Connectivity is at the forefront of this Lighting Strategy. The Olympic Park and Legacy Transformation masterplans will strengthen the north-south connections between Hertfordshire and the River Thames. East-west connections will also be improved linking adjoining communities to the Olympic Park and providing connections across the Lea Valley.

The site will be woven into its surrounding neighbourhoods with a network of streets, paths, cycleways and bridges. This strategy will support this initiative by prioritising safe and secure routes in Legacy Transformation which will be complemented by additional routes in Legacy, to be identified through the Legacy Masterplan Framework (LMF).

There are a number of routes which will be lit in the Legacy transformation Phase including key north south routes and east west routes.

### **6.4.4 Activate public realm and waterways**

The LMF seeks to maximise the unique attributes provided by the Lea Valley's network of waterways. The parklands and public realm will be designed to fully utilise, and promote access to, this riverine landscape. Restored, biodiverse waterways will be the centrepiece of the parklands and form an important aspect of the area's identity whilst providing new opportunities for recreation.

The Lighting Strategy in Legacy Transformation, requires that the public realm is lit to a baseline quality level in order to create a safe, welcoming and legible public realm after dark; typically a limited number of cross-park pedestrian and cycle routes including the bridges, underpasses and streets that form part of them, and parking areas and other specific sites that require lighting to be safe. In order to focus activity at night in limited, safe areas, the ODA does not intend to illuminate all routes and spaces within the Olympic Park. Therefore lit routes have been identified by examining how the existing and future communities and spaces connect to and within the Olympic Park. A baseline quality level of lighting is needed to light these routes to satisfy the ODA's requirement to provide a

safe accessible place. In some cases additional, enhanced lighting is to be provided to ensure that some places, such as underpasses, are not only safe and accessible but also attractive.

#### **6.4.5 Encourage diversity**

The LMF will promote the creation of diverse and inclusive communities which comprise all social groups, myriad cultures and various employment opportunities. The framework will create conditions which seek to stimulate enterprise, to support inclusive communities, and to attract new residents and workers.

The Lighting Strategy in Legacy Transformation, requires that the public realm is lit to a baseline quality level in order to create a safe, welcoming and legible public realm after dark; typically a limited number of cross-park pedestrian and cycle routes including the bridges, underpasses and streets that form part of them, and parking areas and other specific sites that require lighting to be safe. In order to focus activity at night in limited, safe areas, the ODA does not intend to illuminate all routes and spaces within the Olympic Park. Therefore lit routes have been identified by examining how the existing and future communities and spaces connect to and within the Olympic Park. A baseline quality level of lighting is needed to light these routes to satisfy the ODA's requirement to provide a safe accessible place. In some cases additional, enhanced lighting is to be provided to ensure that some places, such as underpasses, are not only safe and accessible but also attractive.

### **6.5 Sustainability**

Key sustainability gains will be realised through the location of the site and nature of the development. The remediation of the site will bring existing land back into public use and create significant improvements in the quantity and quality of green space in east London. The creation of new infrastructure, sporting facilities and housing in an area currently experiencing high levels of deprivation will help to create neighbourhoods and vibrant places after the Games are over, where people will want to live, work and play.

Addressing the challenge of climate change through minimising the carbon emissions associated with the development, and optimising the opportunities for efficient water use is key to our approach. Working with the construction products industry to use socially and environmentally responsible materials presents new exciting opportunities.

#### **The Lighting Strategy will deliver on these objectives by:**

The lighting furniture described in the Lighting Strategy will be powered by an electrical network of infrastructure. The electrical utility network being designed and built by the ODA will be extended to lighting fixtures throughout the Olympic Park. Onsite renewable energy solutions may be incorporated into the Olympic Park to contribute to the lighting power demand. The 2008 Olympic Park Legacy Energy Statement sets out the current predictions for reducing CO<sub>2</sub> emissions within the Olympic Park by 2013. It fulfils a requirement that the ODA monitor compliance annually with a planning obligation to seek to achieve reductions in carbon emissions (against 2006 Building Regulation standards) for the legacy development of 50% by 2013 of which 20% is via renewable energy.

A focus of the strategy will be to promote the use of energy efficient luminaries, lighting design and control, to promote sound choices based on whole life costs, and provide a

flexible framework for on-site small-scale renewables in the Olympic Park if required by a project.

Further feasibility testing is progressing relative to various options being considered by the ODA to provide renewable energy, among them the viability of small scale on-site electricity generation.

The ODA seeks to deliver sustainable developments through the advancement of the following objectives.

**Carbon:** To minimise the carbon emissions associated with the Olympic Park and venues.

**Water:** To optimise the opportunities for efficient water use, reuse and recycling.

**Waste:** To optimise the reduction of waste through design, and to maximise the reuse and recycling of material arising during demolition, remediation and construction.

**Materials:** To identify, source, and use environmentally and socially responsible materials.

**Biodiversity and ecology:** To protect and enhance the biodiversity and ecology of the Lower Lea Valley, and other venue locations.

Artificial lighting can cause disturbance to ecological systems because animals, insects and plants can all be affected adversely. The North Parklands, Wetlands, the waterways within the Old Ford area, and the Greenway are areas where wildlife and a more natural environment are promoted within the Olympic Park.

The following principles will be applied throughout the Olympic Park to minimise adverse effects on biodiversity:

- The smallest amount of light possible should be used to achieve the needs of the lighting. Where lighting is not a necessity there should be no light.
- There should be no spill into the darker areas of the North Parklands.
- Lighting along the towpaths and underpass of the North Parklands should be avoided. Lighting to the F03 bridge should be discreetly incorporated with the structure with the light focused onto the decking.
- The time that light is on within the North Parklands (except the pedestrian route) should be restricted in order to create dark periods.
- Areas, such as the River Lea, that are important for foraging bats should contain unlit stretches to avoid the isolation of bat colonies. These unlit stretches should include
- 10m either side of the River Lea to preserve a movement corridor for bats and other fauna.

**Land, water, noise, air:** To optimise positive and minimise adverse impacts on land, water, noise, and air quality.

**Supporting communities:** To create new, safe mixed-use public space, housing and facilities appropriate to the demographics and character of the Lower Lea Valley, adaptable to future climates. The site will be woven into its surrounding neighbourhoods with a network of streets, paths, cycleways and bridges. This strategy will support this initiative by prioritising safe and secure routes in Legacy Transformation which will be complemented by additional routes in Legacy, to be identified through the Legacy Masterplan Framework (LMF).

There are a number of routes which will be lit in the Legacy transformation Phase Including key north south routes and east west routes.

**Transport and mobility:** To prioritise walking, cycling and the use of public transport to and within the Olympic Park and venues.

**Health and well-being:** To provide for healthy lifestyle opportunities during the construction of, and in the design of the Olympic Park and venues. To encourage walking and cycling

Further details about each of the ODA Priority Themes are available on the London 2012 website.

## 7 Measuring the impact

To fully understand the impact of the ODA venue projects the ODA has completed a baseline assessment and policy review which can be downloaded from the London 2012 website EqIA pages.

### 7.1 Socio-economic baseline review summary

The full socio-economic baseline review provided in section five of this report provides the baseline context for the equality groups within the ODA venue areas. The main findings are set out in the six equality strands with additional socio-economic categories which help identify and convey the diverse population's characteristics thoroughly. The key issues drawn from the baseline review include the following:

#### 7.1.1 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. The current and future needs of young people will be an important element that should be considered as part of the venue design and employment opportunities.

**Older people:** Over time there will be an increasing percentage of the older population from black, Asian and minority ethnic backgrounds – a rise of 12 to 23 per cent is expected by 2021<sup>2</sup>. To enable delivery of the ODA programme facilities and services will be required to meet the needs of the diversifying older population.

#### 7.1.2 Ethnicity

Some black, Asian and minority ethnic groups (BAME) 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.

Some BAME groups earn less than the national and London averages. There are some 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.<sup>3</sup>

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.

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<sup>2</sup> GLA, 2007d

<sup>3</sup> ODA, 2007d

### **7.1.3 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 to facilities, venues, public realm and open space within the area. Attention should be given to inclusive design and accessibility within the ODA programmes and projects as well as to future service delivery and infrastructure planning within the five Host Boroughs.<sup>4</sup>

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 LGB&T disabled people.

### **7.1.4 Faith**

Religion, faith and belief groups issues and needs are not well covered in studies or statistics. As there is a gap in the baseline evidence, the issues, needs and views of 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 ODA programme.

### **7.1.5 Gender**

Women in London earn 23 per cent less, on average, than men<sup>5</sup>. As a result, gender wage/salary disparities and household structures need to be understood and tackled by presenting equal 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 EqIAs.

Attention must be given to ensure that women/ lone parents can take up the advantages of employment opportunities created by the employment and skills programme. As the ODA develops projects and programme there will need to take positive action to minimise occupational segregation.

The higher proportion of one person households, and of lone parents, within the baseline study area will need explored in more detail to understand the potential impacts. There is evidence that lone parents either have to work part time or pay for child care which may create economic disadvantage with regard to employment opportunities.

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<sup>4</sup> GLA, 2004; 2007d; and 2008e.

<sup>5</sup> GLA, 2007b

### **7.1.6 Transgender**

The needs of transgender people can be overlooked by public bodies<sup>6</sup> 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.

### **7.1.7 Sexual Orientation**

It is likely that the needs of lesbians, gay men, and bisexual people are being overlooked by service providers<sup>7</sup> 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. The perceived risk of homophobic bullying in the work place could have an impact on the take up of employment opportunities within the ODA programme.

### **7.1.8 Low Income**

Several 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 E&I groups.

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<sup>6</sup> GLA, 2007b

<sup>7</sup> GLA, 2007b

## **8 Existing situation and key issues for consideration**

The following sections reviews information from the baseline review and expands upon the likely impacts which will need to be addressed as part of the delivery of the Lighting Strategy The impacts identified provides a starting point but should not be seen as at exhaustive list.

The section headings have been identified as important in understanding the impact of project delivery of equality and inclusion in the following documents:

- ODA E&I objectives
- London Plan and Supplementary Guidance
- Olympic Park EqIA
- LMF Baseline Report
- Parklands and Public realm planning documents
- Statements of participation for Olympic Park venues

### **8.1 Inclusion and community cohesion**

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

#### **8.1.1 Black, Asian and minority ethnic people**

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

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

Some black, Asian and minority ethnic groups have socio-economic characteristics which differ from the UK and London averages. These characteristics include larger families, leading to a requirement for larger family sized homes, associated amenity and play space for children and access to appropriate social infrastructure services such as health and child care.

#### **8.1.2 Faith groups**

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

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

#### **8.1.3 Transgender**

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

#### **8.1.4 Sexual orientation**

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

#### **8.1.5 Children and young people**

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

#### **8.1.6 All**

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

### **8.2 Key issues for consideration**

- Understanding the likely impact on the transport infrastructure is a vital to ensure that the local community have an affordable, more sustainable and efficient mode of transport to get to and from employment during the construction phase, to access the venues during the Games and in Legacy.
- Ensuring a sense of community ownership of the ODA programme will depend to a large degree on the use and management of the Park in Legacy. However, the ODA will need to deliver a platform for venues, events and facilities that can foster a sense of ownership.
- The diversity of the local community should be reflected through detailed design elements such as arts commissions, venue and landscape design.
- Given the cultural diversity of the local area and the large international draw of the Games, the design of the venues, and surrounding areas will need to accommodate a wide range of cultural and faith requirements.
- Wayfinding and information provision across the Olympic Park during construction, the Games and in Legacy will need to ensure that the space can be used by, and attract people from across London where there are over 300 different languages spoken, 167 in the PPR host boroughs alone.
- There is a strong likelihood that English will not be first language spoken by many people accessing the Park, therefore measures are needed to ensure the Park can be used and navigated easily by local, national and international people alike whose first language is not English or who have literacy problems.
- During construction of venues there will be a certain level of physical barrier between neighbourhoods. During Games mode, the Park will only be accessible to those with a ticket, a factor which could reduce community cohesion and reduce a feeling of 'ownership' of the Park.

- There is also a need for suitable childcare facilities for parents within venues and surrounding parks.

### **8.3 Inclusive design and accessibility**

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

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

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

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

### **8.4 Key issues for consideration**

- Incorporate provision of crèche facilities, private areas for breastfeeding, changing areas
- Places of employment and sports facilities can preclude the use of the space by women, if they feel that their needs have not addressed in the design phase.
- The baseline review has highlighted that disabled people are shown to encounter multiple barriers in accessing goods, services and facilities. Positive action can be implemented in a number of ways to remove these barriers, including the implementation of ODA Inclusive Design Standards in the design and build of places of employment, venues and surrounding areas.
- As the connective 'glue' between sports venues and facilities, inclusive design of the Park are needed to make these amenities easily accessible to all.
- Consultation and baseline evidence highlights that step free access would provide people with easy and dignified use of the areas by a number of groups, such as older people; some disabled people, including visually impaired and blind people; and wheelchair users.
- The prominence landscaping during construction, in the Park and in Legacy could inhibit use of the waterside walkways which will be key routes for navigating the Park and reaching venues. Similarly, inclusive design will need to be applied to ensure concourse routes and bridges can be used by all.
- The surfaces of walkways and the concourses 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 large scale of the ODA programme of works around the Park and off site venues and the possible associated long distances to be covered on foot mean that without sufficient attention to seating and rest areas, the areas may not be useable 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 certain spaces by making them inaccessible.

- Furthermore, such obstacles could also generate overcrowding which negatively impacts disproportionately on the usability of areas by parents and carers with children, wheelchair users, visually impaired and blind people.
- The North Park's 'natural' character and focus on promoting biodiversity, while creating a space which is ideal for relaxation, could potentially inhibit access.
- The lighting strategy has impacts beyond influencing personal safety. Lighting levels will have an impact on peoples' ability to identify others, assist lip-reading, and help navigation for people who are visually impaired.

## **8.5 Safety and security**

### **8.5.1 Gender**

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

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

### **8.5.2 Disabled people**

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

### **8.5.3 Black, Asian and minority ethnic people**

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

### **8.5.4 Sexual orientation**

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

### **8.5.5 Faith**

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

### **8.5.6 Children and young people**

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

## **8.6 Key issues for consideration**

- As the baseline shows, crime and fear of crime inhibits the use of the public realm by the majority of E&I target groups. Designing out the crime and the fear of crime is therefore a key objective of the PPR. Measures to design out crime such as good lighting and foot and cycle paths which are overlooked, as well as the provision of effective public transport, will assist with this. Safety across the community, particularly at night, needs to be considered in the design of employment space, venues and parkland, especially edge (non-overlooked/obscured from view by foliage and under lit areas) and areas of public open space.
- Consultation highlighted that dark, enclosed spaces which are not overlooked are seen as promoting crime. As such, designs will need to promote natural surveillance and visibility.
- The location of entrances to sites and venues will also affect the safety of the people, in particular the proximity of entrances to transport connections.
- The emerging lighting strategy will have an important role alongside physical designs in determining the overall safety and security of all sites and venues.
- Lighting and CCTV of routes during construction, in the Park and in Legacy is vital to safety, a good lighting strategy that reduces crime and fear of crime will go beyond simply making all areas well-lit. Reducing lighting along certain routes could prevent leading people into spaces that may be unsafe for reasons beyond their relative darkness, such as isolation from transport links or poor visibility.
- Territorial gang culture is a problem that affects young people in London which has manifested itself in the recent high-profile spate of knife crimes. Since territory, often linked to postcodes, is an important component underpinning gang crime, the creation of a new piece of open space could become a new focus for territorial struggle.

## **8.7 Employment and training opportunities**

### **8.7.1 Young People**

The findings established that the population in the study area consists of a large percentage of young people – 25 per cent is under the age of 17. Further findings establish that within the study area there is lower than average educational achievement.

### **8.7.2 Gender (Women):**

The local population consists of large numbers and proportions of black, Asian and minority ethnic groups. Statistics show that certain women of BAME groups, such as Black African or Bangladeshi, are 3 times less likely to be in employment than other ethnic groups. As there are a large number of disabled women and women from BAME groups living within the study area, there is a need to target these women in for the ODA programmes to ensure of their inclusion.

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

### **8.7.3 Black, Asian and minority ethnic groups**

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

At an aggregate level, BAME groups in London are twice as likely to be unemployed as white people. Some black, Asian and minority ethnic groups, on average, earn less than their white counterparts. BAME groups are under-represented in the construction industry at all scales levels of analysis. This is significant given that a large proportion of jobs opportunities associated with the PPR will be in construction.

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

BAME groups make up 3% of the national construction workforce despite representing 7.9% of the population. Only 24 per cent of people employed in construction in the five Host Boroughs are from BAME groups despite making up 42 per cent of the total population.

#### **8.7.4 Young people**

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

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

### **8.7.5 Disabled people**

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

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

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

### **8.7.6 Sexual orientation**

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

## **8.8 Key issues for consideration**

- The higher proportion of one person households, and of lone parents, within the study area is another area which will need to be explored in detail. The evidence that lone parents either have to work part time or pay for child care may present opportunities for economic disadvantage.
- The ODA working with partners will need to ensure that skills development and appropriate training is provided within the study area so that the local community is better able to access higher income employment opportunities in years to come.
- Job and training opportunities associated with the construction and management of the ODA projects could help reduce skills and employment gaps and have a positive impact on equality.
- Low attainment levels locally and labour market discrimination could, however, hinder the ability of certain groups from capitalising on employment opportunities.
- This is a particularly pressing issue because a large number of jobs associated with construction, an employment sector in which the baseline shows several E&I target groups are under-represented.
- Without careful management and targeting of recruitment processes, overt and unintentional exclusion of E&I target groups could reinforce rather than alleviate employment equality issues.

## **8.9 Business opportunities**

40 per cent of businesses in the five Host Boroughs are BAME-owned, compared to 19.5 per cent across London as a whole.

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

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

## **8.10 Key issues for consideration**

- Local businesses and businesses owned by E&I target groups need to be incorporated into the supply chain and procurement processes associated with the construction and management. This will not only promote equality, but will help foster local community ownership.
- If these opportunities bypass local businesses and E&I target group-owned businesses, the supply chain will be unrepresentative of the local community and the benefits will accrue elsewhere.
- Consideration needs to be given to the needs of smaller disabled-owned businesses who may favour home working.
- In terms of economic activity, as SME and micro businesses form the majority of black, Asian and minority ethnic-owned enterprises in London and, given that a high concentration of black, Asian and minority ethnic-owned business in the London boroughs Newham and Tower Hamlets, particular attention will need to be given to the impact of employment land designations as part of the LMF proposals on black, Asian and minority ethnic owned businesses.

## **8.11 Environmental impacts**

### **8.11.1 Black Asian and minority ethnic people**

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

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

Mortality rates for lung cancer in men are also high. It is estimated that in 2004, 37 per cent of the adult population in Tower Hamlets were smokers, compared to 27 per cent nationally with particularly high smoking rates in Bangladeshi men and more deprived socioeconomic groups (Tower Hamlets PCT, 2007b).

### **8.11.2 Children and young people**

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

### **8.12 Key issues for consideration**

There will need to be an attractive, safe environment in which people have reason to spend leisure time, relax and take exercise.

## 9 Consultation and engagement

The Lighting Strategy has consulted all internal ODA Priority Themes and with all relevant statutory stakeholders. The ODA Priority Theme consultation took place in August 2008 and included two workshops, as well as several follow-up conversations. The primary goals for the lighting strategy established by this consultation included:

- establish a visual hierarchy to the lighting to assist wayfinding;
- mandate sensitivity to existing and proposed habitats (e.g. bats);
- use appropriate levels of light with respect to security cameras, face recognition and public safety;
- create safe routes in Legacy for access to employment, educational, and cultural destinations in and around the Park;
- consider uniformity, glare, flicker and other inclusive design factors to make the site comfortable for all to use;
- take into account lifecycle costs and embodied energy of fittings; and
- maximise energy efficiency by taking into account lamp type, lighting controls, hours of use, etc.

The external stakeholder consultation in August 2008 focused on a stakeholder workshop and one-on-one meetings and focused on understanding the aspirations of the stakeholders as it regards lighting in the Park. Some of the aspirations outlined by stakeholders included:

- balance the needs of lighting to create a spectacle in Games and the long term aims of Legacy lighting;
- use lighting to develop a character and identity for Legacy with a limited 'bolt on' lighting for Games time;
- concentrate in creating an atmosphere in the South Park;
- limit lighting in the North Park and create dark areas for nocturnal wildlife;
- limit lighting along the waterways to locations such as moorings;
- use lighting to integrate Park with surrounding neighbourhoods ; and
- be sensitive to neighbouring developments outside the Park;

The external stakeholders were again consulted in October 2008 as the Strategy was nearing completion.

In addition LOCOG and the LDA were engaged throughout the development of the document and their concerns were addressed within the document on an on-going basis.

The Lighting Strategy will also be presented to members of BEAP as well as the Planning Committee Briefing and Joint Committee Group.

The Planning Decisions Team will consult through the Planning process.

## 10 Impact assessment

This section includes the positive and negative impacts identified during consultation and engagement; research; information and evidence gathered in relation to four sections of work:

### 10.1 Delivery of the venues, facilities, infrastructure and transport

The design and construction impacts resulting from the delivery of the venue for the Games are considered in this section, including impacts resulting during the construction phase, and impacts concerning the design and construction of the venues and buildings.

#### 10.1.1 Design

- addressing identified barriers;
- eliminating discrimination;
- promoting good relations between different people;
- inclusive design.

Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Venue incorporates the principles of the ODA Inclusive Design Standards and Strategy	All	Create accessible, safe and secure lit routes
Establish a visual hierarchy to the lighting to assist wayfinding;	All	<p>Those areas in Legacy Transformation that must be lit to a baseline quality level in order to create a safe and welcoming environment. The site will be woven into its surrounding neighbourhoods with a network of streets, paths, cycleways and bridges. This strategy will support this initiative by prioritising safe and secure routes in Legacy Transformation which will be complemented by additional routes in Legacy, to be identified through the Legacy Masterplan Framework (LMF).</p> <p>There are a number of routes which will be lit in the Legacy transformation Phase Including key north south routes and east west routes.</p> <p>Legible public realm after dark; typically a limited number of cross-park pedestrian and cycle routes including the bridges, underpasses and streets that forms part of them, and parking areas and other specific sites that require lighting to be safe. Additional lighting will be provided to help with wayfinding.</p>
Identified impact (positive and negative)	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.

Mandate sensitivity to existing and proposed habitats (e.g. bats);	All	The north part of the part along with many of the towpaths will remain dark.
Use appropriate levels of light with respect to security cameras, face recognition and public safety;	All	The Lighting Strategy will satisfy these requirements by meeting British Standards. Security cameras will not be provide within the Park at this time but this can be reconsidered through the LMF process. As detailed lighting proposals come forward the relevant proposals will in line with the requirements of 'secure by design'.
Create safe routes in Legacy for access to employment, educational, and cultural destinations in and around the Park;	All including in particular disabled people and older people	Lit routes are fully accessible and link existing communities with places of employment and recreation
Consider uniformity, glare, flicker and other inclusive design factors to make the site comfortable for all to use;	Disabled people Older people	Flickering lights will be discouraged within the Park
Consideration of costs and embodied energy of fittings.	All	The lighting schemes will take this into account.
Maximise energy efficiency by taking into account lamp type, lighting controls, hours of use, etc. inclusive and accessible signage and wayfinding (inc glazing , access to buildings).	All	Evacuation routes will be lit to British Standard.

<b>Identified impact (positive and negative)</b>	<b>Equality target group/s</b>	<b>Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.</b>
Audible announcements and visual prompts, for both emergency and public address. A possible solution would be to have additional information displayed as text on the large screens.	BAME Disabled people	Lighting Columns will be able to accommodate audible announcements. Positive Impact Agreed

### 10.1.2 Construction

- working towards reducing gender segregation;
- promoting equality of opportunity;
- employment opportunities;
- business opportunities; and

<b>Identified impact (positive and negative)</b>	<b>Equality target group/s</b>	<b>Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.</b>
Lighting will be a high quality development, which creates new opportunities for people living in local communities.	All	The lighting schemes will have a positive impact for local communities.
Light pollution from venues during the Games and in legacy	All	The Design and Build teams are continuing to adhere to strict controls during the construction phase as set out in the planning parameters
Lighting strategy incorporates a high percentage of the ODA Inclusive Design Standards	All	The Strategy does include a high percentage of the ODA Inclusive Design Standards
Levels of security around the site, CCTV and privacy of local people	All	Main routes through the Park will be lit to meet British Standards. CCTV cameras will not be located within the Park therefore the privacy of local people will be safeguarded.

## 10.2 Delivery and overlay for the Olympic and Paralympic Games

This section identifies measures to maximise the positive impacts of the development permitted under the London 2012 Olympic Park Permissions which correspond with the responsibilities of LOCOG for staging the Games. LOCOG will review recommendations going forward under their Head of Diversity and Inclusion, who works with LOCOG teams to ensure Diversity and Inclusion is a fundamental part of their work. LOCOG recognises six principal strands of diversity which it monitors throughout its work; ethnicity, disability, gender, age, sexuality and belief.

The management of the Park during the Games will be important to maximising benefits for diverse groups. Informed by values of celebrating diversity, promoting equal access and treatment and inclusion for people participating in and attending the Games, the management can add to and enhance the design and construction measures to promote diversity and inclusion. The information contained within this section should be seen as adding value, but supplemental to this process. For full details please refer to the LOCOG Diversity & Inclusion strategy.

- addressing identified barriers;
- eliminating discrimination;
- working towards reducing gender segregation;
- promoting equality of opportunity;
- promoting good relations between different people;
- employment opportunities;
- business opportunities; and
- inclusive design.

<b>Identified impact (positive and negative)</b>	<b>Equality target group/s</b>	<b>Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.</b>
LOCOG lighting overlay to be developed.	All	This is incorporated into the Strategy and will be resolved by LOCOG.
Lighting buildings, and light pollution.	All	External lighting is being developed in parallel by the Park & Public Realm team.

### 10.3 Legacy transformation (ODA / LDA)

- addressing identified barriers;
- eliminating discrimination;
- working towards reducing gender segregation;
- promoting equality of opportunity;
- promoting good relations between different people;
- employment opportunities;
- business opportunities; and
- inclusive design.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
<b>Likely positive impact:</b> Relocation of lighting units during transformation	All	The reuse of lighting units provides a positive impact but this should be minimal given the aspiration of the Strategy will be to invest once for Legacy Transformation.
<b>Likely positive impact:</b> Lighting units which are planned to be re-located after the Games could have an impact in their new location	All	The reuse of lighting units provides a positive impact. Lighting consultants should agree the suitability of the units in their new location.

### 10.4 Legacy planning

The legacy management of the Park and Public Realm will come forward through the Legacy Masterplan Framework and other work streams such as the legacy business plans with as yet undetermined governance structures. These will be led by the LDA and subject to their own EqlAs. The information contained within this chapter should be seen as adding value, but supplemental to this process.

The management of the Park in legacy will be important to maximising benefits for equality groups, particularly for the diverse populations of the boroughs surrounding the Park. Informed by values of celebrating diversity, promoting equal access and treatment and inclusion for visitors and users of the Park, the management can ensure the design and construction measures to maximise benefits in legacy are fully realised.

If a venue has a legacy owner then more detail is required i.e. the business plan and the legacy owners policy for dealing with impacts.

## **11 Identified changes**

The Lighting Strategy will deliver baseline lighting to key routes after dark. As the Park matures and development platforms come forward then additional lighting can be introduced.

At this point in time security cameras are not envisioned within the Park. However this can be reviewed through the LMF process. The Boroughs and the Metropolitan Police have advised that they do not have the capacity to monitor the cameras and therefore cameras are not proposed at this time.

## **12 Conclusions and recommendations**

Consultation with external and external stakeholders revealed that it was very important to create a safe, secure and accessible environment for all visitors to the Park. Therefore lighting strategy sets principles to ensure that users will perceive the Olympic Park as a welcoming, safe and secure environment at night. After the Games, lighting will be provided on a number of key routes, which will be well lit, legible and will be a focus for activity and movement. Improving connectivity in this area was also a key consideration and the lighting must therefore assist in wayfinding, providing clear and easily understood routes to, within and across the Olympic Park.

Sustainability also emerged as an important consideration. Therefore the lighting strategy must set out principles to ensure that lighting solutions are as sustainable as possible, recognising resource constraints, biodiversity and ecology, access and inclusion, carbon reduction and health and well-being.

The consultation process revealed that some stakeholders favored security cameras in the Park and others did not. The Boroughs and the Metropolitan Police had concerns about available resources to monitor the cameras and others had concerns about clutter and loss of privacy. The decision has been taken not to provide cameras after the Games, however this can be reconsidered through the LMF process.

Two workshops meetings with external stakeholders will be held, the latter one will present the findings. The Planning Decisions Team will consult when the Strategy is submitted. The ODA will take into consideration any further comments and once agreed by PDT the Strategy will be sent to external Stakeholders and Priority Theme Heads.

## 13 Action plan

The action plan is required to implement the recommendations from the full assessment. The plan will be reviewed quarterly by the E&I Board.

**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	Mitigation of adverse impact or Promotion of positive impact	Resources committed / required to mitigate or promote impacts	Responsible person	Status
LOCOG lighting overlay to be developed.	All	This is incorporated into the Strategy and will be carried out by LOCOG.	ODA and LOCOG will need to continue dialog.	ODA and LOCOG Design and Venue Teams	A
Security Cameras not provided within the Park after the Games	All	Monitor through the Legacy Transformation phase and LMF process	Further consultation with Met Police and the LDA required Engagement with the special purpose delivery vehicle that is likely to be established to manage the Park long term.	Met Police and ODA Security Team	A
Delivery of the E&I objectives for employment and business opportunities	All	Continue to target those from differing professional, cultural, ethnic, social and economic backgrounds	Continued engagement	Project Sponsors	G

<b>Positive impacts and negative impacts identified</b>	<b>Equality target group affected</b>	<b>Mitigation of adverse impact or Promotion of positive impact</b>	<b>Resources committed / required to mitigate or promote impacts</b>	<b>Responsible person</b>	<b>Status</b>
E&I target group involvement in the design process	All	Involve local people and the wider public in the design process and making design relevant to the communities of the Lower Lea Valley	Continued engagement	Project Sponsors	G
Delivery of the Design Strategy objectives	All	Monitor through the Design Team	Continued engagement	Project Sponsors	
Each design will incorporate the findings of this impact assessment	All	Monitor through the Design Team	Continued engagement	Project Sponsors	
Lighting Strategy will not be subject to targeted community engagement	All	Community engagement will continue to take place where appropriate for art commissions	Arts and Culture Team	Arts and Culture Team	G

## 14 References

Greater London Authority [GLA] (2004) Accessible London: achieving an inclusive environment, London: GLA

Greater London Authority [GLA] (2007b) The State of Equality in London. London: GLA

Greater London Authority [GLA] (2007d) Planning SPG - Planning for Equality, London: GLA

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