

St Helena Island 10 Year Plan 2017-2027

Six Month Review

April - September 2019



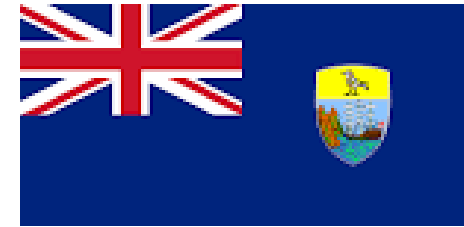
The 10 Year Plan was launched on 1st April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

This review captures progress made within the six month period **April to September 2019** in alignment with SHG Strategic and Operational Plans.

Some of the highlights are as follows:

- A fostering campaign was delivered and recruitment of two families was achieved.
- The Equality Human Rights Commission (EHRC) launches 3yr Strategic Plan at 1 April and, proposed Equality & Disability Legislation put forward to Social Community & Development Committee (SCDC)
- Total of 56 cases were taken to Magistrates Court of which 27 resulted in convictions.
- Youth Prevention Scheme officially launched in July 2019.
- New surgical equipment to upgrade the capacity to perform eye surgeries on-island. Visiting ENT planned for November 2019.
- ESH continues to work with ANRD to support increased local production and have funded an Agricultural Training Program.
- ExCo approves revision of vehicle duty tariff to take effect from 1 Dec 2019.
- Encouraging results for End of School Year 2019 assessments
- Recent uplift of 2.1% for IRB and BIP approved by ExCo.
- Labour Market Strategy being consulted on, and due to be endorsed by end of December 2019.


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



National Goals and lead Committees





| Altogether Safer | | | |
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| ACTION | Responsible Officer | Previous POSITION as at March 2019 | CURRENT POSITION as at September 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| We will protect and empower all vulnerable people | Safeguarding – Tracey Poole-Nandy | <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> | <p>The safeguarding Board is further developing with a positive multi-agency response to the safeguarding needs of children and adults on St Helena. There is an established RAG rated action plan with clear timescales and leads for all areas of the plan. The safeguarding board offers scrutiny of all areas of safeguarding and is progressing well.</p> <p>The corporate parenting strategy and training was delivered in July across all directorates and a report circulated to all safeguarding board members. The training was well received and the impact positive in respect of a good understanding of the role and responsibility of a corporate parent. A fostering campaign was also delivered and the recruitment of two foster families was achieved with the support</p> |

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| | | | of the safeguarding board acting as Fostering and adoption panel. There are a number of sub groups arising from the safeguarding board inclusive of training group to quality assure multi agency training across the partnership and working together group to re-write the document. |
| We will protect minority groups, equality and Human Rights on the Island | Human Rights Commission – Catherine Turner | The EHRC concluded <i>The Inquiry into Conditions of Detention at HMP Jamestown</i> highlighting areas of 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. | New three year Strategic Plan launched 1 st April 2019. Proposed Equality & Disability Legislation to SCDC. Secured Legal Assistance to act as Intervener in the Privy Council on a case which has a bearing on the human rights of all Saints on island. We have assisted over 60 people in the first half of the year. |
| 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. | No further update. |
| 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 | 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 | The police service continue to work with Immigration and Customs to maximise the use of intelligence to protect border and to tackle crime. <i>Biosecurity:</i> The biosecurity team's training in PRA has helped them to support PRA information gathering to assist external advisory support services utilised for advance PRA work. |



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| | | 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/David Goodrick | Capital funding is still awaited to progress the Rockfall mitigation and Management Strategy 2017. | No further update at this stage. |
| We will proactively address anti-social behaviour | POLICE – David Lynch (Liam/Dave Price) | The police now have a tasking and coordination process in which intelligence and information is assessed and anti –social behaviour is targeted and addressed. | <p>In addition to the tasking & co-ordination group, intelligence is reviewed weekly in a meeting to identify emerging trends and issues and inform effective policing responses. A community working group comprised of police, SHG directorates with a partner agencies is being developed to further support joint investigations to tackle anti-social behaviour.</p> <p>The Probation Team work with individuals to address the root cause of anti-social behaviour leading to criminality. Anti-social behaviour in young people can also be referred through the Youth Prevention Scheme.</p> |
| We will work with families and the community to ensure our children are safe | POLICE – David Lynch (Liam/Dave Price) | 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. | Since 1 April 2019, there have been 63 referrals by the police to child services reporting concerns identified. St Helena Police Directorate directly supports Child Services work by attending strategy meetings and undertaking joint investigative actions and will accompany allocated social workers where requested to undertake home visits. |


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| | | | <p>Future activity includes presentations at PAS School regarding drugs and alcohol abuse, engaging with children and young people around the safe use of the mobile phone and social media.</p> <p>St Helena Police lead Multi Agency Public Protection Arrangements (MAPPA) and manage Registered Sex Offenders – Joint partnership meetings are held to ensure that relevant agencies have the information required to protect children from identified risk in the community.</p> |
| We will make those who have committed offences accountable | POLICE – David Lynch (Liam/Vanessa) | <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> <p>The St Helena Police Directorate investigates all offences and will take enforcement action when necessary.</p> | <p>For the period October 2018 to the end of March 2019, a total of 56 cases were taken to Magistrates Court of which a total of 39 resulted in convictions.</p> <p>Out of the 17 which are outstanding - 8 were withdrawn or dealt with by way of a caution and 9 are still pending prosecution.</p> <p>For the period April to the end of September 2019, a total of 56 cases were taken to Magistrates Court of which a total of 27 resulted in convictions.</p> <p>Out of the 29 which are outstanding - 5 were withdrawn or dealt with by way of a caution and 24 are still pending prosecution.</p> |

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| | | | Upon conviction in Court the Probation Team are responsible for assessing individuals, making sentencing recommendations to the Court and subsequently managing the sentence of the Court across the community and custody. This ensures individuals are given the opportunity to address their offending after conviction. |
| |  Timeline Delivered within 3 years and reflected in Strategic/Operational Plans | | |
| We will invest in new sewerage systems to reduce sea pollution | Connect – Barry Hubbard | <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</p> | The position remains the same and at the current time the proposals have not been prioritised to receive funding from the new capital program. |

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| | | <p>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 design and obtain full development permission.</p> | |
| |  Timeline Delivered within 1-3 years + ongoing through duration of the plan | | |
| We will improve the safety and conditions of our roads | <p>ENRD (I&T)– Derek Henry/David Goodrick</p> <p>Police – David Lynch</p> | <p>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.</p> | <p>The police are currently working with the Highways Committee and the AG's Chambers to complete the draft legislation.</p> |
| |  Timeline Delivered within 3 – 5 years of the plan | | |
| We will build a new prison | <p>I&T – Derek Henry/David Goodrick</p> <p>Police – David Lynch</p> | <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.</p> | <p>Outline planning application for the prison has been recommended by the LDCA for approval by ExCo, and ExCo have since given approval for the outline planning permission.</p> |



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| | | <p>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.</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. Awaiting final confirmation from EXCO. This was delayed due to issues surrounding the EIA process and legislation. This is currently under discussion.</p> | |
| We will invest in a new fire station | I&T – Derek Henry/David Goodrick Police | 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 | This has being submitted as a Capital Bid. |

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| | | <p>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 be located on the cut area that will be capable of supporting the foundation loads.</p> <p>Funding is still to be identified in order to progress this project.</p> <p>This has been submitted as a capital build and will be considered by SHG.</p> | |
| |  <p>Timeline</p> <p>Delivered within 3 years + ongoing through duration of the plan</p> | | |
| We will invest in youth services and develop facilities | Police/Safeguarding (Liam/Fiona) | <p>The Youth Offending Team Service is still in its infancy and meetings have been held with key stakeholders.</p> <p>Plans are still being progressed. This needs to be progressed</p> | <p>The Youth Prevention Scheme (YPS) was officially launched at the Combined Safeguarding Board in July 2019 by the Probation Team who hold overall responsibility for this area of work. This is designed to prevent and divert young people at risk of offending or displaying risky behaviour from entering the criminal justice system. This is achieved through multi-agency involvement and the provision of relevant interventions as an alternative to formal police involvement or Court disposals. To date we have received 6 referrals and we are actively engaged with Children's Social Care, the Police, Health and Education.</p> |

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| We will invest in a more disabled friendly access environment | ENRP – Darren Duncan I & T – Derek Henry/David Goodrick | 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. | Revised Building Regulations have now been completed and being implemented. |
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| Altogether Healthier | | | |
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| ACTION | Responsible Officer | Previous POSITION as at March 2019 | CURRENT POSITION as at September 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| We will continue to invest in medical equipment and adaptations | Health – Edward Rayment | 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. | New surgical equipment to upgrade our capacity to perform eye surgeries on island. |
| |  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 – Edward Rayment | <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.</p> <p>Medical Laboratory Scientist – in final</p> | <p>Pediatric nurse and emergency nurses post filled.</p> <p>Community nurse and dietician recruitment ongoing</p> <p>Started in house nursing trauma management training</p> <p>Training in brief intervention for health professionals from across the</p> |


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| | | <p>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> | <p>directorate starting end of October, will be delivered by Sterling university.</p> |
| <p>We will continue to educate, incentivise and support the public regarding improved healthier lifestyles</p> | <p>Health – Edward Rayment</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.</p> <p>Smoking Cessation Service established.</p> <p>Tobacco control legislation being drafted.</p> | <p>Finalizing the tobacco taxation legislation</p> <p>Targeting people non engaging with services by providing additional support to people with poorly controlled diabetes.</p> <p>Additional support for people who relapsed after initial smoking cessation</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 | Increasing the Government Landlord stock seems to be quite difficult but we have submitted 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. | <ol style="list-style-type: none"> 1. Phase 1 of the Bottomwoods CDA was approved by planning last week. The procurement process will begin shortly for the installation of the infrastructure. 2. We have provided rental assistance to 12 GLH applicants. These homes are leases by the applicant from the private sector. This has reduced the waiting list and prevented homelessness. 3. A planning application is being submitted to Planning this week for Barn View. This empty property will be converted into 10 apartments for residents over 65. <p>Negotiations have begun with the relevant contractor to procure 9 residential apartments on long term lease subject to contract and planning permission.</p> |
| We will ensure we will have access to an adequate supply of clean water | Health – Dr Edward Rayment | Water supply is tested regularly for safety by the Public Health Laboratory. | Regular checks of water quality |


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| We will employ health specialists and a full quota of GPs to meet the needs of the public | Health – Dr Edward Rayment | One vacancy for GP carried forward at year end with recruitment in progress. | Visiting ENT specialist planned for November 2019. Last ENT visit 6 years ago. GP post to be filled. Chief Medical Officer post is being created. |
| |  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 Edward Rayment | <p>Investment in staff ongoing.</p> <p>Progressing the design and build of an Acute Mental Health Unit for the island is included in the Capital Programme with funding approved to commence the project during 2019/20.</p> | No further update. Remains as is. |
| We will support increased local production of fresh fruit and vegetables | ENRP/ESH | <p>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.</p> | <p>ESH and ENRP continues to work together to support increased local production and has funded an Agricultural Training Programme which is being delivered by Leigh Morris. Following the recent review of ESH Grant Funding policy, the ESH Business Development Team are actively engaging with a number of producers who are interested in expanding their existing operations. ESH continues to explore opportunities that will support the local production supply chain, such as improved collaboration.</p> |

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| | | 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. | |
| We will support initiatives that will provide affordable healthy food products | ESH | 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. | The ESH Fam Visit to SA in May 2019 has resulted in new product-range being considered by all major importers, with some hard commitments to procure. These items include health variety yoghurts and drinks with a longer shelf-life. ESH is in discussion with ANRD regarding an extension of the 2018/19 support programme through to March 2021, which will include further promotional activities and initiatives. |







| Altogether Greener | | | |
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| ACTION | Responsible Officer | Previous POSITION as at March 2019 | CURRENT POSITION as at September 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| We will continue to encourage low carbon vehicle use through tax incentives | Corporate Finance – Nicholas Yon | 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. | Executive Council approved a revision to the vehicle duty tariff to come into force on 1 December 2019, to fixed duty amounts based on CO2 emissions instead of customs duty %age on the value of the vehicle. Customs duty on vehicles with zero emissions from 1 December 2019 will be charged duty of £200. This is the minimum duty payable. As CO2 emissions increase the tariff increases on an incremental basis reaching maximum duty payable of £3,500 for vehicles whose CO2 emission is greater than 200g per km. |
| We will police illegal fishing in St Helena waters | ENRP – Darren Duncan | 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 | A policy for licensing of all fishing activities has been developed and consulted on both through stakeholders and publicly since the last reporting period. |

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| | | options for deterrence and management of Illegal, Unreported and Unregulated (IUU) fishing in St Helena Exclusive 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 and provide a management framework to tackle invasive plants across the various sectors. It is now in its last 6 month period before completion. | The project has been extended for a further quarter to allow the underspent in overall funds allocated to the project to be spent. This will allow an extended period of time for the project's outputs to be finalised and communicated to the project's stakeholders. |
| We will support community green projects and tidy-ups, and enforcement of relevant legislation regarding litter | ENRP – Mike Durnford | 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. | Waste Management Services (WMS) developing a waste prevention campaign (marine pollution) with EMD Marine, SHNT Marine and SHAPE for December 2019. Targeted tidy-ups have continued such as; Plantation Forest, Redhill to White Gate and Merrimans Forest. Roadside litter picks by RCV crews have continued. Increasing this activity to include all tourist areas is not sustainable with the current workforce therefore either enforcement by appropriate authorities (in line with the EPO) is required to reduce littering or an increase in WMS staffing to take on this additional workload. WMS not responsible for maintaining post box walks. Demonstration of a local pride in |


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| | | | the environment should be inclusive, not just WMS responsibility. |
| We will establish and maintain a Green Business Award | ENRP - EMD | 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). | No further update |
| |  Timeline Delivered within 1 year + ongoing through duration of the plan | | |
| 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 | 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. | No further update at this stage. |
| |  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 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 | A draft Waste Management Policy is out for public consultation until 8th November. The existing 2017 Waste Management Strategy is being revised and updated as an Implementation Plan. Waste Management Services (WMS) continue to support; SHAPE with plastics recycling and private sector with glass |

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| | | activities incorporated into normal operations. | recycling. WMS continue to support SHNT with organic waste composting at Millennium Forest and OCTA Innovation Project to implement organic waste composting using green waste and piggery effluent on site at HPLS. WMS have implemented aluminium drink cans recycling on site at HPLS with the intention of exporting this valuable waste stream. Capital Programme business cases submitted for plant to establish a commercial recycling centre at HPLS. Circular economy already embedded within Waste Management Services operations - new signage at HPLS constructed from waste materials found on site, negating the need for budget expenditure for the same. |
| |  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 | 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 within the next couple of months the contract will be awarded. | The PPA continues to be negotiated with the intention that if PASH have not had approval of the contract terms by their funders by the end of October then we will commence discussions with the reserve bidder. |
| |  Timeline | | |

| | Delivered within 3 years + ongoing through duration of the plan | | |
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| 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 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. | A reservoir at Fishers Valley is considered the lowest lifetime cost solution to mitigate climate change. The project has been submitted to SHG for consideration in the capital bid process. The cost of such a project is beyond the financial means of the current customer base. |





| Altogether Better for Children and Young People | | | |
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| ACTION | Responsible Officer | Previous POSITION as at March 2019 | CURRENT POSITION as at September 2019 |
| |  Timeline 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 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. | <p>This is the start of the Academic Year for SHCC and so we are in the process of taking in new enrolments. We continue to offer the same courses as we did for the previous year but through the partnership work that we are undertaking with CHR and ESH will be able to identify any additional needs and include these in the courses offered as well. In addition, through these partnerships with CHR and ESH training needs can be identified at an earlier stage and then offered at the start of the Academic Year. The success of this will also be measured as one of our KPIs.</p> <p>An action that we are working on is the development of a Performance Report that will be submitted to Education</p> |


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| | | | Committee in September on an annual basis so that the success of the SHCC can be measured and shared. |
| 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 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 • 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> | ESH continues to offer Social Enterprise grants, however, interest has slowed following the initial response. Following further promotional activity undertaken during the current FY, whilst there were 6 No. initial enquiries, only 1 No. has turned into a formal application thus far. Further promotional activity will be undertaken in October / November 2019. |
| We will oversee and support crèche and child care facilities | Safeguarding – Tracey Poole-Nandy | All childcare facilities are now registered and subject to annual reviews in order to ensure that good | All childcare facilities such as crèche's, child Inspected in relation to quality |

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| | | 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. | assurance for services for children and young people on St Helena. |
| |  Timeline Delivered within 1 year + ongoing through duration of the plan | | |
| 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 further action to lower the voting age is required at this time. |
| |  Timeline Delivered within 1 year + ongoing through duration of the plan | | |
| We will provide further education opportunities for Young People | Education – Wendy Benjamin | 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 | 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. In September 3 students embarked on University placements with focus on IT, |


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| | | opportunity for young people to develop their literacy and numeracy skills and qualifications in the area of their career path. | Pharmacy and Psychology. In addition, 3 graduates achieving First Class Honours have returned and taken up employment on St. Helena. 2 students from this cohort have remained in UK to extend their studies for a further year. The Apprenticeship Programme continues to give opportunity for young people to develop their literacy and numeracy skills and qualifications in the area of their career path. The Directorate is continuing to explore ways of improving this Programme to support the development of St. Helena's workforce. |
| We will invest in sports on the Island for all abilities | ESH – Rob Midwinter | In relation to the Sports Field at Bottom Woods; costed options were produced; however funding was withdrawn by SHG during the 2018/19 budgetary exercise. | No further progress regarding new Sporting Facility at Bottom Woods as funding required is not available. ESH does however continue to fund uniforms and other promotional collateral for participants attending international sporting events. |
| |  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 | 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 | As a result of the End of Year Assessments the following attainment was achieved: Primary Years 2 – 6 English - 55.95% at ARE Maths - 49% at ARE |


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| | | <p>2 remaining trainees are on the verge of completing their studies with the OU. We are to advertise for teacher trainees shortly.</p> | <p>Secondary Years 7-9 English – 52% at ARE Maths – 62% at ARE</p> <p>Secondary GCSEs 43% achieved A* - C Grades including English and Maths 50% achieved A* - C grade in Maths 50% achieved A* - C grade in English 60% achieved A* - C grade in Science 73% achieved A* - C grade in IT</p> <p>Secondary A levels 19 courses taken, 18 passes achieved at grade A* - E</p> <p>These results are encouraging as they show that we are generally improving or sustaining attainment. Further work will now be carried out to determine progress. 2 Teacher Trainees have successfully completed their OU studies and 3 trainees have been recruited.</p> |
| <p>We will invest in improved safe spaces and recreation equipment for Children and Young People</p> | | <p>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.</p> | <p>No further progress.</p> |

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| |  Timeline Delivered within 3 years of the plan | | |
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| We will introduce paid maternity, paternity and adoption leave on the Island | Chief Economist – N Shamier | 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. | No further update. Currently remains as is. |



| Altogether Wealthier | | | |
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| ACTION | Responsible Officer | Previous POSITION as at March 2019 | CURRENT POSITION as at September 2019 |
| |  Timeline Ongoing through duration of the plan | | |
| *We will reduce inequality and poverty | Corporate Finance – Nicholas Yon | <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> | <p>Recent uplifts in IRB and BIP has been approved by Executive Council in September 2019 by 2.1%. The Minimum Income Standard continues to be reviewed twice annually.</p> <p>The Social Security Review Working Group has finalised its report and this has been presented to the Social & Community Development Committee for discussion.</p> |
| We will continually review customs duties to support the Island's development | Corporate Finance – Nicholas Yon | <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</p> | <p>Executive Council recently approved a revision to the vehicle duty tariff to come into force on 1 December 2019, to fixed duty amounts based on CO2 emissions instead of customs duty %age on the value of the vehicle.</p> <p>As part of the MTEF process the T&RWG are reviewing the current tax and</p> |

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| | | <p>Investment Status of enterprises whose activities will 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> | <p>customs duty policies. Further consideration will be given to customs duty proposals put forward.</p> |
| We will encourage eco-tourism | ESH/Tourism – Helena Bennett | <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.</p> <p>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</p> | <p>ESH is engaging with the Saint Helena Research Institute in order to establish ways in which we may jointly network to increase relevant interest in the island within the wider international academia. Introduction of best practices with green initiatives are still ongoing, especially with the travel trade making deliberate decisions to work only with destinations that are making an effort in sustainable tourism.</p> |

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| | | tour operators with clients that are interested in eco-friendly projects. | |
| 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. An Agronomist has been recruited for ANRD to improve the delivery of their agronomic services to the agriculture sector.</p> <p>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>ANRD has worked with ESH to review and update their grant funding policies to support the agriculture sector. Funding bids have been made to the SHG MTEF process (through recurrent funding, new policy priorities funding as well as EDIP funding) to increase SHG's investment in the agriculture sector and through recurrent funding to invest in improved fisheries management for the 2020-22 planning period.</p> <p>SHG discussions with the potential investor for fish processing has not continued following discussions for a period in the previous 6 months, as an investment proposal has not been provided to SHG at this time.</p> |
| We will invest in training for Saint Helenians to take over roles currently undertaken by internationally recruited staff | Corporate Services – HR (Bronwen Yon) | <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: 2019/20 – 3</p> | No significant change for this period of reporting. |

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| | | <p>2020/21 – 10 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 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"> 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 | |
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| | | c) 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 – Amanda Curry-Brown | 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. | A Labour Market Strategy has been consulted on and is due to be endorsed by the end of December 2019. In the current draft is a provision for financial support for returning Saints. The Investor Prospectus will be marketed by ESH to the Diaspora from October to encourage skilled Saints/Investors back to the island. |
| 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 | 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. | <ol style="list-style-type: none"> 1. 3 Crown Land plots are being advertised this week with two reserved for first time buyers. 2. A private Sector initiative between Crown Estate and relevant contractor on the Bunkers Hill Development will provide 42 plots for Qualifying Resident First Time Buyers over the next 12-18 months. |

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| | | 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. | 3. The Bottomwoods CDA has just received planning permission and this will release approximately 30 plots to the market over the next 12 months. |
| |  Timeline Delivered within 1 year + ongoing through duration of the plan | | |
| 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> | <p>Recent uplifts in IRB and BIP has been approved by Executive Council in September 2019 by 2.1%. The Minimum Income Standard continues to be reviewed twice annually.</p> <p>The Social Security Review Working Group has finalised its report and this has been presented to the Social & Community Development Committee for discussion.</p> |
| |  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 | | |
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| 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 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. | The Minimum Wage is being reviewed again for implementation on 1 April 2020. |
| |  Delivered within 1 - 3 – 5 years of the plan | | |
| We will improve connectivity on the Island and provide faster and cheaper internet | Chief Economist – Nicole Shamier | 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. | SHG has received EDF'11 funding towards the capital costs of a fibre optic cable. A Letter of Intent was signed with Google in July 2019. Marine Surveys to map the route of the cable have been completed. When plugged in, the fibre optic cable will deliver superfast broadband to St Helena, allowing St Helena to achieve cheaper and faster internet connection. |



10 YEAR PLAN

Photography

Paul Tyson

St Helena Government

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