



Home Office

LONDON 2012 OLYMPIC AND PARALYMPIC GAMES

SAFETY AND SECURITY CONCEPT OF OPERATIONS - EQUALITY IMPACT ASSESSMENT (EIA)

Executive Summary



1.01 The Government is committed to delivering a safe and secure London 2012 Olympic and Paralympic Games. A cornerstone of this work is the Concept of Operations (CONOPS), setting out how the key elements of the Safety and Security Strategy (<http://www.homeoffice.gov.uk/publications/counter-terrorism/olympics/olympic-safety-security-strategy?view=Binary>) will be delivered. Below the CONOPS sit five main programmes, each supported by a number of specific projects:

- **Protect** Olympic and Paralympic venues, events and supporting transport infrastructure, and those attending and using them;
- **Prepare** for events that may significantly disrupt the safety and security of the Games and ensure that capabilities are in place to mitigate their impact;
- **Identify and Disrupt** threats to the safety and security of the Games;
- **Command, Control, Plan and Resource** for the safety and security operation;
- **Engage** with international and domestic partners and communities, to enhance our security and the success of our Strategy.

1.02 The security programme is expected to raise a range of equality and diversity issues for those visiting, supporting, or taking part in the Games. To address this, the Home Office conducted an Equality Impact Assessment (EIA) of the CONOPS. Both the CONOPS and EIA documents are security-classified and not suitable for publication. This paper provides an Executive Summary of the EIA, including our consultation with interested parties and our initial conclusions.

1.03 The security programme for the 2012 Games will be delivered by the police and other agencies, working in partnership with the Olympic Delivery Authority (ODA), responsible for construction of venues and infrastructure, and the London 2012 Organising Committee (LOCOG), responsible for organising and hosting the Olympic and Paralympic Games. The security programme is likely to raise equality and diversity issues for the following main groups:

- **Visitors** to the Games at the Olympic Park at Stratford and at other venues across London and the UK;
- **Members of the Olympic and Paralympic Family**, including athletes, officials, VIPs (heads of state, commercial sponsors), media, and support staff, who will be 'accredited' to allow them access to non-public areas of the Games;
- **Security staff**, whether regular police, Special Constables or private security officers. As well as dealing with the wider public on security issues, these will have equality and diversity interests as employees;
- **Volunteers**, who will be drawn from different backgrounds and may have different needs to salaried staff;
- **Local and wider communities** affected by the Games whether at home, at work or travelling.

Within this framework, the EIA has sought to consider a range of equality and diversity issues, including:

- Race, ethnicity and language;
- Religion and belief/ non-belief;
- Disability;
- Gender;
- Gender identity;
- Sexual Orientation;
- Age;
- Welfare of Children;
- Mental Illness; and
- Socio-Economic Issues.

1.04 There will also be cross-cutting issues, for example, working with non-English-speaking visitors with diversity issues and providing policing services for the diverse temporary community of the Athletes Village.

1.05 The scope and security content of the CONOPS makes it unsuitable for general circulation. The Home Office therefore consulted with Home Office and police staff associations with a role in equality and diversity issues, with local government, and with Equality 2025, the Government's independent advisory group on disability issues. A full list of consultees is set out at **Annex A**.

1.06 Consultees were generally content with the safety and security operation as set out in the CONOPS, allowing for the fact that this is a high-level document and many of the practical issues will be addressed as part of specific projects. Specific areas for further work were identified, a number of which were already being taken forward by the police, Home Office and our partners:

- Proportionality and confidentiality in background and security accreditation checks;
- Appropriate screening and searching arrangements at venues, including privacy, dignity, and access for people with disabilities;
- Control of items taken by visitors into the Olympic Park and other venues, including appropriate exemptions;
- Direct communication between security staff and the public, including training and language provision, and clarity of published information;
- The impact of Ramadan during Games-time, including prayer facilities, fasting, access to and from the Olympic Park, and appropriate protection of crowded places during Games-time, including places of worship;

- Emergency evacuation procedures from venues, including provision for visitors with special needs;
- Fairness in staff recruitment, retention, deployment and career opportunities and positive public roles, allowing for the existing staffing and management of the police and other established organisations;
- The role of local communities and organisations in developing and maintaining channels of communication on security and other issues;
- Background research and statistics to help understand the diverse communities that the security programme will interact with;
- Management of parallel public events alongside the main Olympic and Paralympic programme;
- Learning from the management of other major sporting and public events, both in the UK and other countries.
- The Home Office, together with our partners, is now looking to carry forward the principles and practical issues raised by the EIA. The EIA is intended to be a living document, updated as the programme develops, and we will review progress at regular, six-month intervals.

Olympic and Paralympic Security Directorate (OSD): February 2011

ANNEX A: LIST OF CONSULTEES

A:Gender (support network for transsexual, transgender and intersex staff in the civil service)

Association of Chief Police Officers (ACPO)

Association of Police Authorities (APA)

British Association for Women in Policing (BAWP)

Home Office Christian Network

Home Office Hindu Connection

Home Office Islamic Network

Home Office Sikh Association

Home Office Women (HOW)

Jewish Police Association

London 2012 Organising Committee for the Olympic and Paralympic Games (LOCOG)

London Host Boroughs Olympic Heads

Metropolitan Black Police Association

Office for Disability Issues/ Equality 2025

National Black Police Association (NBPA)

National Disabled Police Association

National Policing Improvement Agency (NPIA)

The Network (Home Office staff association dealing with race and ethnic equality and diversity)

Police Federation of England of Wales

SPECTRUM (the Home Office network for lesbian, gay, bisexual and trans members of staff)

UK Border Force: Olympic Project Team

UKBA Equality and Diversity Strategic Centre

