

EQUALITY IMPACT ASSESSMENT

Purpose of an Equality Impact Assessment	<p>Public authorities are subject to a public sector equality duty under section 149 of the Equality Act 2010. To comply with the duty public authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance equal opportunities and promote good relations between people when carrying out their functions. An Equality Impact Assessment (EIA) is a tool to help evidence that this has been done, assessing the likely significant effects and impacts of the proposal and the design of any measures necessary to mitigate potential adverse impacts. It is a document which is kept under review on an on-going basis, along with any appropriate mitigations, if the proposal is confirmed.</p>
Name of policy, practice or procedure	<p>The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd.</p>
Background	<ul style="list-style-type: none"> • The London Stadium is a successful multi-use Stadium, with diversity of summer events, and a growing winter event schedule. It makes significant contributions to the local and London economy, however it currently operates at a significant annual loss due to agreements entered into before its reopening. These losses are funded by the GLA through LLDC. • LLDC currently has strategic responsibility for London Stadium through its subsidiary E20 Stadium LLP whose members are LLDC and Stratford East London Holdings (SELH) Ltd, itself a subsidiary of LLDC with 1% share. E20 oversees London Stadium's operational management, carried out through its wholly-owned subsidiary LS185 Limited, which operates the venue on a day-to-day basis. • As part of the evolution of LLDC to deliver the next phase of legacy, it was announced on 13 August 2024 that LLDC and its leadership will no longer have the strategic responsibility for London Stadium through its subsidiary E20 Stadium LLP from April 2025. • The proposal is to transfer responsibility for funding and oversight of the London Stadium to the GLA, specifically to GLA Holdings Ltd, a wholly owned subsidiary of GLA. As part of this the London Stadium operation will be rationalised (by transferring services LLDC currently provides to the Stadium to E20 and LS185) and the leadership of the London Stadium will be consolidated. • This will put the GLA in more direct control of the Stadium and enable LLDC structures and resources to be streamlined in line with the evolution of the organisation. The intention will be to continue to reduce operating losses by improving operational efficiencies and increasing the commercial focus of the London Stadium.

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	<ul style="list-style-type: none"> On 1 April 2025 it is proposed that LLDC will retire from the E20 partnership vehicle and GLA Holdings Ltd will take up its 99% membership share. GLA Holdings will also acquire SELH. The members agreement will be revised to reflect the new ownership. From 1 April 2025 E20 Stadium LLP will be an arm's length subsidiary of GLA Holdings Ltd and be renamed as London Stadium LLP. Like other arm's length bodies, its interaction with GLA decision-making will be limited to specified areas, as set out in the revised members' agreement. These will be matters which are either reserved for the Mayor or for GLA consent. From April 2025, the London Stadium LLP Board will be expanded to include a senior GLA and Mayoral officers, three non-executive directors and a new Chair. LLDC's Executive Director of Park Operations and Venues will attend as an observer to ensure there is coordination of activities across the Park and Stadium. LLDC's Park Operations team already works closely with London Stadium colleagues on security, events and facilities management to ensure that respective roles and responsibilities are clear at all times. The systems and processes for doing this will be reviewed and enhanced as part of the transfer of strategic responsibilities. The purpose of this EIA is to review the potential impact of these changes on those with protected characteristics external to LLDC and GLA Holdings (local communities, residents, businesses, visitors etc).
Scope	This EIA assesses the equality impacts on protected groups of the transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings.
Who is affected by the proposed changes?	<p>Local communities, residents, businesses and visitors to London Stadium and Queen Elizabeth Olympic Park, as well as in the surrounding area.</p> <p>Employees of LLDC, LS185 and GLA are out of scope of this EQIA as there will be limited impact on staff as a result of the transfer. Any impact on staff will be considered separately.</p>
Who has been consulted on these proposed changes?	LLDC and GLA have been working closely to plan and prepare for the transfer of strategic responsibilities for the London Stadium. The work is overseen by a GLA-LLDC Stadium Steering Group of GLA and LLDC senior officers which meets every six weeks (between September 2024 and March 2025) and a working

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	<p>group of LLDC, GLA and LS185 officers that has been meeting monthly since September 2024 to progress various workstreams.</p> <p>LLDC's stakeholders have been informed of the proposed transfer of strategic responsibilities via an announcement in August 2024.</p> <p>The LLDC Board approved the transfer of strategic responsibilities, subject to Mayoral consent in November 2024.</p>
Supporting data	QEOP Visitor Survey 2023-2024
Owner (Directorate/Unit)	Gerry Murphy, Deputy Chief Executive, LLDC
Assessment conducted by (name)	<p>Rachel Massey, Director of Governance, Assurance and Programme Management</p> <p>Reviewed by members of the LLDC-GLA Stadium transfer working group.</p>
Contact email/telephone no.	rachelmassey@londonlegacy.co.uk
Date of assessment	December 2024
Review date	This EIA will be reviewed in November 2025, six months after the transfer of strategic responsibilities.

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Analysis of the potential impact of the proposed change on individuals from protected groups and action proposed

AGE

Impacted by this change Y/N		N	
Background information			
<p>ONS data shows that nearly two thirds of the local population¹ is under 34.</p> <p>The age of visitors to QEOP has remained fairly consistent since 2018, with latest figures showing 12% of visitors in the 18-24 age bracket; 31% in the 25-34 age bracket; 33% in the 35-44 age bracket; 16% in the 45-54 age bracket; and 8% over 55. LLDC does not collect data on the age of residents in QEOP neighbourhoods.</p> <p>London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.</p>			
Potential negative impact		Potential positive impact	
The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd will not have any negative impact on this group.		London Stadium will continue to stage a range of events which appeal to different age groups.	
Potential mitigations			
N/A			
Action		Person responsible and timeline	Progress update
N/A			

¹ 'Local population' in this report refers to the population of the four Growth Boroughs: London Boroughs of Hackney, Newham, Tower Hamlets and Waltham Forest.

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DISABILITY

Impacted by this change Y/N		N
Background information		
<p>ONS data shows that approximately 13% of the local population is disabled under the Equality Act. In terms of visitors to the Park, latest figures show that 2% of visitors are limited in their day to day activities a little or a lot because of a health problem or disability.</p> <p>As one of the major venues on Queen Elizabeth Olympic Park, London Stadium shares with the Park the philosophy of being a venue for all. It takes pride in providing a dedicated service to all guests, football supporters and concert-goers. This includes a wide range of features, facilities and services to support disabled customers including:</p> <ul style="list-style-type: none"> • Bookable access seats are available in the lower and the upper tier at London Stadium, including: wheelchair and companion seats, aisle seats, step-free seating, ambulant seats (usually fewer than 7 shallow steps from the concourse or lift to access that row) and those closest to toilet facilities. • An accessible shuttle bus on event and concert days. On match days it is operated by West Ham United (WHU). • Some events have BSL interpretation. • All of London Stadium's accessible toilets are unisex, and available on all levels close to wheelchair bays. London Stadium also has three adult Changing Places facilities. <p>London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.</p>		
Potential negative impact		Potential positive impacts
The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd will not have any negative impact on this group.		London Stadium will continue to be an accessible venue.
Potential mitigations		
N/A		
Action	Person responsible and timeline	Progress update
N/A		

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GENDER REASSIGNMENT

Impacted by this change Y/N	N	
LLDC and London Stadium do not collect data on gender reassignment in relation to visitors, residents, businesses and communities in and around Queen Elizabeth Olympic Park.		
London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.		
Potential negative impact	Potential positive impact	
None identified.	None identified.	
Potential mitigations		
None identified.		
Action	Person responsible and timeline	Progress update
N/A		

MARRIAGE AND CIVIL PARTNERSHIP

Impacted by this change Y/N			N
<p>LLDC and London Stadium do not collect data on marriage and civil partnerships in relation to visitors, residents, businesses and communities in and around Queen Elizabeth Olympic Park or visiting the London Stadium.</p> <p>London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.</p>			
Potential negative impact		Potential positive impact	
None identified.		None identified.	

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Potential mitigations		
None identified.		
Action	Person responsible and timeline	Progress update
N/A		

PREGNANCY AND MATERNITY

Impacted by this change Y/N		N	
LLDC does not collect data on pregnancy and maternity in relation to visitors, residents, businesses and communities in and around Queen Elizabeth Olympic Park.			
London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.			
Potential negative impact		Potential positive impact	
None identified.		None identified.	
Potential mitigations			
None identified.			
Action		Person responsible and timeline	Progress update
N/A			

RACE

Impacted by this change Y/N	N
Background information	
In 2023/4 41% of visitors to Queen Elizabeth Olympic Park were from Global Majority groups. The proportion of Global Majority visitors from the four local boroughs is also increasing, from 34% in 2018/19 to 45% in 2023/24. This compares to a local population of which 58% are from a Global Majority background. This increase is a result of proactive efforts to raise awareness of what the Park has to offer; a broad programme of events on	

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the Park; and effective and targeted marketing activity.

London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.

Potential negative impact		Potential positive impact	
The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd will not have any negative impact on this group.		London Stadium will continue to stage a range of events which appeal to audiences from a wide range of backgrounds.	
Potential mitigations			
N/A			
Action		Person responsible and timeline	Progress update
N/A			

RELIGION OR BELIEF

Impacted by this change Y/N	N		
ONS data shows that the largest religion represented in the local population is Christianity (31.8%), followed by Muslim (24.1%), Hindu (2.7%) and Judaism (1.9%).			
London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.			
Potential negative impact		Potential positive impact	
The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd, will not have any negative impact on this group.		London Stadium will continue to consider all faiths in the design and delivery of events. It will seek to continue to host events which appeal to religious groups particularly represented in the local area eg London Halal Festival.	

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Potential mitigations		
N/A		
Action	Person responsible and timeline	Progress update
N/A		

SEX

Impacted by this change Y/N	N	
Background information		
ONS data shows that just over half the local population (50.7%) is female. Latest data shows that approximately 51% of visitors to Queen Elizabeth Olympic Park are male, compared to 49% female.		
London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.		
Potential negative impact	Potential positive impact	
The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd will not have any negative impact on this group.	London Stadium will continue to stage a range of events which appeal to both male and female audiences. More broadly, the safety of women and girls at QEOP will continue to be prioritised.	
Potential mitigations		
N/A		
Action	Person responsible and timeline	Progress update
N/A		

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SEXUAL ORIENTATION

Impacted by this change Y/N		N
<p>London Stadium does not collect data on sexual orientation in relation to visitors, residents, businesses and communities.</p> <p>London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.</p>		
Potential negative impact		Potential positive impact
The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd will not have any negative impact on this group.		London Stadium will continue to stage events which appeal to a wide range of audiences.
Potential mitigations		
N/A		
Action	Person responsible and timeline	
N/A		

PEOPLE ON LOW INCOMES

Impacted by this change Y/N		N
Background information		
<p>A key element of the original bid for the London 2012 Games was an ambition to maximise the regeneration benefits for the host boroughs in order to achieve socio-economic convergence with the London average by 2030. Progress was tracked over a number of years following the Games against a range of indicators of deprivation, with some notable successes in population, business and employment growth, educational attainment, unemployment and economic activity. More information on this can be found here. LLDC continues to work closely with the Growth Boroughs to deliver shared priorities of inclusive growth and provide sustainable socio-economic initiatives to support local residents on low incomes. LS185 is a London Living Wage employer.</p> <p>London Stadium currently hosts a range of events which appeal to different audiences and will continue to stage such events post transfer of strategic responsibilities. Specific data on the breakdown of visitors to events at the London Stadium is not collected.</p>		

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Potential negative impact	Potential positive impact	
The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd will not have any negative impact on this group.	London Stadium will continue to stage events which appeal to a wide range of audiences.	
Potential mitigations		
N/A		
Action	Person responsible and timeline	Progress update
N/A		

Conclusion

The transfer of strategic responsibilities for the London Stadium from LLDC to GLA Holdings Ltd will not have any impact on Stadium operations and therefore no negative impact on persons with protected characteristics who use the Stadium. London Stadium will continue to work closely with LLDC, the local Boroughs, and with local communities to ensure that it remains a place which is accessible and welcoming to all, regardless of disability, gender, race, ethnicity, religion, or sexual orientation.