

Olympic Delivery Authority
One Churchill Place
Canary Wharf, London E14 5LN
Reception +44 (0) 203 2012 000
Fax +44 (0) 203 2012 001
www.london2012.com



Olympic Delivery Authority (ODA) Equality Impact Assessment

Sustainable Development Strategy (SDS)

Initial Assessment



MAYOR OF LONDON

Supported by
 The National Lottery®

Table of Contents

Introduction	3
Part A Background	3
1. Brief description of the programme of work	3
2. Associated programmes of work	4
2.1 ODA Priority Themes	4
2.2 ODA Project Teams	5
2.3 The Sustainable Development Strategy (SDS) objectives	5
2.4 Stakeholder engagement	6
3. Programme outcomes	7
4. Measuring impact	8
5. Benefits of programme of work	8
5.1 Park and Public Realm (PPR)	8
5.2 Energy Centre	8
Part B Evidence and research	9
1. Consultation	9
2. Research and evidence	9
3. Additional investigations	10
4. Conclusion and assessment of the impact	10
Appendix	11
Glossary	11

Introduction

The purpose of this Equality Impact Assessment (EqIA) is to analyse the baseline evidence, which exists in relation to the impact of the Olympic Delivery Authority's Sustainable Development Strategy (SDS) on the equality target groups (ETGs) because of the London 2012 Games.

For the purpose of this assessment, the ETGs include but is not limited to children, young people, older people; women, transgender people; disabled people, Black, Asian and minority ethnic groups (BAME); lesbians, gay men, bi-sexuals; and people of different religions and faiths. (Appendix - Glossary)

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

This assessment will identify:

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

This document is divided into two parts to enable gaps in knowledge to be identified and where possible resolved as follows;

- A: background
- B: research and evidence

Additional EqIAs are located on the London 2012 website at:

<http://www.london2012.com/about/the-people-delivering-the-games/the-olympic-delivery-authority/oda-priority-themes/equality-impact-assessment.php>

Part A Background

1. Brief description of the programme of work

The London 2012 Games provide a once in a lifetime opportunity to regenerate the Lower Lea Valley by providing new homes, work space, schools, health and other community facilities - and world class sporting facilities.

London's bid was based on an ambitious vision – to use the Olympic and Paralympic Games to make a real change in London, across the UK and globally.

The heart of the 2012 Games is an Olympic Park in east of London, on a site surrounded by some of the most diverse – and most deprived – communities in the country, and at the western edge of the Thames Gateway – the biggest regeneration project in Europe.

During the Games, the 246-hectare Olympic Park (equivalent in size to Hyde Park) will accommodate nine sport venues, the Olympic Village, International Broadcast Centre/Main Press Centre (IBC/MPC) and new parkland built around the Lea Valley waterways.

After the Games, a number of venues will be retained, the parkland will be extended, and thousands of new homes will boost regeneration in east London.

The ODA is committed to delivering a sustainable development and has set a number of targets, which are outlined in the SDS, published in January 2007. At the time of publication, 12 objective areas were identified. The Sustainable Development & Regeneration (SD&R) team is responsible for the delivery of the following six objectives;

1. Carbon - to minimize the carbon emissions associated with the Olympic Park.
2. Water - to optimize the opportunities for efficient water use, reuse and recycling
3. Waste - to optimize the reduction of waste through design, and to maximize the reuse and recycling of materials arising through demolition, remediation and construction.
4. Materials - to identify, source and use environmentally and socially responsible materials.
5. Biodiversity and Ecology – to protect and enhance the biodiversity and ecology of the Lower Lea Valley and other venue locations; and,
6. Land, water, noise and air – to optimize the positive and minimize the adverse impacts on land, water, noise, and air quality

Delivery of the programme wide sustainability targets is achieved through the project teams who report against key performance indicators (KPIs) to the SD&R team.

This assessment will focus on the above objectives.

2. Associated programmes of work

2.1 ODA Priority Themes

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

- Health, Safety & Security;
- Sustainability;

- Equality and Inclusion;
- Employment and Skills;
- Legacy; and
- Design and Accessibility.

An ODA Priority Theme affects all areas of work performed for the London 2012 Games and the Priority theme teams champion their objectives with project teams. The Sustainability team champion the six objectives set within the SDS.

The activities of this programme are integral to the successful attainment of the London 2012 mission as it touches the key aspects of work performed by the ODA.

2.2 ODA Project teams

The Project teams are responsible for the delivery of sustainability targets defined in the SDS which are reported against a suite of KPI's to the ODA on a monthly basis. This includes venues outside of the Olympic Park, Weymouth, Broxbourne and Eton Dorney.

The ODA's Delivery Partner is responsible for the delivery of venues and infrastructure within the Olympic Park. Its Sustainability and Environment team have designated Single Points of Contact (SPoC's) for each project. Projects include the Olympic Stadium, Aquatics Centre and Park and Public Realm.

The SPoC's work with project teams to provide technical support and ensure they are aware of their deliverables and reporting requirements. Implementation Guidance for Project teams (IGPT's) has been developed and issued to project teams to provide additional guidance on the delivery of requirements.

The SPoC's also review designs against sustainability requirements and work with other departments to ensure that design briefs, procurement documentation and contract information contains the correct specifications and requirements. Theme leads have also been identified to monitor progress against programme level targets.

In developing designs, the ODA's Sustainability team challenges design, which do not support the delivery of the ODA's SDS. The ODA's Equality and Inclusion team work in a similar capacity and consider impacts against ETGs. This includes sustainability projects.

2.3 The Sustainable Development Strategy (SDS) objectives

The SDS includes 12 objectives of which the Sustainable Development and Regeneration team deliver six. The SDS was one of the first strategy documents to be produced by the ODA. Since the launch of the document, scope changes have occurred in the organisation to reflect the size and importance of the other programmes and in some cases; new teams were established to deliver the six remaining objectives. Subsequently, new strategy documents with KPI's have been produced.

Table 1: Team responsibilities for objective areas in the SDS.

SDS objective	Team	Strategy document
Supporting Communities	London Development Agency	Legacy Masterplan Framework (being consulted on)
Transport and Mobility	Logistics Transport Team	Report to SD & R Team London 2012 Transport Plan
Access	Principle Access Officer	Inclusive Design Strategy
Employment and business	Employment and Skills Team Procurement	Employment and Skills Strategy Procurement Strategy
Health and well-being	Health and Safety Team	Health, Safety and Environment Standard
Inclusion	Equality and Inclusion	Equality and Diversity Strategy

2.4 Stakeholder engagement

The SD&R team has a coordination role for the ODA liaison with the London 2012 Sustainability Group, Commission for a Sustainable London 2012 and London 2012 Sustainability Plan for all of the twelve themes.

The SD&R team engages with a range of stakeholders on a regular basis. They include but are not limited to;

- London 2012 and key stakeholders
- Statutory stakeholders, including the Environment Agency (EA) and five Host Borough Environmental Health Officers
- Land owners, including London Development Agency (LDA) and British Waterways
- Community and schools
- Industry; and
- Political stakeholders

In the development of designs for venues, an extensive engagement programme is undertaken which involves discussing designs with all of the above groups which the SD&R team supports. Specific workshops are held which consider the impact of the design on not only sustainability aspects but also;

- Equality and Inclusion
- Access
- Health and Safety and;
- Security

3. Programme outcomes

On a monthly basis, progress against the 18 KPI's is completed. A list of the KPI's is provided below.

The first column details the sustainability KPI, for example, carbon reduction, with the second column listing the actual target.

Table 2 Sustainability KPI and target

Sustainability KPI	Target
Carbon	
Part L Savings	15%
Carbon Reduction	50%
Renewables	20%
Water	
Potable Water Reduction – Appliances (Water Environments F's)	30%
Potable Water Reduction – Systems & Technologies	10%
Sustainable drainage systems (SUDS) Compliance	100%
Waste	
Reused or Recycled	90%
Materials	
Timber from sustainable sources	100%
Recycled content	20%
Recycled aggregate	25%
Healthy Materials	0% unhealthy materials (by value)
BRE Green Guide*	A or B*
Biodiversity	
Hectares of Metropolitan Open Land	102
Hectares of New Habitat	45
Environmental Impacts	
Deliver 50% by Rail/Water	50%
BREAAM Excellent on permanent venues	100%
CEEQUAL Very Good on all civil works	100%
Environmental Management	
Comply with Code of Construction Practice (CoCP)	100%

4. Measuring impact

The impact to the ETGs as a result of the SDS are covered individually by projects in their Equality Statements and in the Olympic Park Equality Impact Assessment.

On review of information available and in discussion with the Equality and Inclusion team it was agreed that impacts to the ETGs are not apparent and that project teams are responsible for considering any impact through the design of the venues and subsequent consultation which the SD&R team supports.

5. Benefits of programme of work

The positive aspects of the Sustainability Programme are available to all people in the E&I target groups, and all Park users and local residents.

The benefits of the Sustainability Programme are seen in the work of the other ODA programmes.

5.1 Park and Public Realm (PPR)

The Park and Public Realm (PPR) team is responsible for delivering a target of providing 45 hectares of habitat in legacy. The creation of habitat, detailed in the Biodiversity Action Plan (BAP) will help to reduce the heat island affect and provide an environment for people to enjoy. The PPR designs and the BAP have now been granted permission.

5.2 Energy Centre

The Energy Centre, which is being delivered by the Utilities team, will provide low carbon energy at below the market rate over a 40 year period to people living in the Olympic Village after the Games.

5.2 Olympic Village

The Olympic Village is being designed to high sustainability standards and 30 per cent of housing will be affordable.

Part B Evidence and research

1. Consultation

A Principles and Progress report was produced prior to the launch of the SDS and consulted on in a workshop with government stakeholders including:

- Greater London Authority (GLA)
- London Development Agency (LDA)
- Department for Culture Media and Sport (DCMS)
- Department for the Environment and Rural Affairs (DEFRA)
- Communities and Local Government (CLG)
- Department for Business, Enterprise & Regulatory Reform (BERR)
- London Organising Committee for the Olympic and Paralympic Games (LOCOG)
- World Wide Fund (WWF)
- BioRegional Development Group

The document was also available on the London 2012 website for review and comment.

Additional consultation with target groups is conducted by the venue project teams who consult on their designs prior to submission for planning approval with the SD&R team supporting this process where required.

The project teams complete their own EqlAs, in which they consider the impact of their project on the ETGs and the sustainability targets

2. Research and evidence

The targets set in the SDS reflect commitments made during the bid, government policy and best practice guidance.

Documents reviewed include but are not limited to;

- Mayor's London Plan
- Mayor's Sustainable design and construction (Supplementary Planning Guidance)

- Mayor's Best Practice Guidance on Dust and Emissions
- Mayor's Sub Regional Development Framework
- HMG policy and standards
- Department for Business, Enterprise & Regulatory Reform (BERR) Draft Sustainable Construction Strategy 2006
- Building Research Establishment Green Guide
- Waste and Resources Action Programme (WRAP) case studies
- Reviewing targets and achievements of other large scale construction projects or developments

3. Additional investigations

The project teams who are responsible for delivering the sustainability targets are required to undertake their own engagement programmes as part of their work and submit an Equality Statement as part of their planning applications. The SD&R team supports these processes as required.

Equality statements that have been completed which relate to sustainability can be found on the London 2012 website and include;

- Olympic Park
- Aquatics Centre
- Broxbourne White Water Canoe Centre
- Lighting Strategy
- Logistics
- Olympic Stadium
- Parklands and Public Realm and Greenway

4. Conclusion and assessment of the impact

As a Priority Theme, the implementation of the SDS aims and objectives rests with the ODA venue projects. The results of this assessment reveal that it is not necessary to proceed to a full impact assessment, as there is no evidence to demonstrate that the SDS will negatively impact on the ETGs and that the impact is considered in detail by projects.

Each of the venue projects will report on their progress towards the sustainability targets and will consider at a project level, whether there are any negative impacts on the ETGs as a result of implementing the sustainability objectives. It is evident in Equality assessments undertaken for projects that sustainability is addressed.

Appendix Glossary

Aggregate

Is a collection of items that are gathered together to form a total quantity.

BioRegional Development Group

The BioRegional Development Group is an independent environmental organisation

Black, Asian and Minority Ethnic (BAME)

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

Building Research Establishment Environmental Assessment Method (BREEAM)

A tool used to assess the environmental performance of new and existing buildings.

Building Research Establishment (BRE) Green Guide to Specification

A publication produced by BRE which provides guidance for specifiers, designers and their clients on the relative environmental impacts of over 250 materials used in construction and fit out of buildings.

Civil Engineering Environmental Quality Assessment and Award Scheme (CEEQUAL)

CEEQUAL is the assessment and awards scheme for improving sustainability in civil engineering and public realm projects. It was developed by the Institution of Civil Engineers (ICS).

Code of Construction Practice

This Code of Construction Practice (CoCP) supports the planning applications for site preparation works, venue and infrastructure construction, and works for the reconfiguration of infrastructure for legacy use, as submitted in February 2007. It sets out the management measures, which the Olympic Delivery Authority (ODA) will require its contractors to adopt and implement for any construction on the Olympic Park site and related off-site activities.

Communities and Local Government

A government department which sets policy on local government, housing, urban regeneration, planning and fire and rescue.

Delivery Partner / CLM

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

Department for Culture Media and Sport (DCMS)

A government body responsible for policy on the arts, sport, the National Lottery, tourism, libraries, museums and galleries, broadcasting, creative industries including film and the music industry, press freedom and regulation, licensing, gambling and the historic environment. They providing funding for the London 2012 Olympic Games and Paralympic Games.

Department for Business, Enterprise & Regulatory Reform (BERR)

The Department for Business, Enterprise & Regulatory Reform (BERR) works to create the conditions for business success and help the UK respond to the challenge of globalisation.

Department for the Environment and Rural Affairs (DEFRA)

DEFRA is a UK Government department tasked with issues such as the environment, rural development, the countryside, wildlife, animal welfare and sustainable

Greater London Authority (GLA)

The GLA is a unique form of strategic citywide government for London. It is made up of a directly elected Mayor - the Mayor of London - and a separately elected Assembly - the London Assembly. There are around 600 staff to help the Mayor and Assembly in their duties. The GLA's main areas of responsibility are:

- Transport
- Policing
- Fire and emergency planning
- Economic development
- Planning
- Culture
- Environment
- Health

Environment Agency (EA)

The Environment Agency is the UK government body concerned mainly with rivers, flooding, and pollution.

Equality Impact Assessment (EqIA)

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

Equality target groups (ETGs)

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

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

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

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

Document Identifier: ODA EqIA Initial Assessment – Sustainability

Status: Final Feb 2009

Version: 1.1

- Ex – offenders
- People with unrelated conviction

Five Host Boroughs (fHBs)

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

Healthy Materials

Healthy materials are concerned with ensuring non-polluting/non-toxic materials and substances are used; encouraging the use of substances and materials that represent a low risk to human health and the environment.

Implementation Guidance for Project Teams (IGPT's)

Describes how project teams should meet requirements in regard to;

- Carbon
- Water
- Waste
- Materials
- Biodiversity an ecology; and
- Land, water, noise and air

Institution of Civil Engineers (ICS)

The Institution of Civil Engineers (ICE) is a registered charity (no. 210252) that strives to promote and progress civil engineering.

Key Performance Indicator's (KPIs)

The Sustainable Development & Regeneration team's KPIs define and measure progress toward the goals defined within the ODA Sustainable Development Strategy.

London 2012's Vision

To host inspirational, safe and inclusive Olympic Games and Paralympic Games and leave a sustainable legacy for London and the UK.

London Development Agency (LDA)

Is the functional body of the Greater London Authority (GLA) and is one of the nine Regional Development Agencies (RDAs), set up by Government to transform England's regions through sustainable economic development. It plays a key role in helping to deliver the Mayor of London's vision and priorities for London.

London Organising Committee for the Olympic Games (LOCOG)

The body responsible for preparing and staging the 2012 Games.

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

Metropolitan Open Land

Strategic open land within the urban area that contributes to the structure of London.

Olympic Delivery Authority (ODA)

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

The ODA has its headquarters in Canary Wharf.

ODA Priority Themes

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

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

Part L - Conservation of fuel and power

Changes to Part L of the Building Regulations brought in new energy performance requirements aimed at reducing CO2 emissions from buildings in line with the commitments made in the 2003 Energy White Paper; and to implement part of the Energy Performance of Buildings Directive (EPBD).

Regional Development Agencies (RDAs)

England's Regional Development Agencies (RDAs) were first launched in 1999, with the London Development Agency following in 2000. Their mission is to spread economic prosperity and opportunity to everyone in the nine regions of England.

Recycled content

The percentage component of a material that has been reintroduced into the manufacturing process and would otherwise be destined for disposal, which has been used to make a product. Products manufactured using post-consumer materials such as plastic, fibre, wood, and glass. Deconstruction of various structures can also produce a variety of "raw" materials to create new products from — everything from tiles to carpeting to composite flooring materials and beyond. Recycled-content materials help to reduce the need for new raw materials and the accumulation and manufacturing processes involved.

Sustainable Urban Drainage Systems (SUDS)

Sustainable drainage systems (known as SUDS) offer an alternative approach to traditional drainage.

Single points of contact (SPOC's)

The people within the ODA and the Delivery Partner that is responsible for assuring a projects performance against sustainability requirements from the SDS.

Document Identifier: ODA EqIA Initial Assessment – Sustainability

Status: Final Feb 2009

Version: 1.1

Sustainable Development and Regeneration team (SD&R)

The ODA team responsible for monitoring and reporting on performance of the six themes outlined in the SDS, which include;

- Carbon
- Water
- Waste
- Materials
- Biodiversity and Ecology; and
- Land, water noise and air

World Wide Fund (WWF)

WWF's is recognised worldwide for its work on conservation and sustainable development.