

MAYOR OF LONDON

**SAFETY IN
PUBLIC SPACE**

**WOMEN, GIRLS
AND GENDER
DIVERSE PEOPLE**

GOOD GROWTH BY DESIGN





**DESIGNING
A CITY**

**FOR ALL
LONDONERS**

**'AN INTERSECTIONAL LENS IS
CRITICAL TO ... RECOGNISING THAT
SAFETY IS DIFFERENT FOR
DIFFERENT PEOPLE'**

Dr Mimi Sheller (2018)

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DEPUTY MAYOR'S FOREWORD



The murders of Bibaa Henry, Nicole Smallman, Maria Rawlings, Sabina Nessa, Sarah Everard, Naomi Hersi and Zara Aleena amongst many others in London's public spaces, alongside countless acts of gender-based violence, form the backdrop of women, girls and gender diverse people's experience of using the city's public spaces. These acts of violence have galvanised a response to the issue of gender safety which has included a recognition of the important role the built environment plays in women, girls and gender diverse people's perception and lived experience of safety in our city, which has placed our planning, design, and development processes under the spotlight.

I'm clear that we must make sure that London is an inclusive place where everyone has the chance to flourish. Creating public spaces where women, girls and gender diverse people feel they belong, can thrive, and are free from intimidation, harassment and violence is fundamental to that ambition. Our built environment is vital to supporting the safety of women, girls and gender diverse people.

Planning, Development and Design practices can reinforce exclusion and create new inequalities if they are not developed and managed in an inclusive way.

This handbook sets out gender inclusive principles to inform Planning, Development and Design processes, offering practical actions to ensure that we create public spaces that feel safer and more inclusive to all. We need to champion projects that embed inclusion, ensure the built environment sector has diverse representation at all levels, monitor impact and most importantly listen to the experiences of women, girls and gender diverse people.

London is committed to the United Nation's Women Safe Cities and Safe Public Spaces programme and the initiatives that we're delivering at City Hall reflect this. The Violence Against Women and Girls strategy sets out a wide range of actions to address violence, hold perpetrators to account, and support victims and survivors rebuild their confidence. The Women's Night Safety Charter, with over 1,000 signatories, requires

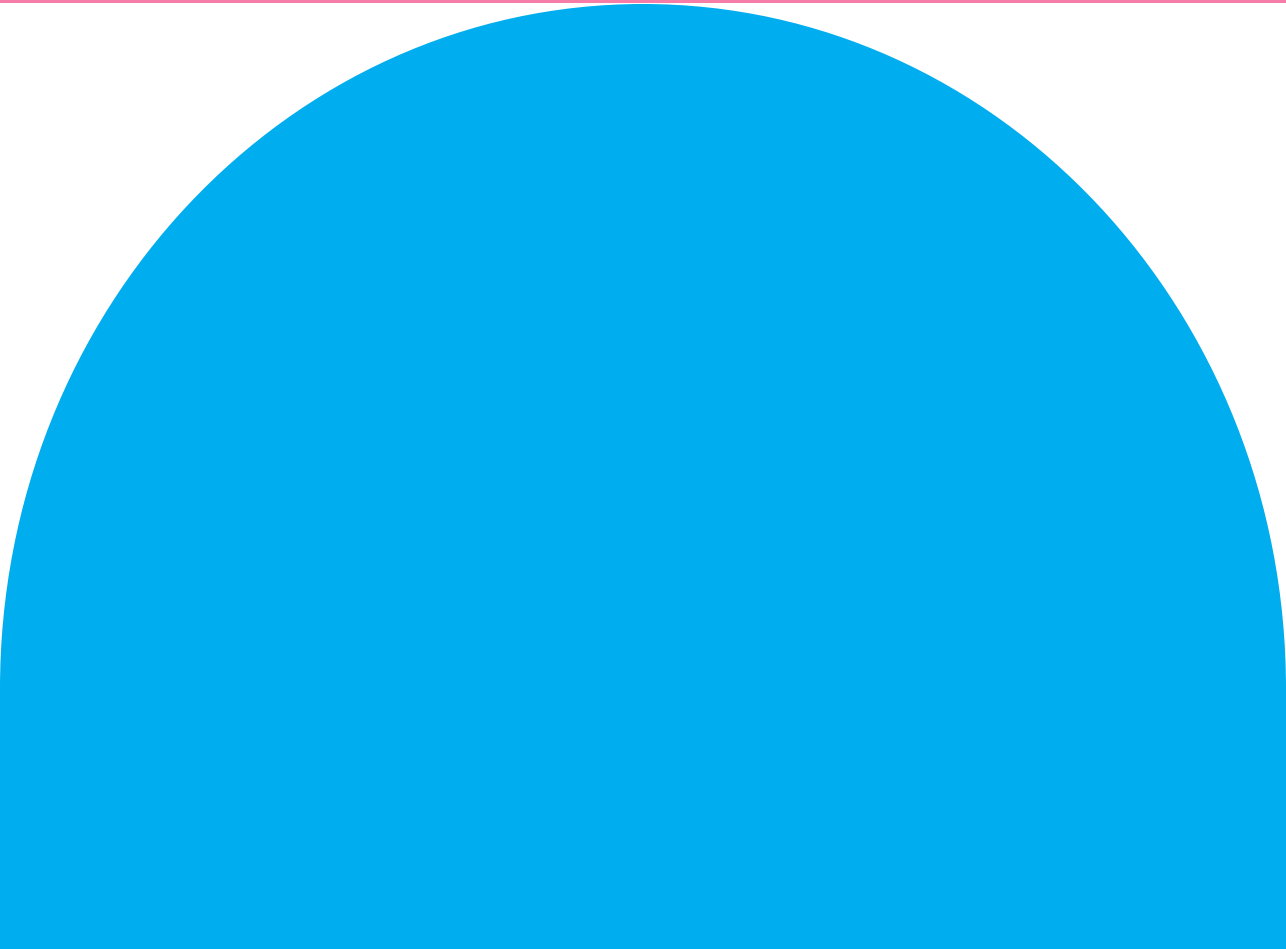
partners to sign up to seven pledges to create safer spaces at night and the Mayor's Design Advocates provide support to developments where City Hall is investing or making a planning decision to ensure the principles set out in this handbook are upheld.

For progress to be made, we all need to play our part. Only a collaborative, multi-disciplinary approach to inclusive planning and design will help to address the complex mix of challenges women, girls' and gender diverse people face in public spaces. I call on those working in the built environment to consider how they can take action and join me in this vital mission of ensuring that women, girls and gender diverse people feel safe and empowered in London's public spaces, helping us build a fairer and safer London for all.

Jules Pipe CBE

Deputy Mayor for Planning,
Regeneration and the Fire Service

**MAYOR'S DESIGN ADVOCATE
FOREWORD**



For women, girls and gender diverse people, the city is a space that was not designed for us. We need to adapt to it, rather than have it reflect our needs. As we move through it, we are often filled with fear rather than confidence. We are forced to take the long way around rather than the straight route through. We walk quickly while thinking about how to weaponise our possessions rather than moving leisurely through spaces that are supposed to be designed for everyone. We carry this fear in our bodies every day whether we are aware of it or not.

Perhaps the problem is also that public space is an afterthought in the design of our cities. It is the leftover space and a place to mitigate the issues that weren't reflected in the design of the nearby buildings. It is too often a catch-all solution that is overly sanitised, restricted and unwelcoming space. The recent Covid-19 global pandemic highlighted the importance of public space, when it became the only place where we could 'safely' meet one another. But here, safety was defined just in terms of contracting the virus, and not by how long we would feel comfortable in a space with

fewer people around, with a limited provision of public toilets and civic infrastructure, and nowhere else to go.

Gender-based violence intensified during the pandemic both at home and in public spaces. The deadliest year globally for transgender people was 2021 with 375 transgender murders recorded. In London, there were the murders of Sabina Nessa, Sarah Everard, Bibaa Henry and far too many others. This cemented the fact that safety for women in public space had reached a breaking point. However, women, girls and gender diverse people are not victims of the city. Instead, the city is missing out on our knowledge and expertise. In her book *Invisible Women*, Caroline Criado Perez writes, 'When we exclude half of humanity from the production of knowledge we lose out on potentially transformative insights' (Criado Perez, 2019). We need to be active participants in making cities in order that key decisions reflect all of our needs.

For London to be a city for everyone, it needs its public realm to be designed as an important piece of infrastructure in its own right. This document

doesn't just focus on better lighting and sight lines, however. Instead, it enshrines participatory and co-design processes at the heart of public space projects. That way they can each be shaped by the different people who use or want to use them. The guidance and series of questions found here will help us as designers to become more active listeners. It will allow us to engage the female and non-binary voices that too often aren't heard and involve them in the making of their public spaces. Ultimately, in the creation of cities, expertise – based on both professional and lived experience – must be valued. As the urbanist and activist Jane Jacobs said, 'Cities have the capability of providing something for everybody, only because, and only when, they are created by everybody' (Jacobs, 1961).

Manijeh Verghese

Mayor's Design Advocate

ABOUT THIS HANDBOOK

This is a call to action. It is essential that those who design, produce and deliver our public spaces feel informed about gender inclusion and able to build it into the processes that create our city. This requires all of London's public realm projects to take concerted action and be willing to experiment with new approaches. For some, this means radically restructuring projects, while others will take more incremental steps. For all of us, it is about identifying where we have power to make changes and taking the steps we can.

Throughout this handbook we refer to women, girls, and gender diverse people. We do this because their experiences, needs and realities are often distinct from one another whilst overlapping. This also acknowledges that many gender identities fall outside of binary categories. We need to continue to have direct, open and fluid dialogue on how safety issues affect all three communities as well as how these issues interrelate.

This handbook is designed to support built environment practitioners to take action towards gender inclusion in their public realm projects throughout the project lifecycle. To do this, the handbook lays out key principles of safety and gender inclusion that projects should be familiar with. It also offers a set of practical actions that can be taken to meet gender inclusion ambitions.

This handbook is not a design guide and it does not prescribe solutions. Communities and design teams already have much of the knowledge and expertise required to deliver more inclusive spaces. This handbook can support project teams to structure their approach to applying gender inclusive practices across all design stages. It can also be used to inform discussions with Designing Out Crime Officers to negotiate Secured by Design requirements that may go against this guidance.

This work is not always easy. Implementing any of the practical actions outlined in this handbook can present challenges. These common challenges are also described in this handbook, alongside insights as to how these have been addressed in projects across London and internationally.

The actions in this handbook can be read and applied alongside other strategies, design guides and programmes. This handbook sits within a larger body of work seeking to address VAWG in all its forms across public and private spaces. The handbook also draws on existing public realm design guidance such as TfL's Healthy Streets toolkit and Good Growth by Design guidance such as Making London Child-Friendly, Expanding London's Public Realm and the Public London Charter.

The handbook and practical actions were developed and refined by hosting workshops with 10 public realm projects across London. The guidance was also shared with the wider GLA group through a series of training workshops.

**'YOU NOTICE WORLDS WHEN THEY
ARE NOT BUILT FOR YOU.'**

Sara Ahmed (2023)

GLOSSARY OF TERMS

Care work

Work that includes both direct care activities such as feeding a baby or nursing a family member as well as indirect care such as cooking and cleaning. This work is often an unpaid but essential dimension of the world of work (Addati et al., 2018).

Cisgender

People whose gender identity is in alignment with the gender assigned to them at birth.

Co-design

A design methodology that uses creative and participatory approaches with the aim of sharing knowledge and power in the design process (McKercher, 2020).

Endangered

Being at risk or in danger.

Gender

The socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society.

Gender-based violence

Harmful acts directed at an individual based on their gender.

Gender diverse

A person whose gender identity and/or gender expression exists on a spectrum outside of the gender binary.

Gender equality

A human rights issue that refers to the equal rights, responsibilities and

opportunities of all genders.

Gender equity

Refers to equal outcomes across genders, which may require specific interventions (such as benefits, opportunities and resources) for those who have historically been excluded.

Gender expertise

The knowledge, skills, attributes and behaviours that people need in order to take effective action on gender inclusion.

Gender inclusivity

Ensuring that a particular action (project, policy, behaviour etc.) proactively involves, listens to, and gives power to people on an equal basis, and avoids bias towards or against a particular gender.

Gender-informed

An approach to decision making that includes an understanding of how gender dynamics shape both the problem and appropriate responses.

Gender mainstreaming

The process of integrating a gender perspective across all policies, plans and programmes in a given institution.

Gender norms

The generally held conventions and social beliefs about how different genders should and/or do behave. These norms also determine whose opinions/experiences are listened to and deemed important, which is called the 'normative power hierarchy'. To break norms, a shift in power hierarchies is often essential.

Intersectionality

A concept that describes how systems of inequality based on gender, race, ethnicity, sexual orientation, gender identity, disability, class and other forms of discrimination 'intersect' to create unique dynamics and

effects (Center for Intersectional Justice, 2022; Crenshaw, 1989).

Inconvenienced

The experience of an added layer of trouble or difficulty.

Ill-at-ease

The feeling of not feeling unsafe, yet being wary and not relaxed.

LGBTQIA+

An abbreviation for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual. The plus at the end refers to the many other communities and gender/sexual identities that exist.

Marginalise

The act of treating a group as unimportant, insignificant or peripheral.

Microaggressions

Subtle or indirect types of discrimination towards a marginalised group that are often experienced on an everyday basis. When experienced multiple times over the course of a lifetime, they have significant impacts on the lives and opportunities of marginalised people.

Misogyny

The hatred or dislike of, and prejudice against women. This results in structural, institutionalised discrimination against women, as well as physical intimidation, abuse, and sexual violence.

Patriarchy

A social system that promotes binary notions of gender and privileges masculinity by giving men (and concepts, behaviours, world views associated with masculinity) the greatest power, leadership roles, moral authority and access to resources.

Public space

The spaces between and within buildings, parks and green spaces that

are publicly accessible. Some internal or elevated spaces can also be considered as part of the public realm, such as markets, shopping malls, sky gardens, viewing platforms, museums or station concourses.

Racialise

The act of attributing social meaning to people's 'racial' identity. 'In societies in which "white" people have economic, political, and social power, processes of racialization have emerged from the creation of a hierarchy in social structures and systems based on "race"' (University of Winnipeg, 2022).

Rape culture

A society where sexual violence and abuse is normalised, played down and laughed off (Rape Crisis, 2021).

Safety Work

The work people do to feel safe. For women, this can include taking longer routes after dark to avoid parks or underpasses, keeping in contact with friends and family when out alone, gripping keys between knuckles, and the everyday work of being vigilant to male violence and harassment when in public space.

Sex

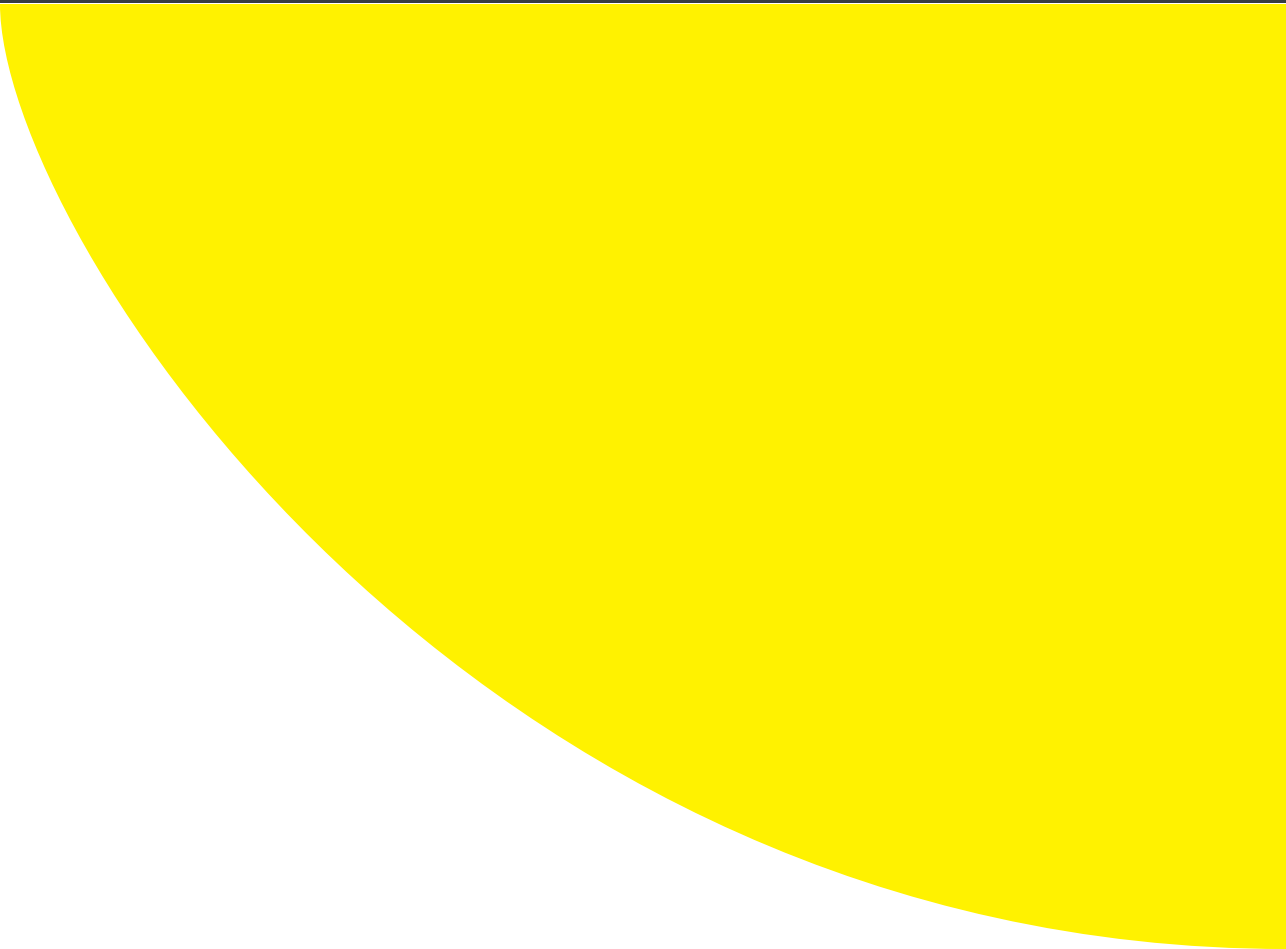
A set of biological characteristics, primarily categorised as female or male, associated with physiological features including chromosomes, gene expression and reproductive anatomy. There is variation in the biological attributes that comprise sex and how those attributes are expressed in any given individual (CIHR, 2014).

VAWG

Violence Against Women and Girls, which is defined by the United Nations as 'any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life' (United Nations, 1993).

1

PRINCIPLES





**'THERE IS NO NEAT MATCH BETWEEN
WHAT CRIME STATISTICS MIGHT SAY
ABOUT THE SAFETY OF AN AREA AND
HOW PEOPLE ACTUALLY FEEL FEAR
AND SAFETY IN THAT AREA.'**

Dr Claire Edwards (2020)

1.1

WHAT WE MEAN BY SAFETY

A spectrum of experiences

Safety is experienced on a spectrum from mild inconvenience to extreme danger. The daily inconvenience and potential additional costs of having to consistently take a longer route home to avoid certain areas, having to carry a buggy up steps, or being underserved by public transport systems are microaggressions that create daily low-level exposure to physical and psychological harm. This sends the message that public space is not 'for' you. These everyday experiences of inconvenience are safety issues that must be taken as seriously as more overt gender-based violence (World Bank, 2020). When a group is prevented from using a public space easily, it is in part because their experiences, needs and realities were not included in design considerations in a meaningful way, and that safety issues for these groups were not prioritised. As such, exclusion is the common foundation of unequal public space provision.

Inconvenienced

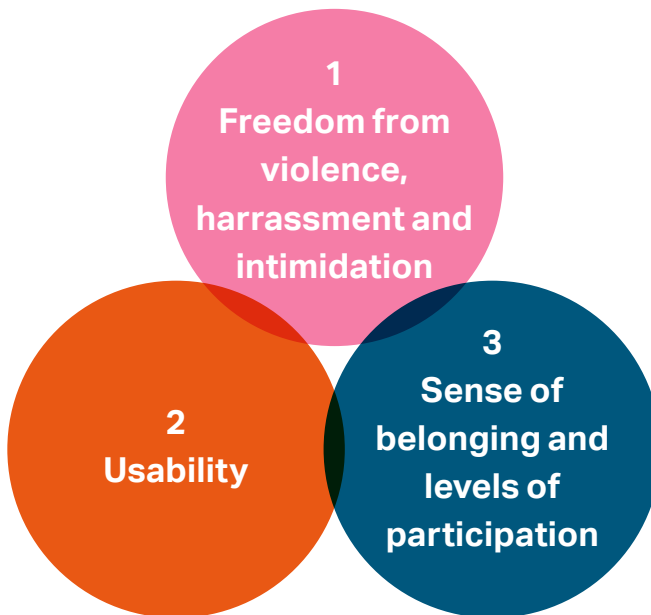
Ill-at-Ease

Endangered

Exclusion as the common foundation

THREE LENSES OF SAFETY

A sense of safety is much more complex than avoidance of crime. Safety can be understood through three lenses: freedom from violence, harassment and intimidation; usability; and sense of belonging. Each has a distinct impact on women, girls and gender diverse people's experiences and behaviours in public space and different implications for public space production. They can also be understood through 'implicit safety questions' that anyone using public space asks themselves, but that gender plays a central role in one's ability to answer positively. This is described in more detail in the following section.



**'THE FEMINIST CITY IS AN ONGOING
EXPERIMENT IN LIVING DIFFERENTLY,
LIVING BETTER AND LIVING MORE
JUSTLY IN AN URBAN WORLD.'**

Leslie Kern (2021)

1
Freedom from
violence,
harassment and
intimidation

Implicit safety question: *Do I feel free from the threat of violence?*

Inconvenienced

In response to the fear of violence, women, girls and gender diverse people routinely make strategic decisions about where, when, and how they travel through public space. This includes (but is not limited to) changing routes home to avoid areas of the city they perceive to be more dangerous, being vigilant when choosing seats on public transport, using headphones and sunglasses as a way of feeling invisible, being conscious of what to wear in public and placing keys in between their knuckles as a way of feeling less vulnerable, or simply avoiding hanging out in public space altogether (Vera-Gray and Kelly, 2020). This work has been dubbed 'safety work' (Kelly, 2012), where women may not feel ill-at-ease, but perform these behaviours as part of their everyday routines.

Ill-at-ease

Girls are socialised from a young age to be fearful in public spaces. As such, they don't have to have been directly affected by gender-based violence to understand that by presenting as female in public space, they are vulnerable to male aggression. A survey of 8,000 Londoners found that 74 per cent of female respondents feel worried about their safety some, or even all of the time, and 68 per cent worry about harassment on public transport (GLA, 2018). In London, feelings of safety have recently declined, and impact how Londoners live their lives. The 2021–22 MOPAC Public Attitudes survey found that

69 per cent of women are less likely to go out after dark (MOPAC London Surveys, 2022).

Endangered

Gender-based violence and harassment is common in public spaces and varies from daily microaggressions such as staring and catcalling, to groping, flashing, stalking and more extreme forms of violence such as rape and abduction. Some 71 per cent of women in the UK have experienced some form of sexual harassment in a public space, with this number rising sharply to 86 per cent among women aged 18–24. (APPG for UN Women, 2021).

Minority ethnic women, disabled women and LGBTQIA+ people are often exposed to greater threat of violence and harassment due to racial, ableist, transphobic and homophobic discrimination. For these groups, experiences of sexism intersects with and is compounded by other forms of structural discrimination. For example, transgender people are subjected to different types of harassment than cisgender people. This includes transphobic hate crimes and invasive questions about their gender identity (Lubitow et al., 2020). At the same time, there are few specialised support services for gender diverse people (Hubbard, 2021).



2 Usability

Implicit safety question: *Does this space meet my needs?*

A usability lens pulls into focus core assumptions around who spaces are designed for and whose needs are being accounted for in the production of public space. This includes the basic gender inclusive accessibility principles at any given site (for example dropped kerbs, step-free access, adequate lighting, long sight lines, clear exit routes, rest spaces etc). It also includes more fundamental priorities around what type of infrastructure is being commissioned in the first place (for example high speed commuter trains vs. local bus upgrades, public toilet provision etc.).

Inconvenienced

For example, public transport networks in cities across the world have been set up around optimising peak-hour commutes into the centre of cities and privilege radial, long distance journeys. The implicit assumption has been that public transport should serve the needs of the default male breadwinner (Law, 1999). Because of gender norms, women tend to make more local, multi-stop, varied and encumbered journeys than men. These usually include multiple trips a day using different modes of transport in order to combine work with domestic and caregiving responsibilities (Blomstrom et al., 2018). This is true in London where women make more weekday trips than men (TfL, 2019). The result is a transit system which is more difficult for women to access, despite them being the majority of public transport users.

On top of this, neighbourhood level infrastructure such as public toilets, which is disproportionately used by women and girls is generally underinvested in.

Ill-at-ease

Women are more likely to commute sustainably (walking or taking public transport). This is partly because it is cheaper and partly because where a household has one car this is often used by the main household earner for work-related commuting. This means that women may end up spending more time walking through or waiting in isolated places to access public transport, where they are exposed to gender-based insecurity. This underscores the need for safer public transport and public spaces that cater to journey types that are far more likely to be done by women.

The under-provisioning of specific well designed public and social spaces for teenage girls can also push them into unnecessarily precarious settings where they may feel on edge.

Endangered

Ultimately, inaccessible spaces can result in direct physical and psychological harm. This includes increased likelihood of trips and falls and physical strain from lifting buggies upstairs, as well as not being able to easily access urban resources such as healthcare appointments, exercise, and social and cultural activities that promote overall wellbeing. This is illustrated, for example by a lack of toilets that are accessible to gender diverse people and where these groups are often made to feel unwelcome, are harassed or attacked for using these spaces.



3
Sense of
belonging and
levels of
participation

Implicit safety question: *Do I feel welcome, empowered and a sense of ownership of this space?*

A sense of belonging is a core diversity and inclusion principle and is different from the idea of fitting in. Instead, it is the idea that one's identity is welcomed and celebrated and need not be hidden away or muted in order to be acceptable and accepted.

Inconvenienced

Marginalised identities are underserved by urban infrastructure. From a gender perspective this can be seen through the under provision of access to affordable food, care facilities, accessible toilets, transport and other infrastructure that explicitly addresses the practical and social needs of women, girls and gender diverse people. This under-provision both sends the consistent message that this space is not 'for' you, as well as blocking access to public space in practical terms.

Ill-at-ease

This sense of exclusion is compounded by a lack of visibility of communities that have historically been marginalised in the public realm. This is both in who is present in the streets and who is celebrated and supported through urban realm features (such as places to stop and rest, to play, with step free access and cycling facilities etc.) that meet a diversity of needs. Action towards spaces that foster a sense of empowerment and belonging can be achieved by celebrating marginalised identities through public art installations, place names, advertising campaigns and community events.

A sense of belonging fosters a sense of ease, joy and a right to be in public space. It also increases the likelihood of community members being active participants in shaping and reshaping public space. Building on ideas behind 'the right to the city', a sense of belonging fosters the collective sense that communities have the right to reshape themselves by reshaping their neighbourhood (Harvey, 2008).

Taking action towards a sense of belonging includes opening up the processes of urban development to make them more participative and representative. A key barrier to addressing this problem is the underrepresentation of women, girls and gender diverse people in the professions that produce public space. In addition, there are limited budgets available for co-design work and to maintain and manage spaces once they are built.

Endangered

In the most extreme cases, narratives about who does and does not belong in public space can foster existential threat and violence towards marginalised people. In these instances, public space also becomes the site of resistance and collective power, where people gather on the streets for protests, for vigil and to organise collective action. This was seen in the 2021 vigil for Sarah Everard on Clapham Common, where people gathered to express their grief and call for change.

**'CITIES HAVE BEEN PREDOMINANTLY
DESIGNED BY AND FOR MEN IN
POSITIONS OF AUTHORITY, LACKING AN
UNDERSTANDING OF THE LIVED
EXPERIENCES OF WOMEN, GIRLS, AND
GENDER-DIVERSE PEOPLE.'**

The London Legacy Development Corporation (2024)

**'WOMEN ARE NOT MERELY OBJECTS
IN SPACE WHERE THEY EXPERIENCE
RESTRICTIONS AND OBLIGATIONS;
THEY ALSO ACTIVELY PRODUCE,
DEFINE AND RECLAIM SPACE.'**

Hille Koskela (1997)

'I WANT TO TELL MY FELLOW ARCHITECTS: IF YOU CONTINUE TO PERFORM THE ROLE OF "THE MAN OF TASTE", YOU CONTINUE TO BE COMPLICIT. FOR ME, THERE IS AN ALTERNATIVE: TO CONSIDER TASTE AS A COLLECTIVE AND OPEN PRACTICE.'

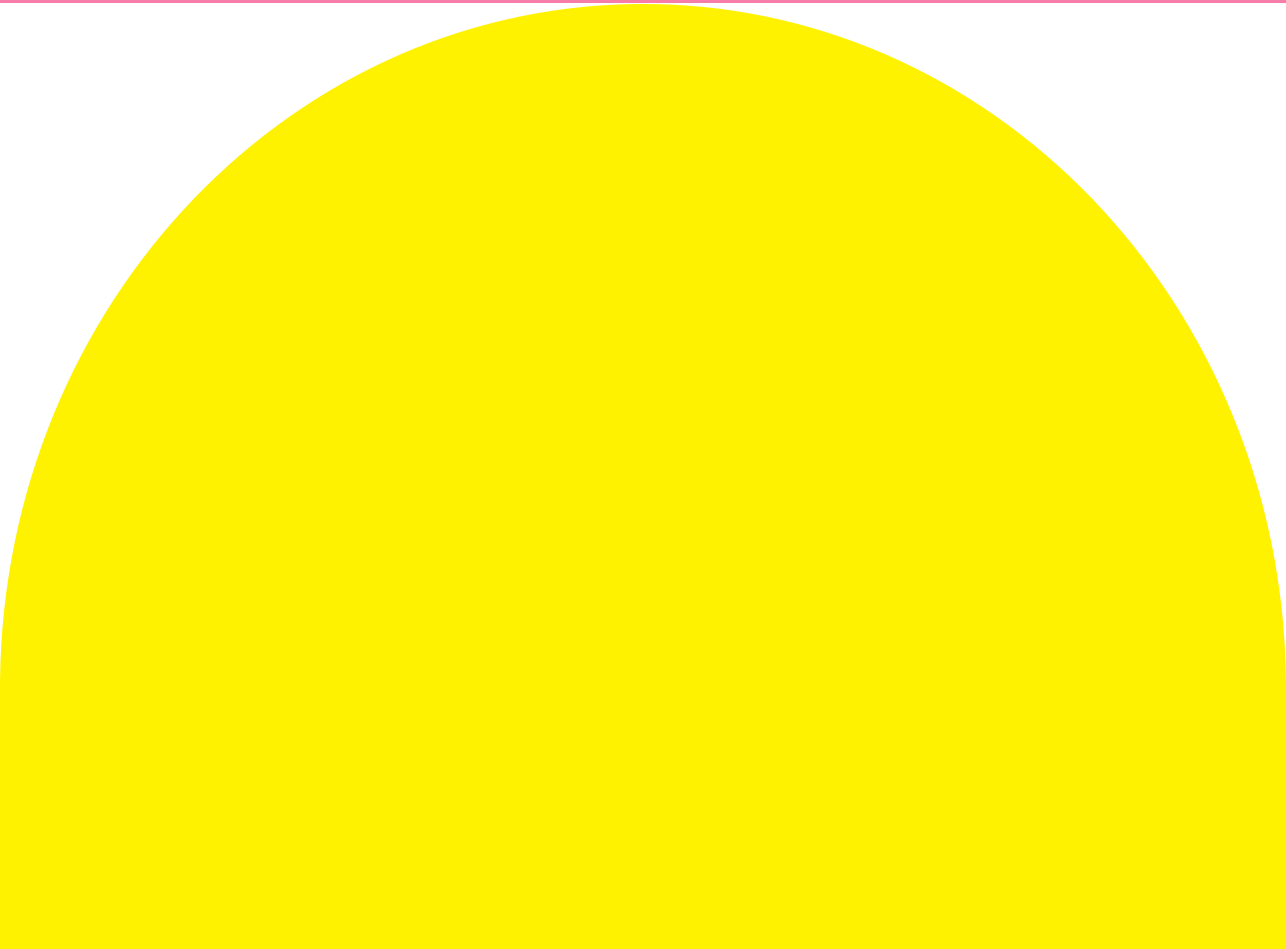
Adriana Cobo Corey (2022)

'WE ARE WHAT GETS REMOVED WHEN SPACES GET SAFER FOR YOU. WE'RE EITHER PRICED OUT OR POLICED OUT.'

Dr Adonia Lugo (2018)

1.2

WHAT WE NEED TO KNOW



Action towards gender inclusive development requires an understanding of the fundamental concepts that are driving the shifts in how we understand and make the city. This section draws on decades of feminist research and action to distil and describe these concepts. They are intended to outline the challenges we are currently facing and guide new work and thinking. We hope these concepts help you to think differently about the processes that support gender inclusive urban development and your role in delivering them.

'MALE DESIGNERS OFTEN SUGGEST THAT THEY SHOULDN'T BE THE ONES WORKING ON WOMEN'S SAFETY. I'D ARGUE THE OPPOSITE, THAT THIS IS A BROAD RESPONSIBILITY AND IS ABOUT BASIC PROFESSIONALISM. THE QUEST? A GENDER-EDUCATED PRACTICE WITH THE CAPABILITY OF LISTENING.'

Rebecca Rubin (2022)

GENDER IS A SPECTRUM

Historically in the west, gender has been conceived of as a binary (either male or female) and fixed characteristic related to biological sex. This notion has been contested by scholars and activists who have brought to light the multiple and varied forms of gender identity and gender expression that exist and are the lived reality of many people across the world (Erickson-Schroth, 2017; McNabb, 2018).

As such when addressing issues of gender inequality, rather than seeking a catch all definition of gender, we should focus on understanding the impacts of socially constructed gender norms. Gender norms are the generally held beliefs about what men and women are like and what they do (Vera-Gray, 2018). These norms have shaped both individuals and societal structures, serving to constrain the freedoms and behaviours of all genders.

Most gender systems are deeply hierarchical, where the traits and behaviours associated with masculinity (such as being a man, economic productivity, aggression etc.) are privileged over traits and behaviours that are considered feminine (such as being a woman, care work, gentleness etc.) (Cislaghi and Heise, 2020), and where diverse genders are unacknowledged or minimised. On top of this, hostility and violence directed at women, girls and transgender people increases their vulnerability in urban life, which is rarely accounted for in design processes.

Adopting a gender lens in urban development processes actively challenges gender norms, the gender binary, and hierarchical approaches to gender. It does this by acknowledging and addressing the fact that women, girls and gender diverse people have been systemically excluded from urban decision making around urban infrastructure and that their experiences and needs have therefore been ignored.

WOMEN, GIRLS AND GENDER DIVERSE PEOPLE NEED POWER TO RESHAPE THE CITY

Many approaches to women's safety focus solely on minimising the perceived dangers of the city, which builds on the stereotype of women as helpless victims who must be protected. As a result, solutions developed for women's safety often reinforce their position as powerless (by limiting where in the city they can move through, putting their safety in the hands of police officers, or requiring them to invest in other 'safety work' for example), rather than seeking to dismantle social and physical structures that block them from full and equal participation in urban life (by creating accessible transport, valuing care work, challenging rape culture, educating bystanders). We can see this in the creation of women only train carriages that implicitly assume females must avoid certain areas of the city and give up a degree of freedom for their safety, and which exclude diverse genders.

On top of this, Black women, women of colour and transgender women have historically faced heightened levels of scrutiny and fear, often stemming from harmful effects of structural racism and patriarchy. This means they are often perceived of as threats to the archetypal 'helpless female victim' and are actively victimised by it.

A sole focus on urban insecurity also fails to acknowledge the liberating potential of cities for women, girls and gender diverse people. Many people flock to cities for employment opportunities, to build community with people who sit outside family or traditional social networks, or to simply access diverse cultural experiences.

As such, when addressing safety in cities, we should be looking at opportunities to create access to free and full participation in urban life. This idea is central to the Right to The City, which is 'the right to change ourselves by changing the city' (Harvey, 2008). It calls for projects and programmes that enable urban residents to be active participants in the processes of urban development (Whitzman et al., 2012).

THERE IS NO SUCH THING AS A 'SAFE' CITY

Everyone experiences safety differently according to their personal histories, experiences and identities. It means different things to different people and is experienced in different ways. For example, whilst one person may find security in a crowded high street, another person may experience such proximity to strangers as a threat. In this way, not only are safety needs of individuals different, they are also often in conflict with one another. A recent example of these competing safety needs has been in the roll out of colourful crossings that celebrate and make visible LGBTQIA+ communities. However, these also create safety and accessibility issues for people living with sight loss, dementia, and some people with young children.

One method for delivering safer places is Crime Prevention Through Environmental Design (CPTED). This is whereby design solutions are used to minimise the possibility for criminal activity. CPTED solutions include interventions such as CCTV or the removal of benches where young or otherwise marginalised people might gather. Whilst this is an important perspective, in practice it is often applied bluntly with limited understanding of the spatial, temporal and social dynamics of the local area (Cozens, 2011). Criticism of these approaches are that they tend to be focused on simply removing the most marginalised (eg racialised, homeless, young etc.) from public spaces to make them feel safer for other people (Untokening Collective, 2018).

On top of this, CPTED tends to reduce the usability and quality of spaces for all, leading to under-use and in turn, higher likelihood of crime. When we create visions for 'safe' places there will always be underlying value systems at play about for whom and from whom the city should be made safe. These need to be made explicit and critically challenged. It is not in the gift of the public space professional to declare a city 'safe' or 'unsafe'. Instead, designers need to work with communities to co-create and develop new processes that disrupt exclusionary practices in public space design.

ONE SIZE DOES NOT FIT ALL – INTERSECTIONALITY

The lived experiences, needs and realities of women, girls and gender diverse people are incredibly wide ranging. This diversity (or intersectionality) stems from the ways in which categories of identity (such as sex, race, class, disability, sexuality etc.) are layered and intersect to form distinct types of vulnerabilities and lived experiences (Crenshaw, 1989).

The intersection of marginalised identities often increases risk of exposure to and alters the nature of harassment or abuse experienced. For example, we know that Black women and women of colour are often more at risk of victimisation and exclusion than white women, and that the nature of sexism and harassment they experience is more likely to be racialised. The London Sexual Violence Needs Assessment found that a criminal case is more likely to be 'nocrimed' – meaning no further action will be taken – if the accuser is BAME, has mental health problems or has learning disabilities (MOPAC and NHS England, 2016).

When an intersectional lens is not applied to the production of public space, the lived experiences, needs and realities of some groups are excluded, resulting in further marginalisation.

Therefore, built environment professionals must identify and addressing intersectional experiences, needs and realities at the beginning of the design process, and prioritise those who have been most marginalised. This includes explicitly seeking out these communities by working with organisations that represent them, being adaptive to times of day, engagement style and platforms that meet their needs and interests.

Designers should also acknowledge that marginalised groups can and do create their own actions for safer spaces outside of formal design processes (eg [Strut Safe](#)). These actions should be included in more formalised urban processes and be recognised and compensated.

POLICE AND CRIME LED APPROACHES ARE NOT ENOUGH

As the Commissioner of the Met Police, Sir Mark Rowley, outlined in his 2024 statement, “the scale of violence against women and girls (VAWG) is way beyond policing and the justice system” (Dodd et al., 2024). This is in part because much violence against women and girls (VAWG) in public space is not illegal. For example, it is not illegal to shout at someone in the street or follow them home.

As the National Police Chief’s council reports, even where VAWG is a crime it “goes unreported and in policing we often only see the tip of the iceberg” (Home Office, 2022). This is in part due to the normalisation of street harassment and sexual assault, as well as levels of embarrassment or shame that often accompanies the experiences. This is compounded by the widespread distrust of policing organisations who are perceived to be characterised by cultures of misogyny and racism (Maishman, 2023).

Some 76 per cent of girls who have experienced harassment in their lifetime have never reported it to the police and 42 per cent have never told anyone about it at all (Plan International and Our Streets Now, 2020). Four in five transgender people who experience hate crime don’t report it to the police (Lee, 2018). Even if reporting rates improve, most street harassment will still not enter the criminal justice system.

We also know women’s fear is not always related to crime statistics. Rather, it is often rooted in personal histories and experiences of violence, how VAWG is fetishised in mainstream media, and how women, girls and transgender people are socialised from a young age to keep quiet in the face of violence against them. As such, approaches to safety that promote a sense of belonging and signal that they are cared for are more likely to be successful. The London VAWG Strategy recognises these challenges and lays out plans beyond traditional policing approaches (for example the Women’s Night Safety Charter).

WE NEED A MORE DIVERSE SECTOR

Women and gender diverse people are underrepresented in the majority of built environment professions that produce public space, particularly in decision making roles. This underrepresentation contributes to the continued exclusion of women, girls and gender diverse people's needs in public realm design as they are underrepresented in project teams that make key decisions (Siemiatycki et al., 2019). The lack of diversity affects not only the way we design, but also who we design for (Bicquelet-Lock and Taylor, 2020). There is also research that shows we are more likely to hear and respond to issues we are affected by.

The gendered idea that planning is predominantly an objective and technical pursuit rather than one that contends with social and political systems, limits action around gender, race, and other critical social factors affecting urban development (Kern, 2021; Smith Hams and Lam, 2021).

As such, concerted action towards a more inclusive sector is needed, which has been highlighted and examined in Good Growth by Design's existing [Supporting Diversity Handbook](#) (Good Growth by Design, 2021).

A significant current barrier to entry to the built environment sector is the length, level and cost of professional qualifications and training required. One key way to open up the sector is by challenging notions of the sector itself and who gets to be on project teams. This requires taking bold steps in challenging beliefs around what counts as expertise and knowledge by engaging in true co-design with communities. This includes properly resourcing and respecting community experts as co-producers within commissioning, design, delivery and management of public space.

1.3

WHAT WE EXPERIENCE DOING THIS WORK

The following reflections and practical actions are based on the experiences of the design teams piloting this work across 10 projects in London. They provide guidance and advice to enable you to do the work, offering useful things to consider, challenges that might come up and practical lessons from their experiences to overcome these. They provide a useful starting point to consider at the beginning of any project.

- **Delivery pressures make it difficult to prioritise gender inclusion**
The high pressure to deliver projects to tight budgets and timelines means that including a gender lens can land as an extra stress on project teams that there is little perceived time for. The nature of this work (that it is new to people and that there is never a single 'correct answer' or truly 'safe' scheme) can also create a lack of clarity in terms of expectations and whether people have done a 'good enough' job on gender inclusion. For many projects, budgets are constrained and limit the extent to which gender inclusion, and engagement more broadly, can meaningfully be integrated into programmes. There is a need to ensure that gender inclusion is embedded throughout development processes and is not seen as an additional task separate to the design process. Women, girls and gender diverse people's safety needs to be on the agenda across all design stages. It needs to be someone's responsibility to ensure it is written explicitly into briefs and supported through adequate time, budgets and resources across the project team – from commissioners to consultant team.

- **Gender inclusive design processes can be emotionally demanding**

The workshops reiterated that this topic is emotive and can be uncomfortable for those engaging with it. It is personally significant to people and listening to lived experiences of gender-based violence may parallel people's own distressing experiences. For people that champion gender inclusive design within their projects and organisations, there is also an implicit task of having to become a 'teacher' to the rest of the organisation and project leadership team. This can be especially demanding if this person is themselves from a marginalised identity. This discomfort may also extend to people who hold power and have their biases and ways of working challenged. Projects need to build in time for designers to reflect on and be supported through these emotionally demanding processes.

- **Strong leadership and strategic buy-in is essential**

Senior level strategic support is essential in making space for more explorative approaches. There are entrenched organisational cultures around approaches that are deemed acceptable, and these often need challenging. In general, developers don't feel able to lead on this agenda and are looking for expertise and guidance. There is an opportunity for clear policy action at a London-wide level to support cross-sector actions.

- **Gender expertise is required for transformational change**

Bringing in gender expertise has been essential in identifying opportunities for action and appropriate strategies in projects. It is especially important to have gender experts with strong facilitation skills to structure meaningful discussions and support engagement or co-design exercises.

- **Training is essential**

Design teams benefit from training to understand the ways in which gender affects their projects. Training workshops work best when they are discursive, interactive and joyful and focus on translating

theory into practice.

- **Examples and case studies help project teams to understand the practical opportunities for gender inclusion**

Design teams would like more practical support and guidance to think about their projects from a gender inclusion perspective. In particular, examples of what good gender-informed designs and processes tend to look and feel like would be welcomed. As such, sharing information about what works, and key learnings across projects is vital to mainstream these practices.

- **A culture shift is required to view promoting a sense of belonging and ownership as an approach to safety**

Discussions of safety tend to focus on freedom from intimidation, violence and harassment, through a security perspective, and forget about creating spaces that promote a sense of belonging. Safety in public realm is often reduced to security infrastructure, such as fencing, gates, CCTV cameras or lighting. This is at the expense of discussions around the activation of spaces or interventions that invite people to dwell or take ownership of a space. It is not easy to navigate these often-conflicting safety needs and approaches. Furthermore, a lot of these discussions around safety fall outside of the red-line boundary of the site. Project leaders should seek to create welcoming and open places that promote a sense of economic, social, emotional and cultural belonging for women, girls and gender diverse people from a range of intersectional backgrounds. These ambitions should be integrated into design briefs.

- **Continuity of governance through the life of the project is essential in ensuring women, girls and gender diverse people's voices don't get lost**

Governance on large development projects is extremely complex and may change over the lifecycle of the project. For example, the team that submits a planning application may not be the team that ends up delivering the scheme and the people working on a project

may change over time. There is significant risk that past research and engagement gets lost over the course of a project, particularly in later stages. This can limit the extent to which women, girls and gender diverse people's input shapes the design, delivery and use stages of a project. Continuity is needed to ensure an iterative design process that builds on previous stages of research and engagement. This requires the use of project trackers, the establishment of gender inclusion boards and detailed handovers to ensure projects maintain a golden thread of ambition and accountability for gender inclusion.

- **Long-term authentic engagement is needed**

Building trust with local communities is essential. It is important to follow-up with the people you engage with to show the impact of their input on the design of public spaces. There is a risk, given the complexity of this work, of only speaking to those that are easiest to reach. Project teams need to keep track of who their engagement is reaching and work hard to address any gaps to make sure they listen to marginalised voices. Taking an intersectional approach to women, girls and gender diverse people's safety and experiences means recognising there isn't a single, replicable solution for all spaces. Rather, the aim is to find place-specific and inclusive approaches that build on local knowledge, co-design methods and meaningful engagement.

- **Safety is not always the most appropriate term**

Using the term safety can sometimes limit the scope of any intervention or approach and often leads design teams towards security investments. Often it may be more appropriate to focus conversations on topics of fostering a sense of belonging for diverse groups of people.



"CITIES HAVE THE CHANCE TO REALIGN SPACES AND SERVICES TO A WIDER SET OF VALUES, INCLUDING CARE, EQUITY, JUSTICE, COLLECTIVITY, AND SUSTAINABILITY."

Leslie Kern (2021)

'THE RIGHT TO THE CITY MEANS NOT ONLY THE ABSENCE OF VIOLENCE AND FEAR; IT IS ALSO ABOUT THE POSITIVE RIGHT TO EFFECT CHANGE IN THE ELEMENTS THAT ENGENDER WELLBEING AND GENDER EQUALITY.'

Whitzman et al. (2014)

**'THE LACK OF DIVERSITY AFFECTS
NOT ONLY THE WAY WE DESIGN
AND PLAN, BUT ALSO
WHO WE DESIGN AND PLAN FOR.'**

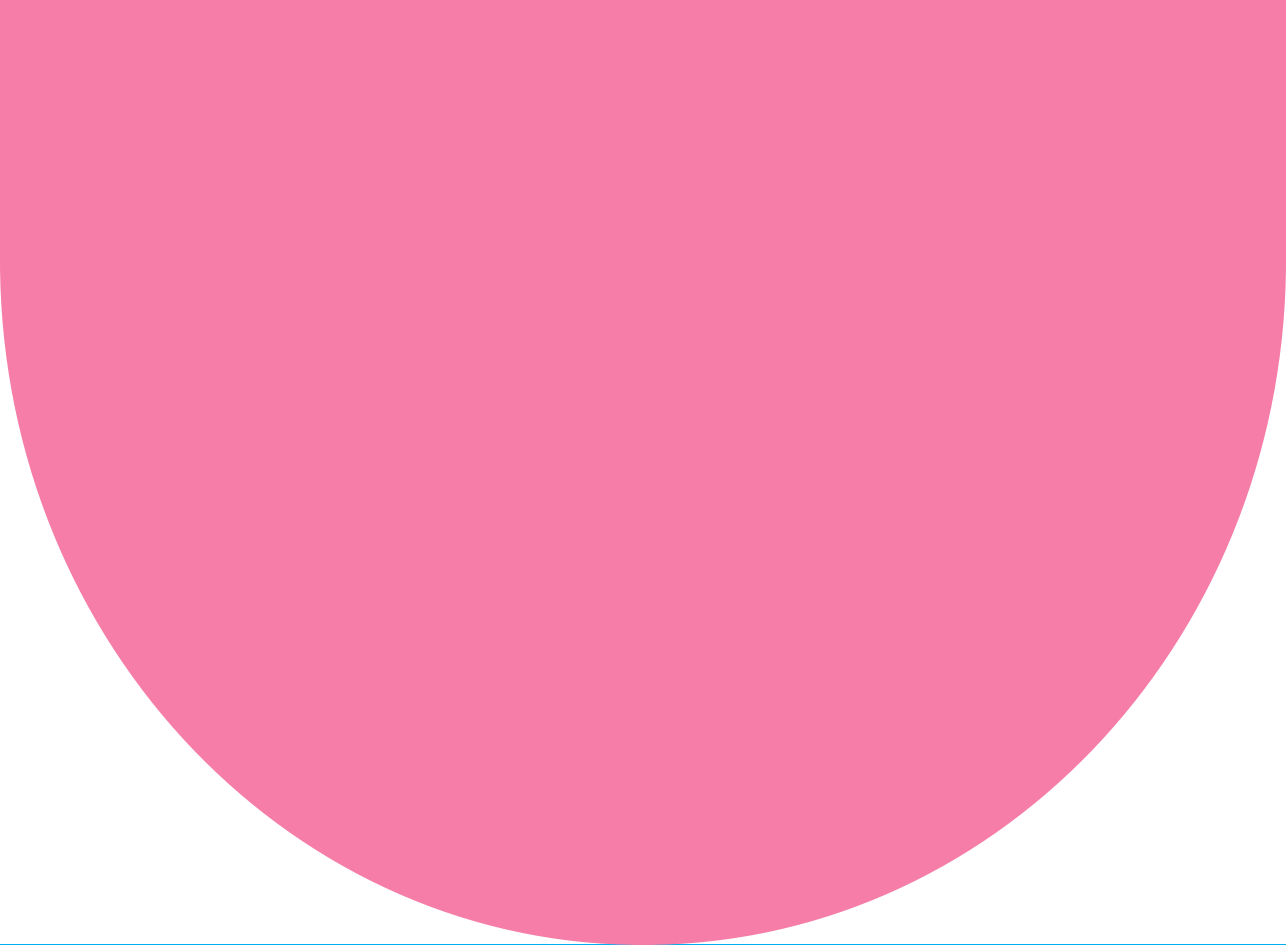
Bicquelet-Lock et al. (2020)

**'OUR CITIES ARE PATRIARCHY
WRITTEN IN STONE, BRICK, GLASS
AND CONCRETE.'**

Jane Darke (1996)

2

PRACTICE



PRACTICAL ACTIONS

The handbook is designed to provide a wide range of potential actions project teams can take to promote gender inclusion on their projects. The proposed actions build on one another and provide a range of examples for the types of things public space designers can do at any stage of a project. They challenge designers to better understand the everyday needs of women, girls and gender diverse people and design usable spaces that feel safer and foster a sense of belonging.

To support you, we have developed a set of practical actions you can adopt right now in your projects. The actions are organised around four phases of the project lifecycle, and can be referred to throughout project development:

- Project set-up
- Understanding
- Making
- Using

The ideas and suggested actions have all been tested and trialled with 10 projects across London and have been framed to meet the realities of delivering public realm projects in sometimes challenging and complex contexts. The actions are interspersed with lessons from these 10 projects and inspiring case studies to suggest how these can be taken forward and delivered.

The actions are organised to be useful for a range of project teams. This includes people just starting to think about gender inclusive public space as well as teams that have specific gender expertise and experience delivering co-design projects and integrating the needs of women, girls and gender diverse people into their designs. These will help you to identify opportunities to challenge your approach, and experiment with new structures and processes to create public space.

You do not have to do all of the actions or follow the order suggested. We would encourage you to experiment and test some of these ideas across all stages of your project. We know that community-led and bottom-up design projects will already be using many of these actions to develop gender inclusive processes and build safer public spaces.

By testing these ideas on projects and in design workshops and subsequently organising training workshops across the GLA group, we are aware that safety needs and project priorities may compete with one another. One size does not fit all and these actions should not be read as a checklist but rather as suggestions to develop design processes that can identify and address conflicting safety needs.

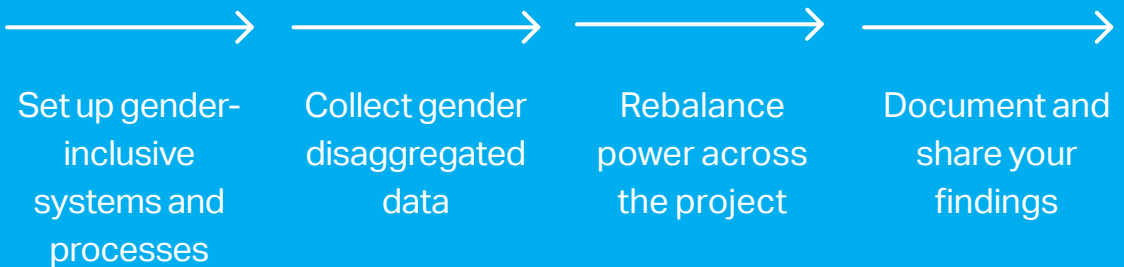
Although written for a built environment audience, the recommendations have relevance beyond the sector and can support projects and programmes across multiple policy areas.



1 PROJECT SET-UP



2 UNDERSTANDING



3 MAKING

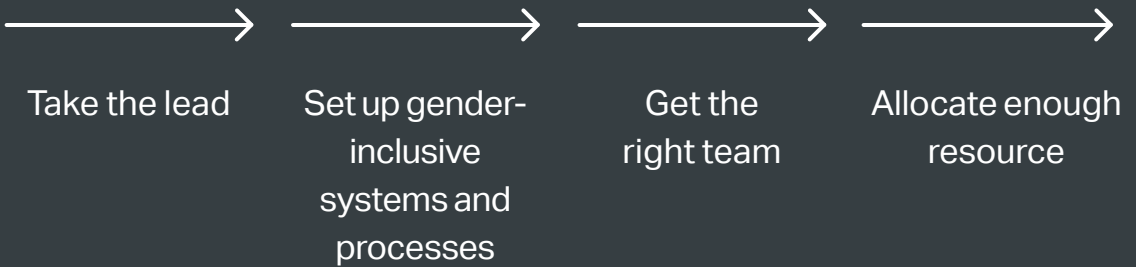


4 USING



1

PROJECT SET-UP



What can be achieved at this stage?

This is about ensuring adequate resources and a shared commitment to gender inclusion and safety is embedded in all aspects of delivery.

Getting this right means:

- Ensuring the organisational structures and resources set the project up for success
- Setting ambitions at an early enough stage to allocate time, budget and resources to implement gender inclusion practices during project roll-out
- Communicating and reporting successes relating to gender inclusion and women, girls and gender diverse people's safety.

What you need to get started

Mainstreaming a gender lens into all aspects of the planning, funding, delivery and design of a public realm project requires:

- Strong project and political leadership and buy-in from sponsors, funders, commissioners and clients
- A clear and ambitious vision and brief
- Gender inclusion expertise
- A reasonable budget to be set aside.
-

TAKE THE LEAD

Create a vision statement, goals, strategy and principles about gender inclusion at the outset of your project. For example:

- Identify local community groups and individuals the project will engage and partner with
- Identify specific local opportunities to go beyond standard requirements, in partnership with local communities
- Set the measures of success for the project with women, girls and gender diverse people affected or involved in the project to ensure the project delivery team is accountable to their needs
- Develop the vision statement and delivery plan with senior project leadership.

Include a gender perspective in the project brief that responds to the specific gender needs and experiences in the area.

This could be based on:

- Results of women's safety audits, focus groups and interviews
- Analysis of local gender disaggregated demographic data, focusing on the needs of the most marginalised groups (for example racialised, disabled, LGBTQIA+ groups)
- Local histories and stories of gender-based violence
- Mapping local public art that celebrates women, girls and gender diverse people
- Mapping local women's services.



Lessons from London – Brixton Rec

The refurbishment of Brixton Station Road and Brixton Rec was led by muf architecture/art. The design seeks to maximise the role the listed building can play to support the life and sense of safety of the street. Space and funding was also made available to engage local expertise at all phases of the project, from brief development to prototyping designs. Examples of this include Max Roach leading a trauma informed approach to street play; working with existing and potential tenants and traders; and working with Akou to evaluate the project. This was complex and required as much care as gaining the listed building consent for Brixton Rec to make happen. Relationships have been sustained throughout the life of the project.

SET UP GENDER INCLUSIVE SYSTEMS AND PROCESSES

Allocate a named project leader responsible for gender inclusion with an associated job description. Do not assume this person should be female or from a marginalised identity.

Make a standing agenda item at design meetings to track the progress of actions towards gender inclusion. Think about how these are phased and the milestones they align with. For example:

- Feeding back findings of focus groups and desk-based research
- Designing and reflecting on participatory workshops
- Discussing approaches to measuring and monitoring.

Identify project milestones to ensure engagement activities align with project timelines and can influence decision-makers at the right time.

Set up a gender inclusion board to meet regularly. This should include diverse experts from the local community to agree project aims, successes and support regular evaluation.

GET THE RIGHT TEAM

Ensure a gender diverse team at all levels. For example:

- Undertake an audit of the project team across all roles and levels to capture the gender diversity. Where imbalances exist, consider strategies to expand the diversity of the team.

Bring gender-expertise into the team. For example:

- Reading and discussing the principles in this handbook
- Hiring gender inclusion experts to form part of the team
- Undertaking training in gender diversity and inclusion for the entire project team.



PUBLIC REALM INCLUSIVITY PANEL

SUMMARY REPORT
FEBRUARY 2023

CASE STUDY – PROJECT SET-UP

Setting up an inclusion board: Earl's Court Development Corporation Inclusion Panel

The Earl's Court Public Realm Inclusion Panel includes local people with a range of lived experiences. The panel meets once a month and has established the project's inclusivity statement and reviewed development concept designs and principles.

ALLOCATE ENOUGH RESOURCE

Set aside a ringfenced fund for gender inclusion work. For example:

- Commission local communities to run their own activities
- Pay participants for their time as expert advisors and their involvement in other engagement activities
- Deliver bespoke spatial design that responds to the needs of women, girls and gender diverse people.

Plan enough time. Include time in your programme to hold workshops and meetings to discuss gender inclusion opportunities with the full project team. Plan time for additional engagement to fill any gaps in your research and address missing voices from early engagement activities.



CASE STUDY – PROJECT SET-UP

Representing diversity: Commission for Diversity in the Public Realm

The Mayor of London established this commission to review the city's statues, public art, street names and commemorative plaques to ensure they better reflect the city's diversity. It funded Untold Stories, a £1m fund to support 70 projects with community groups, drawing attention to overlooked stories, histories and heritage in public spaces.

LESSONS FROM LONDON

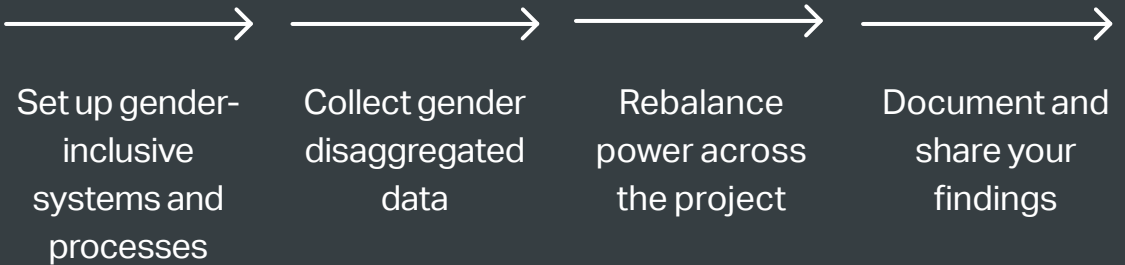
Crystal Palace National Sports Centre

The workshops identified the need to include gender expertise and gender-inclusive engagement to ensure the project creates a safe and welcoming environment for all. One of the project aims is to maximise the participation of women, girls and gender diverse people in sports and movement. The project team is now broadening the scope of the engagement strategy to have a more gender-inclusive focus, to fill gaps in previous engagement sessions and to positively shape the design. The engagement strategy is identifying particular groups that currently do not access the facilities but might benefit from them to tailor programming and engage with them.



2

UNDERSTANDING



What can be achieved at this stage?

This is about truly understanding women, girls and gender diverse people's experiences of the site and integrating these insights into a design proposal.

Getting this right means:

- Designing public spaces that meaningfully address the local concerns, lived experiences and needs of women, girls and gender diverse people
- Supporting the development of clearer and more detailed briefs based on lived experiences and testimonies
- Promoting better designs and creating safer spaces
- Building trust and enabling long-term engagement
- Improving people's sense of safety by making them feel listened to, acknowledged and empowered
- Evaluating the project based on a robust understanding of the baseline conditions and how women, girls and gender diverse people are using the space before, during and after the project.

What you need to get started

A robust, nuanced and detailed understanding of the site and how women, girls and gender diverse people navigate the space, which can be based on:

- Communities themselves collecting detailed evidence of how different people use, relate to, avoid or claim the space over a 24 hour period and across different seasons
- Identifying, collecting and analysing gender disaggregated data.
-

LISTEN TO WOMEN, GIRLS AND GENDER DIVERSE PEOPLE

Conduct qualitative research with women, girls and gender diverse people to understand their lived experiences and supplement quantitative data. For example:

- Women's safety audits and night walks to understand the safety challenges at the site and on key routes to and from it
- Creative workshops using methodologies like body mapping or photovoice to understand how safety is experienced, particularly by women with marginalised identities (e.g. racialised, disabled, LGBTQIA+ people).

Ensure engagement sessions are accessible and inclusive. For example:

- Paying participants for their time
- Covering travel or childcare costs
- Providing childcare during events
- Ensuring BSL and other language interpreters, as well as accessible venues
- Organising events close to where people already are
- Organising events at different times of day
- Organising and designing events with local groups and getting community or peer researchers to deliver engagement events
- Working with schools to engage with young people
- Ensuring the engagement team reflects the demographics of an area.

Don't limit engagement to comments on existing designs. Have multiple points of engagement so that women, girls and gender diverse people can be involved at different stages of the process in a meaningful way.

CASE STUDY – UNDERSTANDING

Bringing bodies into planning: Body Mapping

One observation about women's safety audits is that they are not focused enough on how women feel fear of violence in their bodies. Body mapping is intended to fill this gap and be a complementary process. A set of exploratory body map storytelling workshops were held in New York City, Mexico City and Barcelona and Medellín (Sweet and Escalante, 2015). They found that body mapping can help planners better understand, document and connect to the realities of women facing multiple types of violence, as well as grasp – through bodies – how space is felt and used.



Undertake a local area mapping exercise with a diverse range of women, girls and gender diverse people to understand what infrastructure, services and amenities are missing locally. For example:

- Are there accessible toilets, affordable food, water, shade, benches, safe cycle parking, green space, CCTV, community facilities etc.

Record engagement data and adjust engagement methods to hear from those not being represented. For example:

- Monitoring the number of women, girls and gender diverse people participating in engagement events and making adjustments to increase their participation
- Developing bespoke engagements for the most marginalised women, girls and gender diverse people (for example racialised, disabled, LGBTQIA+).



CASE STUDY – UNDERSTANDING

Community audits: Review of Barcelona's public toilets

Col·lectiu Punt 6 reviewed and audited the public toilet provision in Barcelona through a gender lens to identify where the needs of women, girls and gender diverse people were not being met. The project started with workshops and an open day with research participants to identify and co-design the audit criteria. Participants were recruited to audit the toilets and the final report sets out key findings and recommendations to improve the usability and perception of health and safety in public toilets.

COLLECT GENDER DISAGGREGATED DATA

Gather gender disaggregated local data of the site and surrounding area. For example:

- Use of the space by time of day
- Perceptions of safety and safety concerns
- Mode of transport to and from the site
- Use of local amenities and infrastructure
- Participation in existing programmes
- Employment status and socioeconomic data
- Household composition.

Analyse qualitative data, such as survey responses, according to gender and other intersecting identities including age, disability and ethnicity.

Use disaggregated data and findings to identify the specific groups of people that currently feel the least safe and do not use the space. Target further engagement, research and co-design workshops to work closely with these groups and address their needs.



LESSONS FROM LONDON – UNDERSTANDING Kilburn Mews

The project team identified key local community groups run by, and for, women, girls and gender diverse people and mapped the demographic profile of the local area. They referred back to this research throughout the engagement and design process to ensure it was representative and added additional events and devised new methods to reach people who were not initially represented.

REBALANCE POWER ACROSS THE PROJECT

Undertake a power mapping exercise to understand who has the authority to make key decisions in the project. Use the findings to identify opportunities to shift decision-making power to women, girls and gender diverse people both inside and outside the immediate project team. For example:

- Make women, girls and gender diverse people a client or co-client for elements of the design.

Support local women, girls and gender diverse people to act as researchers, investigators or ambassadors in the project. For example:

- Include them in the design of the research process
- Train and upskill them to collect local ethnographic, spatial or archival data for the project
- Develop peer outreach and participant research programmes.



CASE STUDY – UNDERSTANDING

Giving girls agency: Flickrum

This research project explored the question 'where are the girls?' in public space through interactive theatre performances and co-design workshops with teenage girls. The research allowed the girls to tell their own stories through theatre and to share their lived experiences directly with architects. These activities culminated in a design and model-making workshop to design and deliver public spaces by and for girls.

LESSONS FROM LONDON – UNDERSTANDING

Waterden Green

The project team recruited a group of local young women and teenage girls to act as co-clients for the design and delivery of a new dedicated space for teenage girls within the park. The girls and young women were trained and upskilled on the development and design process, tendering procedures and co-design practices. They then set the principles and ambitions for the project, before selecting a design team to work with them on the co-design and delivery of the new space.



DOCUMENT AND SHARE YOUR FINDINGS

Document engagement findings in accessible ways. For example:

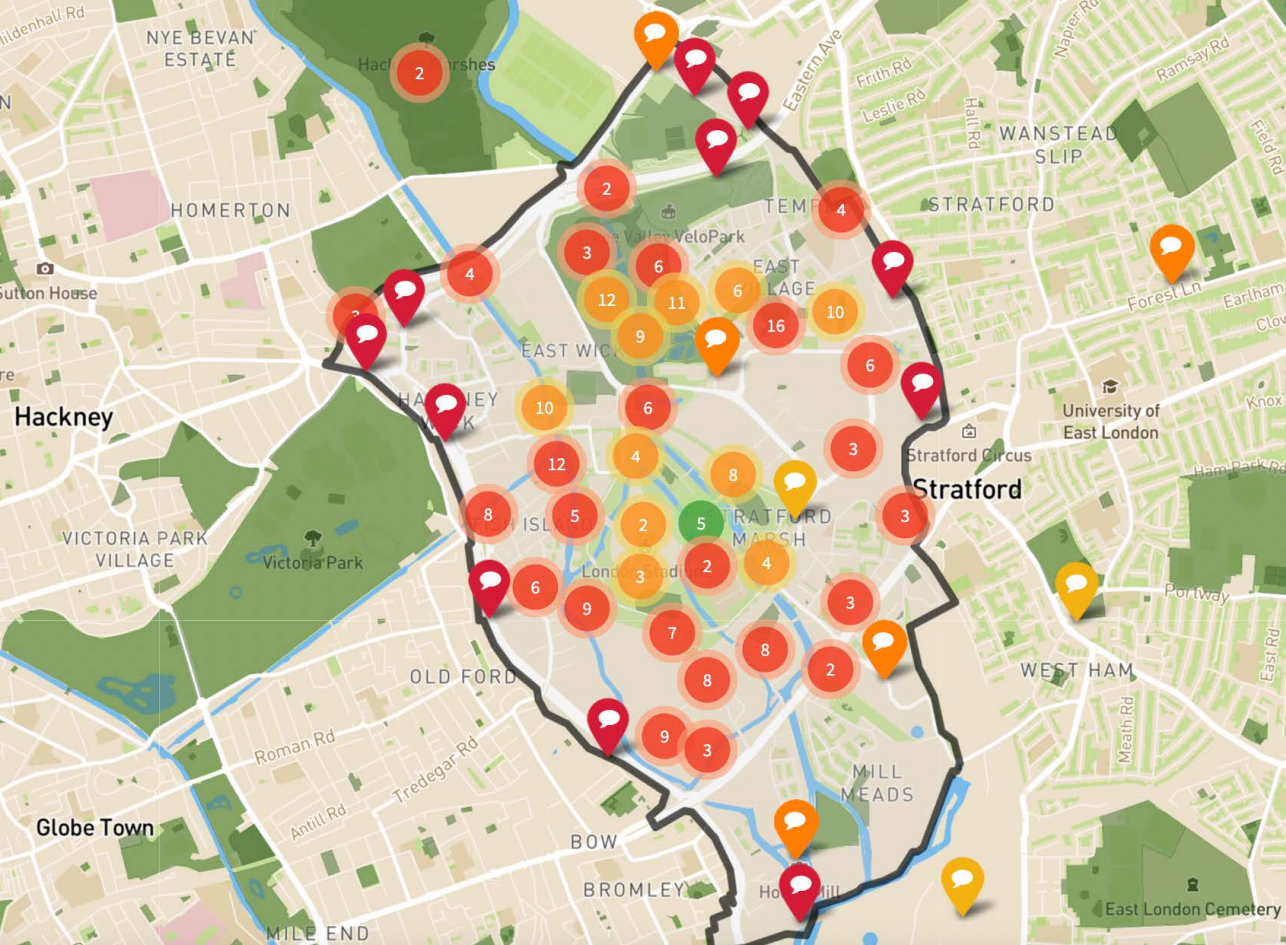
- Make engagement findings public and use these to hold project teams to account when evaluating and reviewing design proposals
- Use photographs, maps, drawings with annotation, in relevant languages or short accessible videos
- Ensure engagement records are compiled and retained throughout the whole project to ensure these can be shared with design team members brought later on or new members of the client team.

Follow up with people you engage with. For example:

- Publish project updates or host follow-up meetings that clearly demonstrate how people's inputs shaped project actions and allow people to ask questions
- Ask participants what method of engagement or communication they would prefer to be kept up-to-date on the project.

Identify and keep track of tensions in safety needs and sense of belonging. For example:

- Keep a record of how you made decisions about any trade-offs and test these with people you engaged with as the project progresses.



LESSONS FROM LONDON – UNDERSTANDING Queen Elizabeth Olympic Park Lighting

The London Legacy Development Corporation (LLDC) used online mapping and engagement tools to identify – and keep a record of – areas within the Queen Elizabeth Olympic Park where women, girls and gender diverse people felt particularly unsafe. To dive deeper than the online responses, the team is using night walks and in-person qualitative engagement methods to focus on the experiential qualities of light and its impact on perceptions of safety. This is part of their ambition to move away from a purely technical review of lighting that focuses on light-meter readings rather than people’s lived experiences.

3 MAKING



Develop
designs in
partnership



Get the
design
basics right



Look
beyond the
site
boundary



Establish
occupier
strategies
early



Celebrate
people's
stories

What can be achieved at this stage?

This is about making sure project design and delivery respond to women, girls and gender diverse people's safety needs.

Getting this right means:

- Ensuring design decisions respond to the learnings from the understanding stage
- Supporting project teams to deal with the complexity and potentially conflicting experiences of the space
- Challenging the tendency to design overly secured spaces at the expense of designing welcoming spaces
- Designing places that attract people to claim ownership over them by representing women, girls and gender diverse people and promoting a sense of belonging
- Inviting passive surveillance by providing spaces for play, dwelling, respite.

What you need to get started

Designing and making public spaces with gender inclusion in mind requires:

- Residents and community groups participating in the design and build of their own streets and spaces
- Incorporating design features that are known to make spaces more accessible, especially for the most marginalised
- Taking a holistic view of people's experiences of the site, even if that is informed by parts of the public realm that sit beyond the site boundary
- Celebrating women, girls and gender diverse people's stories and contributions to public life.
-

DEVELOP AND TEST DESIGNS IN PARTNERSHIP WITH WOMEN GIRLS AND GENDER DIVERSE PEOPLE

Employ creative design exercises with women, girls and gender diverse people to include their ideas and needs in the design process and review the project vision. For example:

- Co-design workshops
- Site visits to comparable public spaces
- Enabling women, girls and gender diverse people to physically build, plant or activate their own spaces.

Review design decisions through a gender lens. Designs should be evaluated with the participating communities or the gender inclusion board against the set project priorities and vision before designs are finalised. For example:

- Review of designing out crime measures, land use allocations, amenities and landscape designs. This could be done with an established project gender inclusion board.

LESSONS FROM LONDON – MAKING

Kidbrooke Station Square

The project team organised a site visit and workshop with girls from a local school to design a linear outdoor piece of new public realm within the masterplan. The girls were able to describe their experiences and needs of public spaces and what makes them feel safe and happy. They also suggested designs for equipment, lighting, furniture and planting, which were translated into a new concept design for the space by the landscape architect. These designs will be presented back to the girls at a future workshop to show them the impact they have had on design decisions and upskill them as design reviewers.





CASE STUDY - MAKING

Co-designing public art: Her Barking

This experimental programme, devised and led by Street Space, focused on women-led co-design around themes of women's safety. In Barking, 51 per cent of residents do not feel safe after dark, compared to a national average of 21 per cent. The majority of these residents are women, older people and disabled people. Together, they co-designed and tested low-cost interventions to make streets and spaces feel safe.

GET THE DESIGN BASICS RIGHT

Follow relevant inclusive design legislation, guidance and policies.

For example:

- The Equality Act 2010
- BS8300
- Section 17 of the Crime and Disorder Act
- London Plan Policy D5 Inclusive Design
- The Public London Charter
- London Plan Policy T2 Healthy Streets
- Making London Child-Friendly
- Expanding London's Public Realm

Ensure accessibility across the site for a range of people including those with physical and/or sensory impairments and/or people who are neurodiverse. Make sure the step-free access is clearly visible and, where longer routes are needed, ensure these are designed as positive and high-quality public spaces in their own right.

Work with women, girls and gender diverse people to ensure their different perceptions of safety are addressed. For example:

- Include clear sightlines
- Avoid blind corners
- Design sensitive lighting schemes to avoid glare and over-lighting
- Deliver appropriate rest spaces that are sheltered, have clear sightlines and look out onto active spaces
- Encourage natural surveillance with windows to residential and commercial buildings overlooking pedestrian areas
- Design highly visible entrances to buildings directly from the street
- Co-locate facilities such as seating, play spaces, public toilets to create areas of active uses and natural surveillance.

Avoid creating secluded spaces like alleyways and underpasses. Where these already exist or are unavoidable, develop creative ways to activate these spaces and improve the environmental condition.

For example:

- Lighting, and/or artworks that have been co-created with communities
- Pop-up cafés and events

Discuss and negotiate Secured by Design requirements with Designing Out Crime Officers to promote the design of public spaces that are active, permeable and accessible. Avoid creating overly secured public spaces through the use of surveillance infrastructure and barriers.



CASE STUDY – MAKING

Public safety interventions: Breakthrough

Breakthrough is a new mural in Purley that has transformed an alleyway linking the station to the town centre. Created by artist Hanna Benihoud, the new mural and light projections were designed following a workshop with local women. The mural and lighting were funded by the GLA High Streets for All Challenge Fund to improve the condition of the alleyway and address safety concerns.

CASE STUDY – MAKING

Inviting play: Israels Plads

Israels Plads is a public square in Copenhagen that combines playable water features, stepped seating and sport courts to attract a wide variety of users. The design and programming of the space ensures it is active and animated to encourage passive surveillance.



LOOK BEYOND THE SITE BOUNDARY

Ensure access and wayfinding to and through the site is gender-informed. For example:

- Identify key routes to and from the site to local points of interest with women, girls and gender diverse people such as transport hubs and nearby social or cultural infrastructure
- Track the opening hours of these spaces and distances to the site
- Identify opportunities to make moving to and through the site accessible, including through non-verbal approaches.

Coordinate with neighbouring stakeholders to understand the potential of shared uses. For example:

- Opportunities for local communities to programme or use the space
- Where local facilities are inadequate, work with other local stakeholders to co-deliver the facilities needed.

CASE STUDY - MAKING

Safety improvements beyond the red line: Paddington Green Police Station

Berkeley Homes is building 556 new homes on the site of a former Met police station at Paddington Green. As part of the planning application, the project team undertook an Active Travel Zone Assessment to analyse key routes to local destinations after dark with a focus on gender and safety. The assessment identified local bus stops and a nearby underpass as places women, girls and gender diverse people don't feel safe. Working with TfL Spatial Planning, the developer committed £282,000 to improve these features outside of their red line site boundary to contribute to an improved sense of safety.

LESSONS FROM LONDON – MAKING

Marshgate Lane

LLDC is working together with a local developer to improve the lighting and public realm beneath an underpass. The two organisations are aligning their project timelines and sharing engagement findings to collectively improve the site. The space acts as a key route between the new development and new and existing destinations within the Queen Elizabeth Olympic Park.



ESTABLISH OCCUPIER STRATEGIES EARLY

Co-locate community facilities, shops, workspaces and play spaces.

Design flexible spaces that can be used for a variety of purposes over 24 hours and throughout the week.

Offer reduced rents for gender-inclusive businesses and women's services.

Ensure new ground floor units in large developments are occupied as early as possible to avoid empty spaces. Consider attracting meanwhile uses if no long-term tenants can be secured.

Think about strategies to empower women across the site. For example:

- Run feminist self-defence, boxing or fitness classes in the public realm.



LESSONS FROM LONDON – MAKING Museum of London

The Museum of London will include a new 24 hour café on the site of a former Victorian cocoa room to provide an alcohol-free night time space to support the existing cluster of night time uses in the area. This will provide an active ground floor and promote night time activity and custodianship over the public realm over 24 hours.



CASE STUDY - MAKING

Marsh P. Johnson Statue

A group of local trans people collectively organised to put up a statue of Marsha P. Johnson, a LGBTQIA+ civil rights activist in a New York City park. It is the first statue of a transgender person to be installed in a NYC park.

IDENTIFY OPPORTUNITIES TO CELEBRATE GIRLS, WOMEN AND GENDER DIVERSE PEOPLE'S STORIES

Site branding and communications. If this space was designed by women or gender diverse people - say it! Making women, girls and gender diverse people's voices more visible helps to make spaces feel safer.

Work with local community groups and historians to identify opportunities for public art that celebrates local women and co-design artwork, signage or memorials with women, girls and gender diverse people.

Name new streets or parks after local women and gender diverse people.

4 USING



What can be achieved at this stage?

This is about making sure the scheme works for women, girls and gender diverse people in the longer term, and that learning can be carried forward to other projects.

Getting this right means:

- Using programmes of public realm activation to animate spaces
- Making places feel welcoming, safe, active and inclusive
- Ensuring there is a structured and funded plan for management, maintenance and activation in the longer term can ensure the long-term vibrancy, sense of safety and success of the site.

What you need to get started

The management and maintenance of streets and spaces significantly impacts the types of activities that can take place and the extent to which people feel a sense of safety and belonging. This should:

- Be planned at the outset of a project
- Be clearly communicated with agreed roles and responsibilities
- Involve those responsible for the management and maintenance of the site at design stages
- Involve occupiers of any commercial ground floor units
- Identify design features or management issues that exclude women, girls and gender diverse people and affect their sense of belonging and safety
- Allocate resources to highlight what is and isn't working and allow room for appropriate improvements or adjustments.
-

MEASURE YOUR IMPACTS AND ADAPT ACCORDINGLY

Commission post-occupancy reviews of projects that gather gender-disaggregated data to identify challenges and recommend potential improvements to the design. For example:

- Women's safety audits, night walks, surveys, resident interviews and focus groups
- Observations about uses/footfall/activation over a 24-hour period.

Re-engage with people involved in the project to test ideas or interventions that address their concerns about the new space.

Communicate project learning. Discuss process and impact findings with relevant policy-makers who can update policies and strategies.

LESSONS FROM LONDON – USING

Blackhorse View

The project team of a new residential scheme organised a night walk and workshop with women and gender diverse residents that had recently moved in to understand their safety needs. It invited participants to 'tag' parts of the development with either green or red dots to signify parts where they felt safe or unsafe respectively. This exercise enabled a sharing discussion at a local community café after they had explored the space together. The workshop was planned and delivered by a facilitator with gender and public realm expertise. The event was restricted to female and gender diverse residents of the new development.

DEVELOP A SAFETY MANAGEMENT PLAN

Develop a joined-up 24 hour and seasonal local action plan for gender inclusion. This should be devised and actioned by key local stakeholders and establish clear roles and responsibilities. For example:

- Local businesses, transport providers, local authority, community groups, residents etc.

Implement clear signage about who to contact/ where to go if support is needed while in this space. For example:

- On-site porters or other staff
- Local women's services
- Local police.



CASE STUDY - USING Safety initiatives for organisations: Women's Night Safety Charter London

The Mayor of London's Charter is a series of pledges that organisations which operate at night sign up to. These pledges include (but are not limited to) nominating a women's night safety champion who can push the agenda within the organisation; informing customers as to what they can do if they are concerned about their safety; and training staff to support women's safety.

CREATE A CONTINUING COMMUNITY PROGRAMMING AND ENGAGEMENT STRATEGY

Promote diverse and active 24-hour use of the space. Explore partnerships to support the programming of the space and ensure this is resourced from the outset. For example:

- Late-opening coffee shops and other social spaces
- Commission and fund a local organisation to do continuous inclusive social and cultural programming such as managing bookable spaces for community activities, clubs for girls to access traditionally male-dominated street sports, inclusive street festivals and events etc.

Develop a communications strategy about how the community can be involved in terms of upkeep and continual engagement with the site.

For example:

- On-site posters/notice boards
- Social media communications
- Door-knocking and leafleting.

Work with local residents and community groups to apply for Community Infrastructure Levy (and other) funding for continuing programmes.



LESSONS FROM LONDON - USING Copper Gardens

The LLDC invited local residents to attend community planting days for new temporary seating and planters. The long-term strategy is to support local residents to get involved in the maintenance and upkeep of the planters.

3

LESSONS



**FROM
LONDON**

HOW THIS HANDBOOK WAS PRODUCED

This handbook draws together the findings from two research phases:

Phase one – research

Developing principles and suggested practices for gender inclusion on projects. This was developed through an extensive literature review, as well as interviews and workshops with experts and practitioners from London's built environment sector.

Phase two – testing

These principles were tested through workshops with 10 live projects in London, with the support of Mayor's Design Advocates (MDAs). We were able to observe how well the guidelines were understood and how feasible they were within the constraints of real project budgets, timelines and delivery pressures.

In total, we facilitated 19 workshops across 10 live public realm projects to understand how a gender inclusive approach could meaningfully shape the engagement, design, delivery, governance, use and management of public realm. Project teams also collected data, undertook further engagement, commissioned research and held co-design activities with women, girls and gender diverse people to test the guidance and principles in situ. The workshops allowed project teams to reflect on the challenges of adopting a gender lens across all project phases. They presented a range of opportunities for design teams to co-create gender-inclusive spaces, include overlooked voices and innovate. The guidance was also used in a series of training workshops with over 200 officers from across the GLA group and London Boroughs.

The insights from these workshops with projects helped to refine the practical actions in this handbook. The Good Growth by Design team would like to thank all project teams, MDAs, expert advisors and communities who dedicated their time and energy to make this work possible.

ABOUT THE TEN PROJECTS

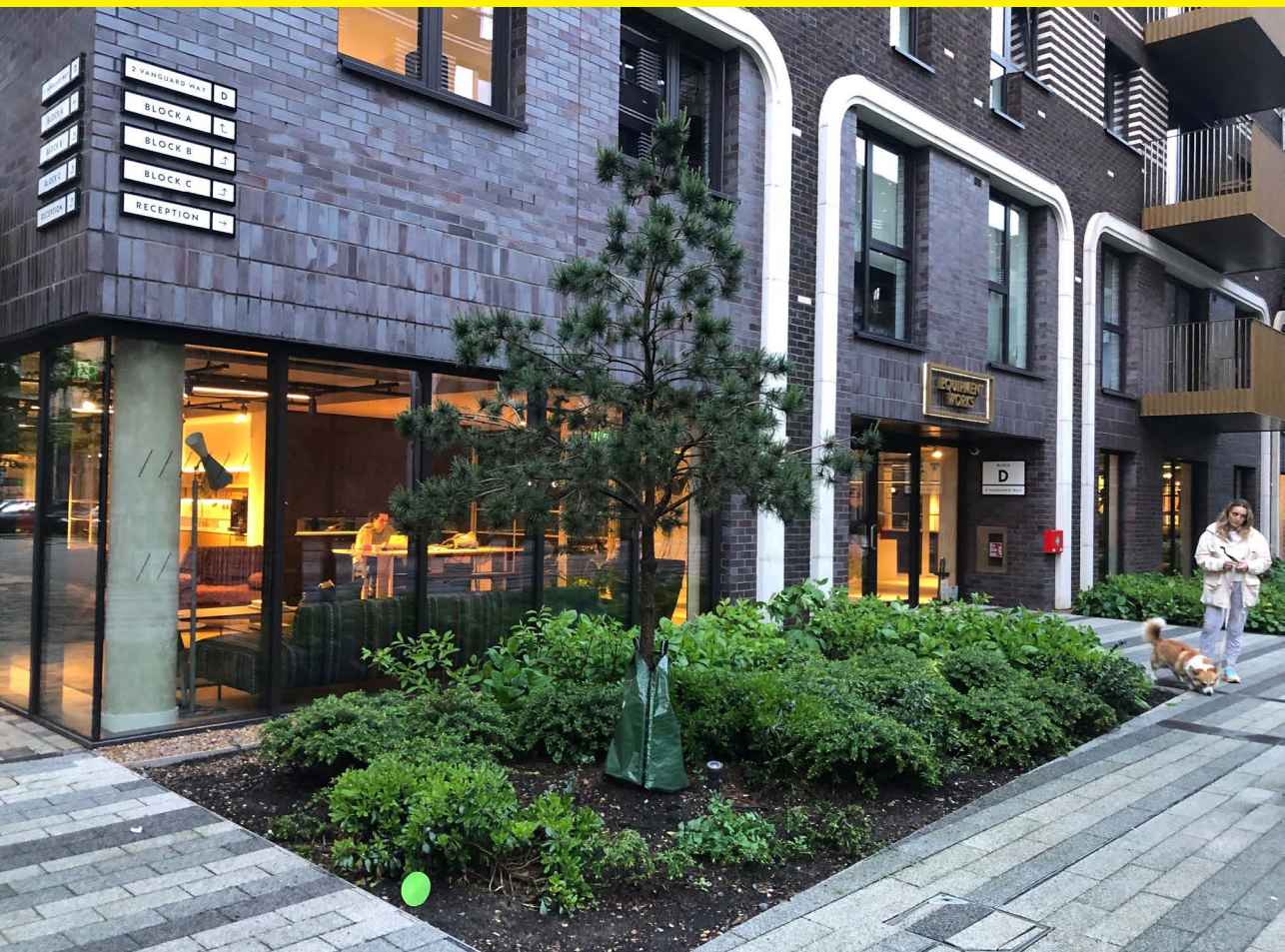
- 1 Blackhorse View
- 2 Brixton Rec
- 3 Copper Gardens
- 4 Crystal Palace National Sports Centre
- 5 Kidbrooke Station Square
- 6 Kilburn Mews
- 7 Marshgate Lane Greenway Links
- 8 Museum of London
- 9 Queen Elizabeth Olympic Park Lighting Audit
- 10 Waterden Green



1

BLACKHORSE VIEW

Using experimental engagement methods to understand women, girls and gender diverse people's post-occupancy experiences



Timeline

- Complete in December 2022

Project aim

- 350 new homes
- Commercial ground floor units
- New cycle hub
- Public realm improvements

Context

- *Location:* LB Waltham Forest
- *Typology:* Perimeter block residential development on a former London Underground station car park
- *Character:* Block developed as part of the wider Blackhorse Lane Area Action Plan within the Lea Valley Opportunity Area

Project partners

- Places for London
- Barratt Homes
- Pinnacle

Local stakeholders

- LB Waltham Forest
- Willowfield School
- Lee Valley Park
- Blackhorse Road Creative Enterprise Zone

What we explored through the workshops

The workshops were used to:

- Discuss ways to include women, girls and gender diverse people's perceptions of safety in post-occupation evaluations
- Explore opportunities for ground floor programming
- Think about the role of the site within a wider, changing neighbourhood and a network of new streets and public spaces
- Ensure the management of the new public space supports the

- safety of women, girls and gender diverse people
- Test new methods and approaches to understand perceptions of safety and the perspectives of women, girls and gender diverse people.
- Reflect on competing safety needs and perspectives.

Embedding gender-inclusive design principles

The workshops encouraged the project team to reflect on the impacts of the design and management of the new public realm on local perceptions of safety. This allowed the team to test innovative engagement methods with new residents of the development to gain nuanced and place-specific understandings of women, girls and gender diverse people's perceptions of safety. The findings from this project will inform the design, programming and management of future Places for London public realm projects.

The engagement event invited women, girls and gender diverse residents from the development to join a night walk and roundtable to discuss their safety needs and perceptions of the public realm. It included a photography task asking them to identify different elements around the development that made them feel safe and celebrated, or unsafe and unwelcome.

Participants reflected on the lack of activity at night as a key concern. This was mitigated by long and clear sightlines and glazed ground floor frontages for commercial units or concierge desks and entrances that made people feel safe and created some passive surveillance.

The value of open and active ground floor spaces at night was stressed by participants with some detailing the ways they changed their walking routes home to deliberately pass by a late-opening café as a safety measure. Simply knowing and recognising the business owner and staff helped people feel safe. This emphasised the important role of late-opening and 24 hour spaces to support safety.

The workshop rebalanced power dynamics in the post-occupancy evaluation process by giving a direct voice to residents and recasting them as the experts in their neighbourhoods. The engagement event specifically focused on the experiences of women, girls and gender diverse people and the workshop was designed to exclude other groups of people, including the client group, from the event. This allowed participants to detail their concerns more openly.

'The workshops showed how important it is for the developer to be considering the community at the planning stage and not trying to deal with this retrospectively.'

Pinnacle Group Property Manager

2

BRIXTON REC

Engagement with local communities to set the measures of success for the project and collect data



Timeline

- Complete April 2024

Project aim

- Refurbishing a listed building and community asset as well as the immediate public realm and street market
- Improving Brixton Station Road
- Delivering new workspaces
- Renovating and improving Brixton Rec
- Community engagement
- Small business training and support

Context

- *Location:* LB Lambeth
- *Typology:* Leisure centre and surrounding public realm
- *Character:* Brixton Station Road hosts market stalls and council-owned retail units. It sits between the leisure centre and an elevated railway line with a run of arches

Project partners

- LB Lambeth
- muf architecture/art
- IKS consulting
- AKOU
- Business Launchpad
- Max Roach
- Kelly Foster

Local stakeholders

- Shopkeepers and market traders
- Youth Panel
- Business Launchpad
- Photofusion
- Code 7
- We Rise

- Afewee Training Academy
- Lambeth's SEND Youth Panel
- Brixton Rec user group

What we explored through the workshop

The workshop was used to:

- Listen and learn from the methodologies of this exemplary project
- Explore the ways in which engagement and participant-led research shape the project aims, priorities, ambition, phasing and outputs through a process of co-designing measures of success with local people and co-clienting elements of the project with local businesses

Embedding gender-inclusive design principles

The project explored the interdependencies between Brixton Rec and Brixton Station Road. It used the restoration of the building to improve perceptions of safety and natural surveillance at street level through the use of architectural lighting. The project carefully and sensitively prioritised funding for elements that would deliver the most effective and impactful changes for local businesses and residents.

The team sought out local partners and worked with people on the ground to build networks of trust. muf architecture/art undertook unsolicited research to study and understand the local social and cultural infrastructure, capture oral histories and engage with local communities. The extensive, multi-method and sustained engagement helped build trust with local stakeholders.

The engagement included an evening test of the lighting proposals on the façade of Brixton Rec with local stakeholders to assess and adjust the designs in situ.

This rigorous and collaborative process had an impact on resourcing, with much of this work supplemented by voluntary support. The workshop highlighted the need to dedicate extra resources to build

strong partnerships and community relationships. It also emphasised the need for strong political and project leadership to achieve gender inclusion goals.



3

COPPER GARDENS

Making time to think creatively about partnerships, programming, engagement and events through a gender lens



Timeline

- Complete in March 2023

Project aim

- Delivering temporary seating and planting to activate an undeveloped plot
- Providing clearer cycling and pedestrian routes through the space to better connect Hackney Wick to QEOP

Context

- *Location:* LB Hackney
- *Typology:* Meanwhile improvements and temporary activation of public realm
- *Character:* Vacant plot of land between new residential development and the Copper Box Area

Project partners

- LLDC
- Our Parklife
- IdVerde

Local stakeholders

- Copper Box Arena
- East Wick and Sweetwater Development
- Mossbourne Academy
- Here East
- Hackney Bridge
- Our Parklife

What we explored through the workshop

The workshop was used to:

- Understand the design and management of the temporary seating and planting for the site
- Discuss ways in which the project team could celebrate women, girls and gender diverse people in the space and highlight their

sporting successes, encourage play and promote the occupation of the space through artistic and creative interventions

- Identify the challenges facing the space and think of ways to define it and activate it over a 24-hour period
- Test the potential for local residents to take on the management and upkeep of planters.

Embedding gender-inclusive design principles

The workshop explored ways for the project team to improve women, girls and gender diverse people's sense of belonging in the space by increasing their representation, see Making.

The team was encouraged to connect with local sporting organisations such as the England Netball team and Badu Sports to better programme the space. The focus was on organising activities in the public space that empower local women, girls and gender diverse people through sports. It was suggested the space could be colourfully painted with the markings of a netball court to encourage formal and informal play and engagement with sport. There are also opportunities to engage with Our Parklife and Hackney Bridge to support more planting activities.

The workshop also highlighted the need to get senior project leaders on board and upskilled on gender inclusive design principles to unlock and deliver these suggested actions. LLDC subsequently organised an upskilling and capacity building event for gender inclusive urban planning. The event brought together key decision-maker and developers to explore ways of mainstreaming gender inclusive urban design processes through planning requirements. This included discussions of ways to meaningfully involve women, girls and gender diverse people in the design and decision-making process from the outset of a project. The event also focused on providing practical tools to support decision-makers in the delivery of these requirements.

'We are using this process to learn as an organisation about embedding gender inclusive design principles into our project teams and are also encouraging others, such as landowners and developers, to take action through the LLDC's Women's Safety Charter.'

London Legacy Development Corporation
Design Principal, Landscape and Public Realm

4

CRYSTAL PALACE NATIONAL SPORTS CENTRE

Gender inclusion in sport



Timeline

- Target completion 2027–2028

Project aim

- Refurbishment and renovation of the Crystal Palace National Sports Centre
- Improvements to outdoor public realm, permeability and routes to the sports centre from local transport hubs

Context

- *Location:* LB Bromley
- *Typology:* Sports and leisure centre
- *Character:* 1960s sports facility and stadium in the middle of a public park, originally designed to create a multi-sports experience. At nearly 60 years old, the Grade II* listed estate needs major capital investment to secure its future

Project partners

- GLA
- Mott MacDonald
- Hawkins/Brown
- Beyond the Box
- Erect Architecture
- Continuum

Local stakeholders

- Crystal Palace Sports Partnership
- Local sports clubs that use the facilities
- Sports Centre users
- LB Lewisham
- LB Lambeth
- LB Southwark
- LB Croydon
- LB Bromley
- GLL

- Sport England
- Crystal Palace Park Trust
- Historic England
- 20th Century Society

What we explored through the workshops

The workshops were used to:

- Discuss the play strategy and identify opportunities to promote sport and exercise across the site
- Provide gender expertise by inviting All About Trans to input into the development of the engagement strategy
- Identify additional and potential new project stakeholders and map different user groups
- Explore opportunities to encourage movement for joy
- Identify opportunities to broaden engagement to include a gender inclusive focus.

Embedding gender-inclusive design principles

The workshops focused on the vision-setting and project set-up stages of the project. The team identified community stakeholders for the project and mapped different users to identify key groups to engage with.

There was a recognised need to widen the next phase of engagement to ensure a greater focus on gender inclusion. The project team were also interested in considering designs that encourage joy and movement. Given the gendered coding of sports, some of the spaces in the centre risk alienating beginners or those learning. Project leaders were challenged to think about opportunities to make professional sports areas playable and accessible when there are no events on to incorporate it into a wider play landscape. The team was also encouraged to think about design interventions to make the space more age-friendly and provide opportunities for older women to engage in sport.

The workshops were attended by a gender inclusion specialist from the organisation All About Trans. The team agreed that there was a need to further engage with LGBTQIA+ and other gender diverse people. MDAs suggested revisiting the engagement briefs to include a focus on gender inclusion. The workshop prompted the team to further develop their vision for play, and joyful movement as a way to reduce barriers to participation in formalised sports and encourage more active lives.

'This research has broadened our approach to inclusivity and encouraged the team to question what equitable design could and should look like. The workshops have impacted the proposed methods of participatory engagement and have challenged the project to think creatively about the gendered world of sport.'

GLA Programme Manager

5 KIDBROOKE STATION SQUARE

Co-designing with young girls



Timeline

- Complete April 2024

Project aim

- Build 619 new homes (50 per cent affordable)
- Deliver new commercial floorspace, a public square and play space
- Deliver improved public transport provision by incorporation of two bus routes into the scheme

Context

- *Location:* Royal Borough of Greenwich
- *Typology:* Residential-led mixed use masterplan on vacant brownfield land
- *Character:* Site bounded by the A2213 road and a railway line to Kidbrooke Station with wider pedestrian connections reliant on underpasses and walkways

Project partners

- Places for London
- Notting Hill Genesis
- Howells
- Standerwick Land Design
- Aecom
- Ardmore Construction

Local stakeholders

- Thomas Tallis School
- Royal Borough of Greenwich

What we explored through the workshops

The workshops were used to:

- Adopt gender inclusive design principles for a linear play space and outdoor gym
- Identify local voices and future users of the space, such as students of Thomas Tallis school, to incorporate their experiences

- Plan for a creative engagement and co-design exercise with school children to gain insights into young people's lived experience, understand their safety needs and feed ideas from seldom heard voices into the public realm design.
- Explore the potential to work beyond the red line boundary to improve the condition of an underpass that connects the site.

Embedding gender-inclusive design principles

Places for London's schools engagement team facilitated a workshop with Thomas Tallis school and invited a group of 15 year 8, year 9 and year 12 girls to co-design the linear park. Originally conceived of as an outdoor gym in earlier concept designs, the girls proposed adding circular and group seating underneath a cover, spaces for chess, an exercise space for yoga, swings, and table tennis. The design team incorporated their ideas into a revised design that invites a wider range of users and provides alternatives to exercise equipment that is usually coded as male and may be used almost exclusively by boys and men.

Despite being at a late stage in the delivery of the project, the workshops identified specific opportunities to test and include gender inclusive design principles across multiple strands of work. MDAs suggested embedding inclusivity principles into the commercial and meanwhile strategy to encourage the use of ground floor units to provide social infrastructure.

The finalised designs have been incorporated into the landscape design and will be delivered on site subject to a final design review that will again involve the Thomas Tallis school girls and other stakeholders.



'The workshops have been hugely beneficial in broadening our approach to public realm engagement and design. We are now looking at ways to incorporate gender targeted engagements into our group wide processes and procedures.'

Notting Hill Genesis Project Manager

6

KILBURN MEWS

Mixing uses to create spaces that invite girls,
women and gender diverse people



Timeline

- Target completion 2025

Project aim

- Refurbishing 12 railway arches and opening them up to Kilburn High Road and local communities while protecting their industrial heritage
- Inviting a variety of uses, championing local and small businesses and opening up a place to dwell
- Encouraging women and children to use the space which has previously felt exclusionary and male dominated

Context

- *Location:* LB Camden
- *Typology:* Railway arches and yards
- *Character:* The light industrial arches and yards are located on the border of Brent and Camden by Kilburn Underground station

Project partners

- Places for London
- DK-CM

Local stakeholders:

- Kilburn Neighbourhood Plan Forum
- Kilburn Older Voices Exchange
- Hampstead School
- Camden High Street for All
- Kiln Theatre
- Metroland Cultures
- Kilburn State of Mind
- ICMP

What we explored through the workshop

The workshop was used to:

- Share best practice from the project and learn from the approach and methods used

- Understand how gender inclusion was embedded across all stages of the project
- Discuss the programming of the space with strategies to invite women, girls and gender diverse people by providing a new nursery and new infrastructure to support markets and events.

Embedding gender-inclusive design principles

The project highlighted the importance of documenting and recording engagement findings to adapt the engagement strategy to ensure decisions are informed by a reflective section of the local population.

The team recorded socio-economic and demographic characteristics of online engagement participants, including age, ethnicity and gender as they recognised the importance of establishing a representative view of the area. This data was monitored and evaluated to inform follow-up engagement sessions that could target missing voices and ensure a range of lived experiences from people with different backgrounds or those who are seldom represented were heard. This required extra time and resource but allowed the team to understand why certain groups were not participating initially and provided a wider range of voices and experiences to inform the design.

A dedicated focus on engaging with the local Youth Club and Secondary School helped attract voices from a predominantly young and marginalised community. The project team also facilitated two meanwhile uses through Metroland Cultures where two local artists put on displays within the site highlighting the heritage of the Black women in north west London and the LGBTQIA+ community. This enabled different voices to engage with the project through shared cultural interests.

MDAs also suggested the appointment of a design champion for the project to ensure engagement findings continue to inform later design stages.



'The workshops explored actions to promote safety for women, girls and gender diverse people at every stage of a project from briefing, through design development and occupancy. The learnings from the workshop will inform our future development work and processes to achieve better outcomes.'

Places for London Senior Quality and Design Manager

7

MARSHGATE LANE GREENWAY LINKS

Working with experimental and specialist
engagement practitioners



Timeline

- Target completion 2024

Project aim

- Improve the pedestrian and cycling link between Marshgate Lane and the Greenway
- Improve the condition of the Pudding Mill Underpass
- Create safe and welcoming public spaces
- Connect new and existing communities to QEOP
- Improve perceptions of safety for women girls and gender diverse people by activating the site, improving crossings, adding signage, widening cycle paths and increasing the accessibility of the area

Context

- *Location:* LB Newham
- *Typology:* Public realm improvement to a pedestrian and cycling railway underpass and routes to the Greenway
- *Character:* The site is a key gateway to new cultural, education and sporting venues, such as QEOP and associated venues and institutions including London Stadium, London Aquatics Centre, UCL East, East Bank and ABBA Voyage and connects these to the DLR at Pudding Mill Lane station.

Project partners

- LLDC
- LB Newham

Local stakeholders

- The View Tube
- Thames Water
- TfL
- Network Rail
- London Stadium
- Bobby Moore Academy
- Built Environmental Accessibility Panel (BEAP)

What we explored through the workshops

The workshops were used to:

- Look at safety across the site through multiple lenses
- Understand how the site functions for women, girls and gender diverse people and how it feels to move through the space as a pedestrian or cyclist
- Upskill the wider project team and present best practice gender inclusive design and engagement principles
- Establish key stakeholders to engage with to gain a qualitative understanding of the diverse experiences of women, girls and gender diverse people in the area
- Discuss how the space can be designed as more than just a through-route and instead as somewhere to dwell, rest or orient yourself.

Embedding gender-inclusive design principles

The workshops emphasised the value of gathering gender disaggregated data to highlight specific safety concerns and set a baseline against which design proposals need to respond to and be evaluated against. The discussions showcased how commissioning additional engagement was needed to understand qualitative safety issues at a site-specific scale and with women, girls and gender diverse people.

The workshops helped the project team identify the elements of the project over which they had more influence, such as wayfinding, signage and art installations. This allowed them to write a clear brief for engagement specialists to work with local stakeholders to shape these specific design interventions. The brief suggested using creative and playful engagement interventions. These could include lighting tests and activities such as body mapping to understand how women, girls and gender diverse people use, experience and relate to the site.

The project team has established a shadow board to maintain continuity in the governance and leadership of the project throughout

the process. There is a team member with responsibility for women, girls and gender diverse people's safety to ensure this remains a priority.

The workshops provided an opportunity to discuss common aspirations and develop a shared timeline and set of principles with a nearby landowner developing new student housing. Recognising that the site will be a key connection between the new student housing and adjacent universities and other institutions under construction, the developer wants to contribute to the lighting of the underpass. LLDC used planning obligations to explore how to formalise this contribution towards a shared goal. The workshops encouraged the developer to move away from just a lighting proposal towards a more creative solution that better addresses the wider principles of this document.

'The workshops improved our project and led directly to us being able to separately procure engagement support with a clear focus on actively involving women, girls and gender diverse people in the project.'

London Legacy Development Corporation Development Manager

8

MUSEUM OF LONDON

Designing an active space in the evening



Timeline

- Target completion 2026

Project aim

- Relocating the Museum of London from the current site at London Wall to the historic markets at Smithfield
- Maintaining a late night through-fare within the museum, connecting the adjacent public realm
- Providing expanded exhibition and learning spaces
- Developing new partnerships to programme the museum and attract additional visitors

Context

- *Location:* City of London
- *Typology:* New cultural uses and ground floor retail units across former market buildings
- *Character:* Former Victorian and Post-War market halls restored to house the museum collection and surrounding public realm improvements to bring former streets back into public use

Project partners

- Museum of London
- Stanton Williams Architects
- Asif Khan
- Julian Harrap Architects

Local stakeholders

- The Barbican
- fabric London nightclub

What we explored through the workshop

The workshop was used to:

- Discuss the proposed entrance of the museum at West Poultry Avenue which includes the build facade restoration, shopfronts and external art installations

- Understand the ways in which the new museum will play a positive role in a dense and active 24-hour neighbourhood by bringing West Poultry Avenue back into use as a key route that improves permeability
- Identify opportunities to support access to public toilets and well-lit sociable spaces at night.

Embedding gender-inclusive design principles

MDAs challenged the Museum of London team to increase the site's opening hours to improve accessibility and permeability 24 hours. MDAs encouraged the design team to develop a dynamic lighting strategy with ground floor occupiers. The suggestion was to use the lighting of glazed frontages and shopfronts to positively contribute to the street environment after dark.

This is particularly important at key gateways and on the street corners of the site. They discussed ensuring diverse representation in their public art and celebrating women, girls and gender diverse people's stories to improve their sense of belonging.



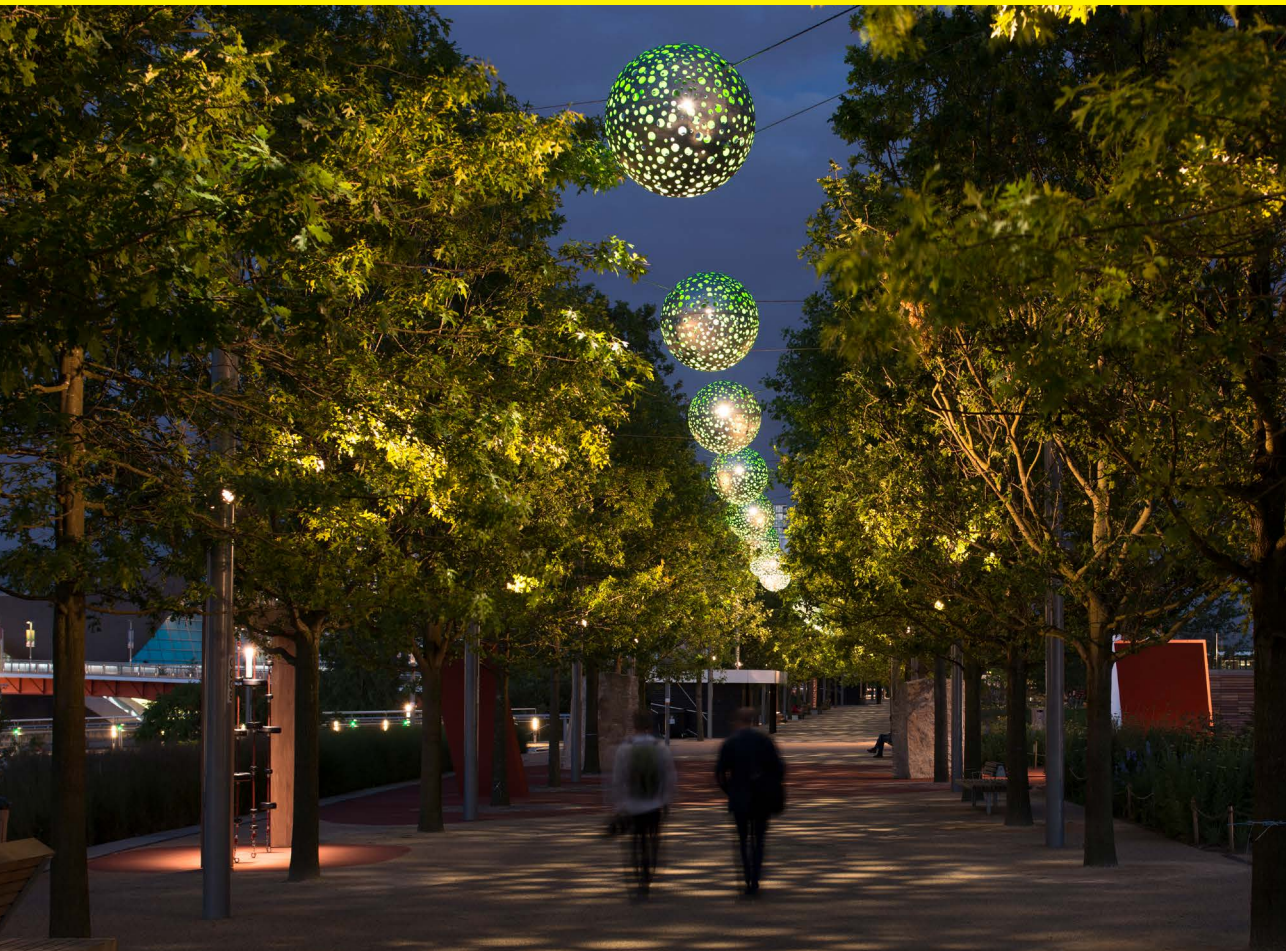
'We discussed key issues relating to safety, visibility, and accessibility within this space, which we intend to explore further during the design development process. This guidance has also prompted discussions within our team about how we approach and address these topics in the future.'

Museum of London Head of Design

9

QUEEN ELIZABETH OLYMPIC PARK LIGHTING AUDIT

Including qualitative measures of lighting
through night walks and engagement



Timeline

- Target completion 2024

Project aim

- Reviewing lighting across the park to address safety concerns
- and improve visitors' experiences

Context

- *Location:* LB Newham, LB Waltham Forest, LB Hackney and LB Tower Hamlets
- *Typology:* Landscaped park, canal towpaths, waterways, playspaces, walking and cycling routes and roads
- *Character:* QEOP contains housing developments, new civic and cultural uses

Project partners

- LLDC
- Arup
- Commonplace

Local stakeholders

- London Stadium
- Copper Box Arena
- Here East
- Westfield
- Lee Valley Hockey and Tennis Centre and Velopark
- London Aquatics Centre
- East Bank Creative Partners including the BBC, Sadler's Wells, the V&A, UAL and UCL East

What we explored through the workshop

The workshop was used to:

- Discuss the use of qualitative engagement methods with women, girls and gender diverse people to better understand their perceptions of spaces after dark and respond to safety needs and perceptions

- Outline ways engagement findings could be translated into technical specifications
- Integrate the findings into the work being done as part of estate management including wayfinding, signage and the activation of spaces after dark to improve perceptions of safety.

Embedding gender-inclusive design principles

The review was based on findings from an online consultation to understand women, girls and gender diverse people's perceptions of safety in QEOP. The consultation was managed through Commonplace and allowed people to identify particular places in the park they didn't feel safe in on a map and give a reason why they felt unsafe. The consultation found that lighting was the most important built environment design factor in influencing women, girls and gender diverse people's perceptions of safety across the park. The review considered lighting in terms of qualitative perceptions and lived experiences.

The project team and governance was reviewed to consider how gender inclusive principles would be adopted. The project team reports to a Women's Safety Board and is drawing on learnings from other LLDC projects through this overarching governance structure. The board and the wider project team has since been trained to explore the role of lighting within a broader framework of gender inclusion and safety and these principles will be embedded in future projects across LLDC. As a result, the project brief is being updated to include additional data, mapping and engagement to understand the experience of women, girls and gender diverse people at night to inform the technical lighting review.

The team also looked beyond the site boundary to work with neighbouring landowners and signatories of the Women's Safety Charter to collectively rethink their approaches to safety in QEOP. Lighting was seen as a tangible lens through which to discuss safety with wider stakeholders and get buy-in.



'Since the workshop, LLDC has started to rethink their approach to lighting. We organised training for the project team and the wider Women and Girls Safety Project Board to explore how to design lighting to support social and gender equality.'

**London Legacy Development Corporation Design Principal,
Landscape and Public Realm**

10

WATERDEN GREEN

Giving young girls and women agency over a new space for teenage girls by inviting them to be co-clients for the project



Timeline

- Target completion 2024

Project aim

- Co-client the delivery of a dedicated space for girls and young women aged between 12–18 years old, with local girls and young women
- To empower teenage girls to take ownership of physical space by creating a place dedicated to their wants and needs

Context

- *Location:* LB Hackney
- *Typology:* A space within the park, adjacent to key connection routes through to Hackney Wick, East Village and QEOP
- *Character:* The tree bound park sits adjacent to a residential-led development and will focus on meeting the needs of 12–18 year olds

Project partners

- LLDC
- Elevate

Local stakeholders

- Copper Box Arena
- Mossbourne Academy
- Eastwick and Sweetwater Residents

What we explored through the workshops

The workshops were used to:

- Understand the extent and outcomes of past engagement with young people about the design and facilities of the new youth space
- Establish the project parameters and constraints
- Train and upskill 7 girls and young women to act as co-clients, alongside the LLDC, for the design and delivery of the project
- Explore what co-design and co-clienting means for the power

dynamic within the project

- Establish project principles and translate these into a brief for a design team to take the design forward.

Embedding gender-inclusive design principles

Prior to the workshops, the space had been designed with young people but without a focus on gender. A workshop with gender inclusive design specialists Make Space for Girls challenged the original design and showed examples of play spaces and public realm designed for and with young girls. The workshop showed the importance of commissioning gender experts.

The co-clienting relationship that was adopted shifted the power dynamics in the project to avoid designing for young women and girls and instead designing with them. This ensured new infrastructure met their needs and provided safe spaces that could be used by them.

The participants were paid for their time and involvement and workshops and design meetings were scheduled to suit their availability and preferences.

The workshop was used to upskill the young women as clients, to train them to write a brief, commission design teams and manage design projects from procurement and design stages to making and using the space. The participants were also presented with the principles of gender inclusive design to ensure these shaped their approach to co-clienting. This led to the girls and young women developing a set of key principles for the project to be included in the brief to procure a design team.

MDAs supported the young women and girls to review the briefing principles and focus on how they defined an emotional connection to the text. The group reflected on the ways co-design can rebalance power in a project by exploring where power lies in a traditional clienting model and where, through co-design, power can be redistributed.



'We have brought girls and young women into a position of influence to set richer briefs and ensure the shelter is designed by and with girls'
London Legacy Development Corporation, Senior Designer

**'IF YOU HAVE TO SHOUT TO BE HEARD,
YOU ARE HEARD AS SHOUTING'**

Sara Ahmed (2023)

**'WALKING, I WILL ESTABLISH MY
PRESENCE, AS ONE WHO IS CLAIMING
THE EARTH, CREATING A SENSE OF
BELONGING, A CULTURE OF PLACE.'**

bell hooks (2009)

**'BEFORE SEEKING NEW DESIGN
SOLUTIONS, WE LOOK FOR WHAT IS
ALREADY WORKING IN COMMUNITIES'**

Sasha Costanza-Chock (2020)

**'URBAN PLANNING AND DESIGN QUITE
LITERALLY SHAPE THE ENVIRONMENT
AROUND US – AND THAT ENVIRONMENT,
IN TURN, SHAPES HOW WE LIVE, WORK,
PLAY, MOVE, AND REST'**

World Bank (2020)

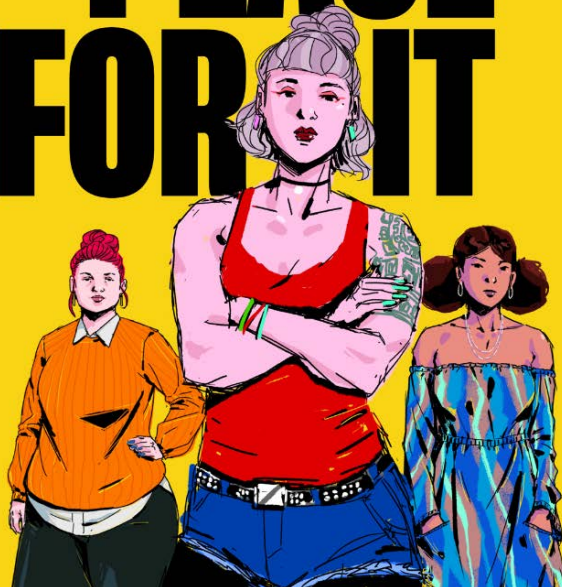
ADDITIONAL RESOURCES

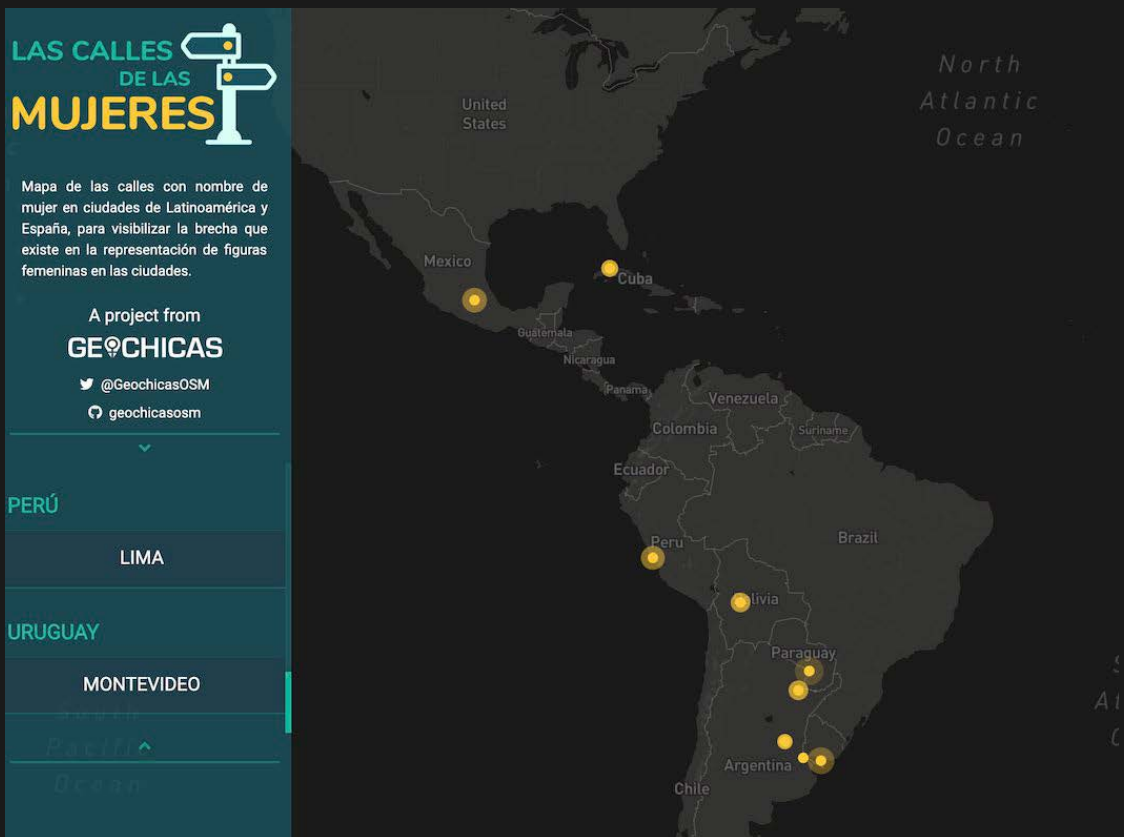
BEST PRACTICE

Art commissions: Manchester Safer Streets Community Grants

GreaterSport has funded grassroots and community organisations to deliver public art and interventions such as additional planting or engagement to support safety in Trafford as part of their Safer Streets fund.

**NO
PLACE
FOR
IT**





Feminist mapping: Geochicas

Open Street Maps (OSM) is the largest open-source and user-generated mapping data hub in the world. Established in 2016, GeoChicas is a collective of feminist mappers that is looking to counteract the gendered biases arising from primarily male mappers contributing to the open-sourced maps. The group has about 230 women volunteers in 22 countries, many in Latin America, who ensure the OSM database includes facilities and services used by women, girls and gender diverse people.

Municipal Literacy Toolkit: Toronto Women's City Alliance

Toronto Women's City Alliance are an advocacy group who have been organising to end the growing silence and invisibility of girls' and women's voices and issues from the political agenda in the City of Toronto. Much of their work is focused on upskilling Toronto residents in the processes of urban development. For example, their 'Municipal Literacy Toolkit' to help politicians, residents and city staff to understand the impact of city services on women's lives.

TWCA Toronto Women's City Alliance
Making Equality Matter.

Municipal Literacy Toolkit



A guide to help women and girls
advocate for their rights in Toronto





Gender budgeting: City of Vienna

Gender budgeting provides an analysis of how public spending and resource allocation in a city impacts men and women differently and whether there is an equitable distribution of resources to meet different needs. In 2006, Vienna pioneered gender budgeting and started collecting gender-disaggregated data to understand the use of public services and the distribution of public resources. Civil servants were provided with gender budgeting training and worked closely with the office for gender mainstreaming. The city's budget now includes gender-specific goals and the expected number of people impacted by each budget item and decision split by gender.

Participatory planning and playful engagement: Planning Board Games

Urbana designs and organises participatory planning board games that aim to record the everyday needs of residents and highlight the voices of the people who want to use their neighbourhoods creatively. Using play to engage key stakeholders has been shown to help bring people together and better acknowledge and understand the diverse needs and desires in urban space gender-specific goals and the expected number of people impacted by each budget item and decision split by gender.





Participatory engagement: Photovoice

Photovoice allows participants to express their frustrations, stories and reflections from their perspective and on their own terms. An action research initiative of 26 African American women co-researchers photographed their neighbourhoods to understand and expose unmet safety needs in their community. It involved three steps (Davis et al. 2020):

1. Recording personal reflections about the strengths and concerns of their community through individual photography;
2. Promoting knowledge and critical dialogue through group discussion of the photos; and
3. Telling truth to power through presentation and discussion of the images and the stories associated with them

Photovoice allows the co-researcher herself to make the most important decisions about data relevancy and interpretation in a collaborative setting.

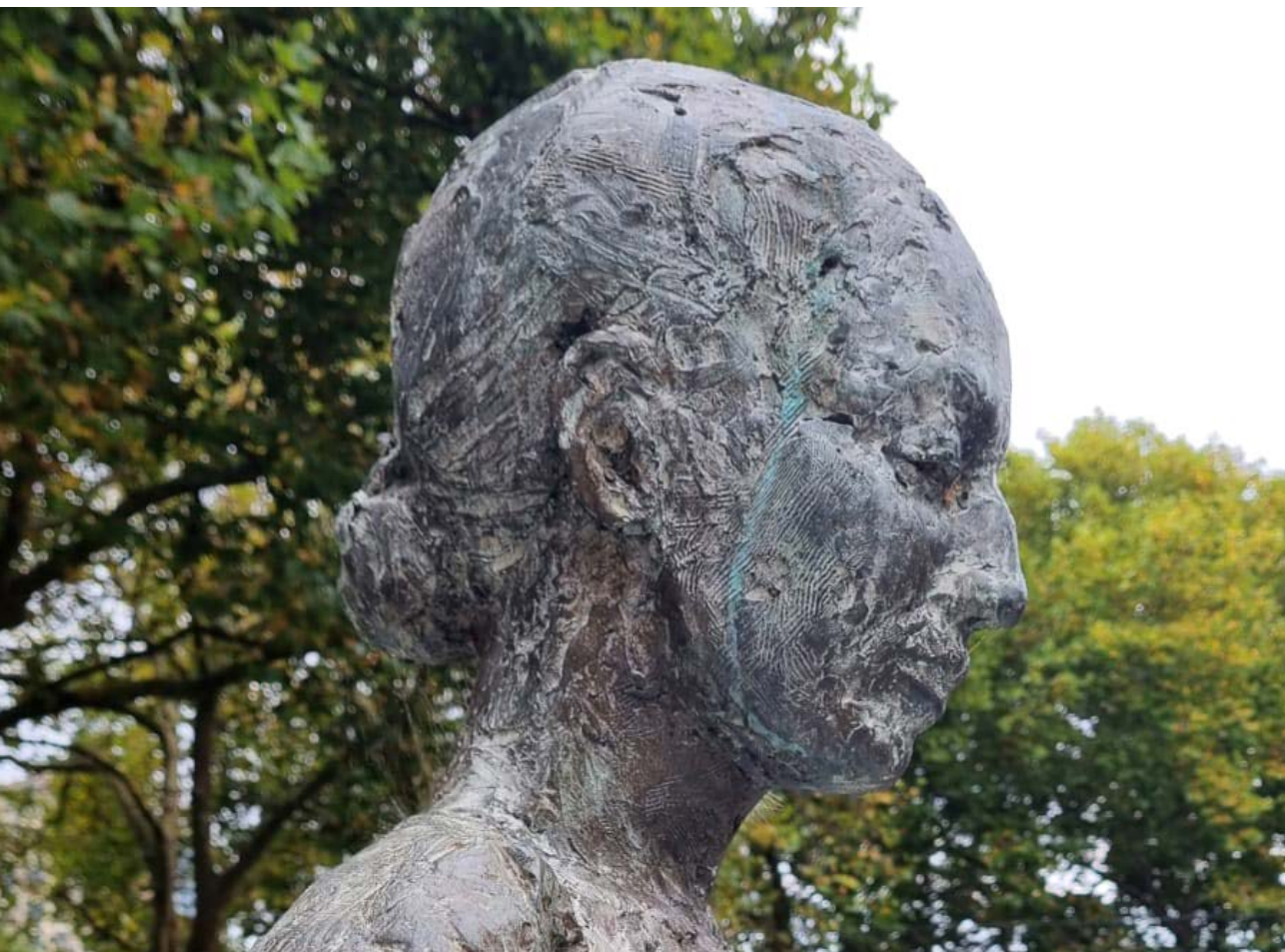
Making with women, girls and gender diverse young people: Girls Garage

Girls Garage is a non-profit design and construction school for girls and gender diverse young people aged nine to 18 in California's Bay Area. Providing free and low-cost classes in carpentry, welding, architecture, and activist art, the school is the first to offer design and build workshops for women, girls and gender diverse people in the United States.



Commemorating women: Tuckshop Tanner

Artist Jessica Wetherly was commissioned to create a life-size bronze sculpture of a woman. This sculpture represents and celebrates the women who were said to give children a sixpence on their birthdays in a former tuckshop which previously stood on the site. It is one of the few public sculptures in London that celebrate care work in the city and that tells the stories and histories of women's contributions to urban life.





Infrastructure for girls: Tjejtrappan

This installation was co-designed through a collaborative process with teenage girls in Sweden. It has been described as 'a pink staircase to scare away the tough guys' and placed in a part of the city girls had identified as somewhere they typically avoid on safety grounds. It shares critical reflections on the city and asks questions about justice, inclusion and equality. It also has a 'screaming hole' where you can shout out your aggression.



Parks and play spaces for girls: Bredäng Park

In collaboration with a focus group of girls living in the Stockholm suburb of Bredäng, in Sweden, Nivå developed a park for spontaneous dance, play and free sports. The community wanted an inclusive space that was safe and vibrant for everyone, where friends, siblings and parents could spend time together. Through a series of workshops, the project developed a design for a park that would allow spontaneous physical activity. Key design features were a pergola and stage with stepped seating to ensure the park can be used throughout the day and in all seasons.

Gender informed designs: Umeå Stationtunnel

In the development of Umeå's Stationtunnel, the architects worked with space, height, daylight, rounded edges, gradual gradients, immersive artwork, sound and maximum transparency to retrofit the site using a gender lens. This allowed for a greater inflow of light, softer-rounded corners and a large entrance in the middle. Anyone who walks or cycles through the tunnel can also listen to author Sara Lidman's voice reading poems from speakers putting women's voices at the centre of the space.



Designing play for women, girls and gender diverse people: Dansbana!

Dansbana! is a Swedish organisation that designs exhibitions, installations and public spaces that encourage dancing. The designs are explicitly focused on providing public space for girls and young women and they are designed with local dance groups and organisations. The spaces are often programmed with dance classes but people can also spontaneously connect to Bluetooth speakers and play music or dance to.





Supporting women-led businesses: Lady Lane Market

Opened in 2019, Lady Lane Market is London's first women-only market. The market was established during the regeneration of Petticoat Lane Market following research and analysis that found that 90 per cent of the market's traders had historically been men. The Lady Lane Market traders were recruited from the local area and offered training and support to establish their businesses.

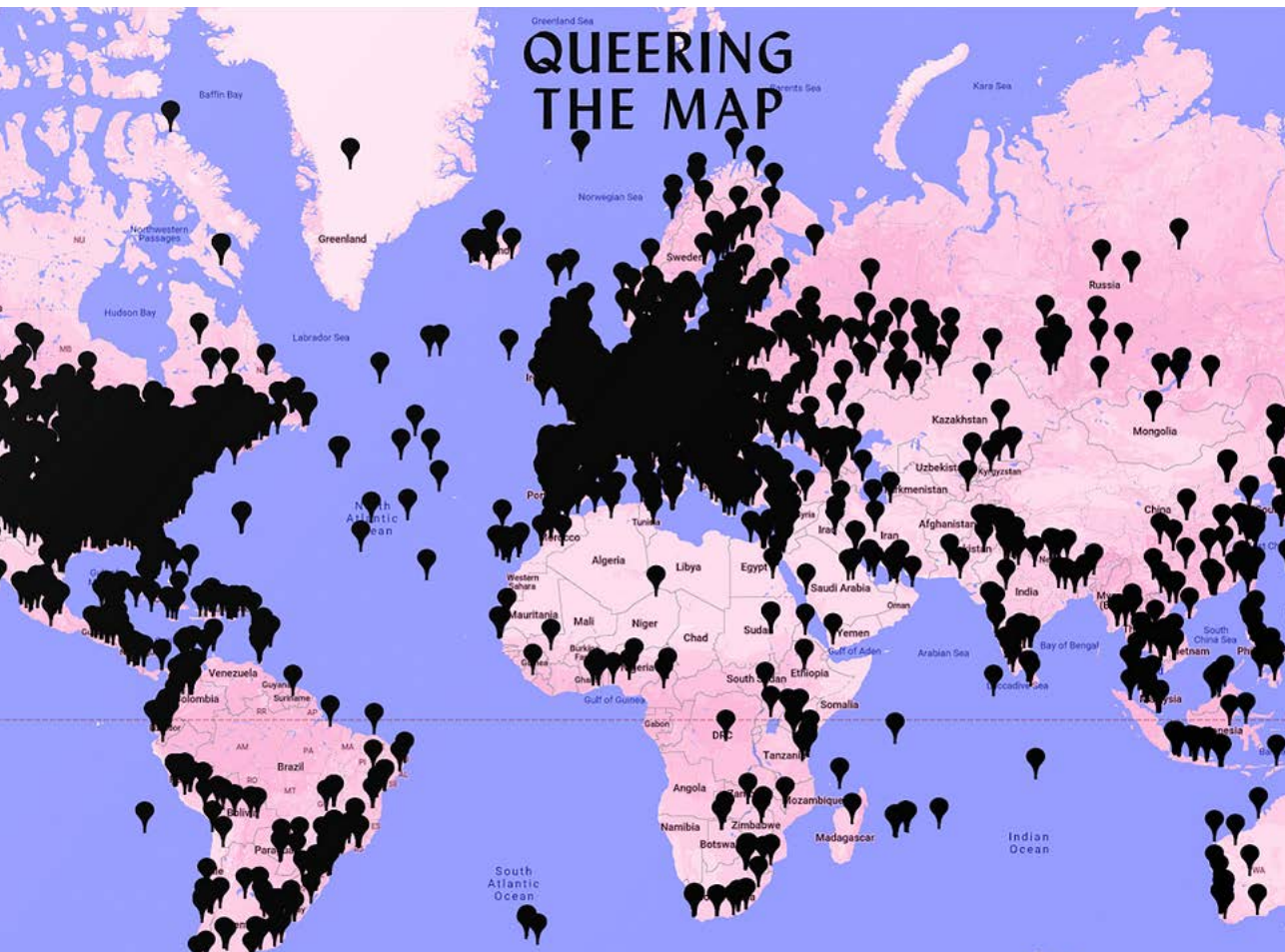


Exploring disability in public space: Unexpected Bodies in Unexpected Places

The lab is a pan-European collaboration of arts organisations exploring the theme 'Unexpected bodies in Unexpected Places'. It invited disabled artists to question social norms and behaviours in public spaces and challenge the exclusion of disabled people in outdoor public spaces.

Mapping marginalised stories: Queering the map

Queering the Map is a crowdsourced and user-generated global map of LGBTQIA+ encounters. The platform records, maps and archives queer life in a bid to challenge the erasure of LGBTQIA+ stories in public spaces.



Public safety interventions: Girls Of The Light

In this interactive art project, artist Hanna Benihoud projected animated women in dark spaces in Tottenham. Illuminating these intimidating spaces temporarily changes the experience from feeling unsafe and intimidating to celebratory. The project highlighted the difference in how women use the city after dark.





Celebrating diversity in public space: Custard Apple (Annonaceae), Breadfruit (Moraceae) and Soursop (Annonaceae)

Veronica Ryan's *Custard Apple (Annonaceae), Breadfruit (Moraceae) and Soursop (Annonaceae)* is the first permanent public sculpture by a Black female artist in the UK. The sculpture of the oversized West Indian fruits in Hackney Central is dedicated to the Windrush generation and won the Turner Prize in 2022.

BOOKS TO READ NEXT

1. **The Feminist City, Leslie Kern**

In this book, Kern exposes the social inequalities that are built into our cities, homes and neighbourhoods. Drawing on her own lived experience as well as a range of well-established theories and practices of inclusive urban development, she constructs a new vision of how we might build a feminist city collectively.

2. **Design Justice: Community-led practices to build the worlds we need, Sasha Costanza-Chock**

This book is an exploration of the practical ways in which design can be led by marginalised communities and the potential of this to dismantle structural inequality.

3. **The Right Amount of Panic: How women trade freedom for safety, Fiona Vera Gray**

This book is based on original research on the impact of sexual harassment in public and includes real-life accounts of women's experiences. It challenges victim-blaming and highlights the need to show women as capable, powerful and skilful in their everyday resistance to harassment and sexual violence.

4. **Feminist Killjoy Handbook, Sara Ahmed**

Drawing on her own stories and those of others, especially Black and brown feminists and queer thinkers, Sara Ahmed offers an analysis of the workings of sexism in modern life. By invoking the image of the Feminist Killjoy, who refuses to laugh at sexist jokes and who receives eye-rolls across meeting room tables because she points out sexism and racism, this handbook is a must-read for those seeking solidarity and companionship in their work towards a fairer world.

5. **Invisible Women, Caroline Criado-Perez**

Highlighting case studies in a range of fields- from medicine to car

manufacturing to city planning- this book shows the ways that biased data serves to marginalise women's experiences and reinforce a society designed for men.

- 6. Making Space: Women and the Man Made Environment, Matrix**
A key text in early discussions of feminism in the built environment, this book critiques the way sexism permeate the design of both public and domestic space. Written collectively by the Matrix Feminist Architecture Collective, it also provides alternatives to shape better futures.

- 7. Data Feminism, Catherine D'Ignazio and Lauren F. Klein**
The book presents critical evaluation of the role data plays in our lives through an intersectional feminist lens. Arguing for feminist data ethics, the book offers strategies data scientists to work towards justice.

REPORTS TO READ NEXT

1. **Untokening Mobility: Beyond Pavement, Paint and Place**

This report moves beyond the conception of 'safe streets' as a purely urban design exercise. It argues for a holistic approach that takes into account not just what mode of transport an individual uses, but how their identity (gender, race, ability, etc.) mediates their claim to safety.

2. **Towards Safe(ER) Space: Disability and everyday spaces of un/safety and hostility in Ireland**

Starting from the premise that people with disabilities should have the right to access and feel safe in spaces, the study reviews national policy context in Ireland and interviews people with disabilities, community organisations and practitioners to develop recommendations. Discriminatory and hostile attitudes towards people with disabilities and a lack of awareness around the needs of disabled people are identified as key factors currently maintaining inequities.

3. **Safer Parks: Improving Access for Women and Girls**

Using key themes of 'Eyes on the Park', 'Awareness' and 'Inclusion' researchers at the University of Leeds and their partners discuss ways to make women and girls feel more safe and welcome in parks and green space.

4. **Transmobilities: mobility, harassment, and violence experienced by transgender and gender nonconforming public transit riders in Portland, Oregon**

This article coins the term transmobilities to describe the ways that transgender and gender-nonconforming people's experience of public transit is impacted by societal normalisation of violence against them. It examines the way that this experience shapes and limits the mobility patterns of transgender and gender-nonconforming people in Portland, Oregon, building the case for change.

5. Cities Alive: Designing Cities that Work for Women

Presenting insights from 20 countries across six continents, this report focuses on a gender-responsive approach to planning and design. Recommendations range in scope and timelines, and have implications from the design realm to the policy realm.

6. Women's Safety Audit: What Works and Where?

UN-Habitat has published a guide to conducting women's safety audits. Informed by a global survey of 163 local governments and women's safety partnerships, the guidance recommends using audits to focus on the local scale and to explore the specific experiences of a particular community or neighbourhood. It stresses the importance of setting realistic goals and clear responsibilities to establish how the audit will influence design decisions and to include project teams, professionals and decision-makers in any audit.

7. Creating places that work for women and girls: A handbook for local authorities, developers and designers

The London Legacy Development Corporation has published guidance for built environment professionals to adopt a gender informed approach to planning and design processes. The report builds on findings from two rounds of evidence gathering involving over 600 women and girls. The report looks at ways that local authorities, through their development management, infrastructure and strategic planning responsibilities, can take action. It also makes recommendations for developers on ways to set up a project, conduct engagement and set KPIs to support gender inclusion in their projects.

GOOD GROWTH BY DESIGN PUBLICATIONS TO READ NEXT

1. **Making London Child-Friendly**

This publication focuses on creating healthier and safer physical environments in London for children and young people to live, learn and play that goes beyond simple “play provision”.

2. **Expanding London’s Public Realm**

This publication focuses on designing London’s public spaces in ways that make them more accessible, comfortable, and welcoming.

3. **Public London Charter**

This charter sets out rights and responsibilities of users, owners, and managers of new public spaces. It aims to ensure that London’s public spaces are safe, accessible, inclusive, attractive, well-connected and easy to understand, well maintained and serviced.

4. **Supporting Diversity Handbook**

This handbook is a tool for advocacy, communication and action on the barriers to equality diversity and inclusion (EDI).

5. **Connective Social Infrastructure**

This research outlines the roles played by London’s social spaces and networks in improving people’s wellbeing and quality of life.

POLICIES AND PROGRAMMES TO EXPLORE NEXT

1. Women's Night Safety Charter

The charter asks organisations that operate at night to sign on to a pledge committing to specified actions that aim to make London a city where all women feel confident and welcome at night.

2. The Mayor's Violence Against Women and Girls Strategy 2022–25

The strategy takes a public health approach to violence against women and girls and encourages everyone in London to play their part in ending it.

3. Right to the Streets: Trafford

Working with local organisations and partners, GM Moving's Right to the Streets project focuses on tackling gender-based violence in Trafford through exploring ways to make streets and public spaces safer and more welcoming for women and girls.

TOOLKITS TO READ NEXT

1. **URBACT Knowledge hub presents: gender equal cities**

URBACT's toolkit brings together best practices from across EU Cities to democratise access to knowledge about gender inclusive urban change. It focuses on the role that local authorities can play through policy-making.

2. **Handbook for Gender-Inclusive Planning and Design**

This World Bank handbook is divided into the themes of access, mobility, safety & freedom from violence, health & hygiene, climate resilience, and security of tenure. The handbook provides urban practitioners with tools to make their cities more welcoming to women, girls, and gender diverse people by implementing participatory and inclusive design processes.

3. **Right to the Streets: games for understanding gender inclusion in public spaces**

These games, produced by Publica, provide practical tools to plan and design gender inclusive public spaces. They help equip designers, planners, policymakers and the wider community with in-depth knowledge to better understand public space through a gender lens.

WITH THANKS TO

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