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Olympic Delivery Authority Equality Impact Assessment

Olympic Stadium



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Executive Summary

The purpose of this Equality Impact Assessment (EqIA) process is to assess the impact of the Olympic Stadium on equality priority groups: age; disability; gender; race/ethnicity; sexual orientation/identity; and religion and belief, further defined in Section 2 and consider if discrimination on the grounds of any of these factors occurs as result the venue development. Furthermore in line with the delivery of the priority themes, the venue should work to alleviate and improve issues which surround the priority groups, as developed in Section 8.

Baseline data research indicates there are specific characteristics of the population in five Host Boroughs and surrounding areas has significant representations of black, Asian and minority ethnic (BAME) groups; faith groups; disabled people; those with long term illness; and those on a low income. This confirms the need for specific considerations in relation to faith facilities; accessible changing areas; accessible toilets; opportunities for local small and medium size businesses; and employment and training opportunities for the local community and minority groups.

Consultation with stakeholders and the local community has significantly informed the design process and led to the detailed development of the design.

Assessment of the designs, design process, and construction phase management demonstrates that the Olympic Stadium will have a positive impact on the priority groups and assist in the delivery of the priority themes. These will address the areas for consideration raised by baseline research and those raised at consultation. Furthermore the design of the venue should facilitate, in Games operation and Legacy, a positive impact on the priority groups. However there are points which should be considered in the ongoing delivery of the venue in relation to Games operation and management; in Legacy; baseline research; and detailed design.

2 Introduction

The purpose of an Equality Impact Assessment (EqIA) is to collate and analyse the baseline evidence which exists in relation to the impact of the Olympic Stadium venue for the London 2012 Games and Legacy.

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

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

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

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

The EqIA assessment will:

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

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

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

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

3 Olympic Stadium programme of work

The Olympic Stadium will be the flagship venue for the Olympic Games and Paralympic Games when the eyes of the world turn to London in 2012. The ODA want the Olympic Stadium to be a worthy stage for the athletes and celebrations of 2012. It has been designed to be different and it will showcase UK design and engineering at its best.

The London 2012 Games are about far more than a summer of sporting action and the Olympic Stadium must continue to be a focal point for London long after the celebrations end.

This is an exciting engineering first. It also marks a departure from traditional stadia design and breaks new ground for sustainable sports venues. We are committed to leaving no 'white elephants' within the Olympic Park.

The Olympic Stadium is at the heart of the Olympic Park. During the Games it will accommodate 80,000 spectators and will be the theatre for the London 2012 Opening and Closing Ceremonies and Athletics events.

After the Games, the Olympic Stadium will be transformed into a 25,000 capacity stadium and will host a variety of sporting, educational, cultural and community events. It will be a sustainable and vibrant facility, attracting other businesses and investment and acting as a hub for the communities living in and around the Olympic Park.

An Olympic Stadium with such a large demountable element and a mix of temporary and permanent seating has ever been attempted before. Team Stadium, the consortium working on the project, has overcome this highly complex design and engineering challenge and have created a truly unique and sustainable stadium.

The Olympic Stadium embodies our approach to planning Games and legacy together as well as our aspirations for the regeneration of this part of east London. The Olympic Stadium will be a fitting stage for the athletes of 2012 and will then become a sustainable sporting and community venue for generations to come.

- there will be 80,000 seats in Games mode and 25,000 seats in legacy mode;
- people from over 200 competing nations will use the Olympic Stadium during the course of the Olympic and Paralympic Games;
- over one million people will visit the Olympic Stadium during the course of the Olympic Games and the Paralympic Games;
- the Stadium is 860 metres round; equivalent in length to 72 London buses;
- the roof covers an area of 24,500 square metres; equivalent to three and a half football pitches; and
- the Olympic Stadium contains 12,000 tonnes of steel; significantly less than other stadia of a similar capacity.

4 Olympic Stadium aims and objectives

The venue will be a regional and national sport and recreation facility that is also capable of accommodating the overlay facilities required for the opening and closing ceremonies and the Athletics competition for the London 2012 Games.

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

Our vision for the legacy goes beyond sport. It is for the Olympic Stadium site to become a hub of both sporting and educational excellence, improving opportunities for local communities and future generations.

After the Games, the Olympic Stadium will become a 'living stadium' – a vibrant, sustainable venue that can be used for a wide range of activities while also delivering an Athletics legacy for the UK.

We are committed to sporting use and community access to the Stadium all year round. Early work suggests that a mixed sport offering, such as athletics, rugby and lower league football would complement community sport access, as well as wider social and educational use. There will also be significant opportunities for commercial elements within the Olympic Stadium and surrounding area.

5 Links to other programmes of work

Associated programme or project	London 2012 area	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility
Landscape and Public Realm	ODA	Coordination meetings held to clarify scope for venue team and landscape team. Landscape team to complete General Arrangement for Games and Legacy mode. Olympic Stadium team to inform landscape team on exterior elements requiring coordination with building such as security requirements.	Team Stadium, Parklands and Public Realm, and ODA Security Team
Lighting Strategy	ODA	External lighting on the Olympic Stadium concourse combines with feature lighting. As parkwide lighting strategies for external lighting are finalised, venue exterior lighting will be coordinated to confirm adequate lighting for safe external light levels. External lighting being coordinated with Met Police in accordance with Secure By Design requirements. Interior lighting designed to comply with broadcast requirements for the Games. Legacy interior lighting designed to comply with industry standards, minimizing glare and providing light levels adequate for visitor safety.	Team Stadium, ODA Security Team and ODA Design Team
Wayfinding and Signage Strategy	ODA	ODA Design Team developing wayfinding and signage strategy. To be coordinated with venue design when available.	ODA Design Team
Inclusive Design Standards and Strategy	ODA	Venue being designed in compliance with ODA Inclusive Design Standards. Meetings with Built Environment Access Panel (BEAP) and Access and Inclusion Forum completed through RIBA Stage D and E.	ODA Principle Access Officers
Arts and Culture	ODA	Use of colour, art and theatrical stage set techniques to enhance spectator experience.	Arts and Culture Team
Structures Bridges and Highways	ODA	Olympic Stadium includes a concourse which connects Bridges F07-08-17-11 and H04. The concourse is designed to be accessible with a 1 in 40 to 1 in 60 gradient throughout.	SBH Team
Employment and Skills	ODA	Team Stadium are working an array of E&S ideas including an apprenticeship scheme and enrolled on the use of the local labour bank	Employment and Skills Team

Associated programme or project	London 2012 area	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility
Security and Logistics	ODA	Meetings held with ODA security team and with Met Police. Both agencies have reviewed design and provided input. Design completed to mitigate security concerns. Control points within building strategically located to accommodate passive surveillance. Foreign dignitary and Olympic and Paralympic family needs accommodated. Electronic control and surveillance systems design in process.	Security Team
Sustainability	ODA	Energy efficiency in compliance with ODA target of 15% better than Part L regulations. Water use reduced by use of efficient fittings and to make use of water to flush toilets. Design has been coordinated with ODA sustainability team. Recycled material content in compliance with ODA targets. Temporary stands to be reused and recycled after the Olympic and Paralympic Games.	Team Stadium
Health and Safety	ODA	The construction of the Olympic Stadium has been designed to minimise risks to health and safety by utilizing off-site fabrication where appropriate, cutting site work down to assembly of pre-fabricated parts. A risk assessment register is used to determine where risks are highest, and develop methods to mitigate these. Adherence to the ODA's Code of Construction will ensure safe construction practice. Roof structure construction methodology under review with HSE.	Health and Safety Team
Transport	ODA	Access to the Olympic Stadium is to be predominantly via public transport. Bus and taxi drop-offs to be included in landscape design. Drop-off points during games overlay located close to entry points for all athletes, officials, and media.	Transport Team
Procurement	ODA	ODA, Delivery Partner, and contractor working closely together on all procurement activities. Packages posted on CompeteFor website to enable good local business awareness of opportunities.	Procurement Team

Associated programme or project	London 2012 area	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility
Communications	ODA	A number of community groups have been consulted in public forums, including but not limited to athletes; LGBT; older people, women, and faith groups. Revisions to design incorporated.	Communications Team & E&I Team
Equality and Inclusion	ODA	Working with E&I team at all stages of design, incorporated review comments and will address E&I objectives going forward.	E&I Team
Legal	ODA	Legal team embedded in procurement process with team.	Legal Team
Venues Team	LOCOG	Meetings held with LOCOG to coordinate Games mode space and functional requirements into venue design.	Venues Team
Workforce Planning	LOCOG	LOCOG to prepare staffing/resourcing strategy for games mode.	Human Resources
HR / Volunteering	LOCOG	LOCOG to provide Games mode overlay design which includes provision for volunteers.	Human Resources
Equality and Inclusion	LOCOG	LOCOG developing further EqIA for Games mode operations.	Diversity and Inclusion Team
Community Relations	LOCOG	A series of community meetings need to be initiated to update local communities and businesses of Stadium design, construction and operation.	Communications and Public Affairs Department
Sport and venues	LOCOG	LOCOG Sport team has maintained attendance at all key Steering Group meetings through the lifetime of the project.	Sport Team
Procurement	LOCOG	All procurement activities coordinated through LOCOG Venue Project Manager who has worked closely with the Stadium Team throughout the lifetime of the project.	Venue Team and Procurement Team
Ticketing	LOCOG	LOCOG to coordinate ticketing policy at later date	Ticketing Manager

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility
Marketing / Communications	LOCOG	The Stadium Team communications officer continues to liaise with LOCOG Communication Team.	Communications Team
Security	LOCOG	Design has considered Games mode and Legacy mode in terms of security. LOCOG to finalise security plans.	Security Team
Environment and Sustainability	LOCOG	All environmental and sustainability activities coordinated through LOCOG Venue Project Manager who has works closely with the Stadium Team.	Environment and Sustainable Development
Commercial	LOCOG	All commercial activities coordinated through LOCOG Venue Project Manager who has works closely with the Stadium Team.	Commercial Team
Spectator Services	LOCOG	Services to be coordinated with LOCOG.	Not yet appointed
Catering Operations Team	LOCOG	LOCOG to develop overlay plan including Food service Catering near Olympic Stadium to provide service to the Stadium.	Not yet appointed
Venue Operations	LOCOG	LOCOG to develop venue operations plan.	Not yet appointed
Legacy	LDA	Stakeholder meetings conducted through design process. LDA provided comments on RIBA Stage D and signed off on design, subject to final detailed design of Level One Welcome zone and future-proofing for a second internal lift. LDA to progress staffing/resourcing strategy for legacy in line with ongoing business planning reviews.	LDA Equality Team
Lee Valley Regional Park	Lee Valley Regional Park Authority	LVRPA continue to attend all key External Stakeholder meetings and have been fully supportive throughout the design process.	LVRPA Regeneration Team
Community Cohesion	5 Host Boroughs	London Borough of Newham active in stakeholder coordination meetings.	Newham Olympic Team

6 Delivery of ODA Priority Themes

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

The values which underpin this vision are

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

6.1 The ODA priority themes

As stated in the ODA Corporate EqIA¹ the ODA 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.

This role and the London 2012 vision and values are underpinned by six priority themes:

6.2 Equality and inclusion

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

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 are committed to realising the advantages of this diversity in delivering our programme. We are already engaging with and involving the local communities to help us deliver the most accessible and inclusive Games.

6.2.1 Inclusive design

The Olympic Stadium is in compliance with the Inclusive Design Access Strategy and Standards, in the limited areas where the designs could not meet the Standards designs have been developed and appropriate design solutions have been developed with the support of the ODA Principle Access Officer; Built Environment Access Panel (BEAP); and Access and Inclusion Panel (AIF)

¹ Available on the London 2012 website

6.2.2 Employment opportunities

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

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

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

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

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

6.2.3 Business opportunities

Through negotiations with contractors and the utilisation of the ODA Procurement Policy; the Equality and Diversity Strategy; the ODA's business networks; and 'Compete For' Small and Medium sized enterprises, disabled owned, BAME and women owned businesses will be kept informed about business opportunities in construction of the venue.

6.2.4 Targeted community engagement

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

6.2.5 Integration and capability

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

1. Leadership	Equality and inclusion is promoted through the contracted company.
2. Governance	The structures, mechanisms and procedures in place to manage the promotion of equality.
3. Making a Difference	Contractor ensures it has a positive impact on its business and in the community.
4. Legal Obligations	Contractor activity in meeting its legal requirements.
5. Monitoring	Contractor measures to ensure its practices are fair and effective.

6.3 Design and accessibility

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

To design the venues 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 disabled people 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.

6.3.1 Developing a vision for design excellence

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

6.3.2 Defining and measuring good design

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

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

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

Team Stadium is delivering this objective by clearly defining what the ODA means by 'good design quality' and the use of a 'value matrix' as a framework through which project success is measured throughout the design and business planning process.

6.3.3 Creativity through diversity

Ensuring that a diverse range of emerging and established designers and architectural practices are given the opportunity to get involved.

Team Stadium is delivering this objective on certain niche areas of design such as Arts and Culture. However, the core Team (Team Stadium) was selected as a proven integrated Design and Construct team having had experience of working together.

6.3.4 Relevance through inclusion

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

Team Stadium is delivering this objective through extensive targeted group and community group participation at all stages of the design process. This has resulted in a number of design amendments which have accommodated local, cultural and community needs.

6.4 Employment and skills

The ODA will work with contractors on the Park to identify job opportunities with Jobcentre Plus and the employment brokerage services in the five Host Boroughs. Opportunities will also be advertised through the UK-wide Jobcentre Plus network.

The ODA will ensure that our procurement process is transparent, fair and open to a wider range of diverse suppliers 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.

Team Stadium is working with local training partner EMSTAR to deliver skills training to the workforce and staff.

6.5 Health, safety and security

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

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

- prevention of accidents;
- prevention of ill health;
- provision and use of excellent occupational health service;
- promotion of well-being;
- development and maintenance of competent workforce;
- reduction of HS&E risk through design;
- positive HS&E culture;
- incorporate sustainability objectives for carbon, water, waste and material into a positive HS&E;
- culture;
- prevention of environmental incidents; and
- maintain a regulatory compliant project - maintain a competent workforce.

Team Stadium will deliver on these objectives:

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

6.6 Legacy

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

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.

Five key drivers underpin these aspirations:

1. Capitalise on 2012 investment

The LMF will ensure the billions invested in infrastructure, buildings and landscape required to stage the 2012 Olympic 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.

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.

3. Maximise Connections

The LMF will build on the area's existing transport connections and develop new local links to integrate the former Olympic Park 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.

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.

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.

Team Stadium and working with the LVRPA and LDA to delivery these objectives in relation to the Olympic Stadium.

6.7 Sustainability

Key sustainability gains will be realised through the location of the site and nature of the development. The remediation of the site will bring existing land back into public use and create significant improvements in the quantity and quality of green space 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 in Legacy, 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 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.
- 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.
- 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.

The Olympic Stadium team will deliver the sustainability objectives through:

- An inherently sustainable design concept to enable new build and particularly life cycle embodied energy is significantly reduced.
- Part L -15% adopted for energy conservation of the legacy built envelope.

- 20% of steel used in the stadium is recycling steel off cuts saving on new steel manufacture.
- Use of non potable water for irrigation.
- Low water-use fittings used throughout the stadium.
- Modern methods of construction promoted to reduce all waste on site.
- Promoting off-road delivery of products and materials using rail and water ways.
- Use of construction products with a high recycled material content.

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

7 Measuring the Impact

The full baseline review of the core areas that the ODA programme will have a major impact on, can be downloaded from the London 2012 Equality Impact Assessment pages. The baseline review provides a summary of research that sets the socio-economic context to equality and inclusion.

The baseline context contains information that informs which equality target groups are likely to be impacted by our work. The research was undertaken on behalf of organisations involved in the delivery of equality for the London Plan; ODA and LDA programmes of work for the Games and Legacy, it has been included in a number of published documents:

- ODA Olympic Park Development EqIA
- LDA Legacy Masterplan Framework EqIA - baseline report
- London Plan
- Equality and Human Rights Commission
- GLA
- Office for National Statistics (ONS)

7.1 Core areas of impact

The main areas of potential impact from the ODA programme are:

- London Borough of Hackney
- London Borough of Newham
- London Borough of Tower Hamlets
- London Borough of Waltham Forest
- London Borough of Greenwich
- Lower Lee Valley

7.2 Socio-economic baseline review summary

The key findings of the baseline review² are presented under the equality strands with additional socio-economic categories which help identify and convey the diverse population's characteristics thoroughly. Combined with the equality & inclusion target group information this baseline review shows the importance of the ODA programmers addressing some of the key spatial issues as an integrated process.

² Appendix 1: Socio-economic baseline review summary

8 Existing situation and key issues for consideration

The following sections reviews information from the baseline review³ and expands upon the likely impacts which will need to be addressed as part of delivery of the Olympic Stadium development. The impacts identified provide a starting point but should not be seen as an exhaustive list.

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

- ODA E&I objectives
- London Plan and Supplementary Guidance
- Olympic Park EqIA
- Legacy Master planning Framework (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 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 PPR 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.

³ Appendix 2: Existing situation and key issues for consideration

- During construction of venues there will be a certain level of physical barrier between neighbourhoods. During Games mode, the PPR 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.

8.2 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.

8.2.1 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 designs 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.

8.3 Safety and security

8.3.1 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 Park. 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.

8.4 Employment and training opportunities

8.4.1 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.

8.5 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 people⁴.

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

8.5.1 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.

⁴ ODA, 2007b

- 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.

8.6 Environmental impacts

8.6.1 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 planning submission for the stadium was carried out in two stages. The first stage submission focused on the detail of the substructures and groundwork's of the Olympic Stadium; therefore, due to the technical nature of that submission, the engagement and communication focused on stakeholder engagement and consultation with statutory, technical, specialist and political stakeholders, and public communication.

The more detailed second stage submission dealt with the above ground works for the Olympic Stadium. The pre-application consultation and communication built upon what was delivered for the first submission. The consultation performed prior to this second stage Submission was more extensive and focused more on targeted community consultation and involvement, with a continuation of public communication and engagement with specialist, technical and political stakeholders.

Consultation on the Legacy use of the Olympic Stadium is underway; however, the following information concentrates on the consultation specifically undertaken for the Games time submission.

This section outlines the approach taken during pre-application consultation for the Olympic Stadium. The participants and methods in the stakeholder engagement and consultation process included:

- **Stakeholder Engagement and Consultation;**
- **Statutory and Technical Consultees:** Technical Fora events, formal steering bodies, One-to-one briefings, Review panels;
- **Specialist Stakeholders:** Technical Fora events, One-to-one briefings and formal steering groups;
- **Political:** One-to-one briefings and group sessions;
- **Business:** Business briefings and conferences;
- **Public Consultation, Involvement and Communication; and**
- **Community and General Public** - Targeted community consultation with different groups, public involvement exhibitions, consultation drop-in sessions, community meetings, public communication newsletters and media launches

The statement of participation for the planning submission gives full details of the consultation undertaken for the planning submissions a summary of the details and follows below the outcomes of the consultation have been incorporated into Section 10 of this assessment.

9.1 Stakeholder engagement

In June 2006, a Stadium Stakeholder Group and Stadium Steering Group was established by the ODA. The Stakeholder Group met every three months and had representatives from the British Olympic Association (BOA), Greater London Authority (GLA), London Development Agency (LDA), London Organising Committee for the Olympic Games and Paralympic Games (LOCOG), Sport England, UK Athletics, Lee Valley Regional Park Authority and the five host boroughs. The External Steering Group met monthly and its members include delegates from the LDA, LOCOG, BOA, GLA, Sport England, UK Athletics, Lee Valley Regional Park Authority and the five Host Boroughs.

9.1.1 One-to-One and Group Briefings

The ODA briefed a number of stakeholders on the Olympic Stadium design in One-to-One and group briefings. These included briefings with senior representatives from the Olympic Board, BOA, GOE, UK Athletics, UK Sport, political stakeholders- Liberal Democrats, Conservatives, the London Assembly and Leaders and Mayors for the five Host Boroughs.

9.1.2 Joint Coordination Group

The ODA attended a Joint Co-ordination Group (JCG) meeting where present were members of the ODA Planning Development Team, ODA Town Planning Promoter Team (TPPT), the London Thames Gateway Development Corporation, Thames Gateway London Partnership, and representatives from planning teams at Tower Hamlets, Greenwich, Newham, Hackney, Waltham Forest and the GLA.

9.2 Specialist Stakeholders

9.2.1 November 2007 Technical Fora

A Technical Fora event held in November 2007 brought together technical stakeholders to engage in the Reserved Matters Planning Programme, and to review and discuss plans for the Olympic Stadium in advance of the first planning submission. This event enabled stakeholders to highlight and discuss issues with the Olympic Stadium design team directly. From the event a list of issues requiring further investigation was developed. Delegates were invited to the Technical Fora from government agencies and specialist organisations. The representatives were organised into Forums to address the following priority theme areas: Access and Inclusion; safety; Security; Equality & Inclusion; Sustainability, Built Environment and Sustainability.

9.2.2 March 2008 Technical Fora

A second Technical Fora event was held in March 2008 to review and discuss plans for the Olympic Stadium in advance of the second stage submission. This enabled stakeholders to see how the designs had developed since the first Technical Fora and highlight and discuss issues with the venue design team.

The main issues raised at this event included: queries on lift provision; accessible seating; the sustainability of a largely temporary stadium (e.g. reuse of temporary structures, sourcing of construction materials); coherence with the rest of the park; how the Stadium will meet the needs of the community (e.g. prayer rooms, facilities for disabled people); and the legacy use of the Stadium.

9.3 Public Consultation, involvement and communication

Public consultation and involvement events were held in the five Host Boroughs in April 2008. Three main approaches to public consultation and involvement were adopted included:

- exhibitions and information in public spaces;
- drop-in sessions;
- community meetings; and
- targeted community workshops.

The Public Consultation and involvement events were promoted via a number of mediums including: Your Park, London 2012 website, borough publications, borough websites, adverts in local newspapers and information distributed to local community representatives and networks.

9.3.1 Community and general public

Exhibitions

Public exhibitions on the Olympic Stadium design and the second stage Reserved Matters submission were erected at 13 public spaces across the five host boroughs: Tower Hamlets, Waltham Forest, Newham, Hackney, Waltham Forest and Greenwich. The exhibitions included two banners detailing designs, 'Your Park' leaflets which included a centre page piece on the Stadium, a design feedback forms and a feedback boxes for collecting responses.

Drop-in Sessions

Seven public drop-in sessions took place in Tower Hamlets, Waltham Forest, Newham and Hackney. The drop in sessions were held in selected libraries where the exhibitions were displayed. They were manned by representatives from the ODA and Team Stadium for 3 hour periods at a time.

These drop-in sessions were publicised in 'Your Park' and also attracted passers by. The purpose of these was to consult and seek public feedback and input on the designs for the venue, raise awareness of the progress of the Olympic Stadium and give people in the local vicinity a chance to express their views.

During the course of the public exhibitions and consultation 160 feedback forms were completed at the public exhibitions and comments included the importance of the legacy use of the Stadium for the community including to ensure the re-use of materials once demounted, fears of it becoming a white elephant, and accessibility for wheelchair users and families.

Community Meetings

Community meetings were held in Newham, Hackney and Tower Hamlets. The audiences were made up of the general public, ward councillors, informed sports users, representatives from local businesses, borough officers and local media.

The meetings began with a presentation from the External Relations Team, updating attendees on progress of the Olympic Park. The next stage of the meeting involved a presentation from the Project Sponsor responsible for the delivery of the Stadium. This outlined the latest designs for the Stadium and the rationale behind these. Both presentations were followed by a question and answer session to obtain feedback.

The community meetings brought up a number of points on the Stadium design, including: the surface materials proposed; quality of views from the upper tier, risk of flooding, and vehicle access / parking.

Targeted Community Workshops

A series of targeted workshops were organised by the Olympic Delivery Authority in April 2008. There were four of these in total, one for each of the below interest groups:

- amateur athletes;
- general spectators;

- multi-Faith; and
- women.

Between 17 and 22 participants took part in each of the workshops, with 72 participants in total. Participants included a mix of gender, local area (residents from each of the 5 Host Boroughs, residents from other London boroughs and a small number of people from outside London), socio-economic and ethnic background and disabled people, to meet the ODA's E&I target group's representation.

The General Spectators group wanted to emphasise the importance of use of the venue after the Games, and wanted the design to prioritise health and safety particularly during the Games. In particular this concerned the comfort for disabled people. They also wanted to ensure that the Olympic Stadium was as safe as possible and ensure the venue is 'family friendly'.

The multi-faith workshop group identified the consideration of different peoples faith needs was the most important point. This included reference to prayer room provision, catering facilities and the final design of toilets. The group also emphasised the point that the Olympic Stadium should be a long-term community resource and be family orientated.

The women's group raised similar points on the importance of continuing community use of the venue, and it being family friendly. They also had concerns about potential security issues during the Games and the provision of adequate childcare facilities.

The amateur athletes workshop began with a presentation from the Project Sponsor outlining the designs for the Olympic Stadium. Following this attendees formed smaller groups to discuss designs in more detail. Each discussion was managed by a facilitator: representatives from the design and planning teams provided support. The key points from the discussions were noted and fed back to the design team and into the design process.

The athletes were positive on a number of aspects of the venue such as the visitor experience of it being on an island, the low setting of the field and the reduction in capacity after the Games. They also raised a number of points including the location of the holding area, the provision of warm up facilities within the Olympic Stadium and the use of multiple entrances and exits.

Young Persons Technical Fora

The ODA worked with "My City Too" the education organisation at the charity "Open House" to hold a Technical Fora for their young ambassadors who are trained in design and planning issues. This specific event for young people, held at the Emirates Stadium, provided a suitable venue as it is designed by the same team as the Olympic Stadium and the architect present at the event also worked on its design. The event was attended by 33 young ambassadors, aged between 12-16 years old from across London. The event included a tour of the Emirates Stadium which was followed by a presentation from the Project Sponsor and architect with workshop discussions. The workshops were facilitated and supported by ODA staff including the Project Sponsor, architect and planning team and the E&I Team.

Young people raised the importance of sustainability in design, using colour in and around the Stadium, both for aesthetic reasons and to aid wayfinding. They were encouraged to hear that this will be fundamental to the design. Accessibility for all was a key point raised including families and wheelchair users.

Leaflets

'Your Park' is the ODA community newsletter which is issued to 197,000 households and small businesses located in a 2.5km radius around the Olympic Park site. The newsletters provide updates on the works and activities on the site. For Stadium consultation extra copies were printed for use in the exhibitions, consultation and involvement events. The section on the Stadium covered information on: design, the spectator experience, access, sustainability, transport and the stadium legacy.

A Planning update leaflet called "Design" for the Olympic Stadium, Aquatics Centre and Greenway was also distributed to 197,000 local households and small businesses. This publication illustrated details of the Olympic Stadium, including cross sections of the design, and details of the seating bowl, access, capacity and roof features. The leaflet provided the timetable of the planning process for the Olympic Stadium.

Media coverage

An official Olympic Stadium Media Launch was held on Wednesday 7th November 2007. The timing of the media launch was integrated with the communication with the local community. The launch was held on the Olympic Park site on the location of the Olympic Stadium; members of the press and over seventy stakeholders attended. Rod Sheard of HoK Sport presented the latest design and short speeches were made by Lord Seb Coe, John Armitt ODA Chairman, Ken Livingstone Mayor of London, Tessa Jowell Olympic Minister and Colin Moynihan Chairman of British Olympic Association and British Athletes.

The media launch resulted in extensive press and broadcast reporting with coverage in national press including The Times, Daily Telegraph, The Guardian, Financial Times, Daily Mail and the Daily Mirror; local coverage in the Evening Standard and the Walthamstow Guardian, and coverage in the trade press. The broadcast reporting included wide coverage on BBC 1, ITV, Sky News and Channel 4 news and extensive radio coverage such as BBC Radio 2, BBC Radio Newcastle and BBC Radio Wales, Magic 1170 and Smooth Radio East News.

Open House 2007 and 2008

During Open House 2007 and Open House 2008 almost 4,000 people visited the Olympic Park site as part of London's annual "Open House Event". Visitors were given a tour of the Olympic Park site and saw where each of the main venues will be built, including the Olympic Stadium. There was an overwhelmingly positive response to the Tours.

Website

A dedicated section on the Stadium pre-application consultation was featured on the London 2012 website; providing information on the consultation, events and planning submission. A feedback facility was also included.

10 Identified changes

As a direct result of the consultation and engagement the designs for the Olympic Stadium have been modified or changed in the following ways:

10.1.1 Faith room provision

The stadium structure has been amended to incorporate dedicated spaces for faith preparation and observance for each user group ie during events when user groups such as Athletes and Public spectators are kept separate, faith room locations are still available for both groups. The provision of faith rooms and all of the amenities that such rooms require will leave a lasting legacy of 'inclusion' for future use.

10.1.2 Access and inclusion

Access to the Stadium island platform is linked to the wider park with a change in level no greater than 1:60 providing an accessible level field for the Games and in Legacy.

The venue has been designed to offer an accessible and inclusive environment for all. The accessible seating arrangements are designed to be fully flexible to enable wheelchair users to sit next to their companions and/or carers. The platforms are predominantly on the same level as the podium providing ease of access to facilities and a level exit or direction for evacuation in emergencies. The design team have endeavoured to provide people with a safe and secure feeling throughout the venue.

The venue has also been designed to enable wheelchair users and people with mobility impairments access to all area, this has been achieved by giving consideration to the need to ensure that the terraced areas and all tiers have the benefit of lift access, amenity seating, or wheelchair users and companion seating. Further consideration has also been given to ensure users, including Paralympic athletes, will have seating access in areas adjacent to the field of play.

In addition the venue also includes; assistance dog spending areas; and induction loops fitted and consideration for different users' needs accommodated in the PA/VA system.

The design team will continue to work with the ODA Principle Access Officer to ensure that feedback from the consultation with regard to colour schemes and wayfinding – colours, graphics, and legibility around the venue are incorporated into the final design options.

10.1.3 Parenting facilities

Through consultation it was apparent that there is a need to provide for facilities to accommodate the needs of parents and carers this includes:

- Pram and buggy parking facilities provided adjacent to stairways to access higher or lower seating terraces.
- A number of babychange facilities integrated into toilet provision in close proximity to seating areas.
- Range of toilet facilities accessible for all users, as well as unisex and gender specific providing inclusive toilet facilities.

10.1.4 Catering arrangements

During the consultation it was apparent that people expected to see the diverse demographic of the area reflected in the catering options during the Games. The catering provision is outside the remit and scope of the ODA deliverables for this project but the information has been passed to LOGOC for consideration.

10.1.5 Employment opportunities

In addition the design team have also been able to engage and work with young people which resulted in one of the 'My City Too' ambassadors who is studying maths and physics being given the opportunity to undergo work experience with the engineers on the project.

11 Impact assessment

11.1 Delivery of the venues, facilities, infrastructure and transport (ODA)

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

11.1.1 Design

- addressing identified barriers;
- eliminating discrimination;
- promoting good relations between different people; 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.
Venue incorporates the principles of the ODA Inclusive Design Standards and Strategy	All	Through consultation with ODA Access groups the design team aims, where possible to exceed the standards set through innovative design. The process is managed through the ODA project compliance reports and quarterly reporting to the E&I Board. .
Venue incorporates inclusive and accessible signage and wayfinding (inc glazing , access to buildings)	All	The project has been assessed through the BEAP forum; Principle Access Officers and Equality and Inclusion Managers. This process has informed the design of the facilities and concourse area, increasing visibility of key features to guide people through the venue.
Space in and around the venue does not provide a free flowing obstacle free environment.	Disabled people Older people Parents and Carers	There are generous space allowances within the building to provide obstacle free movement. The ground and first floors within the building do not incorporate any step changes in levels.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Design delivers a high level in safety and security for people moving around the venues both internally and externally. i.e. lighting levels, distance to travel to entrances, signage and wayfinding, landscaping etc.	All	The building satisfies these requirements utilising a large number of crowd safety cameras. The team has designed the relevant proposals in line with the requirements of 'secure by design'.
Access to seating via short flights of stairs and lifts.	Older people Parents and Carers Disabled people	Good accessible design ensures agreed travel distances to ensure good accessibility throughout the venue. The stadium island concept has enabled shorter travel distances which will take people direct routes their ticketed seat. Good stair and lift access to all levels. Due to the nature of the structure there are a number of positions that require long travel distances to the spectator services however the ticketing strategy will take due consideration for this issue.
Travel distance to toilet facilities and food provision is within a short (40m) distance from seating via stairs or lifts.	Older people Parents and Carers Disabled people	All accessible seating and amenity seating throughout the stadium is within the inclusive design standard recommended 40m from the faculties and exits.
Flexibility has been designed into the venue to accommodate the needs of people during the Games and in Legacy.	Faith groups, BAME people, Disabled people	By designing the legacy seating as a lower bowl, and having the temporary seating as games seating for removal in Legacy, the permanent seats remain through Games and in legacy.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Accessible and inclusive facilities for staff and venue users	All but particularly; Disabled people, Faith groups, people with caring responsibilities	The design has incorporated changing areas including shower facilities, toilet provision (unisex facilities and single sex), faith rooms, car and bike parking, transport links, drop off points in front of buildings which are under cover with seating, access to all areas in the venues, access points to and from the building.
Access to facilities for parents and carers of babies and young children	Parents and Carers	The design has incorporated changing areas, food warming and preparation, baby feeding areas.
Evacuation of the venue	Disabled people, Older people, Parents and Carers with children Faith Groups BAME people	Crowd modelling for evacuation is reflective of the needs of people from the target groups.
Emergency and public address.	BAME Disabled people	Emergency and public address systems will include audible announcements and visual prompts
Location of new venue will provide community facilities which could lead to improved take up of sporting activity.	All	The facility is designed for use by the whole community thereby creating sporting and health benefits for all. There is currently a dearth of athlete facilities in London and business planning shows that the building will have a positive impact in this regard.
Access to the venue in legacy.	All	The building will be utilised by elite athletes but it will also be fully accessible to the whole community. However a legacy owner is still to be identified.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Proximity of the venue to communities in Legacy.	All	The venue is one the whole community can be proud of. The architecture and scale of the building will be impressive and will inspire many to take up athletics. The venue is close to the new transportation hub at Stratford which will enable people from all over London to access the facility.
Design documents delivered on DDA and RRAA.	All	Documents include positive images of people from target groups, promotion material, in plain text, accessible and use positive terminology when describing issues / people from target groups
Engagement to fully address the needs of the local communities.	Young people	'My City Too' visit to the Emirates Stadium as part of consultation process. Group of young people who are encouraged and inspired to voice their ideas, aspirations and solutions for the future of London.
Engagement to fully address the needs of the local communities.	All	Following extensive community engagement and consultation with local target groups the design has been amended accordingly to create a more accessible, inclusive facility that will fully serve the needs of the community through London 2012 Games and onto Legacy.

11.1.2 Construction

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

ODA delivery

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Health and safety on site	All	Construction of the venue will be a high quality and safe development following the ODA Code of Construction. The development will form part of the ODA organisational reporting on H&S including the amount of hours worked without an incident / accident.
Health impacts from the construction phase associated with any dust, soil or groundwater contamination, noise, increase in exhaust emissions, decrease in air quality.	All	Team Stadium is continuing to adhere to strict controls during the construction phase as set out in the planning parameters
Impact of hoardings / fences around construction sites.		Team Stadium is continuing to adhere to strict controls during the construction phase as set out in the planning parameters
TV and phone signal interruptions caused by buildings.	All	Testing has been carried out to confirm that there will be no impact to the community from the Olympic Stadium
Noise disturbance, disruption to public transport and/or routes for communities during construction of the venues.	All	Adhering to planning guidelines for all noise and site activity.

Sir Robert McAlpine delivery of E&I

Equality Action Plan activity	Current work undertaken to delivery on contractual obligations
Leadership – promotion of equality and inclusion.	Equality and Inclusion audit by Client successful with a number of recommendations made by Client within the audit report. Equality Action finalised and established.
	Corporate Social Responsibility Group – attended regularly with client and stakeholders to explore a co-ordinated approach to helping local community projects.
	Attending Equality Network events such as one held at the Building Crafts College in Stratford. The Crafts College offers apprenticeship programmes for students employed by specialist companies.
	NET Ambitions employer engagement event attended – organization supporting unemployed disabled people into work through guidance and training.
	Employment and Skills Plan submitted to ODA Employment & Skills team.
	Engagement with ODA to work more fully with under-represented groups.
	Attended presentation from Newtown Formwork Academy with representatives from appropriate subcontractors.
	Attended 'Meeting of Minds' networking event which introduced twelve local, women owned, SME's, most of whom did not have a direct construction focus to their business but felt that they had something to offer to the construction programme.

Equality Action Plan activity	Current work undertaken to delivery on contractual obligations
Governance - structures, mechanisms and procedures in place to manage the promotion of equality.	Ongoing monthly Equality and Inclusion reviews undertaken with ODA E&I Manager.
	Diversity Awareness course on site for all staff by local training providers. With a shorter version included in induction DVD for all operatives on site.
	Employment and skills presentation facilitated between ODA brokerage team and subcontractors.

Equality Action Plan activity	Current work undertaken to delivery on contractual obligations
Making a Difference - contractor activity to ensure a real positive impact on its business and in the community.	H&S with local schools to help understand the impact of the construction works.
	Carpenters Road Residents Association – presentation to local community on site progress.
	‘My City Too’ project ambassador offered work experience opportunity.
	Donated Hi-Visibility vests to Mudchute Play in the Park Project.
	Contractor hosts visits to site office for young people, including a local athletics group.
	40 children given an opportunity to experience team working event with a focus towards the construction industry, focusing on health and safety, environment and sustainability issues, as well as engineering.

Equality Action Plan activity	Current work undertaken to delivery on contractual obligations
Making a Difference - contractor activity to ensure a real positive impact on its business and in the community.	Setting up “Team Stadium Learning World” with local training providers for basic skills for life – literacy, numeracy and ICT, English for Speakers of Other Languages (ESOL) and trade based NVQ’s for all employees of subcontractors.
	Consultations arranged with all sub-contractors with the ODA Employment and Brokerage team to recruit from local community.

Equality Action Plan activity	Current work undertaken to delivery on contractual obligations
Making a Difference - contractor activity to ensure a positive impact on its business and in the community.	Discussions ongoing with our supply chain to explore opportunities for local businesses and people to be employed on the project.
	Local Training Providers in SME category employed to provide Diversity Awareness and First Aid at Work courses.
	Behavioural safety programme being formed for all workforce involving local training company
	Attended presentation by Remploy which set out the various aspects of Remploy’s business model and the opportunities that are of interest to their business dealing with employment and business of disabled people.
	Process established for engaging with Tier 2 contractors and exploring the potential for filling vacancies within the supply chain from the 5 Host Boroughs.
	Discussions ongoing to assess the potential/suitability to use SMEs in the host boroughs where these are expressing an interest.
	Student from the Capital Xperience programme engaged for some work experience. Capital Xperience acts as a hub to locate potential opportunities for students within local boroughs.
	Orders placed with two separate local SME’s.
	Christmas cards ordered through local children’s hospice.

Equality Action Plan activity	Current work undertaken to delivery on contractual obligations
Legal Obligations - contractor activity to meet legal requirements	Project based Policies established for Equal Opportunities, Disability in Workplace, Recruitment, Flexible Working and Workplace Bullying and Harassment.

Equality Action Plan activity	Current work undertaken to delivery on contractual obligations
Monitoring - contractor measures to ensure its practices are fair and effective.	Climate survey: 490 staff and operatives consulted through a special survey. 72% completion and return of the paper or e-mail based survey. The results showed that the Stadium project was 'good' or 'excellent' in 85% of areas assessed including Equality and Inclusion training. Areas viewed as 'average' were Health and safety trust and Health and safety engagement, both areas which have received focus following the survey.
	Ongoing auditing of supply chain to monitor levels of supplier diversity.

11.2 Delivery and overlay for the Olympic Games and Paralympic Games (LOCOG)

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

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

Identified impact (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.
Cultural and faith provision and facilities	Faith BAME	LOCOG are exploring the possibility of creating quiet spaces at the venue to promote health and well-being and enable individual faith observance.
Access to field of play and surrounding areas for Photographers / media	Disabled people	Need to accommodate photographers who are wheelchair users on the field of play due to space, constraint and accessibility of photographers moat.
Lighting buildings, light pollution, and sound insulation of buildings	All	External lighting is being developed with full consideration to light pollution of the local housing area.
Transport to the venues, distance to travel, costs, accessibility		This is being developed by the ODA Transport team however the cost is outside ODA's remit.
Noise disturbance, disruption to public transport and/or routes for communities during the Games.	All	There will be some disruption to local communities during Games time. The key here is to ensure this is kept to a minimum.
Catering facilities which reflect the local, national and international nature of the Games.	BAME	Catering concessions reflect the diversity of the local communities.

11.3 Legacy transformation (ODA / LDA)

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Names of buildings and rooms within venues reflect the community and history within the venue is situated.	All	The legacy owner will be required to address this impact as part of any ongoing consultation.
Managing expectation of access to venues after the Games.	All	The venue will be fully accessible to the whole community following the legacy transformation works post-Games.
Noise and light pollution from the venue in legacy	All	Team Stadium is continuing to adhere to strict controls in Legacy as set out in the planning parameters

11.4 Legacy planning

The legacy management of the Olympic Stadium 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 EqIAs. The information contained within this chapter should be seen as adding value, but supplemental to this process.

The management of the Olympic Stadium 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.

12 Conclusions and recommendations

Providing the recommendations developed through the EqIA process are taken forward, the Olympic Stadium is not likely to unlawfully discriminate against any specific equality group identified. The transformation of the site into a world class athletics venue will provide a sports facility for professional training; leisure facilities; and cultural events for the local community; which in turn will act as a catalyst for local economic regeneration; and provide high quality amenity space. The Centre is likely to have an overall positive impact on all within the local community and all priority groups.

13 Action Plan

The action plan contains the actions required to implement the recommendations from the full assessment. The plan will be reviewed regularly by the Project Board and will undergo an annual review as part E&I programme delivery.

Inclusive design

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
The main impact from the assessment is the requirement that the Stadium continues to delivery the ODA IDS, both for the Games and in Legacy.	All	Where any additional impacts or design changes are identified the Project Sponsor will engage with the ODA Principle Access Offices, and the E&I Impact and Engagement Managers.
– Internal furniture of the building i.e. handrails on stairs, along walls, seating, rest areas, meeting and information points.	Disabled people Older people Parents and Carers	To be developed further in the next stages of design
– Impact of wayfinding and signage on accessibility and security.	All	Team Stadium will deliver the recommendations of the Olympic Park wayfinding strategy in consultation with the ODA Design Team, E&I Team and LOCOG.
– Impact of lighting on accessibility and security.	All	Team Stadium will deliver the recommendations of the Olympic Park lighting strategy in consultation with the ODA Teams and LOCOG.
– Impact and accessibility of proposed landscaping scheme for the Stadium Island.	All	Gradients and landscaping finishes have been approved by ODA Principle Access Officers through all stages of design.

Employment opportunities

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
Main impact identified through the assessment is the opportunities to improve the life chances of local people through employment opportunities.	All but particularly young people who are black, Asian or from minority ethnic groups, disabled peoples and women.	Tier 1 contractor to engage with ODA Employment and Skills team to address employment opportunities.
– Recognise that a high percentage of local population maybe have English as a second language, or be illiterate and require positive support to approach employment opportunities.	All but particularly black Asian and people from minority ethnic groups.	Basic skills, ESOL, NVQ on site training programme.
– Promote diverse work experience opportunities to address worklessness in the 5 Host Boroughs.	All but particularly disabled people, young people, women and black, Asian and minority ethnic people	Working with Prince's Trust to formulate engagement programme for introduction course, work experience and possible employment/apprenticeships. Working with LSC (Learning Skills Council) to develop the NET ambitions programme for disabled people.

Business opportunities

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
Tier 1 contractor and sub- contractors, to promote and award, as when possible, business opportunities through procurement activity focusing on delivery of the E&D Strategy for local SMEs,	All but particularly business owned by disabled people, women and black, Asian and minority ethnic people.	Contractors are currently working with the E&I team to source local suppliers within the supply chain. Tier 1 Contractor and sub-contractors will continue to actively work to deliver the E&D Strategy with regard to business opportunities local SME's.

Community engagement

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
Engagement with local communities, community cohesion and positive venue promotion	All	Design Team and Tier 1 Contour to work with ODA Communications to promote and inform local communities of progress on a Park Wide basis.
– Activity holidays and programmes	Young people including disabled young people	To engage with ‘Park Wide’ plans to give disadvantage children and disabled children a week’s activity holiday which would focus on careers within construction, sport and life skills.
– Raise profile of the venue team as public access to them is limited during construction.	All	Take part and in 10K sponsored run which will benefit the local communities.
– Local school engagement. Promotion of sport, construction and general healthy living to young schoolchildren.	All but particularly young people	Continue to arrange community focused visits to the site office.
– Education programme to raise profile of the venue design and construction amongst women engineers.	Women	Arrange visits with national and international educational establishments to engage with and promote the positive aspects of working in construction.

Legacy

Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact (recommended action) or Promotion of positive impact
The main impact identified from the assessment in legacy is that the venue continues to deliver the high standards of accessibility and inclusion developed for the Games.	All	The ODA IDS are applied to the transformation of the venue and local communities continue to be engaged with regard to the legacy use of the Olympic Stadium.
– Accessibility and inclusion of the venue	Women Disabled people Children and young people Older people	The fit out of buildings including colours, surfaces, lighting could make a building feel inclusive and welcoming.
– Communication systems address the needs of people from all E&I target groups.		Large screens remain in place for use at major events to enable evacuation information displayed as text on the large screens, and audio description systems also remain in place for use in legacy.
– Community ownership of legacy stadium.		Consultation on the Legacy use of and access to the Stadium. Consultation with local communities, particularly people from E&I target groups to ensure that the legacy facility serves their needs and is accepted as part of the local neighbourhood. These needs are being addressed to ensure that they carry through in the procurement of potential end users of the legacy stadium facility.
– Business opportunities in legacy.		To ensure the business opportunities for commercial elements within the Olympic Stadium and surrounding area are well understood by the local community.

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14 Appendix 1 Baseline review

The key findings of the baseline review are presented under the equality strands with additional socio-economic categories which help identify and convey the diverse population's characteristics thoroughly. Combined with the equality & inclusion target group information this baseline review shows the importance of the ODA programmers addressing some of the key spatial issues as an integrated process.

Age

Young people: As the ODA programme and legacy plans emerge, young people will be using the facilities and becoming economically active within the area. The current and future needs of young people will be an important element that should be considered as part of the ODA programme of works.

Older people: Over time there will be an increasing percentage of the older population from BAME backgrounds, a rise of 12 to 23 per cent is expected by 2021⁵. Facilities and suitable services will be required in order to meet the needs of the diversifying older population.

Ethnicity

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

Some BAME groups earn less than the national and London averages. Inclusion of BAME groups is a pertinent issue as the baseline statistics show that certain BAME groups, despite being university graduates, have unemployment rates which are double those of their white counterparts⁶.

In terms of economic activity, small and medium sized enterprises (SME) and micro businesses form the majority of BAME-owned enterprises in London, and a high concentration of BAME-owned businesses are found in the London boroughs Newham and Tower Hamlets, however the concentration of BAME SMEs in the East England is currently unknown to the ODA. Particular attention will need to be given to the impact of employment land designations as part of any LVRPA Legacy proposals on BAME owned businesses.

⁵ GLA 2007d

⁶ ODA 2007d

Disabled people

There is also an over representation of disabled people in the five Host Boroughs compared to the London and UK average. Suitable consideration to ensure that disabled people are not marginalised from education and employment opportunities, and are able to benefit from the improvements to sport facilities, the public realm and the open space within the area. It is essential that the ODA delivers on the commitment to inclusive design and accessibility throughout the programme, as well as working with the others to ensure future service delivery and infrastructure planning. As legacy plans are developed develops, there will be a need for positive action to maximise the employment opportunities for disabled people in construction.

Faith

Religion, faith and belief groups' issues and needs are not well covered in studies or statistics. As there is a gap in the baseline evidence, the issues, needs and views of faith groups will be established through target group consultations. It is essential to better understand the considerations which need to be given in order for faith groups to achieve equality in the ODA programme.

Gender

Women in London earn 23 per cent less, on average, than men⁷. As a result, gender wage/salary disparities and household structures need to be understood and tackled by presenting equal opportunity in employment and pay. In addition, the relationship between BAME groups and gender is an important link to be considered in more detail in the target group consultation for all venue developments.

Attention must be given to ensure that women/ lone parents can take up the advantages of employment opportunities created by the employment and skills programme. As the ODA develops projects and programmes, it will need to consider what positive action can be taken to minimise gender segregation in employment opportunities in construction for women.

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

Transgender

It is likely that the needs of transgender people are being overlooked by public bodies⁸ 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 service providers to assess the needs and provide appropriate services to these groups. However it is recognised that there are a number of employment issues which need to be understood to fully support transgender people in employment opportunities.

Sexual Orientation

It is likely that the needs of lesbians, gay men, and bisexual people are being overlooked by public bodies⁹ due to little research on the needs of these groups and because little

⁷GLA, 2007b

⁸ GLA, 2007b

⁹ GLA, 2007b

data has been collected on the outcomes and impacts of services on these groups. This makes it difficult for public bodies to assess the needs and provide appropriate services to these groups.

Although the Annual London Survey has not collected statistics on the specific concerns that London's lesbian, gay and bisexual communities have about crime and safety in the city and public realm, fear of crime in these communities is likely to be high. Evidence for this is the number of homophobic incidents reported to the police (nearly 1,400 in 2005). All design and planning needs to ensure that venues and public space are designed to include safety measures which will be seen accommodate the needs of the LGB community.

Low Income

Several equality groups, such as BAME communities, lone parents, women, older people and disabled people have been shown to be more likely to have lower incomes. Skills, education, training and employment opportunities will be crucial in tackling the disadvantages that are faced by many members of these target groups.

Furthermore, the baseline study identifies that various equality groups have a fear of, or have been targeted for, hate crimes and unlawful discrimination. These groups include women, BAME groups, disabled people, faith groups and LGB & T people. The ODA will need to ensure that mitigation measures are made to ensure that public realm environments are conducive to a diverse community population and that best practice measures are taken to design out crime.

15 Appendix 2 Existing situation

15.1 Community Cohesion

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.

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.

Transgender

It is likely that the needs of transgender people are being overlooked by service providers¹⁰. 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.

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.

¹⁰ GLA, 2007b

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.

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.

15.2 Safety and security

Gender

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

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

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.

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).

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.

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.

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.

15.3 Employment and skills

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.

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.

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.

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 ODA's programme. Training provision within schools and colleges will need to align their training schemes to the opportunities emerging from the ODA programme of work.

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.

Sexual orientation

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

15.4 Environment impacts

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).

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.

16 References

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Greater London Authority: The State of Equality in London: GLA January 2007

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