

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Strategic Transport Unit
Title of the proposed change being assessed i.e. the policy, service or other development	Zero Emission Bus Regional Areas (ZEBRA) Funding Application

Describe the purpose of the proposed change and the intended outcomes
<p>Gloucestershire is a predominantly rural county with two larger settlements (Cheltenham and Gloucester) at its centre, surrounded by rural and semi-rural areas and market towns. Gloucestershire's ZEBRA bid aims to provide high quality, carbon free bus connectivity from these rural areas and market towns into the two larger settlements as well as improving connectivity between them. The bid supports rural connectivity across Gloucestershire, tackles rural isolation challenges and connects rural communities to employment, education and health services.</p> <p>In general, bus services are available to all members of society, regardless of age, disability, gender, racial background, religion or sexual orientation. Improved carbon-free bus connectivity between and within Gloucestershire's urban and rural areas permit more social interaction, greater access to employment, retail premises, medical facilities, and educational opportunities. In addition, carbon free buses create less local air pollution and cumulative carbon impacts, enabling people to enjoy better health.</p> <p>In particular, this application for ZEBRA 2 funding, is aimed at Zero Emission Buses (ZEBs) operating on services that:</p> <ol style="list-style-type: none"> 1. Provide connectivity from Tewkesbury and Cotswold Districts (both classified as rural) into Cheltenham and Gloucester; 2. Link Cheltenham and Gloucester via rural districts;

3. Provide access within rural areas and also to the main centres for people in rural area's;
4. Support the modernisation and electrification of the vehicle fleet of Gloucestershire's two largest bus operators as well as one local charity (starting with one minibus) providing a Gloucestershire County Council supported, timetabled, service in the Forest of Dean.

A number of ZEBs would be allocated to routes within Gloucestershire's predominantly urban areas, where these fulfil strategic objectives that are of exceptional importance to Gloucestershire, such as to improve air quality in Air Quality Management Areas (AQMAs) and to serve key workers.

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	Yes
Other (please specify):	In particular bus users on services included in Gloucestershire's ZEBRA bid.

Decision to be taken and decision maker	To seek Cabinet approval to move forward with the ZEBRA project, should the council's bid to the Department for Transport (DfT) for ZEBRA grant funding be successful.
Person(s) responsible for completing this assessment	Emma Shibli/ Luisa Senft-Hayward
Date of this assessment	15 December 2023

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	Bus users, potential bus users and non-bus users in urban and rural areas. Consultation for the Bus Service Improvement Plan (BSIP) 2021.	<ul style="list-style-type: none"> • Census 2021 (Age, Sex, Disability, Race, Religion) • Bus usage statistics collated by the Department for Transport • Reports by Transport Focus, Bus Users UK • National Insurance Registration (NINo) – National Insurance Number Registration Allocations, Department for Work and Pensions: October 2022 – September 2023. • Pregnancy and Maternity – Office for National Statistics: General Fertility Rate 2021 and Total Fertility Rate 2021. • Recorded crimes – Police data (data.police.uk): November 2022 – October 2023. • Recorded hate crimes – Police data (gov.uk/government/statistics/hate-crime-england-and-wales): 2014 to 2023.2021 • Gloucestershire LTP (2021)
Workforce	Through GCC consultation for Bus Service Improvement Plan (BSIP) 2021	
Partners	Bus companies and charities. Ongoing bilateral dialogue with operators.	Enhanced Partnership for Bus Services consultation with Bus Companies and other stakeholders, on-going
Other	Other Stakeholders include bus services offered through charity body/ies.	Community bus providers

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
Protected Characteristics (Equality Act 2010)	The proposal is for the introduction of zero emission buses on existing bus routes. GCC has not applied for ZEBRA funding before or invested in ZEBs. As such it is a new proposal.	
Additional Groups (including care leavers / care experienced adults)		

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users						
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	X				<p>Gloucestershire has a lower proportion of 0–19-year-olds and 20–64-year-olds and a higher proportion (21.8%) of people aged 65+ when compared to England. At 25.6% Cotswold has the largest proportion of people aged 65 and over. The sharp increase in people aged 65 and over in Gloucestershire is expected to continue at a higher rate than the rest of England, and currently comprises around a quarter of the population.</p> <p>By comparison, the working age population (those aged 20-64) is projected to rise by only 1.0% over the same period. This increase is lower than the national trend for this group.</p> <p>In the UK, ageism is the most prevalent form of discrimination amongst all age groups, with one in three people experiencing age-based prejudice or discrimination. Age-based discrimination can be a form of social exclusion, affect an individual's mental health, and affect wider determinants of health such as employment. (equality-profile-2023.pdf (gloucestershire.gov.uk). 19% of responses to Gloucestershire's Bus Service Improvement Plan (BSIP) consultation were made by people over the age of 65, compared to this group representing 21.8% of the population of Gloucestershire in the same year. 8.2% of BSIP consultation</p>	N

				<p>response were made by people under the age of 18 though 21.8% of residents were aged under 19 in the same year. This clearly demonstrates the need for better engagement with young people in the future, which GCC will pick up through the EP and Gloucestershire Bus Board.</p> <p>In Gloucestershire there are approximately 100,000 pass holders who qualify on the grounds of pensionable age, of whom 70% have claimed one (DfT 2019)</p> <p>For pensionable-aged people who benefit from the free bus pass it plays a significant role in their lives. Bus services help them to access essential services, take an active role in their communities and live independent lives. The physical and mental health benefits from walking to and from bus stops and greater social contact may also help to reduce demand for health and social care services. In addition, this age group will benefit from the vehicle accessibility standards expected for all ZEBs.</p> <p>Providing high quality, accessible public transport between rural and urban areas can play a significant role in reducing social exclusion in older and younger people, who do not drive or have access to a car. Here the delivery of the ZEBRA 2 bid in increasing provision of carbon-free bus services will particularly benefit the 17% of Gloucestershire households without access to a car.</p> <p>In addition, improvements to air quality are particularly beneficial to the younger and older generations. Poor air quality is known to hinder lung development of younger people and increase respiratory illnesses in older people. Therefore, the Zebra 2 bid will have a positive impact on this protected characteristic group.</p>	
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Marriage & civil partnership		X			<p>Around 48% of Gloucestershire’s residents aged 16+ are married, this is higher than the national figure. The proportions of the population who are divorced, or widowed also exceed the national figures while the proportions of people who are single, or separated are below the national figures. With the understanding available the impact on this group is neutral</p>	N
Pregnancy & maternity	X				<p>Accessible buses, timings, routings and service availability, can be assessed in terms of their ‘friendliness’ towards pregnant and nursing mothers and parents/guardians with young children. General vehicle accessibility will improve transporting baby buggies on buses.</p> <p>Women experience pregnancy and maternity most directly and they are three times more likely to use a bus than men. Therefore, their needs and those of their children will be important factors in terms of increasing connectivity and bus availability.</p> <p>Issues of safety and access will be of particular importance, as will the carbon-free buses moving along streets used by pregnant women and children and benefiting their health. All Services in Gloucestershire will be delivered under the Passenger Charter which guarantees safety, accessibility and actions to safeguard passengers in the event of service interruption of change.</p> <p>The impact on this group is positive</p>	N
Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Race	X				<p>In 2021 93.1% (600,314 people) of Gloucestershire’s population identified as “White”. Gloucestershire was less</p>	N

				<p>diverse than the national average, with 81.7% of residents across England and Wales identifying as “White”. There is significant variation across the county, in over half of Lower Super Output Areas more than 95% of the population identified as “White”. However, in and around the urban districts of Gloucester and Cheltenham and around the market towns of Cirencester, Bishops Cleeve and Stroud the population is more diverse. The areas making up Barton and Tredworth in Gloucester are the most diverse in the county, with three LSOAs having less than half their population identifying as “White”. This means there may be distinctive communities within these areas, that have different needs to other less diverse parts of the county.</p> <p>2.8% of responses to our BSIP survey were from an ethnic minority background (excluding white minorities), compared to 6.9% of the population in Gloucestershire in the same year. This indicated a need for better engagement with ethnic minority background groups. Gloucester had the highest proportion of people from ethnic minority backgrounds and Barton and Tredworth ward in Gloucester was the most ethnically diverse ward with 47.4% of its population from ethnic minority backgrounds (excluding white minorities), and 14.5% from another white background other than the white English, Welsh, Scottish, Northern Irish or British ethnic group.</p> <p>Our ZEBRA 2 bid proposed the electrification of routes serving the Barton Street AQMA, thus benefiting air quality in the most ethnically diverse ward in Gloucestershire. The impact on this group is positive</p>	
Religion and/or belief		X		<p>45% of respondent to the BSIP survey stated that they do not have a religion, roughly in line with the 41.4% of the Gloucestershire population less people identifying as Christian responded, 37.8% compared to 49.2% in the population. Other</p>	N

					<p>religions were also underrepresented, indicating a need to improve communication with religious groups.</p> <p>Improved bus services may allow people to access places of worship more easily. However, with the understanding available the impact on this group is neutral.</p>	
Sex	X				<p>65.7% of respondents to our BSIP survey identified as female and only 28.5% as male, compare to the overall population where males make up 48.9% of the population and females 51.1%. This indicates an increased response rate to our consultation on bus services amongst women. Addressing the specific needs and concerns of women in the context of public transportation is crucial for creating inclusive and equitable solutions to enhance overall community well-being.</p> <p>The sex ratios of transport users are broadly understood. There are gender differences. Women have less access to private cars than men and are the main users of public transport. Across England, three times more women use the bus than men, so women are more likely to benefit from improvements to bus connectivity than men.</p> <p>The impact on this group is positive</p>	N
Sexual orientation	X				<p>11.1% of respondents to our BSIP survey described their sexual orientation as being in one of the LGB+ categories, significantly above the 2.8% across the Gloucestershire population. The 2017 government National LGBT Survey reported that more than 2 in 5 respondents said they had been victim of verbal abuse or physical violence during the preceding year. Fear of crime and of negative reactions from other people was also a reported issue, with more than two thirds of respondents stating they have avoided holding hands with their (same sex) partners for this reason. Reports of hate</p>	N

				<p>crime relating to sexual orientation in Gloucestershire have risen more than 12 times between 2013/14 and 2021/22 (partially reflecting better reporting, though it is thought that a large proportion of hate crimes are still not being reported). Evidence shows that when transgender people reveal their gender variance, they are exposed to a risk of discrimination, bullying and hate crime. From this it may be assumed that personal safety on public transport could be an issue for transgender people. The specific policies and strategies developed for other protected groups are applicable to people with gender reassignment.</p> <p>GCC has a LGBT staff community who provided feedback to transport policy.</p> <p>As LGBT people are self-reporting higher use of buses as a group, it is assumed that the ZEBRA 2 bid will impact them disproportionately positively.</p>	
Armed Forces community	X			<p>The 2021 Census shows that there were 27,418 people who had previously served in the UK armed forces in Gloucestershire, equating to 5.2% of the 16+ population, a higher proportion than nationally.</p> <p>At district level Tewkesbury had the highest proportion of armed forces veterans, with the group accounting for 6.2% of the 16+ population and is one of the areas which will benefit most from the potential ZEBRA 2 investment.</p> <p>9.2% of households in Gloucestershire contain someone who has previously served in the UK armed forces, higher than the national average.</p> <p>The armed forces community, particularly veterans can face a range or disproportionate impacts. These can include the same</p>	N

					<p>impacts as other Protected Characteristic Groups (PCGs), such as those listed under disability and socio-economically disadvantaged. Armed forces veterans are also more likely to experience intersectionality, which could compound adverse impacts for the group.</p> <p>The lack of bus connectivity between rural and urban areas can impact armed forces veterans as they are more likely to require regular access to healthcare facilities, including GP services, hospitals, specialist medical services and mental health services.</p> <p>Individuals are likely to have little control over the time and location of appointments with these services, and therefore bus service availability and connectivity may determine their level of access to support services. The ZEBRA 2 bid may improve access to healthcare and employment opportunities for this PCG. With the information available it appears that the ZEBRA 2 bid will have a positive impact on this group.</p>	
Care leavers / care experienced adults	X				<p>Care leavers may share the same trip attractors as young people. However, they are also likely to require additional help from care leaver support networks and services. Improved carbon-free bus connectivity between and within Gloucestershire's urban and rural areas permit more social interaction, greater access to employment, retail premises, medical facilities, and educational opportunities. There is a positive impact on this protected characteristic group.</p>	N
Socio-economic disadvantage	X				<p>People who are socio-economically disadvantaged are likely to live in low-income households in areas with higher income deprivation. They are also less likely to have access to private cars and rely on active travel/public transport services.</p> <p>This group may require visiting services such as job centres, food banks, healthcare and other support services. They also</p>	N

					<p>may also have less choice of employment locations and the timings of working hours.</p> <p>Some jobs may require employees to be present in person at their place of work for particular working hours. This can include the retail, hospitality and tourism sectors as well as jobs involving in-person services to others. Some of these professions can be lower paid, and therefore the employees may be within this equality group.</p> <p>On the whole this group will be positively impacted by any improvement to bus availability and connectivity</p>	
Vulnerable Groups				X	<p>Vulnerable groups (sometimes referred to as Inclusion Health Groups) is a term used to describe people who are socially excluded, typically with overlapping risk factors such as considerably poor health, poverty, violence and complex trauma.</p> <p>Examples include: - People who experience homelessness Vulnerable migrants Asylum seekers and refugees Homeless People Sex Workers People in contact with the justice system Victims of modern slavery Drug and alcohol dependence</p> <p>This group are more likely to both require health service and not have access to a private car.</p>	N

					<p>Not having English as a first language, illiteracy, digital illiteracy and limited online access, are likely to be more prevalent within this group.</p> <p>Some people within this group may benefit especially from the enhances accessibility requirements.</p>	
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Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	X				<p>Providing high quality, accessible public transport between rural and urban areas can play a significant role in reducing social exclusion in older and younger people, who do not drive or have access to a car. Here the delivery of the ZEBRA 2 bid in increasing provision of carbon-free bus services will particularly benefit the 17% of Gloucestershire households without access to a car.</p> <p>In addition, improvements to air quality particularly beneficial to the younger and older generations. Poor air quality is known to hinder lung development of younger people and increase respiratory illnesses in older people. Therefore, the Zebra 2 bid will have a positive impact on this protected characteristic group</p>	N
Armed Forces Community	X				<p>The ZEBRA 2 bid may improve access to healthcare and employment opportunities for this PCG. With the information available it appears that the ZEBRA 2 bid will have a positive impact on this group</p>	N

Care Leavers/ Care Experienced Adults	X				Improved carbon-free bus connectivity between and within Gloucestershire's urban and rural areas permit more social interaction, greater access to employment, retail premises, medical facilities, and educational opportunities.	N
Carers	X				Carers may have to make several trips a day, either between caring roles or between their own employment and an unpaid caring role. This group may be positively impacted as a result of improved services between homes, work, schools and community services.	N
Digital Exclusion	X				The enhanced vehicle accessibility standards will benefit digitally excluded people. Therefore, the impact is positive.	N
Disability	X				Bus services are extremely important to many people with disabilities. They are less likely to drive and more likely to occupy car free households. In addition, the enhanced vehicle accessibility standards will benefit people with disabilities. Therefore, the impact on this group is positive.	N
Gender Re-Assignment		X			In relation to the ZEBRA 2 bid there are no understood negative or positive impacts, therefore its impact is neutral	N
Geography	X				Gloucestershire's ZEBRA 2 bid will have positive impact in terms of reconciling geographical barriers to movement and connectivity through providing high quality, carbon free bus connectivity from these rural areas and market towns into the two larger settlements as well as improving connectivity between them. The ZEBRA 2 bid will address this need for improved geographic bus connectivity	N
Marriage & Civil Partnership		X			With the understanding available the impact on this group is neutral	N

Pregnancy & maternity	X				Issues of safety and access will be of particular importance, as will the carbon-free buses moving along streets used by pregnant women and children and benefiting their health.	N
Race	X				The issue of race in Gloucestershire is complex. Our ZEBRA 2 bid proposed the electrification of routes serving the Barton Street AQMA, thus benefiting air quality in the most ethnically diverse ward in Gloucestershire. Positive Impact	N
Religion and/or belief		X			Improved bus services may allow people to access places of worship more easily. However, understanding on this is limited Neutral Impact	N
Sex	X				The sex ratios of transport users are broadly understood. There are gender differences. Women have less access to private cars than men and are the main users of public transport. Across England, three times more women use the bus than men, so women are more likely to benefit from improvements to bus connectivity than men. The impact on this group is positive	N
Sexual orientation	X				As LGBT people are self-reporting higher use of buses as a group, it is assumed that the ZEBRA 2 bid will impact them disproportionately positively.	N
Marriage & civil partnership		X			There are no understood impacts on this group	N
Socio-economic disadvantage	X				On the whole this group will be positively impacted by any improvement to bus availability and connectivity, as they have lower car ownership and access than other groups.	N
Vulnerable groups of society				X	Includes a large group of people. High levels of cross-sectionality. Do not want to generalise. In principle it is assumed the benefit is positive.	N

Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Summary	X				<p>Gloucestershire County Council Population Profile 2023 concludes that a common theme relating to many of the nine protected characteristics is the increased likelihood of being a victim of crime, with race related hate crime being the most reported in Gloucestershire, by a large margin. Investment in high quality, accessible vehicles, combined with additional infrastructure investment, e.g. in interchange hubs along the express bus corridors, as suggested in Gloucestershire's LTP and BSIP will increase the actual and perceived personal safety of protected characteristics groups.</p> <p>The proposed investment bus services will particularly benefit the 17% of Gloucestershire households without access to a car. Certain groups, such as older and younger people and people with a disability, are more likely to fall within this category. Accessible transport promotes social inclusion by enabling people to participate in, social events, and employment opportunities.</p> <p>People whose disability affects their mobility will benefit from the high standards of accessibility in the ZEB vehicle specification. ZEBs are also often quieter than traditional buses, minimising noise pollution. This is advantageous for individuals with sensory sensitivities, such as those with autism or hearing impairments.</p> <p>The ZEBRA 2 bid proposes the electrification of routes serving the Barton Street AQMA, thus benefiting air quality in the most ethnically diverse ward in Gloucestershire. In addition, improvements to air quality are particularly beneficial to the younger and older generations. Poor air quality is known to hinder lung development of younger people and increase respiratory illnesses in older people.</p> <p>The replacement of diesel buses with ZEBs is unlikely to have negative impacts on any of the protected characteristics groups; and will have a number of highly positive impacts.</p>	N

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
The impacts identified are either neutral or positive.	No actions identified.	n/a	n/a

5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Luisa Senft-Hayward
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Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	n/a
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<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> ▪ What mechanisms will be used? ▪ How will service users / the wider community / GCC staff and other stakeholders be involved? 	<p>Monitoring</p> <p>The following metrics of relevance to the above will be included in the ZEBRA 2 monitoring:</p> <ul style="list-style-type: none"> • The number of elderly and disabled concessionary passenger journeys on local bus services. • Overall levels of accessibility by bus (including the areas served by the proposed ZEB routes) are monitored as part of Gloucestershire's LTP annual progress report. • ZEB accessibility standards are a key requirement of this bid and will be monitored through the due diligence processes outlined. • AQMA data is monitored as part of Gloucestershire's annual LTP monitoring report.
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Part 2 – Ongoing arrangements (from around six months onwards)

<p>Frequency of monitoring and review:</p>	<p>The above referenced metrics will be monitored through the annual LTP monitoring report.</p>
<p>What mechanisms will be used?</p> <p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>As above.</p> <p>The LTP monitoring reports are published.</p>

6. Approval

<p>Signature of Senior Officer</p>	
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Name of Senior Officer	Colin Chick
Date	13 March 2024

Signature of Decision Maker	
Name of Decision Maker	Cllr Philip Robinson
Date	13 March 2024

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
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Age	Data on protected characteristics groups were taken from: Gloucestershire County Council Population Profile 2023 (equality-profile-2023.pdf (gloucestershire.gov.uk))
Disability	
Sex	
Race	
Gender reassignment	

Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Marriage & civil partnership	
Armed Forces community	
Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	n/a
Disability	n/a
Sex	n/a

Race	n/a
Gender reassignment	n/a
Marriage & civil partnership	n/a
Pregnancy & maternity	n/a
Religion and/or belief	n/a
Sexual orientation	n/a
Armed Forces community	n/a
Carers	n/a
Care leavers / care experienced adults	n/a
Digital exclusion	n/a
Geography, for example, urban and rural areas	n/a
Socio-economic disadvantage	n/a
Vulnerable groups of society	n/a
