



EVERYONE

Summary

The London 2012 Olympic and Paralympic Games vision is to use the power of the Games to inspire change.

The Olympic Delivery Authority (ODA) wants to create and build an Olympic Park, venues and infrastructure for the Games and future use which are inclusive and accessible for everyone, and allow disabled people to be as independent as possible.

The ODA has general duties to promote equal opportunities, promote good community relations and eliminate discrimination relating to age, disability, gender, race, religion or belief and sexual orientation.

We want to use the London 2012 Games to inspire change and leave a sustainable legacy for London and the UK.

Diversity was central to London's bid to host the 2012 Games. London, the UK and the five east London Host Boroughs (Greenwich, Hackney, Newham, Tower Hamlets and Waltham Forest) have an exceptionally diverse population. We want to draw on this to help us.

The ODA is responsible for delivering the venues, setting and transport for the London 2012 Olympic and Paralympic Games. Building the new venues and infrastructure for the London 2012 Games and for use by the local community long after 2012 gives us an opportunity to deliver an equality legacy.

This legacy will be created through:

- an environment that includes equality for everyone and is easy for anyone to use;
- a real change in equality practice in the construction sector; and
- practical new skills and experience for everyone working on the project.

involved

About us

Our goal is to deliver real and practical outcomes for equality and diversity. To find out more read our equality plans in our:

- Equality and Diversity Strategy; and
- Integrated Equality Scheme – ‘Everyone’.

The ODA’s Delivery Partner, CLM, is equally committed and responsible for ensuring equality in our work, and shares our equality action plan.

Our partners include public, private, voluntary and community sector participants who help us deliver equality including:

- The London Organising Committee of the Olympic and Paralympic Games (LOCOG);
- the Greater London Authority (GLA);
- the London Development Agency (LDA);
- the five east London Host Boroughs;
- Transport for London and other transport delivery agencies; and
- central government.

We work closely with:

- agencies involved in employment, skills and business support including the Learning and Skills Council, Jobcentre Plus and ConstructionSkills; and
- organisations representing employers and employees, especially the Confederation of British Industry (CBI) and the Trades Union Congress (TUC).

43

number of organisations who participate in our London 2012 Inclusion Group



We are working with partner organisations to encourage Black, Asian, Minority Ethnic people, disabled people and women, to train and apply for jobs in construction and other areas where they have traditionally been under-represented.

The ODA is a public body. We have to show we are meeting our legal duties relating to disability, gender and race. We are:

- promoting:
 - equality of opportunity;
 - positive attitudes and the participation of disabled people in public life; and
 - good community relations.
- eliminating:
 - harassment; and
 - unlawful discrimination.

How we deliver equality objectives

Our Equality and Inclusion Board:

- makes sure we deliver our Equality and Diversity Strategy and Integrated Equality Scheme; and
- along with our partners, helps us link with diverse communities for our community outreach work.

We focus on results. We will:

- publish the results of our Equality Impact Assessments and stakeholder consultation every year; and
- show how we monitor progress on equality.

ODA workforce representation benchmarks

Our Equality and Inclusion Board set benchmarks for monitoring minority groups for the whole workforce.

We measure progress against:

- 15 per cent Black, Asian and Minority Ethnic people;
- 3 per cent disabled people; and
- 11 per cent women.

We will work to exceed the benchmarks and give examples of best practice.

inclusion

Inclusive design

Inclusive design means we aim for everyone to be able to use the Olympic Park, venues and transport safely, easily and with dignity.

Built environment

Our goal is to create an Olympic Park, venues and facilities, both for the Games and for future use which are inclusive for women and men of all races, cultures, faiths and ages, accessible and allow disabled people to be as independent as possible.

Our innovative approach aims to remove environmental barriers that create undue effort, separation or special treatment. We aim to enable everyone regardless of disability, age, faith, sexual orientation, religion, race or gender to participate in activities equally, confidently and independently with choice and dignity.

Our Inclusive Design Strategy and Standards help us create accessible venues and parklands. We:

- check progress on the building site; and
- consult with disabled people, local authorities and our other partners through our Access and Inclusion Forum.

Success factor

We know we have been successful when we create an Olympic Park, venues and facilities that are welcoming and accessible for everyone.

2%

accessible seating in all ODA venues



Tanni Grey-Thompson and David Morris at the ODA's Inclusive Design Strategy launch in 2008

Accessible transport

Our goal for accessible transport is:

- a wide variety of accessible journey options to and from London 2012 events available to spectators, the Games Family and workforce including volunteers; and
- to develop and promote a philosophy of inclusion among our staff and transport delivery partners during the planning and operation of London 2012 Games transport.

Our London 2012 Accessible Transport Strategy and Transport Plan support this work. By funding new initiatives and working on new and existing schemes, we plan to host a truly inclusive 2012 Games. We also hope the experience of using public transport during the 2012 Games will encourage disabled people to continue using public transport.

Success factor

By improving access to the London 2012 Games we are making changes to help everybody enjoy a sense of freedom during their travels long after 2012.

By funding new initiatives and working on new and existing schemes, we plan to host a truly inclusive London 2012 Games.



Employment opportunities

We believe we can make a positive impact on equality and diversity employment practices, and on combating workplace discrimination within the construction industry.

Our contractors actively promote equality and eliminate unfair and unlawful harassment and discrimination.

Our goal is to make sure recruitment and managing employees is fair and offers equal opportunities to everyone including employees working in the supply chain.

ODA contracts include disability, gender and race equality requirements. The main contractors provide equality action plans setting out how they will meet ODA equality and diversity requirements. Contractors must:

- implement policies and procedures covering equal opportunity, recruitment, workplace harassment, reasonable adjustments, and flexible working; and
- apply fair workplace practices to recruit and manage employees, and pass these practices down the supply chain.

Our goal is to encourage people from all minority groups, including Black, Asian and Minority Ethnic people, disabled people and women, to train and apply for jobs in construction and other areas where they have traditionally been under-represented, and to combat workplace discrimination.

We work with contractors to identify job opportunities. These are advertised through Jobcentre Plus and the five east London Host Boroughs.

Success factor

We will have been effective when we surpass our performance goals and increase the numbers of Black, Asian and Minority Ethnic people, disabled people and women in construction on and off the Olympic Park and throughout the different grades and jobs in the industry.

Business opportunities and targeted community engagement

Business opportunities

We want to make sure the procurement of all work, goods and services for our programme is transparent, fair and open to diverse suppliers.

CompeteFor is the chosen website for contract opportunities for London 2012. Once registered, businesses automatically receive news of tender opportunities.

At the ODA we:

- encourage bids from small and medium-sized enterprises (SMEs) including those owned and led by Black, Asian and Minority Ethnic people, by disabled people and by women;
- work closely with the five east London Host Boroughs to ensure access to opportunities is open to local businesses;
- have created working partnerships with our main contractors and our local borough networks to facilitate and encourage a diverse ODA supply chain;
- have engaged with organisations to reinforce the importance of supplier diversity and reaching out to SMEs; and
- make sure our target market is aware of CompeteFor and have given technical knowledge to increase SME participation in this electronic brokerage system.

Success factor

We want effective representation of diverse SME suppliers with a good level of local businesses and minority-owned organisations. In partnership with the LDA, we will achieve a broader diversity of suppliers on CompeteFor and increase awareness of the range of suppliers available.



Targeted community outreach

Engage with and involve diverse groups within the local communities.

We are doing a wide variety of work with the community including activities to manage and reduce the construction programme impact. We target our resources more to engage fully with traditionally excluded groups. We have adopted a set of principles to help.

We have established a London 2012 Inclusion Group made up of individuals and organisations, local, regional and national stakeholders and representatives of our accountable body and partner organisations. The group's membership makes sure we reflect best practice in inclusion and equality by promoting positive approaches to age, disability, gender and transgender, race, religion and belief, and sexual orientation throughout our work.

Success factor

We will have been effective when each equality strand has successfully engaged in our work and when we have made diverse communities aware of our plans, especially residents from the five east London Host Boroughs. We want to ensure there is public participation with people holding us to account for our Equality and Diversity Strategy.

We are doing a wide variety of work with the community including activities to manage and reduce the construction programme impact.



Olympics Minister Tessa Jowell, ODA Chairman John Armit and local school children from the ODA Construction Crew watch BMX rider Kyle Blake BMX riding at the VeloPark site

Integration and capability

We make sure there is strong leadership and performance management of our equality and inclusion activities by building internal understanding of equality and inclusion.

We aim to:

- build our organisational capability in equality and diversity, and develop our employees' equality competence;
- integrate equality and diversity into our business processes; and
- model good practice and continuous improvement.

Equality Impact Assessments (EqIAs) are core to our Integration and Capability strategy. They add value to our work by helping eliminate discrimination and promote equality through our programmes and actions. EqIAs improve our work by assessing its potential impact on equality target groups.

We publish EqIAs on our website. We aim to:

- take steps to eliminate or minimise any negative consequences; and
- maximise opportunities that promote equality.

We will work with our managers and staff to support our equality and inclusion work. Our plans include training, development and mentoring opportunities to extend everyone's experience as widely as possible. By working with specialist agencies and measuring our work against external standards we make sure our achievements are properly and externally validated.

Success factor

Success is when our employees express greater confidence in approaching equality and inclusion and recognise it as part of core business activities. We'll measure our success in this area through workforce diversity and staff engagement including surveys and feedback.



We value the diversity of our workforce.

equality



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