

East of England: Health Inequalities Key Highlights

Overview of the population of East of England ([Health Profile for the East of England 2021](#))

The East of England is [home to 6.3 million people](#) (2). The population is forecast to grow by 8.7% (548k) over the next two decades. Much of the projected growth will be in older age groups. By 2043, 25.6% of the East of England population are projected to be aged over 65 years (3).

The East of England is a diverse region where one person in three lives in a predominantly rural community (4). Among those aged 65 years and over, this rises nearer to one person in two (4). At the time of the 2011 Census, the largest ethnic groups in the region were recorded to be White British (82.6%), White Other (4.5%), Indian (1.5%), Black African (1.2%) and Pakistani (1.1%) - with other minority ethnic groups each making up 1% or less of the total population (5). The proportion of the local population from ethnic minorities (including white minorities) varied from 3.4% in parts of Norfolk to 55.4% in Luton (5). In 2019, the East of England overall had the third highest GDP per capita in England, after London and the South East (7). Within the region, there is significant variation in economic prosperity and deprivation. The region is home to the locality classified as having the highest level of deprivation in England and also localities classified among the least deprived (8). The region has a number of deprived coastal communities with poor health outcomes (9). The challenges faced by those living in deprived coastal communities were highlighted in the Chief Medical Officer 2021 annual report (10).

- Office for Health Improvement & Disparities. Public Health Outcomes Framework. Population age profile: Resident population 2020 [09 March 2022]. Available from: <https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data#page/12/gid/1000049/pat/15/ati/6/are/E12000006/iid/90362/age/1/sex/1/cat/-1/ctp/-1/yrr/3/cid/4/tbm/1>.
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- Department for Environment, Food & Rural Affairs. Statistical Digest of Rural England Disaggregated Data Tables, Rural Population Indicators 2022 <https://www.gov.uk/government/statistics/statistical-digest-of-rural-england>
- Office for National Statistics. 2011 Census: Ethnic group, local authorities in England and Wales. Table KS201EW. Available from: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/2011censuskeystatisticsforlocalauthoritiesinenglandandwales>
- Public Health England. Index of Multiple Deprivation 2015-2019 [20 April 2022] <https://app.powerbi.com/view?r=eyJrljojODVjZTE0NmQtYWMxYy00MzI3LTg2MjMtZiRiYjczZDRkYiI3IiwidCI6ImVINGUxNDk5LTRhMzUtNGlyZS1hZDQ3LTVmM2NmOWRIODY2NiIsImMiOjh9>
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- Department for Levelling Up, Housing and Communities and Ministry of Housing, Communities & Local Government. English indices of deprivation 2019: mapping resources <https://www.gov.uk/guidance/english-indices-of-deprivation-2019-mapping-resources>
- Office for National Statistics. Coastal towns in England and Wales: 2020. <https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/datasets/coastaltownsinenglandandwales>
- Department of Health and Social Care. Chief Medical Officer's annual report 2021: health in coastal communities. <https://www.gov.uk/government/publications/chief-medical-officers-annual-report-2021-health-in-coastal-communities>

- The **population of East England is 6,398,497** according to mid-2022 population figures published by the ONS. East England's population growth rate between mid-2021 and mid-2022 was 0.8% per year ([Varbes](#)).
- The region has some of the most affluent localities in the country and the most deprived. The population in the East of England is projected to grow, with over a quarter of residents aged over 65yrs by 2043.
- According to mid-year population estimates published by the ONS for 2022, males account for 49.1% of East England's 6,398,497 population, while females made up 50.9% of the total.
- In England as a whole, the ageing population (proportion of those aged 65 ears and older) is projected to increase from 18.2% to 20.7% (2018-2028 predictions, ONS). The size of the ageing population in East of England is increasing (Figure 1).
- The median average age in East England in 2022 was 41.8, with people of working age (ages 16-64) representing 61.3% of the population.
- East England's age structure shows the working-age population to be 3,924,995 which is 61.3% of the population. People 15 and under represent 18.8% of the population, and over 65s represent 19.9% of the population. The percentage of the population that is of working-age has decreased over the last 10 years from 62.8% to 61.3%.
- According to the latest 2021 census, the population in East England is predominantly white (86%), with non-white minorities representing the remaining 14% of the population. The proportion of the local population from ethnic minorities (including white minorities) varied from 3.4% in parts of Norfolk to 55.4% in Luton.
- In 2022, the urban population of East England was approximately 4,156,816 or 71%, while the rural population was around 1,690,149 or 29% (based on 2011 rural/urban classification, using population figures from mid-2022).
- There are [50 local councils / authorities](#) (including county, city, district and borough councils) across the East of England region which covers Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk.
- There are 6 Integrated Care Boards and Systems in the region: Suffolk and North East Essex, Norfolk and Waveney, Mid and South Essex, Cambridgeshire and Peterborough, Herts and West Essex and Bedfordshire, Luton and Milton Keynes

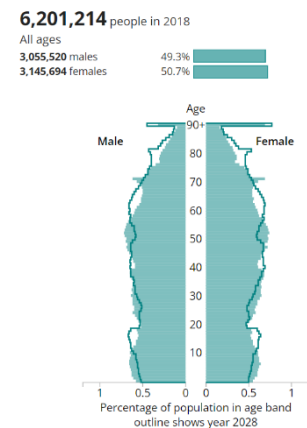


Figure 1 % of population in age band in East of England 2018 compared to projected 2028 (shown in age band outline)
<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/bulletins/subnationalpopulationprojectionsforengland/2018based#change-by-age>

Deprivation

- In relation to other regions in England, East of England has lower levels of deprivation. High levels of deprivation are seen in coastal and rural local authority areas in the East of England region.
- Great Yarmouth has 16.2% of working age adults in employment deprivation (one of the highest proportions of employment deprivation in England). Employment Deprivation is the proportion of working-age population in an area that are involuntarily excluded from the labour market. People who would like to work but are unable due to unemployment, sickness or disability, or caring responsibilities.

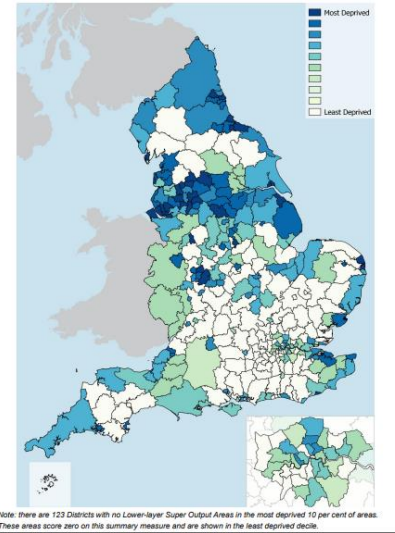


Figure 2 Distribution of the Index of Multiple Deprivation (IMD) 2019) by local authority, based on the proportion of their neighbourhoods in the most deprived decile nationally

[The English Indices of Deprivation 2019](https://publishing.service.gov.uk)
(publishing.service.gov.uk)

Residence in the UK

- According to the Census 2021, 85.1% of people in the East of England were born in one of the four parts of the UK. 8.7% have been resident in the UK for 10 years or more, 2.6% for 5-10 years, 1.9% for 2-5 years and 1.6% for less than 2 years.

Household language

- According to Census 2021 data, 91.4% of households in the East of England have English as a main language. 3.3% have at least one, but not all adults in the household speaking English as a main language. 1.3% have no adults in the household, but at least one person aged 3-15 speaking English as a main language/ 4% have no people in the household speaking English as a main language.

Economic activity

- According to Census 2021, 38.2% of people aged over 16 years in the East of England are 'economically inactive'. Largely made up of people who are retired (22.9%). 4.5% are students, 4.6% are looking after home or family and 3.4% (172,871 people) are classified as long-term sick or disabled.

Income

- The Minimum Income Standard (MIS) is defined as not having enough income to afford a 'minimum acceptable standard of living', based on what members of the public think is enough money to live on. In 2018/19, 27.7% of the population of the East of England region did not reach the MIS. Figure 23b shows Child poverty rates were highly variable across the region ranging from 16% (East Hertfordshire and St Albans) to 39% in Luton ([Jospeh Roundtree Foundation](https://www.jrf.org.uk)).

Education

- According to Census 2021, of all residents aged 16 years and over in the East of England, 18.1% (932,209 people) have no education qualifications.
- In the East of England in 2022/3, 67.3% of children [did not reach good level of development at the end of reception year](#). Among children receiving free school meals the percentage achieving a good level of development was 48.3%, lower than the England rate ([51.6%](#)) in 2022/23. In 2022/23, the percentage of 16 to 17 year olds who are not in education, employment or training (NEETs) for the East of England region was [4.2%](#).

Provision of unpaid care

- According to Census 2021, of all residents in the East of England aged 5 years and over, 514,016 are providing unpaid care. 2.5% of residents in the East of England (149,937) are providing 50 or more hours of unpaid care a week.

Health Profile

General Health

- The general health profile (Census 2021) of residents in the East of England is as follows:

date	2021	
geography	East	
measures	Count	%
General health		
Total: All usual residents	6,335,072	100.0
Very good health	3,058,673	48.3
Good health	2,194,562	34.6
Fair health	791,639	12.5
Bad health	226,719	3.6
Very bad health	63,479	1.0

- for females, healthy life expectancy has decreased by 1.9 years between 2010-12 to 2017-19. Over the same period, the average number of years of life lived in poor health has increased from 17.4 years to 19.7 years ([Health Profile EoE](#))
- for males, healthy life expectancy has decreased by 0.3 years between 2010-12 to 2017-19. Over the same period, the average number of years of life lived in poor health has increased from 15.3 years to 16.1 years ([Health Profile EoE](#))

Factors contributing to morbidity in the East of England are lower back pain, depressive disorders, type 2 diabetes and headache disorders. Self-reported adult mental health scores have increased with people reporting higher anxiety, lower self-worth, increased low happiness and increased low satisfaction. Suicide and self-harm vary greatly across local authorities in the East of England region. The suicide rate for the East of England is above the national rate. ([Health Profile EoE](#))

The Global Burden of Disease [GBD](#), uses years lived with disability (YLDs) to attribute the burden of morbidity. YLDs is a measure of morbidity that combines the prevalence of each disease with a rating of the severity of its symptoms (excluding death itself), to give an overall measure of the loss of quality of life. At local authority level, the largest variation is estimated to be in morbidity due to type 2 diabetes which ranged from 446 YLD per 100,000 population in Suffolk to 733 YLD per 100,000 in Peterborough ([Health Profile EoE](#))

Behavioural risk factors

Smoking ([Office for Health Improvement & Disparities. Local Tobacco Control Profiles](#))

- East of England adult smoking prevalence was 13.7% in 2019
- smoking prevalence remains much higher than average in some groups, including among people in manual occupations (25.1% were estimated to be smokers) in 2019 and those with a mental health condition (23.9%). Prevalence is also higher in areas with high levels of deprivation - with the most deprived decile having a smoking prevalence over 1.5 times higher than in the least deprived
- smoking prevalence was highest in Peterborough at 18.8%. Only Hertfordshire was statistically significantly below the regional rate in 2019 and 2020

Alcohol

Increasing and high-risk drinking is defined as drinking more than 14 units per week.

- in the East of England in 2019, estimates from the Health Survey for England suggested that 22% of males and 10% of females reported drinking between 14 and 50 units of alcohol a week (classed as increasing risk drinking) with a further 4% of males and 2% of females drinking more than 50 units a week (higher risk) ([NHS Digital Health Survey for England 2019](#))
- two local authorities significantly deviated from the regional rate of adults drinking over 14 units per week in 2015/18 (22.8%): Thurrock (11.6%) and Cambridgeshire (28.7%) ([Office for Health Improvement & Disparities. Local Alcohol Profiles for England](#))
- the number of deaths related to alcohol in the region was 2,048 in 2020, which represents a 32.4 per 100,000 population rate and is significantly lower than the England rate ([Office for Health Improvement & Disparities. Local Alcohol Profiles for England](#))

Drug use

Pre-pandemic survey-based estimates for recent drug use in England vary year on year (41). 9.4% of people aged 16 to 59 reported using any drug in the last year in 2019 to 2020. Rate of deaths due to drug misuse continues to be highest among those born in the 1970s.

- in 2019/20 it was estimated that 8.7% of 18-59 year olds in the East of England used illicit drugs within the last year, below the national rate of 9.4% (Home Office. Drug misuse: findings from the 2018 to 2019 CSEW)
- this rate has remained consistent in the region since the mid-90s, though there has been a shift from amphetamine use in the mid-90s to powder cocaine (Home Office. Drug misuse: findings from the 2018 to 2019 CSEW)

Physical activity

- In 2019/20, 67.3% of adults in the East of England were physically active (undertaking at least the recommended level of 150 minutes of moderate intensity physical activity or equivalent per week). This is significantly higher than the England percentage. At local authority level, physical activity levels ranged from 57.7% in Luton to 71.5% in Cambridgeshire (Office for Health Improvement & Disparities. Physical Activity)

Diet

- The proportion of the population meeting the recommended five-a-day on a 'usual day' in the East of England was 56.7%; higher than the England rate of 55.4% in 2019/20 (Office for Health Improvement & Disparities)

Obesity

- In the East of England region, in 2020, 64.0% of the population was classified as obese or overweight. This has remained similar since 2015 and is similar to the England rate. Thurrock has the highest levels of adults classified as obese or overweight (76.3%) whilst Peterborough has the lowest (60.7%) (NHS Digital. Health Survey for England 2019).

Protected Characteristics

Age:

- The median age in England and Wales was 40 years (40 years in England, 42 years in Wales); this is higher than the median age of 39 years across England and Wales in 2011 (Census 2021).
- Census 2021 data also shows that:
 - 29.1% of all people in England and Wales (17.3 million) were under 25 years old
 - 20.2% (12.0 million) were aged 25 to 39 years
 - 26.3% (15.6 million) were aged 40 to 59 years
 - 24.4% (14.5 million) were aged 60 years and over
 - Out of the 18 age groups presented, the highest percentage of people (8.3%) were in the 18 to 24 age group
 - 12.6% of people with mixed ethnic backgrounds were in the 18 to 24 age group – the highest percentage out of the 5 aggregated ethnic groups in this age group
 - 7.7% of people from white ethnic groups were in the 18 to 24 age group – the lowest percentage in this age group
 - 60.5% of people with mixed ethnic backgrounds were aged under 25 years old – of these, 41.5% were 0 to 14 years old and 19.0% were 15 to 24 years old
 - White people were older compared with other ethnic groups – 27.6% were aged 60 or more, the highest percentage in this age range

For further information on Age in the Census 2021, go to: [Age groups - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk)

The population of the East of England by age, according to the Census 2021 is as follows:

Census date	2021	
	East of England	
geography	East of England	
measures	Count	%
Age		
Total	6,335,075	100.0
Aged 4 years and under	349,144	5.5
Aged 5 to 9 years	380,618	6.0
Aged 10 to 15 years	457,029	7.2
Aged 16 to 19 years	271,082	4.3
Aged 20 to 24 years	342,373	5.4
Aged 25 to 34 years	812,351	12.8
Aged 35 to 49 years	1,234,550	19.5
Aged 50 to 64 years	1,244,804	19.6
Aged 65 to 74 years	655,206	10.3
Aged 75 to 84 years	417,825	6.6
Aged 85 years and over	170,093	2.7

- In 2022, 18.8% of people in the East of England were aged 0-15 years. Peterborough and Thurrock had high proportions of young people (age 0-15 years), with 22.6% in Peterborough and 22.7% in Thurrock. Stevenage has 20.6% of young people. Fenland and Great Yarmouth had lower proportions of young people with 17.4% in Fenland and 17.1% in Great Yarmouth.
- 19.9% of people in the East of England were aged 65 years or older and is an ageing population (18.9% are aged 65+ in England as a whole). Great Yarmouth and Fenland had higher proportions of 65+ year

olds with 24.4% in Great Yarmouth and 23.3% in Fenland. Stevenage (15.5%), Peterborough (14.3%), and Thurrock (13.6%) all had over 65+ populations lower than the national average.

For more information see [East England Demographics | Age, Ethnicity, Religion, Wellbeing](#)

Areas to consider:

- Children and young people's health (e.g., low-income families, first language not English at school. Non-UK born mothers, obesity)
- Adult population health (e.g., physical activity, alcohol, cardiovascular disease, young onset dementia, diabetes, self-harm, mental health, weight / obesity, smoking)
- Older people's health (e.g., falls, fractures and hospital admission, cancer, dementia)
- Life expectancy at birth / healthy life expectancy

Disability

- In England, in 2021, a smaller proportion but larger number of people were disabled (17.7%, 9.8 million), compared with 2011 (19.3%, 9.4 million).
- The English region with the highest proportion of disabled people was the North East (21.2%, 567,000).
- Out of all local authorities across England and Wales, Blackpool (24.7%), Blaenau Gwent (24.6%) and Neath Port Talbot (24.6%) had the highest proportions of disabled people.
- In the East of England, 7% of the population have a long-term physical or mental health condition but day-to-day activities are not limited
- In the East of England, 10% of the populations day-to-day activities are limited a little and 6% day-to-day activities are limited a lot.

Pregnancy and Maternity

- There were 624,828 live births in England and Wales in 2021, an increase of 1.8% from 613,936 in 2020, but still below the 2019 figure (640,370). 2021 remains in line with the long-term trend of decreasing live births seen before the COVID-19 pandemic. 595,948 were born in England.
- The total fertility rate (TFR) increased to 1.61 children per woman in 2021 (from 1.58 in 2020), the first time TFR has risen since 2012.
- Fertility rates increased overall. However, younger age groups saw declining fertility rates while older age groups saw fertility rates increase.
- There were 2,597 stillbirths in 2021, an increase of 226 from 2020. This is similar to the 2,522 stillbirths in 2019.
- The stillbirth rate in 2021 increased to 4.1 stillbirths per 1,000 total births compared with 3.8 in 2020. This is also higher than the rate seen before the COVID-19 pandemic.
- Women aged 30 to 34 years had the highest number and conception rate for the fifth year in a row and the lowest percentage of conceptions leading to abortion. (2021 figures)
- The conception rate for women aged under 18 years in England and Wales has more than halved since 2011 when it was 30.9 conceptions per 1,000 women of the same age; in 2021, it was 13.2 per 1,000 women of the same age.
- Of all the English regions and Wales, London has seen the biggest fall in conception rates over the last decade, decreasing by 20.9% since 2011.
- The latest data suggest that for the first time since records began, women outside of marriage or civil partnership have a higher conception rate than those within marriage or civil partnership. This may be an effect of the differences in population estimates used.
- In the East of England, the conceptions per 1,000 women aged 15 to 44 years decreased in 2021 (79.9) from the 2011 ([ONS](#))

- The conception rates for women aged under 18 years in England and Wales fell by 17% from 15.8 per 1,000 women aged 15 to 17 years in 2019 to 13.1 conceptions per 1,000 in 2020. This rate has been decreasing each year since 2007, when the conception rate stood at 41.6, over three times higher than in 2020. This is a record low conception rate for the age group and the biggest percentage decrease seen since 2013.
- There were 64,294 births in the East of England between 2021-2022. East Anglia saw the second most significant decrease in birth volumes between 2021 and 2022, with a decrease of 4.12% (from 67,054).
- The West Midlands and the North East had the highest rate of stillbirths (4.3 per 1,000 births) out of the regions of England, followed by London and the **East of England** (4.2 per 1,000 births) The South West had the lowest rate of stillbirths in 2019 (2.9 per 1,000 births)
- In 2014, the Pakistani, Black African and Black Caribbean ethnic groups, and those whose ethnic group was not stated, had significantly higher rates of infant mortality than England as a whole, while White Other and White British had lower rates.
- The percentage of babies born at term with low birth weight varies by ethnic group. In 2015, significantly higher proportions of babies in the Indian, Bangladeshi, Pakistani, Black Caribbean, or Other groups were born with low birth weight than the average for England as a whole. However, there has been a reduction in the percentage of births with low birthweight in the Bangladeshi, Indian and Pakistani ethnic groups between 2006 and 2015.
- Nationally, a quarter of women who died during maternity in 2012-14 were born outside the UK and 46% of these women were not UK citizens. More particularly, the women who died had arrived in the UK on average 4 years previously, with 65% from Asian (mostly Pakistan, Sri Lanka and Bangladesh) and Africa (mostly Nigeria, Somalia and the Democratic Republic of Congo), about 14% from Eastern Europe (mainly from Poland) and the remainder from other parts of Europe, North America and the Caribbean.
- Teenage conception in the East was 12.4 (conceptions per 1,000 women aged 15-17 in England and Wales) in 2020. The fourth lowest conceptions by region. The North East was the highest at 19.4.
- Mother and child are at higher risk of developing health conditions during and after pregnancy, if the mother is obese. Nationally, around half of women of childbearing age are currently either overweight or obese and this proportion has been increasing steadily over recent years.

Sex

date	2021 Census ONS	
geography	East	
measures	value	percent
Gender identity		
Total: All usual residents aged 16 years and over	5,148,286	100.0
Gender identity the same as sex registered at birth	4,835,263	93.9
Gender identity different from sex registered at birth but no specific identity given	10,213	0.2
Trans woman	4,594	0.1
Trans man	4,437	0.1
Non-binary	2,747	0.1
All other gender identities	1,808	0.0
Not answered	289,224	5.6

Sexual Orientation

date	2021	
geography	East	
measures	Count	%
Sexual orientation		
Total: All usual residents aged 16 years and over	5,148,282	100.0
Straight or Heterosexual	4,642,794	90.2
Gay or Lesbian	62,516	1.2
Bisexual	58,885	1.1
Pansexual	4,755	0.1
Asexual	3,060	0.1
Queer	1,044	0.0
All other sexual orientations	6,870	0.1
Not answered	368,358	7.2

Ethnicity (Race)

According to the latest [2021 census](#), the population in East England is predominantly white (86.5%), with non-white minorities representing the remaining 13.5% of the population.

Asian people were the largest minority group in East England accounting for 6.4% of the population.

184,949 or 3% of the East England population are black according to the latest 2021 census.

In England more broadly the portion of the population that is white is 81%. 10% are Asian and 4% are Black.

Population by race in East England, 2021 census

- **White** - 5,478,364 people or 86.5%
- **Asian** - 405,869 people or 6.4%
- **Black** - 184,949 people or 2.9%
- **Mixed** - 179,654 people or 2.8%
- **Other** - 86,232 people or 1.4%

date	2021	
geography	East	
measures	Count	%
Ethnic group		
Total: All usual residents	6,335,068	100.0
Asian, Asian British or Asian Welsh	405,869	6.4
Black, Black British, Black Welsh, Caribbean or African	184,949	2.9
Mixed or Multiple ethnic groups	179,654	2.8
White	5,478,364	86.5
Other ethnic group	86,232	1.4

Religion or belief

Over 46% of the population identified as having no religion or did not answer the question. East England has a Christian population of 2,955,071 (46.6%) and a Muslim population of 234,744 which is 3.7% of the population.

Compared to England as a whole, in England circa 46% of the population is Christian, 7% is Muslim, 2% is Hindu, and Buddhists, Sikhs and Jews each is around 1%. The remainder is split between people with no religion and those who decided not to identify a religion.

date	2021	
geography	East	
measures	Count	%
Religion		
Total: All usual residents	6,335,072	100.0
No religion	2,544,509	40.2
Christian	2,955,071	46.6
Buddhist	26,814	0.4
Hindu	86,631	1.4
Jewish	42,012	0.7
Muslim	234,744	3.7
Sikh	24,284	0.4
Other religion	36,380	0.6
Not answered	384,627	6.1

Married and Civil Partnership

date	2021	
geography	East	
measures	Count	%
Legal partnership status		
Total: All usual residents aged 16 and over	5,148,282	100.0
Never married and never registered a civil partnership	1,791,650	34.8
Married or in a registered civil partnership	2,429,227	47.2
Married	2,419,645	47.0
In a registered civil partnership	9,582	0.2
Separated, but still legally married or still legally in a civil partnership	113,455	2.2
Divorced or civil partnership dissolved	490,720	9.5
Widowed or surviving civil partnership partner	323,230	6.3

Super useful at a glance of the PiF areas

[Local Authority Health Profiles - Data | Fingertips | Department of Health and Social Care \(phe.org.uk\)](#)

Sources:

ONS 2021 Census - [2021 Census Profile for areas in England and Wales - Nomis \(nomisweb.co.uk\)](#)

[Subnational population projections for England - Office for National Statistics](#)

[East England Population | Historic, forecast, migration \(varbes.com\)](#)

[Exploring local income deprivation \(ons.gov.uk\)](#)

[Household deprivation - Census Maps, ONS](#)

[Fingertips | Department of Health and Social Care \(phe.org.uk\)](#) – a large public health data collection

[Health Profile for the East of England 2021 \(phe.org.uk\)](#)

Office for National Statistics. 2011 Census: Ethnic group, local authorities in England and Wales. Table KS201EW. Available

from: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/2011censuskeystatisticsforlocalauthoritiesinenglandandwales>

LGBTQ+

[Stonewall Research](#)

[Healthcare - LGBT Foundation](#)

[Publications - LGBT Foundation](#)

[The National LGBT Partnership – Publications \(consortium.lgbt\)](#)

[LGBT-Foundation-and-AHSN.-LGBT-Health-Inequalities-Literature-Review-Final.pdf \(ahsnnetwork.com\)](#)