

St Helena Island 10 Year Plan 2017-2027

Six Month Review

October 2018 - March 2019



The 10 Year Plan was launched on 1st April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

This review captures progress made within the six month period October 2018 to March 2019 in alignment with SHG Strategic and Operational Plans.

Some of the highlights of 2018-19 were the Equality Human Rights Commission (EHRC) concluded *The Inquiry into Conditions of Detention at HMP Jamestown* highlighting areas of concern and making recommendations for improvements. The police now have a tasking and coordination process in which intelligence and information is assessed and anti –social behaviour is targeted and addressed.

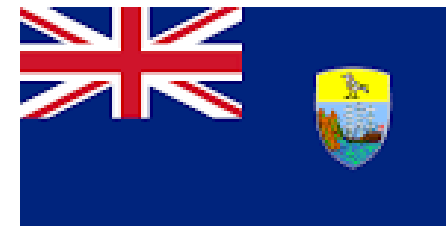
SHG received EDF'11 funding towards the capital costs of a fibre optic cable. Marine surveys are currently being undertaken to map the route of the cable.

An Agronomist has been recruited for ANRD to improve the delivery of their agronomic services to the agriculture sector and, ENRP and SHFC are implementing activities through the Blue Belt's funding programme to improve fisheries management and fishing industry prospects.

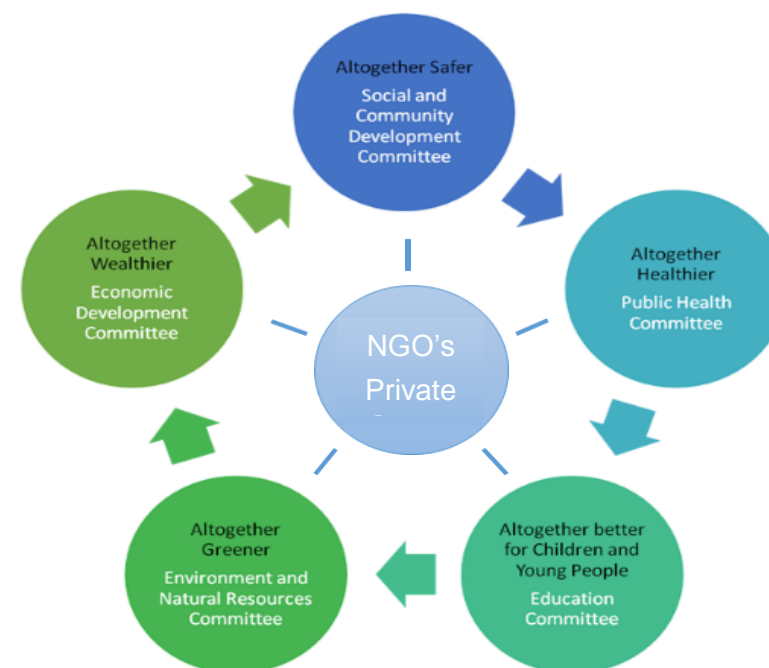
The St Helena Community College continues to support the training and development needs of the people of St. Helena.

While many challenges still exist both locally and globally, progress has been made in a number of areas.


Notwithstanding the challenges, there are also opportunities and we are confident that we will continue to deliver the Plan in line with the wishes of the community and ***make St Helena a wonderful place to work, live, raise children, visit and to do business.***



National Goals and lead Committees






| Altogether Safer | | | |
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| ACTION | Responsible Officer | Previous POSITION as at September 2018 | CURRENT POSITION as at March 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| We will protect and empower all vulnerable people | Safeguarding – Tracey Poole-Nandy | The Safeguarding Boards remain active and well attended. Work is being undertaken from recommendation 20 of the Cafcass report to consolidate the Boards to reflect the wider safeguarding remit on St Helena and promote greater joint working across Directorates. | <p>The Safeguarding boards have now joined to address the needs and vulnerabilities of children and adults. An up to date improvement/safeguarding board plan is being completed to reflect the multi agency response to safeguarding on the island.</p> <p>Working together will have a full update to reflect the improvements across the island alongside the UK 2018 document. Adult policy and Legislation will be drafted to ensure that there is a legislative framework for vulnerable adults on St Helena.</p> <p>Corporate parenting strategy will be written alongside the relevant training for all corporate parents in SHG to improve the experiences and outcomes of children looked after on St Helena.</p> |
| We will protect minority groups, equality and Human Rights on the Island | Human Rights Commission – Catherine Turner | The Human Rights Commission along with SHG continues to tackle some of the important issues such as: - <i>The</i> | The EHRC concluded <i>The Inquiry into Conditions of Detention at HMP Jamestown</i> highlighting areas of |

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| | | <i>Inquiry into Conditions of Detention at HMP Jamestown and the annual survey of the basic cost of living on St Helena. Work on human rights promotion, training and other key tasks has been severely curtailed this year due to insufficient funding to enable us to meet our statutory duty.</i> | concern and making recommendations for improvements. The Commission has also had input into the changes to the Social Security Ordinance Work on human rights promotion, training and other key tasks continued to be severely curtailed this year due to insufficient funding to enable us to meet our statutory duty. |
| We will provide a full legal system and protect the right of access to legal services for all | | A full legal service remain in place and is available to all. | |
| We will protect our border from items/people that bring harm to the Island and have robust community policing to tackle crime | POLICE – David Lynch ENRP – Darren Duncan | ENRD Bio Security team activities continue in an ongoing attempt to prevent the introduction and spread of new plant and animal diseases to the Island. | The police service are working with Immigration and Customs to maximise the use of intelligence to protect border and to tackle crime. Training in Horizon Scanning and Pest Risk Analysis has recently been undertaken with the aid of CABI and the CSSF UKOTS Biosecurity Project to upskill the biosecurity team in mitigating the risks of new pests arriving at our borders. |
| We will invest to reduce the risk of rock fall and continue to carry out regular checks to protect the community | ENRD (I&T) – Derek Henry | Monitoring of rock fall risk and implementation of safety measures as appropriate continue on a regular basis. Capital funding is still awaited to progress the Rockfall mitigation and Management Strategy 2017. | Capital funding is still awaited to progress the Rockfall mitigation and Management Strategy 2017. |
| We will proactively address anti-social behaviour | POLICE – David Lynch | Community and response policing addresses concerns raised by the public. Police engage with offenders to reduce anti- social behaviour. When necessary | The police now have a tasking and coordination process in which intelligence and information is assessed |

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| | | civil and criminal resolutions are completed. Partnership work continues. | and anti –social behaviour is targeted and addressed. |
| We will work with families and the community to ensure our children are safe | POLICE – David Lynch | <p>There is a children services team who deliver support and where necessary interventions that safeguard and protect children.</p> <p>Agencies work closely together to safely share information (when appropriate) and to deliver services that meet the needs of children living in St Helena.</p> <p>The Education Directorate has implemented new Child Protection and Anti-Bullying Policies.</p> | All the agencies work closely together to safely share information and to deliver services that meet the needs of children and young people living in St Helena. |
| We will make those who have committed offences accountable | POLICE – David Lynch | <p>St Helena continues to make people who have committed offences accountable through robust policing and enforcement.</p> <p>For the period April 2018 to the end of September 2018, a total of 61 cases were taken to Magistrates Court of which a total of 34 resulted in convictions.</p> <p>Out of the 27 which are outstanding - 4 were withdrawn or dealt with by way of a caution and 23 are still pending prosecution.</p> | The St Helena Police Directorate investigates all offences and will take enforcement action when necessary. |
| |  Timeline Delivered within 3 years and reflected in Strategic/Operational Plans | | |

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| <p>We will invest in new sewerage systems to reduce sea pollution</p> | <p>Connect – Barry Hubbard</p> | <p>In Rupert's Valley sewer pipes are laid, the treatment plant needs to be procured but at the present time this is awaiting capital funding.</p> <p>In HTH some sewer pipes are laid in anticipation for decommissioning of some ineffective septic tanks. These new pipes can only be connected to the main HTH sewage system once adequate sewage disposal arrangements are in place. At the present time, Outline Development Permission has been granted for a combined HTH and Jamestown system with discharge from a deep water outfall at West Rocks. The permission will lapse after three years during which time a more detailed submission can be made to allow full development permission to be granted and construction works to begin. Once capital funding becomes available consultants can be appointed to work up the more detailed scheme. The position remains the same as both of these projects are constrained by the absence of funding.</p> | <p>In Rupert's Valley sewer pipes are laid, the treatment plant needs to be procured but at the present time this is awaiting capital funding.</p> <p>In HTH some sewer pipes are laid in anticipation for decommissioning of some ineffective septic tanks. These new pipes can only be connected to the main HTH sewage system once adequate sewage disposal arrangements are in place. At the present time, Outline Development Permission has been granted for a combined HTH and Jamestown system with discharge from a deep water outfall at West Rocks. The permission will lapse after three years during which time a more detailed submission can be made to allow full development permission to be granted and construction works to begin. Once capital funding becomes available consultants can be appointed to work up the more detailed scheme.</p> <p>Indications at the present time are that no capital will be available to complete the Rupert's in the short term at least but because of the economic benefits that being able to further develop HTH & Jamestown funding could be made available this year to complete the</p> |
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| | | | design and obtain full development permission. |
| |  Timeline Delivered within 1-3 years + ongoing through duration of the plan | | |
| We will improve the safety and conditions of our roads | ENRD (I&T)– Derek Henry | This work is ongoing. Over the reporting period work focused on improving drainage in Jamestown and other parts of the Island. Installation of additional mirrors continued together with the programme for addressing unsafe road conditions. Several retaining walls were rebuilt at Ladder Hill, Sandy Bay, Shy Road and Side Path. | The police are working with SHG to improve safety on the roads. There are on-going conversations and requests for changes to various laws to permit more robust enforcement. |
| |  Timeline Delivered within 3 – 5 years of the plan | | |
| We will build a new prison | ENRP/Police | <p>Outline planning permission is now awaiting a final decision on the EIA process, which should hopefully be the week commencing 5/11/18. A TOR has been drafted in the event that approval is given to proceed to the next level of the process, as an external contractor will be engaged to complete it. Expressions of interest are also being sought from the private sector regarding the following: Designing a new prison, designing and building a new prison and designing, building and running a new prison.</p> <p>A funding paper has been completed and is to be sent to DFID and FCO.</p> | The EIA process has been reviewed and it is anticipated that the planning application will be refreshed and progressed in this performance year. Recommendation for outline planning permission to be considered by ExCo (sitting as the Planning Authority) has been recommended by the LDCA. However, amendments to the EIA Report as part of the EIA process is still to be completed to allow this application to be progressed to ExCo by the Prison Board, which should hopefully be completed in June. |



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| | | <p>All other paperwork has been completed and all is on track for the 3/5 year plan at this time, with a time frame of 36 months for the prison build. Awaiting final confirmation from EXCO. This was delayed due to issues surrounding the EIA process and legislation. This is currently under discussion.</p> | <p>A TOR has been drafted in the event that approval is given to proceed to the next level of the process, as an external contractor will be engaged to complete it.</p> <p>Expressions of interest are also being sought from the private sector regarding the following: Designing a new prison, designing and building a new prison and designing, building and running a new prison.</p> <p>A funding paper has been completed and is to be sent to DFID and FCO.</p> <p>All other paperwork has been completed and all is on track for the 3/5 year plan at this time, with a time frame of 36 months for the prison build.</p> <p>Awaiting final confirmation from EXCO. This was delayed due to issues surrounding the EIA process and legislation. This is currently under discussion.</p> |
| <p>We will invest in a new fire station</p> | <p>I&T – Derek Henry/Police – David Lynch</p> | <p>WSP Group Africa (Pty) concluded that the proposed Alarm Forest site 'is suitable for the development of a fire station using a portal frame structure but requires some specific geotechnical engineering to ensure the successful construction and maintained integrity of the structure.'</p> <p>WSP Group Africa (Pty) recommended that the proposed framework structure</p> | <p>This has been submitted as a capital build and will be considered by SHG.</p> |

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| | | be located on the cut area that will be capable of supporting the foundation loads. Funding is still to be identified in order to progress this project. | |
| |  Timeline Delivered within 3 years + ongoing through duration of the plan | | |
| We will invest in youth services and develop facilities | Police/Safeguarding | The Youth Offending Team Service is still in its infancy and meetings have been held with key stakeholders. | Plans are still being progressed. This needs to be progressed |
| We will invest in a more disabled friendly access environment | ENRP – Darren Duncan | Revised Building Regulations have been drafted and consulted on publically during this reporting period. | Comments received from consultation have been included within the draft Regulations by AG's Chambers and a final draft produced for ENRC to review and endorse in 2019. |




| Altogether Healthier | | | |
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| ACTION | Responsible Officer | Previous POSITION as at September 2018 | CURRENT POSITION as at March 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| We will continue to invest in medical equipment and adaptations | Health – Dr Akeem Ali | Equipment maintenance programme is being implemented. | Invested in updated and improved kits for community nurses updated to enhance/improve assessment in clinical settings. Upgrade of ward to Chemotherapy room. Upgraded bed space curtains. Training equipment – Simulation model enabling real life simulation training. |
| |  Timeline Delivered within 1year + ongoing through duration of the plan | | |
| We will recruit, train and retain staff, both from the Island and from overseas, to provide a health service that meets the needs of the community | Health – Dr Akeem Ali | <p>Staff recruitment ongoing. Critical positions filled.</p> <p>Three Staff on overseas training (1 student nurse, 1 Medical Laboratory Scientist, 1 Dental Hygienist)</p> | <p>Local and overseas staff recruitment ongoing. Critical positions filled.</p> <p>Staff on overseas training: Student Nurse – achieved a first class honors degree in Nursing Studies – currently gaining work experience in the UK before returning to the island. Medical</p> |

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| | | <p>10 local nurses undertaking degree training</p> <p>Pharmacy staff undertaking accredited Pharmacy Technician study</p> <p>Mandatory training sessions for all staff across the directorate is continuous.</p> | <p>Laboratory Scientist – in final year of Biomedical Science Degree course. Dental Nurse - undertaking final year of Dental Hygienist course.</p> <p>3 nurses completed nursing degree studies via distance learning. 7 to complete during 2019/20 FY.</p> <p>5 ex nurses returned to the nursing profession within the hospital/Community sections.</p> <p>Pharmacy Staff undertaking Pharmacy Technician study.</p> <p>Mandatory Training continues.</p> |
| We will continue to educate, incentivise and support the public regarding improved healthier lifestyles | Health – Dr Akeem Ali | <p>Health Promotion Programme – Saints Together now in place with high brand recognition. Workforce Health and Wellbeing Programme in place with >40% participation rate by SHG staff.</p> <p>Smoking cessation service commenced.</p> | <p>Community-based social marketing and health promotion campaign that is co-designed with the community has now commenced with focus on obesity and smoking.</p> <p>Smoke-free government premises policy has been successfully implemented. Smoking Cessation Service established.</p> <p>Tobacco control legislation being drafted.</p> |

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| | | | Taxation review on tobacco to meet FCTC recommended levels being considered. |
| We will improve and increase our Government Landlord Housing stock | ENRP – Derek Pedley | The first expression of interest has been sort in a new 2 bedroom GLH at HTH in December 2018. Further planning permission is currently being submitted for 4 apartments and an additional 5 bedroom GLH property at New Ground. Technical services have begun working on the CDA at Bottomwoods which will provide additional GLH on line over the 19/20 and 20/21. | Increasing the Government Landlord stock seems to be quite difficult but we have put in planning for two GLH properties. One has been approved but both are likely not to be developed. However the CDA at Bottom Woods is progressing well and we anticipate this will be approved by the end of the month. There will be 7 GLH properties built on this development. We anticipate completion within 12 months. |
| We will ensure we will have access to an adequate supply of clean water | Health – Dr Akeem Ali | Water supply is tested regularly for safety by the Public Health Laboratory. | Water supply is tested regularly for safety by the Public Health Laboratory. |
| We will employ health specialists and a full quota of GPs to meet the needs of the public | Health – Dr Akeem Ali | All medical officer posts including GP and Specialists are currently filled. | One vacancy for GP carried forward at year end with recruitment in progress. |
| |  Timeline Delivered within 3 years + ongoing through duration of the plan | | |
| We will build additional care facilities on the Island and aspire to deliver care to an international standard | Health – Dr Akeem Ali | A quality assurance framework is being developed to ensure care provisions are being delivered at a consistent and good standard. There is a need to invest heavily in staff to ensure delivery of care in in | Investment in staff ongoing. Progressing the design and build of an Acute Mental Health Unit for the island is included in the Capital Programme |


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| | | existing establishments before considering the need to increase future care facilities. Outline Planning Application submitted with the view to source funding and develop an Acute Mental Health Care Inpatient Unit for the Island. | with funding approved to commence the project during 2019/20. |
| We will support increased local production of fresh fruit and vegetables | ENRP/ESH | On-going and inclusive of an engagement, promotion and awareness programme and review of ESH financial support policies conducive to the current environment. | On-going and inclusive of an engagement, promotion and awareness programme and review of ESH financial support policies and ENRP agriculture support policy conducive to the current environment. Workshops have been facilitated by ANRD and ESH with producers and merchants to increase collaborative working between producers as well as between producers and merchants in order to improve scheduling of production of local vegetables and for merchants to buy more from local producers to allow increased market access for local vegetables. ESH continues to promote and financially support increased agricultural production, and undertook an extensive Agricultural awareness programme during 2018/19 in conjunction with other local stakeholders. |


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| We will support initiatives that will provide affordable healthy food products | ESH | On-going and inclusive of review of ESH financial support policies conducive to the current environment. | ESH continues to promote and financially support increased agricultural production, and undertook an extensive Agricultural awareness programme during 2018/19 in conjunction with other local stakeholders. |
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| Altogether Greener | | | |
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| ACTION | Responsible Officer | Previous POSITION as at September 2018 | CURRENT POSITION as at March 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| We will continue to encourage low carbon vehicle use through tax incentives | Corporate Finance – Nicholas Yon | Taxes continue to be reviewed through SHG's annual budget setting process. The T&RWG has recommended a reduction from 15% to 5% for vehicles where the CO2 emission per Km is less than 100g. This will be presented to EDC for consideration and subsequently to Executive Council for a decision. | It was decided not to pursue a reduction in Customs Duty from 15% to 5% for vehicles where the CO2 emission per Km is less than 100g as part of the 2019/20 Tax changes. However, taxes continue to be reviewed through SHG's annual budget setting process and consideration will be given again this year on reducing the duty on low carbon emission vehicles and will be presented to EDC for consideration and subsequently to Executive Council for a decision. |
| We will police illegal fishing in St Helena waters | ENRP – Darren Duncan | ENRD are working with the Centre for Environment Fisheries and Aquaculture Science (CEFAS) and Maine Management Organisation (MMO) in the UK under the Blue Belt programme to determine appropriate and affordable options for deterrence and management of Illegal, Unreported and Unregulated (IUU) | ENRP's fisheries section is working with the Centre for Environment Fisheries and Aquaculture Science (CEFAS) and Maine Management Organisation (MMO) in the UK under the Blue Belt programme to determine appropriate and affordable options for deterrence and management of Illegal, Unreported and Unregulated (IUU) fishing in St Helena Exclusive |

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| | | fishing in St Helena Exclusive Fishing Zone (EFZ). | Fishing Zone (EFZ). Currently a satellite option for St Helena is being trailed. |
| We will protect endemic fauna and flora and our agricultural sector by tackling invasive species | ENRP – Darren Duncan | A Darwin Plus funded Invasive Plants Project is currently being implemented on St Helena to build local capacity to tackle invasive plants across the various sectors. The poisoned bait trial to control rabbits in the end was not approved by ExCo. | A Darwin Plus funded Invasive Plants Project is currently being implemented on St Helena to build local capacity and provide a management framework to tackle invasive plants across the various sectors. It is now in its last 6 month period before completion. |
| We will support community green projects and tidy-ups, and enforcement of relevant legislation regarding litter | ENRP – Mike Durnford | Waste Management Services have continued their landscape bulky waste projects (Jamestown – July 2018). The annual waste reduction campaign has been developed for December 2018. WMS are supporting SHAPE as they move towards plastic waste recycling. Enforcement remains as per March 2018. | Waste Management Services delivered a waste prevention campaign (<i>general litter</i>) in January 2019 to coincide with the Environmental Conference. Targeted tidy-ups (<i>litter picking</i>) has increased e.g. 3 days spent remediating Plantation Forest and an increase in roadside litter picks by RCV crews. WMS worked with SHAPE to develop plastic waste recycling through a UK Government (DEFRA) funded project. WMS worked with SHNT to develop organic waste composting at Millennium Forest and green waste composting at HPLS. Enforcement remains as per March 2018. |
| We will establish and maintain a Green Business Award | ENRP - EMD | No further progress. | No progress with this award for the foreseeable future. In collaboration with SHAPE (under the DEFRA Project) businesses who support plastics recycling currently receive a certificate of participation (as displayed at Reception in the Castle). |
| |  Timeline | | |

| | Delivered within 1 year + ongoing through duration of the plan | | |
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| We will encourage the use of sustainable materials such as greener building materials and biodegradable packaging through planning and tax systems | Corporate Finance – Nicholas Yon | <p>Taxes continue to be reviewed through SHG's annual budget setting process. The T&RWG has recommended a reduction from 20% to 5% for Biodegradable cartons, boxes and cases as part of the work for the next budget cycle.</p> <p>This will be presented to EDC for consideration and subsequently to Executive Council for a decision.</p> | Changes to Customs Tariffs to reduce the duty on biodegradable cartons, boxes and cases from 20% to 5% was endorsed by the Economic Development Committee and subsequently approved by Executive Council to come into effect from 25 March 2019. |
| |  Timeline Delivered within 1 - 3 – 5 years of the plan | | |
| We will implement a waste management strategy which includes recycling and using waste as an energy source | ENRP – Darren Duncan/Mike Durnford | A draft Waste Management Policy has been produced and was presented to ENRC in June 2018. This draft now requires further input from the Chief Environment Officer. | A draft Waste Management Policy has been produced and was presented to ENRC in May 2019. This draft has now been approved for public consultation. 6 of the 8 Goals within the Waste Management Strategy are being delivered through projects and activities incorporated into normal operations. |
| |  Timeline Delivered within 1 - 3 – 5 years of the plan | | |
| We will invest in renewable energy with a view to becoming 100% self-sufficient | Connect – Barry Hubbard | Connect Saint Helena Ltd are in the final stages of negotiating the Power Purchase Agreement. Development permission for the initial phase of expanding the existing solar farm has been granted so physical progress will follow soon after the PPA is signed. | Development permission for the initial phase of expanding the existing solar farm has been granted so physical progress will follow soon after the PPA is signed. There has been a great deal of work carried out to conclude the PPA negotiations and it is anticipated that |


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| | | | within the next couple of months the contract will be awarded. |
| |  Timeline Delivered within 3 years + ongoing through duration of the plan | | |
| We will have a long term water strategy for the Island, supported by adequate infrastructure, in order to reduce the impact of drought and climate change | Connect – Barry Hubbard | The Natural Capital team have visited and are working through the economics of the scheme to provide a dam in Fishers Valley. | The water strategy will be reviewed this year and it is still the intention that a significant new reservoir at Fisher's Valley will provide an economically viable source of water to call on in times of shortage. |




| Altogether Better for Children and Young People | | | |
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| ACTION | Responsible Officer | Previous POSITION as at September 2018 | CURRENT POSITION as at March 2019 |
| | <div>  Timeline </div> Ongoing through duration of the plan | | |
| We are committed to St Helenians being the leaders of the Island and we will equip them with the skills and experience to take up key posts | Education – Wendy Benjamin | The St Helena Community College continued to grow during the 2017/18 academic year, with numbers that slightly increased over the previous year. | The St Helena Community College continues to support the training and development needs of the people of St. Helena. Partnership work with ESH and CHR ensures that training needs are identified and addressed as far as is practicable within the resources available. The number of courses offered has increased and uptake on courses is encouraging. The College offers over 700 courses and has 597 enrolments for the period September 2018 to date. |
| We will provide youth facilities to include sport, cultural heritage, arts and crafts | ESH – Rob Midwinter | <p>To date, since launching the Social Enterprise grant scheme in July 2017, a total of 5 No. grants have been approved to a total value of £16,994. Successful applicants to date are:</p> <ul style="list-style-type: none"> Golf Club | <p>To date, since launching the Social Enterprise grant scheme in July 2017, a total of 7 No. grants have been approved to a total value of £20,910. Successful applicants to date are:</p> <ul style="list-style-type: none"> Golf Club |



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| | | <ul style="list-style-type: none"> Heritage Society Saint Helena National Trust The Rock Christian Fellowship New Horizons <p>In relation to the Sports Field at Bottom Woods; costed options were produced; however funding was withdrawn by SHG during the recent budgetary exercise.</p> | <ul style="list-style-type: none"> Heritage Society Saint Helena National Trust The Rock Christian Fellowship New Horizons Sandy Bay Community Centre The Saint Helena Recreational Club <p>Further enquiries have been received from organisations within the focus areas, which are currently being progressed.</p> |
| We will oversee and support crèche and child care facilities | Safeguarding – Tracey Poole-Nandy | All childcare and crèche facilities on the Island have been registered and a yearly review takes place to ensure good standards of care are being provided. | All childcare facilities are now registered and subject to annual reviews in order to ensure that good standards of care are being provided to babies and small children on St Helena. This role however still sits with the Safeguarding Directorate and there should be some consideration for education to play a role in the section of crèches to interlink this with the standards for education. |
| |  Timeline | | |


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| | Delivered within 1 year + ongoing through duration of the plan | | |
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| We will consider lowering the voting age | Corporate Services – Carol George | The voting age was lowered from 18 years to 17 years in May 2017, prior to the July General Election. No more action taken to further reduce the age. | No more action taken to further reduce the age. |
| |  Timeline Delivered within 1 year + ongoing through duration of the plan | | |
| We will provide further education opportunities for Young People | Education – Wendy Benjamin | Based on the successful partnership established in 2016, the Open University dramatically expanded access to its programmes for students in St Helena, with 68 first degree courses and nearly 200 modules now available on island. For September 2018, partnerships with key professional training providers like Microsoft, Cisco and Coursera extended the range of qualifications and professional development opportunities being offered. | The St. Helena Community College continues to offer courses through key providers such as the Open University, Microsoft Imagine Academy, ACCA, CiPS, Open Study College, Distance Learning Centre, Pearson Vue, Cisco and Coursera. The Directorate continues to support the Scholarship Programme to enable students to study at degree level. We have 3 placements for this year. In addition, the Apprenticeship Programme gives opportunity for young people to develop their literacy and numeracy skills and qualifications in the area of their career path. |
| We will invest in sports on the Island for all abilities | ESH – Rob Midwinter | The swimming pool refurbishment has seen an increase in participants on Island. Furthermore, a number of the Island records for youth female and male swimmers have been | Unclear why this is listed as ESH, especially as the comment made previously regarding swimming pool is also unrelated to ESH. In relation to the Sports Field at Bottom Woods; costed options were produced; however |

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| | | dramatically broken over the last 12 months. | funding was withdrawn by SHG during the 2018/19 budgetary exercise. |
| |  Timeline Delivered within 1 - 3 years + ongoing through duration of the plan | | |
| We aim to meet UK attainment standards by investing in our schools and Community College | Education – Wendy Benjamin | GCSE results in 2018 were down somewhat from 2017, but still much above 2015 and 2016. Performance in primary schools rose significantly in both English and Mathematics. The initial teacher training programmes has continued to attract young St Helenians, with three young people beginning their initial teacher training in 2018. | Progress on attainment remains as is as examinations for 2019 are not yet completed. Progress can be reported following the publishing of results in August. Unfortunately we had a resignation from one of our trainees, however the 2 remaining trainees are on the verge of completing their studies with the OU. We are to advertise for teacher trainees shortly. |
| We will invest in improved safe spaces and recreation equipment for Children and Young People | | This is an area that does need to be addressed and is linked to the wider health agenda as well as providing safe spaces for children and young people to play. Currently the spaces to play are limited across the Island. | No further progress. |
| |  Timeline Delivered within 3 years of the plan | | |
| We will introduce paid maternity, paternity and adoption leave on the Island | Chief Economist – N Shamier | This matter is being consulted on with the view to any potential introduction from 1 April 2019. | Social Community Development Committee (SCDC) have agreed to the introduction of maternity, paternity and adoption leave after a 6 week period of consultation. The instruction is currently with the AG's chambers to draft for enactment in 2019-20. |



| Altogether Wealthier | | | |
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| ACTION | Responsible Officer | Previous POSITION as at September 2018 | CURRENT POSITION as at March 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| *We will reduce inequality and poverty | Corporate Finance – Nicholas Yon | <p>The Minimum Income Standard continues to be reviewed twice annually. A recent uplift in IRB and BIP has been approved by Executive Council of 4.3% and another review is planned in October 2018.</p> <p>The Social Security Working Group is making progress working through the different elements of the social welfare system. Recommendations will be made to the Committee once this work is completed.</p> | <p>*Recent uplifts in IRB and BIP has been approved by Executive Council in November 2018 and again in March 2019 by 1.6% and 1.4% respectively. The Minimum Income Standard continues to be reviewed twice annually.</p> <p>The Social Security Working Group is making progress working through the different elements of the social welfare system. Recommendations will be made to the Committee once this work is completed.</p> |
| We will continually review customs duties to support the Island's development | Corporate Finance – Nicholas Yon | <p>The T&RWG continues to meet and review the tax system. Recommendations have been developed and are to be presented to EDC for policy changes and will form part of the development of the budget for 2019/20-2021/22. These include changes to encourage investment, local production and</p> | <p>Recent development in the customs tariffs were approved by Executive Council in March 2019 to come into effect from 1 April 2019.</p> <p>This included the Customs Approved Investment Regulations which seeks to make provision for Approved Investment Status of enterprises whose activities will</p> |

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| | | exports, the green agenda and healthier lifestyles. | <p>increase and retain money on St Helena by reducing the dependence on imported goods or increasing exports or adding to the range of products and services available on St Helena. These Regulations provide for the exemption from customs duties or reduced customs duties and delayed payment of duties on certain capital assets imported by Approved Investments.</p> <p>Further changes are being considered by the T&RWG that support the green agenda and healthier lifestyles.</p> |
| We will encourage eco-tourism | ESH/Tourism – Helena Bennett | <p>Best practices are being drafted for different sectors of the tourism industry and will include elements of conserving and improving the natural environment and well-being of the community. These best practices will be on a rolling programme to introduce to the industry.</p> <p>St Helena Tourism is also researching various blue/green accreditations that could provide international recognition as an eco-friendly island.</p> | <p>Best practices are in draft for different sectors of the tourism industry. These will include elements of green initiatives. The best practices will be on a rolling programme to introduce to the industry. St Helena Tourism is researching various blue/green accreditations that are used by other island destinations and have also started discussions that could provide international recognition as an eco-friendly island. Tourism has also started discussions with international tour operators with clients that are interested in eco-friendly projects.</p> |
| We will continue to invest in the agriculture and fisheries sectors | ENRP –Darren Duncan | <p>Through the ESH agricultural funding and grant system, ENRD are working with ESH to direct funding to priority agricultural developments. ENRD and SHFC are implementing activities</p> | <p>Through the ESH agricultural funding and grant system, ENRD are working with ESH to direct funding to priority agricultural developments. An Agronomist has been recruited for ANRD to improve the</p> |

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| | | <p>through the Blue Belt's funding programme to improve fisheries management and fishing industry prospects. An investment prospectus is being developed for approval to seek investment for a new fish processing facility for St Helena within the next few months. These activities are ongoing. The prospectus has been put out in the public domain to seek investment in a new fish processing facility.</p> | <p>delivery of their agronomic services to the agriculture sector. ENRP and SHFC are implementing activities through the Blue Belt's funding programme to improve fisheries management and fishing industry prospects. An investment prospectus was launched late last year which sought investment for a new fish processing facility for St Helena. However, there were no suitable applications from the procurement process. SHG and ESH are having discussions with an external and local fishing interest as to how their interests in St Helena's fisheries can be developed to bring developments in our fishing industry.</p> |
| <p>We will invest in training for Saint Helenians to take over roles currently undertaken by internationally recruited staff</p> | <p>Corporate Services – HR (Bronwen Yon)</p> | <p>Succession planning for the period 2016 – 2022 reflected as at September 2018:</p> <p>Total no. of succession plans identified – 20</p> <p>Posts successfully localised to date – 6</p> <p>Succession plans in progress – 14</p> <p>Succession plans to be achieved by:</p> <p>2019/20 – 3</p> <p>2020/21 – 10</p> <p>2021/22 – 1</p> <p>As a result of the Future Leaders Programme, SHG is working to build a pipeline of people who will have the requisite skills to become leaders of the future.</p> | <p>Succession planning for the period 2016 – 2022 reflected as at June 2019:</p> <p>Total no. of succession plans identified – 20</p> <p>Posts successfully localised to date – 6</p> <p>Succession plans in progress – 14</p> <p>Succession plans to be achieved by:</p> <p>2019/20 – 3</p> <p>2020/21 – 10</p> <p>2021/22 – 1</p> <p>As a result of the Future Leaders Programme, SHG is working to build a pipeline of people who will have the requisite skills to become leaders of the future.</p> <p>SHG is also committed to the implementation of cadres across</p> |

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| | | <p>SHG's desired future position remains as:</p> <ul style="list-style-type: none"> a) Learning and development needs of all employees are resourced by ensuring all employees are able to access training and development opportunities that are 'forward thinking' b) Leadership specific learning needs (e.g. coaching, collaborative working) are met in order to establish a 'one culture' organisation through strong leadership c) Supporting home-grown talent to develop to their full potential and ensuring we meet career progression aspirations | <p>directorates to allow for career development, progression and the mobilisation of talent throughout, as we upskill and build local capacity.</p> <p>SHG's desired future position remains as:</p> <ul style="list-style-type: none"> d) Learning and development needs of all employees are resourced by ensuring all employees are able to access training and development opportunities that are 'forward thinking' e) Leadership specific learning needs (e.g. coaching, collaborative working) are met in order to establish a 'one culture' organisation through strong leadership f) Supporting home-grown talent to develop to their full potential and ensuring we meet career progression aspirations |
| We will actively encourage Saint Helenians to return to the Island to take up jobs for the benefit the economy | Corporate Services – Nicole S/Nicholas | The following motion which was passed in the House in March 2018, is being pursued: - | Amanda Curry Brown has joined SHG as a senior economist and has it within her work plan to undertake a Labour Market Strategy and develop policy options for consideration. |

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| | | “THAT this House resolves that consideration should be given to developing an appropriate scheme to assist St Helenian families living overseas who wish to return to work on St Helena.” | |
| We will review the current currency situation on a regular basis and make decisions in the best interest of the Island | Corporate Finance – Nicholas Yon | Continually reviewed on a regular basis and to be further reviewed following a period of air access. | No further update |
| We will make it easier and more affordable for Crown Land to be purchased, rented and developed for local first time buyers | ENRP – Derek Pedley | In the financial year of 18/19 Crown Estates has leased land for residential building to 5 applicants with 1 pending approval. Further, 11 plots have been purchased for residential building of which 5 have been eligible for a first time buyer discount. In addition another 5 purchase are pending completion and all of these applicants are eligible for a first time buyer discount. The Bottom Woods CDA is currently being developed by Technical Services to enable development to begin December 2019 which will provide 28 plots for First time buyers over the next 2 years. | No further update |
| |  Timeline Delivered within 1 year + ongoing through duration of the plan | | |

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| We will ensure that the tax and benefit system protect the most vulnerable | Corporate Finance – Nicholas Yon | <p>The Minimum Income Standard continues to be reviewed twice annually. A recent uplift in IRB and BIP has been approved by Executive Council of 4.3% and another review is planned in October 2018.</p> <p>The Social Security Working Group is making progress working through the different elements of the social welfare system. Recommendations will be made to the Committee once this work is completed.</p> | *Same as above |
| |  Timeline Delivered within 1 - 3 – 5 years of the plan | | |
| We will develop amenities and recreation facilities which are affordable for all | | No further progress. | |
| |  Timeline Delivered within 3 years + ongoing through duration of the plan | | |
| We will raise the minimum wage and have a living wage for the Island | Chief Economist – Nicole Shamier | The Minimum Wage was increased on 1 July 2018. Consultation will be undertaken by the Employment Rights Committee to consider the next inflationary annual raise to the Minimum Wage from 1 April 2019. | The Minimum Wage was increased on 1 April 2019. The Minimum Wage increased from £3.05 per hour to £3.13 for all employees having attained the age of 18 years and increased from £2.10 to £2.18 per hour for all young people having attained the age of 16 and 17 years. |
| |  Timeline Delivered within 1 - 3 – 5 years of the plan | | |

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| <p>We will improve connectivity on the Island and provide faster and cheaper internet</p> | <p>Chief Economist – Nicole Shamier</p> | <p>SHG has received EDF'11 funding towards the capital costs of a fibre optic cable which will be developed by SAEx and landed in 2019-20. When plugged in, the fibre optic cable will deliver superfast broadband to St Helena, allowing St Helena to achieve cheaper and faster internet.</p> | <p>SHG has received EDF'11 funding towards the capital costs of a fibre optic cable. Marine surveys are currently being undertaken to map the route of the cable. When plugged in, the fibre optic cable will deliver superfast broadband to St Helena, allowing St Helena to achieve cheaper and faster internet.</p> |
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10 YEAR PLAN

Photography

Paul Tyson

St Helena Government

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