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Olympic Delivery Authority Equality Impact Assessment



VeloPark

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department for
culture, media
and sport



MAYOR OF LONDON

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1 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 development of the VeloPark for the London 2012 Olympic Games and Paralympic Games; and in Legacy.

The EqIA will provide detailed information about the design and build of the venue's elements 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 Disability Discrimination Act, including sensory or mobility impairment; people with mental health needs, people with long term illnesses/conditions;
- **gender:** women, men and transgender people (who are often seen as a separate group). The focus is generally on women and transgender because of traditional discrimination; however, it is just as important to consider needs and issues which are faced by men;
- **race/ethnicity:** black, Asian and minority ethnic people (BAME), and includes Travellers and Gypsies, asylum seekers, and refugees
- **sexual orientation/identity:** lesbians, gay men and bisexuals
- **religion and belief:** people of different religions and faiths including people who are atheists or agnostic

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

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

The EqIA assessment will:

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

The EqIA contributes towards the 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 issues which require action.

The EqIA considers impact of the VeloPark with regard to the delivery of the ODA's Equality & Inclusion programme; Equality & Diversity Strategy; and Integrated Equality Scheme which goes beyond the statutory duties to promote race, disability and gender to include the additional equality strands of age, religion and sexual orientation and other inclusion issues centred on socio-economic, cultural and political disadvantage.

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

2 Description of the programme of work

The VeloPark is a permanent Cycling venue which will host the Track Cycling and BMX events during the London 2012 Games. It is situated at the north end of the Olympic Park in east London and will be one of the key sports venues in the Park.

After the Games, the VeloPark has been designed to create a unique cycling facility. The Velodrome will become a 'hub' for the various cycling disciplines, and be adaptable enough to host world-class events, whilst also linking into cycle routes across London. It will be owned, operated and funded by Lee Valley Regional Park Authority (LVRPA) and regional and local communities will be able to enjoy the facilities, and benefit from training alongside elite athletes.

The VeloPark has been designed based on the key design principles

- to be fit for purpose;
- to be value for money; and
- identity and character.

The key elements are:-

Olympic Games	Paralympic Games	Legacy
<ul style="list-style-type: none"> - 6,000 permanent seat Velodrome; and - 6,000 temporary seat BMX track – host men's and women's events. 	<ul style="list-style-type: none"> - 6,000 permanent seat Velodrome. 	<ul style="list-style-type: none"> - 6,000 permanent seat Velodrome; - BMX track – reconfigured for use by both elite and local users; - One-mile road cycle circuit; and - Off road trails.

3 Aims and objectives of the programme of work

The VeloPark will be an elite regional and community cycling facility that will meet the legacy owners requirements whilst also be capable of accommodating the overlay facilities required for the London 2012 Games.

The ODA and LVRPA are committed to ensuring that the VeloPark will be a successful and well used facility by the local and regional community and user groups.

The proposed VeloPark will provide key benefits to the community, including:

- being at the heart of the London 2012 Games;
- providing a world class sporting facility for elite athletes;
- providing a regional sporting and recreational facility for all;
- encouraging healthier lifestyles for Londoners including children;
- improving the landscaping and visual quality of east London;
- encouraging public use of the Olympic Park; and
- providing wide spread socio-economic benefits.

4 Links to other programmes of work

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact
Landscape and Public Realm	ODA	Key elements including the legacy cycle circuits mean regular dialogue and coordinated meetings to ensure consistent plans for the area. The Landscape team is completing the Parkwide General Arrangement for Games and Legacy mode, while the VeloPark team will inform the landscape team on exterior elements and legacy park proposals requiring coordination with building and Park-wide such as security and topography requirements.	PPR team
Inclusive Design Standards and Strategy	ODA	The venue is being designed in compliance with ODA Inclusive Design Standards. Key meetings are held with Built Environment Access Panel (BEAP) and Access and Inclusion Forum (AIF) when appropriate. The Accessibility and design advisor is encouraged to input and comment at each RIBA design stage and are regularly updated on developments and issues, they are also invited to key meetings including Client Reviews.	Design team: Accessibility and Inclusion
Structures Bridges and Highways	ODA	Design elements in the VeloPark which include the legacy cycle circuits using CO1, UO1, TO7, E13 and F02 means regular dialogue with the SBH team to ensure design integration.	SBH team
Security and Logistics	ODA	Regular interaction with the ODA security team and the Met Police throughout RIBA Stage C and D, they are encouraged to input and comment at each design stage and in specific security risks and issues as they arise. Security plan is under development by the design team to ensure design standards and LVRPA legacy requirements are met.	Security team
Sustainability	ODA	Regular interface with ODA and CLM sustainability team on a number of key elements to ensure good design standards are met and exceeded where possible including using reasonable endeavors to meet BREEAM Excellent.	Sustainability team

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact
Health and Safety	ODA	Health and Safety leads are encouraged to input and comment at each RIBA design stage and are regularly updated on developments or issues. Good design standards are being met to ensure the VeloPark meets H&S requirements. The Velodrome roof structure has been through various design changes to ensure health and safety requirements are met.	Health and Safety Team
Transport	ODA	Transport leads are encouraged to input and comment at each RIBA design stage and are regularly updated on developments and issues as they arise. Good design standards being met to ensure the VeloPark is accessible.	Transport Team
Procurement	ODA	ODA, Delivery Partner, and ISG (D&B Contractor) are working closely together on all procurement activities.	Procurement team
Communications	ODA	Good internal communication network with the media, marketing and stakeholder teams regarding all matters from press releases to public consultation. External communication includes excellent networks set up with key stakeholders who are invited to regular steering group meetings and encouraged to input and comment at each RIBA design stage and are critical to the design sign off process. Local community groups consulted in public forums during the design phase to ensure their needs are met.	Marketing team, Stakeholder Engagement team, Media team.
Equality and Inclusion	ODA	The venue is being designed in compliance with the principles of the E&D Strategy and have worked closely with the E&I lead at all stages of design. They are encouraged to input and comment at each design stage and attend all client reviews. Regular meetings are held to update on developments and issues as they arise.	E&I Team
Legal	ODA	The legal team has an active involvement throughout the programme with procurement and contractual issues.	Legal Team
Integration with Eton Manor	ODA	Key elements including the legacy mountain bike trails which are on a section of the Eton Manor site mean regular dialogue and coordinated meetings to ensure consistent plans for the area.	Eton Manor Team

Associated programme or project	London 2012 area / third party	Method for involving or informing relevant programmes or project. Detail of work	Lead responsibility for addressing impact
Sport and Venues Team	London Organising Committee of the Olympic Games and Paralympic Games (LOCOG)	All designs have been coordinated with LOCOG to enable them to provide the overlay requirements during Games time. This has been achieved through design meetings and the Client Review Process and designed in compliance with LOCOG's requirements and LOCOG Venue Requirements (LVRs) . LOCOG are regular attendees of the monthly steering groups and client reviews, additionally regular meetings are held with venue project manager when specific design and overlay issues arise to update on developments. They are encouraged to input and comment at each RIBA design stage.	Venue Project Team
Legacy	London Development Agency (LDA)	Venue and surrounding area which makes up the VeloPark is being designed to meet with LMF requirements. The LDA is invited to monthly steering group meetings and client reviews. They are encouraged to input and comment at each RIBA design stage and are regularly updated on developments and issues as they arise.	LDA Venue Team
Legacy	Lee Valley Regional Park Authority	The VeloPark is being designed to meet with LVRPA Legacy requirements as the owner and operators post Games. They are invited to the monthly steering group meetings along with regular 1:1 sessions and meetings involving the design team. They are encouraged to input and comment at each RIBA design stage and are regularly updated on developments and issues as they arise.	LVRPA/Project Sponsor
Community Cohesion	5 Host Boroughs	London Borough of Newham and Waltham Forest are invited to monthly steering groups and updated on all developments.	Project Sponsor

5 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.

5.1 The ODA priority themes

As stated in the ODA Corporate EqIA¹ the ODA primary role is to ensure 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.

5.2 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.

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

What we build for 2012 and beyond will be inclusive for people of all cultures, faiths and ages, and fully accessible to disabled people with a wide range of impairments. We will also provide an accessible transport network that will give everyone the opportunity to enjoy the Games, as well as leave a lasting legacy for equality and inclusion. We recognise the diversity of the population of the UK, London and the East of England 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.

The VeloPark project will deliver on these objectives by:

5.2.1 Inclusive design

The VeloPark 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

¹ Available on the London 2012 website: www.london2012.com

access officers and Built Environment Access Panel (BEAP) and Access and Inclusion Panel (AIF)

5.2.2 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 Olympic Park.

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 will 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.

5.2.3 Business opportunities

Through negotiations with contractors and the utilisation of the ODA Procurement Policy and the Equality and Diversity Strategy and the ODA's business networks and 'Compete For' Small and Medium sized enterprises, disabled owned, BAME and women owned businesses will be encouraged and assisted to find work in construction of the VeloPark.

The Velodrome contractor will issue an Equality Action Plan which includes the following:

- When appointing suppliers, develop questions around E&I for procurement and compliance processes – a supplier's baseline assessment.
- Help and support approved supply chain to develop E&I questions within their own procurement and compliance processes.
- 'Platinum club' briefing via website and followed up with reception/breakfast – long term process which will need perseverance and a continual, consistent message. Possibly introduce 'E&I award' for supply chain.
- Provide 'equality in procurement' briefing to ISG Interior Exterior and sub-contractor's employees.
- E&I performance will feature in both ISG Interior Exterior and sub-contractor review meetings and briefings will take place on a quarterly basis to update on progress and develop future action.
- Assess impact of our procurement processes to ensure that new SMEs, including diverse owned businesses, are able to bid for our contracts.

- Assess weighting given to cost within our selection processes to determine whether factors such as a bidder's location, sustainability and environmental impact are considered.
- Work to ensure 80% of approved supply chain register on CompeteFor.
- Identify and use the most appropriate medium for advertising opportunities to SMEs, including diverse owned businesses, including engagement with the business outreach team.
- Work with our approved supply chain to arrange and deliver 4 'meet the buyer' events per year.
- Obtain E&I data on the ownership of our supply chain during the procurement process.
- From analysis of gaps aim to make opportunities available to a more diverse supply chain to increase the proportion of BAME, disabled and women owned businesses

5.2.4 Targeted community engagement

Stakeholder engagement has been key in the design process, ensuring key stakeholders, cycling bodies and user groups, and the local community, have been given the opportunity to inform the design at key stages through regular meetings and presentations.

Targeted consultation is part of the Planning Application. Further information is detailed in Section 9

5.2.5 Integration and capability

ISG are, as the Principal Contractor for the Velodrome 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	How 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	What the contractor does to ensure it has a real impact on its business and in the community.
4. Legal Obligations	What the contractor does in meeting its legal requirements
5. Monitoring	What the contractor measures to ensure its practices are fair and effective.

5.3 Design and accessibility

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

To design the venues 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 sporting venues, new transport services, supporting facilities and the park itself will be accessible to people with a wide range of disabilities both during and after the Games. We want to set an excellent standard of accessibility for disabled people, older people and families with children, which will set a benchmark and act as an inspiration to others.

The VeloPark will deliver on these objectives by:

5.3.1 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.

The VeloPark Scheme has been praised for design excellence and designing for legacy by the key stakeholders involved in the project including the legacy owners and operators, CABE and the Planning Committee, and subsequent reviews by the Design Jury.

5.3.2 Defining and measuring good design

The urban regeneration aspirations which underpin the London 2012 Olympic Games 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 Lower Lea Valley is to create a well connected, well designed, compact, accessible and sustainable centre 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.

A Design Competition was run by the ODA to select a winning design team for the Velodrome and VeloPark . Key members of the design world and an Olympic Cycling Gold medallist were asked to join the Design Jury along with the legacy owner and operator (LVRPA) who helped to choose the winning design team after a series of evaluations and interviews with the 8 design teams who reached the final stages.

As part of the ODA commitment to engage young people across the UK in the spirit of the Games, we asked pupils up to age 16 to think big, think creatively, and design their dream VeloPark to host the cycling events of a future Games. The competition was launched nationally in September 2007 with encouraging interest from all over the UK. The school

finalists attended an event in London in February 2008, where 100 children and teachers were part of a workshop where they built a replicate scale version of the London Velodrome, and attended an award ceremony held at the Design Museum where the overall winning Secondary and Primary School were announced. Engagement has continued with the schools and they will continue to have involvement in the VeloPark project.

5.3.3 Relevance through inclusion

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

The VeloPark will deliver access and inclusion through the application of the Inclusive Design Strategy and the process developed within it. These processes include:

- Presentations to BEAP and AIF;
- Public Consultation;
- Principle Access Officer project signoff;
- Conformance reporting to BEAP; and
- Measuring of the designs against the Inclusive Design Standards, where application of the standards cannot be reached, appropriate design solution to be decided upon by BEAP and Principle Access Officer.

This process is reported within Design and Access section of the Planning Statement which supports the planning application and will be reviewed by the Local Planning Authority and Planning Committee. Furthermore conformance with this process and the quality of the designs is checked through the client review process and through the Inclusive Design Standards conformance reporting.

5.4 Sustainability

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

The VeloPark will deliver on these objectives by:

- Using reasonable endeavors to meet BREEAM Excellent;
- Minimise as far as possible the amount of material used in the design of the building;
- Use of sustainable materials;
- Contribute towards the 20% reduction in carbon emission in the Olympic Park site through the use of locally integrated renewable energy technologies;
- Rain water Harvesting and management, monitoring of water use and the use of SUDs (Sustainable Urban Drainage) principles;
- Promote and maximise local bio-diversity.

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. The creation of new infrastructure and sporting facilities in an area currently experiencing levels of deprivation will help to create a vibrant place after the Games, where people will want to 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.

5.5 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 Velodrome contractor, ISG, will be encouraged to adopt the principles of the ODA's Employment and Skill Strategy which sets out principles for:

1. Pre-employment – candidates will be prepared for employment opportunities through vocational training that focuses on providing skills for life. Candidates will be trained in areas where a demand has been identified to create a pool of trained potential workers.
2. Recruitment – supply will be coordinated to meet construction demand and maximise opportunities for local people to work on Games construction, legacy projects and other partner developments.
3. Post placement support – people who are new to the NSAfC programme or the industry will receive continued support to ensure they play an important role in delivery.
4. Young people and schools – members of the industry will talk to young people about the benefits of working in construction and the education, apprenticeships, trainee and work placements that will help them get work in construction.
5. Progression and post employment training – people on the NSAfC programme will be offered continued support and training to help them get work after the Games.
6. Professional skills – links with training and educational organisations will be established to help people who want to develop a career as a construction professional and skills trade.
7. Equality – a focused support on women, disabled people and people from black, Asian and minority ethnic communities will help these groups gain employment and develop new skills

5.6 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.

The VeloPark will deliver on these objectives:

- In construction phase, the risk that workers and local people will face in building the Velodrome will be managed and mitigated through implementation and adherence to the ODA Code of Construction.
- In Legacy the VeloPark will create an elite cycling facility which will present major opportunities to promote health fitness in the locality.
- Health and Safety Statements, and Security Statements Compliance.
- Internal Assessment by Security team, and Health and Safety team.
- Signoff through the client reviews process.
- Compliance with guidance from ODA Security team and Met Police on 'secure by design'.

5.7

5.7 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.

The VeloPark will deliver on these objectives by:

Five key drivers underpin these aspirations:

1. Capitalise on 2012 investment

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

2. Promote adaptability and longevity

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

The design of the VeloPark will promote flexibility in design to allow it to be adaptable and support mixed use within the local and regional community.

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 site with existing neighbourhoods in the Lea Valley. It will seek to create compact neighbourhoods with a full provision of legible walking, cycling and public transport routes to facilitate a modal shift to lower-impact travel and increase access to local amenities for residents, workers and visitors.

The Velodrome will be the "hub" of the VeloPark and help promote cycling within the Olympic Park, it will link into the Eton Manor area with part of the legacy off road mountain trails and also be linked to the Sustran network which will run through the Park and into the surrounding London area.

4. Activate Public Realm and Waterways

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

5. Encourage Diversity

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

The ODA programme and projects aim is to harness this potential and create world-class facilities for sports and high quality green spaces.

LVRPA will become the owner and operator of the VeloPark once the legacy transformation works has been completed in 2015 or earlier by agreement.

Further details about each of the ODA Priority Themes can be obtained from the London 2012 website.

6 Measuring the impact

To fully understand the impact of VeloPark and other venue projects the ODA has completed a baseline assessment and policy review which is available on the EqIA pages of the London 2012 website.

6.1 Socio-economic baseline review summary

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.

6.1.1 Age

Young people: A quarter of the current host boroughs population is aged between 0 and 16. 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 2021². Facilities and suitable services will be required in order to meet the needs of the diversifying older population.

6.1.2 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 counterparts³.

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. Particular attention will need to be given to the impact of employment land designations as part of the LMF proposals on BAME owned businesses.

² GLA 2007d

³ ODA 2007d

6.1.3 Disabled people

There is an over representation of disabled people in the five Host Boroughs compared to the London and UK average. This will require suitable consideration to ensure that disabled people are 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 LDA to ensure future service delivery and infrastructure planning within the five Host Boroughs⁴. As the ODA develops projects and programmes, there will be a need for positive action to maximise the employment opportunities for disabled people in construction.

6.1.4 Faith

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

6.1.5 Gender

Women in London earn 23 per cent less, on average, than men⁵. 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 individual programme and project EqIAs.

Attention must be given to ensure that women/ lone parents can take up the advantages of employment opportunities created by the employment and skills programme. As the ODA develops projects and 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.

6.1.6 Transgender

It is likely that the needs of transgender people are being overlooked by public bodies⁶ 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.

⁴ GLA, 2004; 2007d; 2008e

⁵ GLA, 2007b

⁶ GLA, 2007b

6.1.7 Sexual orientation

It is likely that the needs of lesbians, gay men, and bisexual people are being overlooked by public bodies⁷ 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 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). The ODA 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.

6.1.8 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.

⁷ GLA, 2007b
VeloPark
Equality Impact Assessment

7 Existing situation and key issues for consideration

The following sections reviews information from the baseline review and expands upon the likely impacts which will need to be addressed as part of ODA programme and project EqIAs. The impacts identified provides 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
- LMF Baseline Report
- Parklands and Public realm planning documents
- Statements of participation for Olympic Park venues

7.1 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.

7.1.1 Black, Asian and minority ethnic people

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

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

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

7.1.2 Faith groups

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

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

7.1.3 Transgender

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

7.1.4 Sexual orientation

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

7.1.5 Children and young people

There is a need to ensure that the children are provided with suitable amenity and play areas as part of the parkland 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.

7.1.6 All

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

7.2 Key issues for consideration

- Understanding the likely impact on the transport infrastructure is a vital to ensure that the local community have an affordable, more sustainable and efficient mode of transport to get to and from employment during the construction phase, to access the venue during the Games and in Legacy.
- Community ownership of venues will depend to a large degree on the use and management of the venue in Legacy. However, there is a need to ensure that the community feel a sense of ownership through community engagement activity.
- The diversity of the local community should be reflected through detailed design elements.

7.3 Inclusive design and accessibility

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

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

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

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

7.4 Key issues for consideration

- Incorporate provision of private areas for women and babies, changing areas. Places of employment and sports facilities can preclude the use of the space by women, if they feel that their needs have not addressed in the design phase.
- The baseline review has highlighted that disabled people are shown to encounter multiple barriers in accessing goods, services and facilities. Positive action can be implemented in a number of ways to remove these barriers, including the implementation of ODA Inclusive Design Standards in the design and build of places of employment, venues and surrounding areas.
- As the connective 'glue' between sports venues and facilities, inclusive design of the Park are needed to make these amenities easily accessible to all.
- Consultation and baseline evidence highlights that step free access would provide people with easy and dignified use of the areas by a number of groups, such as older people; some disabled people, including visually impaired and blind people; and wheelchair users. Similarly, inclusive design will need to be applied to ensure concourse routes and bridges can be used by all.
- 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.

7.5 Safety and security

7.5.1 Gender

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

19 per cent of the population in the five Host Boroughs is Muslim compared to 8.5 per cent in London 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.

7.5.2 Disabled people

Disabled people are more likely to be the victims of hate crimes and 33 per cent of respondents to a study reported facing discrimination on a regular basis. Significantly more disabled people felt that fear of crime was a problem in the capital (62 per cent) and also

felt unsafe being out in their neighbourhoods in the evening (42 per cent) compared with Londoners as a whole.

7.5.3 Black, Asian and minority ethnic people

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

7.5.4 Sexual orientation

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

7.5.5 Faith

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

7.5.6 Children and young people

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

7.6 Key issues for consideration

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

- Territorial gang culture is a problem that affects young people in London which has manifested itself in the recent high-profile spate of knife crimes. Since territory, often linked to postcodes, is an important component underpinning gang crime, the creation of a new piece of open space could become a new focus for territorial struggle.

7.7 Employment and training opportunities

7.7.1 Young People

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

7.7.2 Gender (Women):

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

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

7.7.3 Black, Asian and minority ethnic groups

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

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

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

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

7.7.4 Young people

Poor educational attainment in the five Host Boroughs may inhibit the ability of young people to benefit from employment opportunities. GCSE attainment is below the London

and national averages and is most acute in Hackney. Tower Hamlets has the highest percentage of pupils achieving five or more A*-C GCSEs of the Outer Impact Zone Boroughs. This trend is replicated at Key Stage Two.

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

7.7.5 Disabled people

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

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

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

7.7.6 Sexual orientation

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

7.8 Key issues for consideration

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

7.9 Business opportunities

40 per cent of businesses in the five Host Boroughs are BAME-owned, compared to 19.5 per cent across London as a whole. This information is available from an annual report commissioned by the GLA, there is no comparable data available for the East of England.

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 people⁸.

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

7.10 Key issues for consideration

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

7.11 Environmental impacts

7.11.1 Black Asian and minority ethnic people

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

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

⁸ ODA 2007b

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).

7.11.2 Children and young people

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

7.12 Key issues for consideration

There will need to develop opportunities for the local community in an attractive, safe environment where the local community will wish to spend leisure time, relax and take exercise.

8 Consultation and engagement

The consultation undertaken for the Velopark can generally be divided into three areas:

- targeted community consultation;
- community involvement; and
- stakeholder engagement.

The consultation, engagement, involvement and communication activities have differed according to the needs of each specific group:

- Community - targeted community consultation with different groups including young people, faith groups, multi-disciplined sport users, and the local community;
- General public - public involvement exhibitions, consultation drop-in sessions, and public communication advertising;
- Statutory and technical consultees - a Technical Fora event, formal steering bodies, one-to-one briefings, Review panels;
- Political - one-to-one briefings and group sessions; and
- Specialist stakeholders - One-to-one briefings and formal steering groups.

8.1 Targeted Community Workshops

A series of targeted workshops were organised by the ODA in August 2008 for each of the interest groups listed:

- faith;
- multi-disciplined sports users;
- local community; and
- young people.

8.1.1 Faith

A presentation and workshop was arranged with the multi-faith group on 11 August 2008 at the ODA's Offices in Canary Wharf to identify any specific faith issues associated with the design of the Velopark, and the Velodrome specifically.

8.1.2 Multi-disciplined sports users

A presentation and sports workshop to the Newham and Waltham Forest user groups was arranged on 15 August 2008 at the ODA's Offices in Canary Wharf to identify any specific issues associated with the design of the Velopark, and the Velodrome, road cycle circuit, and off-road mountain bike track in particular.

8.1.3 General Spectators

A presentation and community workshop to residents from Hackney and Tower Hamlets was arranged on 5 August 2008 at the ODA's Offices in Canary Wharf to identify any specific issues from a spectator's perspective associated with the design of the Velopark.

8.1.4 Young People

A specific event was arranged for young people on 7 August 2008 the ODA's Offices in Canary Wharf. 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.

8.2 Community Involvement

8.2.1 Public consultation and involvement

Public consultation and involvement on the Velopark took place in August 2008. Advertisements and press releases were issued to the community in Hackney, Waltham Forest and Newham to promote public consultation on the proposals. The press releases were placed in the following publications to advertise the community drop-in sessions in August 2008:

- Hackney Gazette;
- Hackney Today;
- Waltham Forest Magazine;
- Newham Magazine; and
- Easy End Life.

8.2.2 Exhibitions

Static exhibition stands were erected at libraries in Hackney, Waltham Forest, Newham and Tower Hamlets between in August 2008 with details of the Velopark proposals. A feedback box was provided with the static information for the general community to provide comments on the proposals.

8.2.3 Drop-in sessions

Drop-in sessions were held at the Stratford Shopping Centre in Newham, the Whitechapel Market in Tower Hamlets, the Ridley Road Market in Hackney and The Walthamstow Mall shopping centre in Waltham Forest in August 2008. The Velopark proposals were displayed on banners and leaflets in the sessions and provided the general public with the opportunity to ask the ODA and Velopark design team questions on the proposals and design.

These drop-in sessions were publicised in local newspapers, on the London 2012 website, and also attracted passers by. The purpose of these was to consult and seek public feedback and input on the designs for the Velopark, raising awareness of the progress of the Velopark and giving the people in these areas a chance to express their views.

During the course of the public exhibitions and consultation feedback forms were collected. The issues raised in these forms and at the drop in sessions were summarised in a consultation matrix.

8.2.4 Website: consultation and communication

Details of the Velopark consultation were posted on a dedicated section of the London 2012 website⁹ which provided information on the consultation events and planning submission.

The site continues to be used to update the community on Games-related news and progress.

⁹ www.london2012.com

8.3 Stakeholder Engagement

The participants in the stakeholder engagement process included statutory consultees, technical and other specialist stakeholders. Stakeholder engagement and consultation has taken a number of forms:

8.3.1 Technical For a

A Technical Fora event was held on 3 June 2008, at a venue in Canary Wharf. The Technical Fora brought together technical stakeholders to engage in the Planning Programme, and to review and discuss plans for the Velopark in advance of the planning application. This enabled stakeholders to highlight and discuss issues with the Velopark 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, specialist organisations, and the relevant London Boroughs. The representatives were organised into Forums to address the following priority theme areas: Utilities, Access, Sustainability – Built & Natural Environment, Planning, Equalities, and Security. Each Fora was managed by a Fora leader who was responsible for identifying delegates to invite to the event, strategic guidance to the design team on the relevant priority themes and the facilitation of discussions and workshops at the event. Planning had its own group at the Fora Event.

At the Technical Fora Event, the ODA gave a presentation on the Velopark design with questions and answers from the attendees. This was followed by workshop discussions on the design in the specific technical fora. Each Technical Forum had at least one member of the design team present for the discussion workshops.

8.3.2 Specialist user groups

Consultation has occurred with a number of specialist user groups and took the form of user group workshops, individual briefings, site visits, and presentations. The ODA engaged in regular consultation with the following groups throughout the VeloPark's design:

- British Cycling;
- Off-Road Specialists;
- Local Cycling Users (including Eastway User Group);
- British Cycling London Alliance;

8.3.3 Political consultation

Detailed meetings and briefings have occurred with the following political and senior borough stakeholders to present the designs for the Velopark and its legacy provision:

- Hackney Members;
- Waltham Forest Members;
- Newham Members;
- London Assembly;
- Select Committee – Culture Media & Sport; and
- GLA.

The ODA has presented to the Five Borough Leaders and Mayors and held a Joint Co-ordination Group (JCG) Meeting.

8.3.4 Other Consultation

The ODA Velopark Steering Group, incorporating the key stakeholders holds regular meetings with the following bodies through the evolution of the Velopark designs:

- LVRPA;
- GOE;
- Sport England;
- LDA;
- LOCOG;
- British Cycling;
- Waltham Forest Borough Council;
- Newham Borough Council; and
- London Marathon Trust

Consultation with key stakeholders has allowed the scheme to evolve and respond positively to the comments made throughout the process and to balance both LOCOG's Overlay requirements, and LVRPA's Legacy requirements.

The ODA and the design team have consistently given consideration and responded to all the comments and input that have been made through the design and construction consultation process.

The results of the consultation have led to elements of the design and location of faith provision in the scheme being reassessed:

Additional comments from the consultation have also been noted and have been passed to LVRPA as the legacy owner:

- parents concerns regarding the removal of all seating in the BMX area; and
- food provision which is culturally sensitive of the needs of the local population.

9 Impact assessment

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

9.1 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 impacts resulting during the construction phase, and impacts concerning the design and construction of the venues and buildings.

9.1.1 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 VeloPark aims, where possible to exceed the standards set through innovative design. Managed through 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; and Principle Access Officers and Equality and Inclusion Managers. This process has informed the design of the interior and exterior design of the Velodrome building and the surrounding park area, producing views and increasing visibility of key features to guide people through the VeloPark.
Space in and around the venue provides a free flowing obstacle free environment.	Disabled people Older people Parents and Carers	Consultation with Design and Access groups, Principle Access Officers and Equality and Inclusion Managers has resulted in the VeloPark being an environment where 'street clutter' and other obstacles to a free flowing space including steep gradients, steps, and narrow pathways are minimised.

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 design and build of the venue will take into account safety and security needs and concerns and ensure that the VeloPark will be safe to use for all potential users. For example the design team will look at the use of CCTV, lighting internally and externally, wayfinding incorporating inclusive and accessible signage, and provision of well lit secure environments to contribute to a feel of safety. This will be achieved by engaging with security teams throughout the design process and adopting 'secure by design' principles: material selection and finishing of the facility building's façade; lighting; security arrangements at the facilities building; and landscaping.
Access to seating via short flights of stairs and lifts.	Older people Parents and Carers Disabled people	A proportion of all spectator seating areas will be accessible to all users. Access to all seating has been developed in line with the Inclusive Design Strategy and Standards.
All levels of the buildings are accessible, with the use of lifts and ramps.	Older people Parents and Carers Disabled people	The Velodrome is accessible on 3 levels using a number of ramps and lifts in accordance with the Inclusive Design Strategy and through working with the ODA's Design and Access Team.
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	Toilet, disabled toilet facilities, and concessions areas will be accessible from within 40m of seating during Games time internally and externally for Track and BMX events. In Legacy toilets and concessions and the café will be located inside the Velodrome and will be within the required distance from the external cycling facilities.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Access to the field of play, accessible seating at the field of play will be limited in legacy and in Games time.	Disabled people Older people	Access to the field of play will be accessible through the use of access ramps for both able and disabled cyclists. A variety of accessible seating and locations including step free amenity and wheelchair seating has been designed into the Velodrome in accordance with the Inclusive Design Strategy
Facilities for staff and venue users i.e. catering (gas and electric points), changing areas including shower facilities, toilet provision (unisex facilities and single sex), faith rooms, loop and audio description systems (also known as assistive listening systems), car and bike parking, transport links, access to all areas in the venue, access points to and from the building.	All but particularly; Disabled people, Faith groups, people with caring responsibilities	All systems, facilities, services, and transport provisions are designed, where possible, in compliance with the Inclusive Design Strategy and Standards, ensuring accessibility to them for all users throughout the VeloPark. In legacy a permanent café with viewing area looking out over the Olympic Park will provide a healthy range of food and drinks. To the south of the Velodrome 150 car parking spaces and 12 designated blue badge holders will be provided and there are proposals for a 150 cycling park including space for disabled cyclists has been located in strategic locations.
Access to facilities for parents and carers of babies and young children i.e. changing areas, food warming and preparation, breast feeding areas.	Parents and Carers	Through the design process we can ensure that people with children or adult caring responsibilities will be provided with access to good caring facilities within the Velodrome for both the Games and in Legacy. These include access to changing areas, food preparation and feeding areas, and areas to store equipment such as buggies and mobility aids. There is an accessible baby change area located at Arena Level.
Internal furniture of the building i.e. handrails on stairs, along walls, seating, rest areas, meeting and information points.	Disabled people Parents and Carers	All internal and external fixtures, fittings, and furniture have been designed in line with Inclusive Design Standards and have been reviewed by the ODA's Design and Access Team including hand holds provided in the upper tier.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Crowd modelling for evacuation of venues is reflective of the needs of people from the target groups.	Disabled people, Older people, Parents and Carers with children Faith Groups BAME people Women	The needs of target groups have been considered in the design and layout of the venue and the specific details of evacuation plans have been developed in consultation with stakeholders and JLAB.
The fit out of buildings including colours, surfaces, lighting could make a building feel inclusive and welcoming.	Disabled people Children and young people Older people	Through public and stakeholder consultation a considerate, informal, inclusive, and secure environment has been achieved. Design team has considered future presentations to the BEAP forum.
Location of the new venue will provide community facilities which could lead to improved take up of sporting activity.	All	The VeloPark will form part of the Olympic Park's permanent sports facilities and provide new world class facilities which will encourage local and regional uptake on cycling. The Velodrome has been designed to form a "hub" for cycling routes through the Park and across London.
Venues designed to enable people to learn and train alongside elite and professional athletes.	All	The Velodrome indoor track can be ridden by beginners through to elite athletes with no modification needed, the BMX track will be designed for elite athletes for the Games, and with some reconfiguration post Games it will also be useable by beginners through to elite athletes. The road cycle circuit and mountain bike courses added in legacy have been designed with a number of different difficulty levels to enable beginners through to elite riders to compete across the Park.

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 documents include positive images of people from target groups in documents, promotion material, are in plain text, accessible and use positive terminology when describing issues / people from target groups.	All	The detailed proposals, images, and illustrations are designed and written to include and connect with those who will use the venue which includes people from target groups.

9.1.2 Construction

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Impact on local commercial operations; reduced ability to operate / increased operational costs. Impact on employment / businesses already in the area / region.	All	The appointed contractor will be employing up to 450 employees on site at peak. Through sharing good practise and promoting good employment practices to all of their supply chain they will encourage use of the job brokerage service, will be engaging with the ODA Women in Construction project, explore provision of apprenticeships with sub-contractors and generally give support to make sure that all their employees are engaged on fair terms and condition.
Construction phase will be high quality and safe which creates new opportunities for people living in local communities.	All	The construction of the VeloPark will be in accordance with an agreed Code of Construction and ODA Health and Safety Strategies with the support of the contractor which will protect the local areas' amenity during construction and ensure that a safe and healthy working environment is pursued throughout development of the venue.
Health impacts from the construction phase associated with any dust, soil or groundwater contamination, noise, increase in exhaust emissions, decrease in air quality.	All, but specifically those in the locality of the Broxbourne Centre	The appointed contractor will ensure that throughout the construction of the Velodrome the associated noise and dust pollution will be minimised where possible. Noise levels will be contained to agreed times of the day to keep disturbances to a minimum, in accordance with planning parameters within the Olympic Park.
Noise from venues during Construction, Games, and in Legacy	All	The Velodrome contractor will ensure noise levels will be contained to acceptable times of the day to keep disturbances to a minimum, in accordance with the planning parameters.
Impact of hoardings / fences around construction sites.	All,	The perimeter fence is designed to be used to secure the Olympic Park during construction and Games operation. The hording will eventually be replaced with a security fence which allows the local community to view the progress on site.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Noise disturbance, disruption to public transport and/or routes for communities during construction of the venues.	All	The VeloPark is set within the wider Olympic Park and the ODA have set up the construction hotline which is available 24/7 to report any construction concerns. The Logistics team works with the contractors to manage deliveries and the impact of the construction on the local population.
Loss of use of 'common' land, car and campervan parking, rights of way, moving of facilities or buildings. During construction, Games time and during transformation.	All	The VeloPark is situated on the site of the old Eastway and in Metropolitan open land. The Eastway users have been relocated to a new facility until the transformation work is completed after the Games. During targeted consultation the ODA have reached an agreed design with the User Group for the new facilities available post Games.
Venue incorporates a high percentage of the ODA Inclusive Design Standards	All	The VeloPark is designed in accordance with ODA Inclusive Design Standards wherever possible. Methods to mitigate non compliance with the Standards have been developed; this includes the design team completing non-compliance forms and being reviewed with ODA Accessibility and Inclusion team.
Names of buildings and rooms within venues reflect the community and history within the venue is situated.	All	To be developed further during detailed design and in consultation with the legacy owners and operators.
Employment opportunities in construction of the venue.	All, but specifically local people and target groups	The VeloPark's contractor will be encouraged to develop employment and training opportunities during construction through the consideration of policies established within the ODA's Employment and Skills Strategy.
H&S with local schools to help understand the impact of the construction works.	School children and youth groups	ODA Health and Safety Officers will work alongside the Community Relations Team to ensure local children are aware of the risks of a construction site during construction.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Business opportunities	All	The Velodrome contractor will assess the impact of their procurement processes to ensure that new SMEs, including diverse owned businesses, are able to bid for their contracts and encourage businesses to register on CompeteFor.
Levels of security around the site, CCTV and privacy of local people	All	The VeloPark is designed in accordance with Secure by design standards and the Velodrome will have 24hour CCTV around the site.

9.2 Delivery and overlay for the London 2012 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	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 (overlay)	Faith BAME	LOCOG are exploring the possibility of creating faith and quiet spaces within the overlay accommodation.
Cultural and faith facilities	BAME Faith groups	Provisions for different dietary requirements in the food concessions area and toilet and changing facilities will come forward in the management strategies to be provided by LOCOG in Games mode.
Access to field of play and surrounding areas for Photographers / media	Disabled people	Access for the media and Olympic and Paralympic Family has been incorporated into the designs in consultation with LOCOG.

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Lighting buildings, light pollution, and sound insulation of buildings	All	The Velodrome is an indoor venue which will minimise light and sound pollution during the Games. The location of the Velodrome is not close to any residential areas.
Transport to the venues, distance to travel, costs, accessibility	All	The main transport hub of Stratford International and Regional containing the new Javelin service, overland, underground and DLR trains and a bus terminus situated at the South end of the park. There are also a number of other stations situated around the Park and dedicated bus routes to all park entrances. In Games time the Park will predominantly be pedestrian only with crowd modelling being developed to manage the crowds within the Park and ensure access to the individual venues. Consideration has also been given to how the venue will accommodate, in both Legacy and during the Games, access and parking provisions for bicycle, car and coach parking within the area.
Noise disturbance, disruption to public transport and/or routes for communities during the Games.	All, specifically local communities	To be developed through LOCOG's transport team

9.3 Legacy transformation (ODA / LVRPA)

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
<p>Improved community cohesion around venue use in legacy due to level of involvement, feedback, number of integrated community events and focus groups.</p> <p>Transport: location of, distance to, and regularity of, public transport for people attending the venues. Is a variable option, is the transport accessible, are transport hubs safe and secure, does the transport continue to run 30 minutes after the venue closing time.</p>	All	<p>The local community have been fully informed the planning and construction phases for the Olympic Park. Engagement with the local community has developed the VeloPark’s identity and sought local ‘ownership’. The aim is to involve the community throughout the lifetime of the project and encourage use of the VeloPark when open to the public.</p>
Walkway and cycle way routes to venues are safe and secure.	All	<p>The VeloPark is located approximately 15 minutes walk from Stratford Regional and City Station City and approximately 30 minute walk from Leyton underground. Further detail is to be developed for local bus routes. There will be 150 car park spaces and 12 accessible car park spaces allocated near to the Velodrome entrance. Sustran will be developing cycle routes throughout the Park which will feed into the VeloPark.</p>
	All	<p>The detailed design of walkways and cycle ways within the Olympic Park is being managed by the ODA PPR team in consultation with the legacy owner which will ensure the VeloPark is accessible for all through a safe, welcoming, and secure environment. In addition secure cycle parking will be provided at the Velodrome, more specific details to be managed by legacy owner.</p>

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Improved community cohesion around venue use in legacy due to level of involvement, feedback, number of integrated community events and focus groups.	All	<p>The local community have been fully informed the planning and construction phases for the Olympic Park. Engagement with the local community has developed the VeloPark’s identity and sought local ‘ownership’. The aim is to involve the community throughout the lifetime of the project and encourage use of the VeloPark when open to the public.</p> <p>Management and monitoring of local community usage will be the responsibility of the legacy owner and operator. LVRPA have a proven track record of running a number of successful elite facilities across the Lee Valley and will put the experience and management plans previously used into practise at the VeloPark.</p>
Community use of the facility, encouraging local people to use the venue, monitoring to reflect local and regional community diversity.	All	<p>There was concern that the VeloPark would be too expensive for local people to use. In response to this the Legacy body is planning to introduce a variable pricing scheme including reduced concession rates and family tickets to make the VeloPark as accessible as possible. The Legacy body is also committed to ensure that all the cycling disciplines are accessible to both amateur and elite athletes and all target groups. Details of the tracks, seating arrangements, access, and opening hours will be determined within the Business Plan being developed.</p> <p>The local area will benefit from having the only VeloPark in the UK with a range of cycling disciplines catered for which will lead to improved uptake of cycling when on the doorstep. There is also an opportunity for a “Children’s Skills Area” which could comprise of interesting landforms, and a dedicated mini course for young cyclists along with parent facilities. The venue will have the capacity to hold world class events bringing a unique spectator experience for the local community to enjoy and benefit local businesses. LVRPA will determine future employment for the VeloPark.</p>
Benefits to the local area: employment, businesses, access to sport	All	<p>Management requirements are the responsibly of ODA/LVRPA and will be developed. The Velodrome to be open early to public post games with minimal transformation works needed, provisions will be made to ensure safe access to and from the venue whilst the other legacy transformations are completed.</p>
Safety issues due to temporary divisions around sites during transformation.	All	

Identified impact	Equality target group/s	Potential ways to promote and share good practice of a positive impact or to mitigate / remove negative impacts.
Improved community cohesion around venue use in legacy due to level of involvement, feedback, number of integrated community events and focus groups.	All	<p>The local community have been fully informed the planning and construction phases for the Olympic Park. Engagement with the local community has developed the VeloPark’s identity and sought local ‘ownership’. The aim is to involve the community throughout the lifetime of the project and encourage use of the VeloPark when open to the public.</p> <p>This will be the first permanent indoor Velodrome to be built in London and it has been designed to be highly visual and inviting for the whole community to enjoy. The architecture and scale of the building will be impressive and will hopefully inspire many to take up cycling for the first time.</p>
Proximity of venues to communities in legacy.	All	<p>The VeloPark has provision of 150 car park spaces and 12 disabled parking in close proximity to the Velodrome entrance in legacy. The Velodrome has been designed to form a “hub” for cycling routes through the Park and across London, bike parking will be provided and will be determined in more detailed design stages. Bus routes will be developed in more detail by ODA Transport and TfL. This will be covered by the Legacy Master Plan in consultation with legacy owner.</p>
Impact on local area of increased / new use of the venue i.e. transport, congestion, parking	All,	<p>Activities which will engage with specific target groups are envisaged but will come forward in the Legacy Management of the Centre.</p>
Impact on other facilities within the vicinity / links to encourage use of existing faculties as well. Shops restaurants, as well as sports.	All	<p>The venue will be fully accessible to the community and target groups following the legacy transformation works post-Games. This will be in completed in stages, the Velodrome being design for legacy in mind so requires minimal legacy transformation work. The other elements of the VeloPark will follow once legacy build stage is completed.</p>
Community activities to ensure equal access and inclusion to sports in the venues. Managing expectation of access to venues after the Games.		

9.4 Legacy planning

The legacy management of the VeloPark will be delivered by the Lee Valley Regional Park Authority. It is envisaged that the Velodrome will be open for use early 2013. The legacy transformations will include the BMX track being reconfigured to allow for elite, national and beginners to use it. The one road cycle circuit and mountain bike trails will be added, they are envisaged operating in full from 2015 or earlier on agreement once the legacy transformations are complete.

The management of the venue in legacy will be important to maximising benefits for equality groups, particularly for the diverse populations of East London and within the Authority's regional remit. Informed by values of celebrating diversity, promoting accessibility, equal treatment, and inclusion for all visitors and users of the venue, management can ensure the benefits the VeloPark poses to the locality in legacy are fully realised.

10 Action plan

The action plan contains the actions required to implement the recommendations from the full assessment. The plan should will be reviewed regularly by the Project Sponsor and venue Steering Group to ensure the actions are included in the delivery of the overall project.

The action plan is spilt into the delivery phases for the venue; the project has already delivered a number of the key requirements identified through the EqIA and therefore focuses on any outstanding and legacy issues.

10.1 Design

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible area and date due to be completed / reviewed	Status
Inclusive design: Delivery the ODA Inclusive Design Strategy and Standards						
	Access to the venue	Disabled people, older people, parents and carers, young people and children.	Consultation and involvement of the ODA Principle Access Officer along with the BEAP and the AIF at detailed design phases to ensure gradients and design of surface treatments the and surface treatments do not have an negative impact on access.			R/A/G

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible area and date due to be completed / reviewed	Status
	Wayfinding and signage impact on the peoples ability navigate around the VeloPark.	All but particularly Disabled people and BAME groups.	<p>The Wayfinding Strategy for the ODA will be applied to the Velopark and will have input from the ODA Principle Access Officers; E&I Manager; the BEAP and AIF, and incorporate measures to provide for disabled people; people with literacy and language issues.</p> <p>Venue will incorporate inclusive and accessible signage and wayfinding.</p>			R/A/G

10.2 Construction

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible area and date due to be completed / reviewed	Status
Community cohesion:						
	Improved community cohesion around venue use in legacy due to level of involvement, feedback, number of integrated community events and focus groups.		Through targeted consultation and engagement with the local community, cycling groups, key stakeholders and the legacy owner and operator the venue has been designed for legacy use for elite athletes and local and regional communities		ODA Communications Teams to engage with the local community through construction.	
	Increased local traffic as a result of constructing the Venue	All in the local community	The impact of the construction traffic within the local area has been considered as part of the wider Olympic Park and is managed through the Logistics team.	Construction Help Line	Venue contractor and Logistics Team	

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible area and date due to be completed / reviewed	Status
Employment and business opportunities:						
Improved employment and business opportunities for local people.	Improved employment opportunities	All but particularly disabled people, BAME and Women.	Contractors to work with ODA Employment and Skills to meet Equality, Inclusion, Employment & Skills objectives.	Contractor working with ODA E&S Employment Managers	Quarterly reporting to E&I Board.	
	Procurement of work, goods and services arising from the Velodrome construction will present business opportunities for local businesses	All but particularly SME's and women, disabled people and people from black, Asian and minority ethnic communities	Improve prospects of winning contracts associated with the Olympic Park through the utilisation of the ODA's 'Compete For' business network and contracting database.	ODA promote focused business opportunity events and advice for businesses.	Contractor working with ODA Procurement and E&I Team	

10.3 Transformation

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible area and date due to be completed / reviewed	Status
Inclusive design: Delivery the ODA Inclusive Design Strategy and Standards						
	Safety issues due to temporary divisions around sites during transformation.	Disabled people, older people, parents and carers, young people and children.	Considered and safe focused approach taken to any divisions created.		ODA and LVRPA	R/A/G
Employment and business opportunities:						
	Improved employment opportunities	All but particularly disabled people, BAME and Women.	Contractors to work with ODA Employment and Skills to meet Equality, Inclusion, Employment & Skills objectives.	Appointed contractor to work with ODA E&S Employment Managers.	Quarterly reporting to E&I Board.	

10.4 Legacy

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible Team
Community cohesion:					
Community use and ownership of the venue.	Names of buildings and rooms within venues reflect the community and history where the centre is situated.	All, specifically local communities	The naming of rooms within the Velodrome facility building will be determined by the venue's Legacy operator. LVRPA to consider strategy for naming rooms within the Velodrome.		LVRPA
	Cultural and faith facilities provided in the operation of the centre in legacy.	BAME Faith groups	Provisions for different dietary requirements in the food concessions area and provision of space for faith observance. LVRPA to consider the needs of the local community with regard to dietary requirements and faith observance in the Legacy management.		LVRPA
	Community use of the facility, encouraging local people to use the venue, monitoring to reflect local and regional community diversity		Local and regional community use will be encouraged and monitored	To be developed as part of the legacy Business Plan.	LVRPA

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible Team
Community cohesion:					
	Improved community cohesion around venue use in legacy due to level of involvement, feedback, number of integrated community events and focus groups.	All	Through targeted consultation and engagement with the local community, cycling groups, key stakeholders and the legacy owner and operator the venue has been designed for legacy use for elite athletes and local and regional communities	LVRPA to manage the venue and community liaison after legacy transformation.	LVRPA
	Facilities for staff and venue users i.e. catering, changing areas including shower facilities, toilet provision (unisex facilities and single sex), loop and audio description systems, access to all areas in the venues, access points to and from the building.	All	All systems, facilities, services, and transport provisions are designed, where possible, in compliance with the Inclusive Design Strategy and Standards, ensuring accessibility to them for all users throughout the VeloPark.	Allowance has been made within the design stages. Management to be developed by legacy owners as part of the venue management strategy.	LVRPA
	Transport: location of, distance to, and regularity of, public transport for people attending the venues. Access to transport and transport hubs, safety and security of people access transport.	All, particularly people on low incomes	Being developed and reviewed		ODA Venue and Transport Team with consultation with LMF.

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible Team
Community cohesion:					
	Crowd modelling for evacuation of venues is reflective of the needs of people from the target groups.	Disabled people, Older people, Parents and Carers with children Faith Groups BAME people	Through targeted consultation and engagement the needs of target groups have been considered throughout the design process and developing the layout of the venue. The specific details of evacuation plans, are to be developed by venue operators. Strategy will need to consider the potential needs of all visitors to the VeloPark.	LVRPA to consider evacuation strategies which acknowledge the different needs of people from E&I groups.	LVRPA
	Audible announcements and visual prompts, for both emergency and public address.	BAME Disabled people	Emergency strategy to be developed by the legacy operator. Any audio equipment will come forward within the detailed design process.	LVRPA to consider wayfinding and signage strategies in line with corporate responsibilities to accessibility and inclusion.	ODA Design Team and LVRPA
Employment and business opportunities:					
	Employment opportunities in legacy including landscape maintenance, events, and facilities management.	All	Potentially a significant positive impact on the local community through job and training opportunities as the area develops.	LVRPA legacy employment and skills strategy	LVRPA

Overarching impact	Positive impacts and negative impacts identified	Equality target group affected	Mitigation of adverse impact or Promotion of positive impact	Resources	Responsible Team
Inclusive design:					
	Wayfinding and signage.	All	LVRPA will develop a Wayfinding Strategy for the Velopark which will incorporate measures to provide for disabled people; people with literacy and language issues.	Part of the management and business plan.	LVRPA