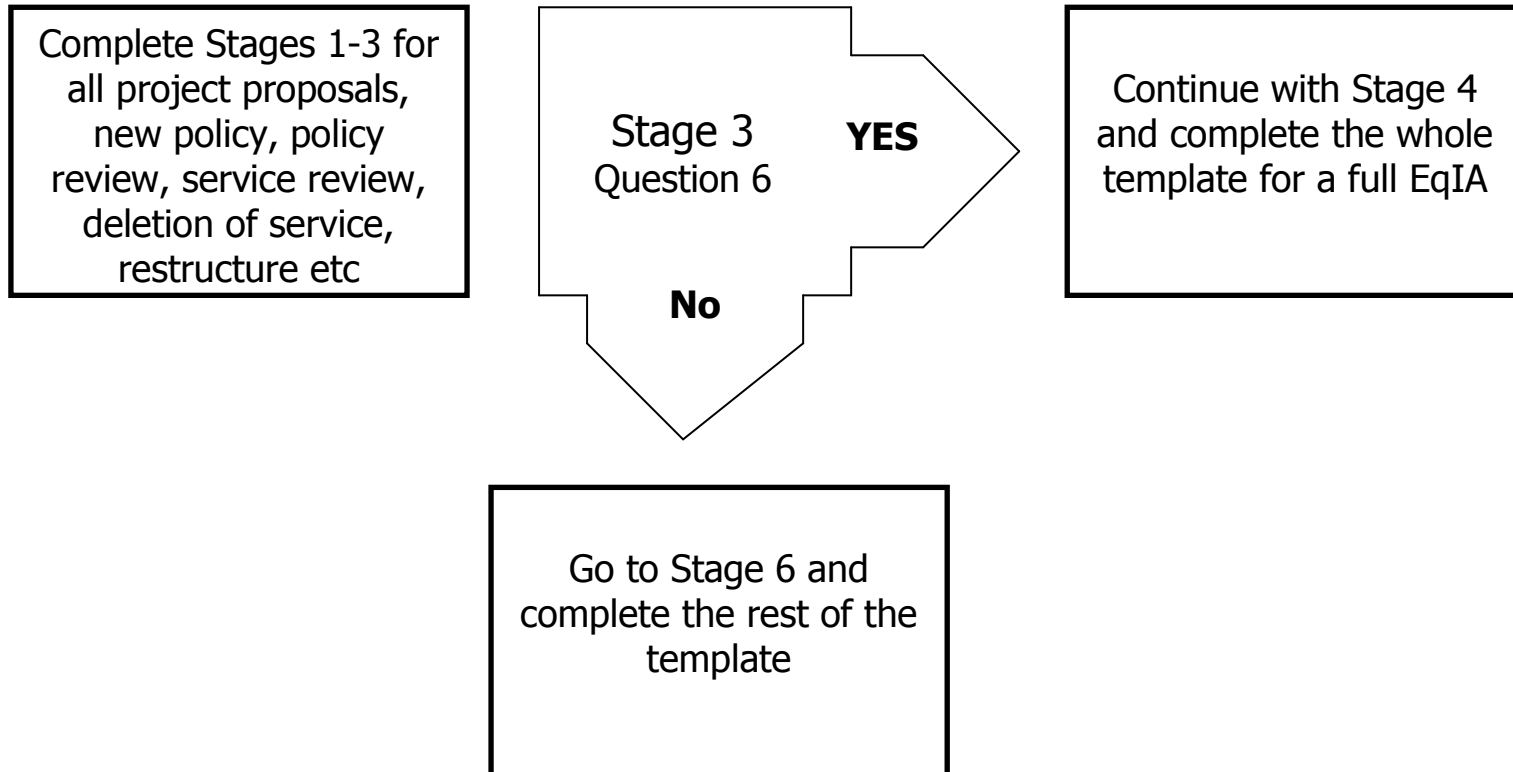


Equality Impact Assessment Template

The Council has revised and simplified its Equality Impact Assessment process. There is now just one Template. Project Managers will need to complete **Stages 1-3** to determine whether a full EqIA is required and the need to complete the whole template.



Equality Impact Assessment (EqIA) Template

In order to carry out this assessment, it is important that you have completed the EqIA E-learning Module and read the Corporate Guidelines on EqIAs. Please refer to these to assist you in completing this assessment.

It will also help you to look at the EqIA Template with Guidance Notes to assist you in completing the EqIA.

Type of Project / Proposal:	Tick	Type of Decision:	Tick
Transformation	<input type="checkbox"/>	Cabinet	<input type="checkbox"/>
Capital	<input type="checkbox"/>	Portfolio Holder	<input type="checkbox"/>
Service Plan	<input type="checkbox"/>	Corporate Strategic Board	<input type="checkbox"/>
Other	<input type="checkbox"/>	Other	<input type="checkbox"/>
Title of Project:	Review of the Help Scheme		
Directorate / Service responsible:	Collections and Housing Benefits, Resources Directorate		
Name and job title of lead officer:	Fern Silverio, Head of Service, Collections and Housing Benefits		
Name & contact details of the other persons involved in the assessment:	Bernie Beckett, Consultation Project Manager Bernie.beckett@harrow.gov.uk Jenny Townsley, Service Manager, Housing Benefits Jennifer.townsley@harrow.gov.uk		
Date of assessment:	31 st October, 2013 – Version 1		
Stage 1: Overview			
<p>1. What are you trying to do?</p> <p>(Explain proposals e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)</p>	<p>The Help Scheme was implemented as a pilot in April, 2013 with funding provided to all upper tier Local Authorities by the Department of Work and Pensions (DWP) to develop a Local Welfare Provision that provides emergency support to people in need. The EqIA developed in March 2013 to support this activity is attached at Appendix A to this document.</p> <p>The pilot has now been in operation for 6 months and therefore a review of the scheme has been taken forward. This EqIA provides detail on the impacts of the proposed policy changes to the scheme for the year 2014/15.</p> <p>The Pilot Help Scheme was agreed at Cabinet on the 14th March, 2013 and</p>		

implemented on the 1st April, 2013.

The intentions of the pilot scheme are to:

- Provide a holistic approach to the provision of advice and support to people affected by welfare reforms;
- Make best use of all available resources across Harrow, including advice and support agencies
- Develop a Directory of Support to enable effective signposting
- Bring together discretionary pots of funding within the Council, as appropriate to ensure resources are used to their maximum effect.

The Help Scheme includes the following features:

- The Directory of Support is now being taken forward in partnership with a voluntary sector consortium, Harrow Advising Together (HAT), who has received lottery funding, to develop an Advice Portal. This portal will support the effective signposting for residents in Harrow and will link into the Harrow Help pages on the Council's website.
- The discretionary pots of funding that sit within the Harrow Help Scheme include:

The Financial Hardship fund – The draft policy and Equality Impact Assessment will be put to the February 2014 Cabinet for decision.

The Discretionary Housing Payment (DHP) – this is Government funding to support people receiving Housing Benefit, who are impacted by the welfare reforms, with their housing costs. The policy was agreed at Cabinet in July 2013 and is not under review.

Xcite funding for support with transport and construction which is not under review.

Emergency Relief Scheme – the review of the Help Scheme will focus on reviewing

the operation of the Emergency Relief Scheme.

The review of the Help Scheme has been carried out by consulting with referral partners which has included the Citizens Advice Bureau and Jobcentre Plus, staff delivering the scheme and users of the scheme, both successful and unsuccessful. An overview of the feedback is attached at Appendix C to the Cabinet Report.

Emergency Relief Scheme

The Emergency Relief Scheme was agreed at Cabinet in March 2013 and implemented, as a pilot scheme, in April 2013. The scheme sits within the overall umbrella of the Help Scheme.

The Government have provided funding for two years to deliver Local Welfare Provision and therefore Officers have recommended to Cabinet that the Emergency Relief Scheme continue for the second year of operation from April 2014 to March 2015.

The review of the Emergency Relief Scheme has covered the following:

- The process
- Criteria and application of the criteria
- Support provided

The feedback from the review has shaped the changes to the scheme which are in relation to the primary criteria to access the scheme and the secondary criteria and provision of support. All of the changes to these criteria result in additional support provided to the customer for the operation of the second year of the scheme 2014/15. The changes to the policy are explained in detail within the Cabinet Report at page 11.

Help Scheme Policy

The Help Scheme policy has been updated to reflect the proposed changes and is at Appendix A to the Cabinet report.

2. Who are the main people / Protected Characteristics that may be affected by your proposals? (all that apply)	Residents / Service Users		Partners		Stakeholders
	Staff		Age		Disability
	Gender Reassignment		Marriage and Civil Partnership		Pregnancy and Maternity
	Race		Religion or Belief		Sex
	Sexual Orientation		Other		
3. Is the responsibility shared with another directorate, authority or organisation? If so: <ul style="list-style-type: none"> Who are the partners? Who has the overall responsibility? How have they been involved in the assessment? 	<p>The overall responsibility for taking forward this assessment lies with the Collections and Benefits, Resources Directorate.</p> <p>The policy has been developed by working in partnership with a multi-agency Community Reference Group and representatives from all service areas.</p>				

Stage 2: Evidence / Data Collation

4. What evidence / data have you reviewed to assess the potential impact of your proposals? Include the actual data, statistics reviewed in the section below. This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys; complaints etc. Where possible include data on the nine Protected Characteristics.

(Where you have gaps (data is not available/being collated), you may need to include this as an action to address in your Improvement Action Plan at Stage 7)

Age (including carers of young/older people)	<p>Harrow profile: 20 per cent of Harrow's residents are aged under 16 (48,200)¹ whilst this signifies a small percentage change from 2010 estimates (0.7% change), in actual numbers it is an increase of 3,600 young people.</p> <p>65.9 per cent (158,400) of Harrow's population fall within the working age bracket (16 to 64) and 14.1 per cent (33,900) of Harrow's residents are 65 years of age and older.</p> <p>The average (median) age in Harrow is approximately 36 years, which ranks Harrow 284th out</p>
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¹ Source: mid-year population estimates 2011

	<p>of 348 local or unitary authorities for age, depicting a younger average than the majority of local authorities².</p> <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqlA at Appendix B.</p> <p>The breakdown shows that the majority of people accessing the scheme are of working age with the minority of pensionable age.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>
Disability (including carers of disabled people)	<p>Harrow profile: 17.3% of Harrow's working age population (16-64) classified themselves as disabled within the 2011-12 period (July to June), a total of 26,600 individuals. This signifies a decrease of 4.6% for the same period in 2010-11. 13,800 (17.3%) are men and 12,900 (17.7%) are women³</p> <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqlA at Appendix B.</p> <p>The breakdown shows there is a slightly higher percentage of people with disabilities accessing the scheme than the number of people with disabilities of working age across Harrow within the Harrow profile however some of these applicants who have stated they have a disability to not receive a disability payment.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>
Gender Reassignment	<p>Harrow profile: This data is currently not available</p> <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqlA at Appendix B.</p> <p>All applicants to the scheme that completed the equality monitoring have advised their gender is the same</p>

² Source: 2011 Census briefing note 3: September 2012; Sue Kaminska

³ Source: Nomis: Annual Population Survey

	<p>as at birth.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>
Marriage / Civil Partnership	<p>Harrow Profile: Since their inception there have been a total of 121 civil ceremonies in Harrow. There is no further data available on marriages.</p> <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqIA at Appendix B.</p> <p>The majority of applicants to the scheme are single and small minority of people that responded to the monitoring information are married/civil partnership.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>
Pregnancy and Maternity	<p>Harrow Profile: This data is currently not available</p> <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqIA at Appendix B.</p> <p>A small number of people who have accessed the scheme (7.3% for awarded applications and 5.8% for refused applications) have been pregnant or on maternity leave in the past 2 years.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>
Race	<p>Harrow profile: Harrow is one of the most diverse places in the country. At the time of 2001 Census 49.9% of Harrow residents were classified as White British. 2011 figures reveal that the White British category now</p>

includes only 30.9% of Harrow’s population, 69.1% of residents are therefore classified as belonging to a minority ethnic group⁴ The most significant minority ethnic group, at 26.4% is Asian/Asian British: Indian, ranking Harrow as second in England and Wales for its Indian population. Another significant group is classified as Asian/Asian British: Other Asian, making up 11.3% of residents and ranking Harrow 1st within this classification; this group is largely comprised of Sri Lankan community. All Asian/Asian British groups have increased since 2001.

White Other is another group which has grown, from 4.49% in 2001 to 8.2% in 2011. Within this group there are 3,868 residents who were born in Poland and 4,784 residents born in Romania, making it the largest Romanian community within England and Wales⁵. Harrow still has a high Irish born population, ranked 7th in 2011. Whilst Black/African/Caribbean/Black British is not particularly dominant we have the highest number of Kenyan born residents (this can be attributed to a number of migrants from Kenya who are of Asian descent).

A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqIA at Appendix B.

The breakdown shows that there are a high percentage of black/African/Caribbean/Black British people accessing the scheme than other ethnic groups.

The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.

Religion and Belief

Harrow profile: The 2001 Census showed that Harrow had the highest level of religious diversity of any local authority in England and Wales. The 2011 Census ranked harrow 1st for persons of Hindu religion, Jain and Unification Church. Out of 348 areas in England and Wales harrow has the 2nd lowest ranking of residents with no religion and 5th lowest for Christians (37.3%). Harrow is ranked 24th for Muslim faith residents who account for 12.5% of the population. Information from the 2011 census shows the following:

– Christianity	Harrow – 37.3%	National – 59.4%
– Hinduism	Harrow – 25.3%	National – 1.5%
– Islam	Harrow – 12.5%	National – 5.0%
– Judaism	Harrow – 4.4%	National – 0.5%

⁴ 2011 Census: Ethnic Group. KS201EW

⁵ 2011 Census: Country of Birth (detailed). Table QS203EW

	<ul style="list-style-type: none"> - No religion Harrow – 9.6% National - 24.7% - Religion not stated Harrow – 15.4% National – 7.2% <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqIA at Appendix B. This comparison with the overall population statistics shows that a lower percentage of people from the Hindu religion are accessing the scheme.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>
Sex / Gender	<p>Of Harrow’s total population (240,500), 118,900 (49.4%) are male and 121,600 (50.6%) are female⁶</p> <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqIA at Appendix B.</p> <p>The breakdown of access to the scheme shows that more women are accessing the scheme than men.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>
Sexual Orientation	<p>Harrow profile: The 2011 census did not have a question on sexual orientation; however 306 persons declared living in a same sex couple, an increase of 84 couples. It is estimated that 6% of the UK population are lesbian, gay and bisexual (LGB), which would equate to approximately 14,430 of our residents belonging to the LGB community</p> <p>Since their inception, a total 121 Civil Partnership ceremonies have taken place in Harrow.</p> <p>A paper showing a detailed breakdown of access to the scheme of groups from the protected characteristics is attached to this EqIA at Appendix B. The breakdown of access to the scheme shows the majority of people accessing the scheme are heterosexual. There is no comparison available with Harrow’s overall population statistics.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second</p>

⁶ Source: 2011 Mid Year Estimates

	year of operation of the scheme 2014/15.
Socio Economic	<p>Harrow profile: In comparison to other areas Harrow was relatively less deprived in 2010 than it was in 2007. It is now ranked 203rd out of 354 boroughs in England (where 1 is the most deprived) compared with x in 2007. In London, Harrow retains its position as 7th least deprived borough (out of 33). The indicator showing the most deprivation in Harrow is Barriers to Housing where it is ranked 54th most deprived nationally.</p> <p>The Scheme has been developed to support people who are in financial hardship. The changes to the scheme, as a result of the review, provide additional help to people in emergency need for the second year of operation of the scheme 2014/15.</p>

<p>5. What other (local, regional, national research, reports, media) data sources that you have used to inform this assessment?</p> <p>List the Title of reports / documents and websites here.</p>	<p>The following information has helped to inform this EqIA:</p> <ul style="list-style-type: none"> - Publishing Equalities Information Meeting the Public Sector Duty January 2013 Harrow Council Our Harrow Our Story – 2013 - http://www.harrow.gov.uk/info/200041/equality_and_diversity/863/public_sector_equality_duty - LGA, 'The Local Impacts of Welfare Reforms' August 2013 - Exemption criteria http://www.adviceguide.org.uk/england/benefits-e/benefits/the/benefit/cap/e/benefits/the/benefit/cap/and/housing/benefit/e/the/benefit/cap/and/housing/benefit/who/is/exempt.htm
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Stage 3: Assessing Potential Disproportionate Impact

6. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No	x	X	x	x	x	x	x	x	x

YES - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, continue with the rest of the template.

- § **Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- § It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.

NO - If you have ticked 'No' to all of the above, then go to **Stage 6**

- § Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 7

Stage 4: Collating Additional data / Evidence

7. What additional data / evidence have you considered to further assess the potential disproportionate impact of your proposals? (include this evidence, including any data, statistics, titles of documents and website links here)	
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8. What consultation have you undertaken on your proposals?

Who was consulted?	What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? (This may include further consultation with the affected groups, revising your proposals).

Stage 5: Assessing Impact and Analysis

9. What does your evidence tell you about the impact on different groups? Consider whether the evidence shows potential for differential impact, if so state whether this is an adverse or positive impact? How likely is this to happen? How you will mitigate/remove any adverse impact?

Protected Characteristic	Adverse	Positive	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur. Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 9	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 7)
Age (including carers of young/older people)				
Disability (including carers of disabled people)				
Gender Reassignment				
Marriage and Civil Partnership				

Pregnancy and Maternity				
Race				
Religion or Belief				
Sex				
Sexual orientation				
10. Cumulative Impact – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic? If yes, which Protected Characteristics could be affected and what is the potential impact?	Yes		No	
10a. Any Other Impact – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion? If yes, what is the potential impact and how likely is to happen?	Yes		No	

11. Is there any evidence or concern that the potential adverse impact identified may result in a Protected Characteristic being disadvantaged? (Please refer to the Corporate Guidelines for guidance on the definitions of discrimination, harassment and victimisation and other prohibited conduct under the Equality Act) available on [Harrow HUB/Equalities and Diversity/Policies and Legislation](#)

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No									

If you have answered "yes" to any of the above, set out what justification there may be for this in Q12a below - link this to the aims of the proposal and whether the disadvantage is proportionate to the need to meet these aims. (You are encouraged to seek legal advice, if you are concerned that the proposal may breach the equality legislation or you are unsure whether there is objective justification for the proposal)

If the analysis shows the potential for serious adverse impact or disadvantage (or potential discrimination) but you have identified a potential justification for this, this information must be presented to the decision maker for a final decision to be made on whether the disadvantage is proportionate to achieve the aims of the proposal.

§ If there are adverse effects that are not justified and cannot be mitigated, you should not proceed with the proposal. **(select outcome 4)**

§ If the analysis shows unlawful conduct under the equalities legislation, you should not proceed with the proposal. **(select outcome 4)**

Stage 6: Decision

12. Please indicate which of the following statements best describes the outcome of your EqIA (tick one box only)

Outcome 1 – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality are being addressed.	
Outcome 2 – Minor adjustments to remove / mitigate adverse impact or advance equality have been identified by the EqIA. <i>List the actions you propose to take to address this in the Improvement Action Plan at Stage 7</i>	
Outcome 3 – Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. (Explain this in 12a below)	
Outcome 4 – Stop and rethink: when there is potential for serious adverse impact or disadvantage to one or more protected groups. (You are encouraged to seek Legal Advice about the potential for unlawful conduct under equalities legislation)	
12a. If your EqIA is assessed as outcome 3 or you have ticked 'yes' in Q11 , explain your justification with full reasoning to continue with your proposals.	

Stage 7: Improvement Action Plan

13. List below any actions you plan to take as a result of this Impact Assessment. This should include any actions identified throughout the EqIA.

Area of potential adverse impact e.g. Race, Disability	Action required to mitigate	How will you know this is achieved? E.g. Performance Measure / Target	Target Date	Lead Officer	Date Action included in Service / Team Plan
Ensure all groups that fall within the protected characteristics understand the changes to the policy.	Advertise the changes to the voluntary sector and Jobcentre Plus to ensure referral agencies are aware of the changes and able to provide support to their users.	Discussions will be held with the multi-agency Community Reference group and Jobcentre Plus to ensure effective signposting is taking place.	31 st March, 2014	Fern Silverio/Jenny Townsley	
Through equality monitoring on the operation of the scheme there are some groups accessing the scheme more than others.	<p>Detailed data is not known on why these groups are accessing the scheme more than others. It may be that some do not have emergency needs or these needs are met within their communities. To ensure all groups have equal access Officers will continue to work with representatives from the Community Reference Group to raise awareness of the scheme.</p> <p>Continue to monitor the applicants for the Emergency Relief Scheme against the protected characteristics to ensure that, if appropriate, actions are put in place to ensure all are aware of the emergency provision of support.</p>	Discussions will be held with the multi-agency Community Reference Group to ensure awareness of the scheme.	31 st March 2014	Fern Silverio/Jenny Townsley	

Stage 8 - Monitoring

The full impact of the proposals may only be known after they have been implemented. It is therefore important to ensure effective monitoring measures are in place to assess the impact.

<p>14. How will you monitor the impact of the proposals once they have been implemented? What monitoring measures need to be introduced to ensure effective monitoring of your proposals? How often will you do this? <i>(Also Include in Improvement Action Plan at Stage 7)</i></p>	<p>Access to the scheme and the support provided is monitored on a monthly basis by the Emergency Relief Team. The data is provided to the Welfare Reform Governance Structure which includes a multi-agency Community Reference Group.</p> <p>This EqIA reflects feedback from an overall review of the scheme which has resulted in proposed changes to the Emergency Relief Scheme policy over the second year of operation of the scheme.</p>
<p>15. How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 7)</i></p>	<p>The Scheme will be monitored through the Welfare Reform Governance structure which includes a multi-agency Community Reference Group.</p>
<p>16. Have you received any complaints or compliments about the proposals being assessed? If so, provide details.</p>	<p>None however have received compliments regarding the operation of the scheme.</p>

Stage 9: Public Sector Equality Duty

17. How do your proposals contribute towards the Public Sector Equality Duty (PSED) which requires the Council to have due regard to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between different groups.

(Include all the positive actions of your proposals, for example literature will be available in large print, Braille and community languages, flexible working hours for parents/carers, IT equipment will be DDA compliant etc)

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Advance equality of opportunity between people from different groups	Foster good relations between people from different groups
<p>Access to the fund is open to all people who meet both the primary and secondary criteria.</p>	<p>Information about the Emergency Relief Scheme has been communicated widely across Harrow, including the Voluntary Sector, key stakeholders, schools, GP Surgeries, Children's Centres and libraries.</p>	<p>All protected groups could potentially access the Emergency Relief Scheme.</p> <p>By ensuring the development of the assessment criteria and the review of the scheme was carried out in an open and</p>

	To ensure all groups have equal access Officers will continue to work with representatives from the Community Reference Group to raise awareness of the scheme.	transparent manner with input from the Voluntary Sector should foster good relations between people from different groups.
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Stage 10 - Organisational sign Off (to be completed by Chair of Departmental Equalities Task Group)

The completed EqIA needs to be sent to the chair of your Departmental Equalities Task Group (DETG) to be signed off.

18. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?	EqIA Quality Assurance Group		
Signed: (Lead officer completing EqIA)	Fern Silverio	Signed: (Chair of DETG)	Alex Dewsnap
Date:	29.11.13	Date:	
Date EqIA presented at the EqIA Quality Assurance Group		Signature of ETG Chair	