

Somerset Equality Impact Assessment

The [EIA guidance notes](#) will help you complete this assessment.

If you need help or advice please contact Paul Harding. P.harding@somersetwestandtaunton.gov.uk

Organisation prepared for

Somerset West and Taunton Council

Version

Draft 1

Date Completed

April 2021

Description of what proposed change or policy is being impact assessed

The installation of a 60m 6 coloured rainbow path in Goodland Gardens. The path will run from the Goodland Garden's Bridge St entrance along the tarmac path (parallel to the river) ending at the Mill Stream bridge. Please see map for specific location.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

- National Autistic Society.
- Lambeth Council's Equality Impact Assessment
- The Classroom.org.uk (What the rainbow colours represents)
- Corporate Report (Gov.UK) CMA Diversity and Inclusion Strategy 2020-2024 Action Plan.
- LearningDisabilityToday.co.uk Neurodiversity perception
- Autism Right Movement. (use of rainbow coloured infinity symbol)
- Wikipedia – Rainbow Flag (meaning)

The rainbow is comprised of different colours. Each one is different than the next. This conveys a message of inclusiveness and cohesion.

For this reason, the rainbow symbol has been adopted by many groups or demographics that pursue equality.

The rainbow meaning is taught in classrooms to teach the benefits of embracing our own differences and the differences of those around us.

More significantly, rainbows are often seen after a rainstorm when the sun breaks through the clouds. This provides us with a very powerful and important message.

It has been identified that those who are vulnerable have been disproportionately impacted by COVID19. The rainbow path symbolises hope and regeneration i.e. Rainbow after the storm.

The rainbow path, will have a wide appeal, for some it will symbolise inclusivity and solidarity and recognising our diverse culture, some will recognise it as supporting key workers and NHS staff and for young people and families, it will provide a colourful vibrant playful location making our parks more attractive and therefore more inclusive.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

Who have we reached out and engaged with the following organisations:

1. Compass Disability
2. Taunton Disability Action Group
3. Autism Somerset
4. Somerset Clinical Commissioning Group (Quality and Equality)
5. 2BU Somerset
6. Young Somerset
7. Somerset Parent and Care Forum
8. Autism Wessex
9. Diversity Voice
10. Social Media (General Feedback)

Here is the feedback:

Compass Disability: Thank you for getting in touch, your plans sound really exciting!

In the past we have been funded for consultation work and created over the years a network of hundreds of disabled people, unfortunately however, we are no longer funded to undertake consultation work so we are unable to call on the network to share your email.

I personally wish you all the very best with the project as I think it will great to have rainbow paths.

Sorry, I can't be more help.

Taunton Disability Action Group:

Jan Winters

It looks stunning. What is it going to be made of? The joins between the colours will need to be flat so that those with canes, crutches, unsteady gait don't lose their balance and so that those in wheelchairs have a smooth ride. Equally, the start and finish of the walk will need to be tapered.

Steve Ashworth

Hi Craig Stone we were discussing something similar with a disability group in Bristol today. The council are doing a crossing in rainbow colours. We agreed for many it shouldn't be a problem. The challenge will be if it was a slippery finish, it might cause difficulties. The main risk is for those with visual impairments, for those with limited sight and not those fully blind. As you probably know, for those with partial sight then differentiation in colours can be very disorientating. Hope someone with a visual impairment can provide more feedback and whether it is an issue. All the people on my call with Bristol had no sight.

Autism Somerset

With visual impairment you will need well defined path edges. You will also need to make the path wheelchair accessible so any bumps on the path to aid vi will need to be low and have wide spaces so that the wheels do not get caught. I would develop a sample of the path and ask users with different needs to trial it. You could always trial wearing vi goggles to simulate tunnel vision, cataracts, glaucoma etc. To give an idea of difficulties in the early development, if the path but best if all have users involved in the development.

2BU Somerset

Ok when asked the question, this is what they said:

- Visually this could be a sensory overload for some people
- It would probably get vandalised
- People could make inappropriate comments if you were walking on it

and

- I would feel more seen
- great to celebrate the positive attitudes of people in Taunton

- So cool if it's a first!
- Representation is really important
- Can we have the Progress Flag for better inclusivity
- It would start conversations actually
- Its Ok 2BU in Taunton of course
- Celebrating positive attitudes is always a good thing

Hope this is helpful..
LISA – 2BU Somerset.

SOCIAL MEDIA RESPONES (Hundreds)

227 comments on [Taunton Matters](#)

23 comments on [Taunton Pride](#)

As of 25/05/2021, there has been further feedback on the proposals.

(attachments or detail consultation)

Somerset West and Taunton’s Equality and Diversity working group (Members and Officers)

Analysis of impact on protected groups

The Vision statement in the Cultural Strategy states:

“We want to create a place where people of all ages and backgrounds can experience quality culture on their doorstep”, with specific objectives:

- *“To ensure equality of access to quality creative and cultural experiences for communities and audiences across Somerset West and Taunton”*
- *“Support our creative, arts and heritage sectors so they are able to provide quality cultural experiences for people of all ages and backgrounds”*
- *“Value health and wellbeing”, and “encourage healthy and active lives”*

Protected group

Summary of impact

**Negative
outcome**

**Neutral
outcome**

**Positive
outcome**

<p>Age</p>	<p>No negative impacts identified from the research and consultation that has ben carried out.</p> <p>Advance / Promote Equality: The path will be accessible and attractive to all age groups.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Disability</p>	<p>The rainbow-coloured infinity symbol represents the diversity of the autism spectrum as well as the greater neurodiversity movement</p> <p>Through the research carried out we have identified that some people with neurodiversity perceive colours differently. Some may experience over stimulation or trigger an emotional response. To ensure that Goodland Gardens is accessible to all, we have identified an alternative route through the park which can be used to avoid the rainbow path if needed.</p> <p>Having consulted with disability groups and the general public the path will be designed to have support those with mobility issues for example it will not have any steps, raised edges and the paint is to a highway specification to accommodate all weather types, including an anti-slip surface.</p> <p>(Feedback from the disability action group.... (Visual impairment - those with partial sight then differentiation in colours can be very disorienting.)</p> <p>Facebook – Taunton Matters – Copy content/information</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Gender reassignment</p>	<p>No negative impacts identified from the research and consultation that has ben carried out.</p> <p>Advance / Promote Equality: The path will be accessible and attractive to all age groups.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Recognising inclusivity and showing support to the LGBTQ+ community.			
Marriage and civil partnership	No negative impacts identified from the research and consultation that has ben carried out. Advance / Promote Equality: Identified as a photo location for those getting married in Taunton.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	No negative impacts identified from the research and consultation that has ben carried out. Accessible and attractive to all	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race and ethnicity	No negative impacts identified from the research and consultation that has ben carried out. Advance / Promote Equality: Accessible and attractive to all The rainbow conveys a message of inclusiveness, cohesion and awareness of cultural difference.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	Although we are aware, some religious beliefs don't support same sex relationships. The path does not solely represent the LGBTQ plus community. Rainbows have a wide range of meanings to different people and the rainbow path represents all people within our community and their beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	All planned communications will articulate the key message, that this will represent all community			
Sex/Gender	<p>No negative impacts identified from the research and consultation that has been carried out.</p> <p>Advance / Promote Equality: Accessible and attractive to all, the rainbow conveys a message of inclusiveness, cohesion and awareness of difference.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<p>No negative impacts identified from the research and consultation that has been carried out.</p> <p>Advance / Promote Equality: Accessible and attractive to all, the rainbow conveys a message of inclusiveness, cohesion and awareness of difference.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<p>No negative impacts identified from the research and consultation that has been carried out.</p> <p>The wide appeal of the rainbow symbol will ensure that the path is attractive to all. We have consulted with a carers group, where there has been no impacted identified, that is recognised with the disability analysis above.</p> <p>The path access is free and therefore doesn't exclude those on low incomes.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Although no negative outcomes have been identified, it is recognised that further work would be beneficial to understand and explore this in more detail – actions are therefore recommended below.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Commissioning of work will ensure surface is safe and accessible	May/June	C.Stone	Ec Dev Operational Plan	<input type="checkbox"/>
Grant agreement (T&Cs) will place responsibility for ensuring surfacing meets health and safety and accessibility requirements on the grantee.	May / June	C. Stone	Ec Dev Operational Plan	<input type="checkbox"/>
Promo Signage at both ends (accessible/inclusivity/diversity) "Celebrating Cultural Diversity in Taunton"	May / June	C. Stone	Ec Dev Operational Plan	<input type="checkbox"/>
General SWT Communications. Partnership Working PR "Celebrating Cultural Diversity in Taunton"	May / June	C. Stone	Ec Dev Operational Plan	<input type="checkbox"/>
				<input type="checkbox"/>
				<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

No negative impacts identified from the research and consultation that has been carried out.

Completed by:	Craig Stone
Date	19/05/2021
Signed off by:	
Date	
Equality Lead/Manager sign off date:	
To be reviewed by: (officer name)	
Review date:	