

St Helena Island 10 Year Plan 2017-2027

Six Month Review

October 2019 – March 2020



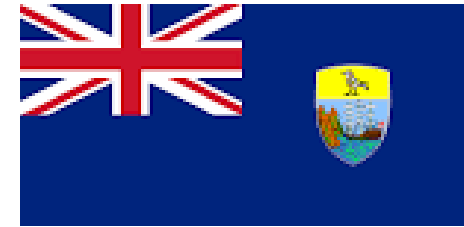
The 10 Year Plan was launched on 1st April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

This review captures progress made within the six month period **October 2019 to March 2020** in alignment with SHG Strategic and Operational Plans.

Some of the highlights are as follows:

- SHG has received EDF'11 funding toward capital costs of the Fibre Optic Cable. A contract was signed with Google in December 2019.
- A Labour Market Strategy was approved in December 2019, to take effect from 1 January 2020.
- New Prison has full planning permission which is likely to be started on in June 2020, provided funding is approved.
- Government Landlord Housing to be built in Bottom Woods.
- ESH & ENRP have been developing a draft Agricultural Support Programme for implementation during 2020/21.
- A Minimum Wage increase was approved to take effect from 1 April 2020.
- To date 82.1% of the Island's training needs identified were met through St Helena Community College.
- The Employment Rights Ordinance was amended to provide for maternity, paternity and adoption leave to take effect from 1 April 2020.
- A new Vehicle Duty tariff came into effect 1 December 2019, to fixed amount based on CO2 Emissions instead of customs duty percentage on the value of a vehicle.
- A policy for licensing of all fishing activities was completed and endorsed by Economic Development Committee in January 2020.
- Purchase of new medical equipment ie Portable Ultrasound machine, GeneXpert machine for Pathology and Microscope for Ophthalmology department.
- A Waste Management Policy and Implementation Plan was completed and endorsed by ExCO in March 2020.


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			
ACTION	Responsible Officer	Previous POSITION as at September 2019	CURRENT POSITION as at March 2020
	 Timeline Ongoing through duration of the plan		
We will protect and empower all vulnerable people	Safeguarding – Tracey Poole-Nandy	<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.</p> <p>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.</p> <p>A fostering campaign was also delivered and the recruitment of two foster families was achieved with the support</p>	<p>The Safeguarding Board has continued to progress from a multi-agency perspective and there is now a number of working groups arising from the action plan with specific targets and goals in relation to improving joined up practice in the directorates.</p> <p>There has been a number of training events over the past twelve months in line with Strategic Plan for Children & Adult Social Care and indeed arising from the Wass recommendations.</p> <p>Training events included the following:</p> <ul style="list-style-type: none"> • Exploitation training • Corporate parenting • Fostering Campaign • Autism training • Domestic abuse training (multi agency) • Practice Guidance (multi agency)

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		<p>of the Safeguarding Board acting as Fostering and Adoption panel.</p> <p>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.</p>	<ul style="list-style-type: none"> Threshold document for both Children and Adult Social Care. <p>The Safeguarding Board continues to develop and grow in relation to improving services and responses to the most vulnerable members of society. Equally the Board considers learning opportunities in relation to case reviews.</p> <p>The Safeguarding Board has oversight of the training priorities and the training list above were the priorities for the past twelve months.</p> <p>The working together document re-write has started and once complete will be subject to consultation.</p>
We will protect minority groups, equality and Human Rights on the Island	Human Rights Commission – Catherine Turner	<p>New three year Strategic Plan launched 1st 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.</p> <p>We have assisted over 60 people in the first half of the year.</p>	<p>In the last 6 months we have assisted 84 people either directly or by ensuring they reach the correct agency. Key areas of concern are access to Government Landlord or affordable housing.</p> <p>The right to housing is the economic, social and cultural right to adequate housing and shelter. Protected by the International Covenant on Economic, Social and Cultural Rights.</p> <p>The Equality & Human Rights Commission is continuing to press for Disability and Equality Legislation. The EHRC's submissions to the Privy Council</p>

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			<p>were welcomed by the Panel and the outcome was very positive.</p> <p>In view of the comment on the next line – the EHRC is very concerned by the charges proposed by the Public Solicitor’s office particularly to those on lower incomes.</p>
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.	<p>A full legal service remain in place and is available to all. Public Solicitor’s fees are set out in Extraordinary Gazette Notice dated 25 February 2020. There are fee exemptions for certain services, with no fees being charged to persons in households with an income of less than £10,000 per annum.</p>
We will protect our border from items/people that bring harm to the Island and have robust community policing to tackle crime	<p>POLICE – David Lynch</p> <p>ENRP – Darren Duncan</p>	<p>The police service continue to work with Immigration and Customs to maximise the use of intelligence to protect border and to tackle crime.</p> <p><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.</p>	<p>The Biosecurity team’s training in Pest Risk Assessment (PRA) has increased their capacity to support PRA information gathering and assist external advisory support services utilised for advanced PRA work.</p>
We will invest to reduce the risk of rock fall and continue to carry out regular checks to protect the community	<p>ENRD (I&T) – Derek Henry/David Goodrick</p>	<p>Capital funding is still awaited to progress the Rockfall mitigation and Management Strategy 2017.</p> <p>No further update at this stage.</p>	<p>Funding was approved from the Economic Development Improvement Programme. A contract for the work was signed with the successful tenderer CAN France in October 2019 and the work will be supervised by Fairhurst on behalf of SHG.</p> <p>Mobilisation/commencement of work</p>

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			<p>began in January and was expected to be finished in June 2020 but this may be delayed due to COVID-19 and also a delay of arrival of the helicopter and some of the materials to the Island. Work includes installation of rock fall protection in Upper Jamestown, Jamestown Wharf, Ladder Hill, Rupert's Wharf, Power Station and BFI and the Haul Road.</p>
<p>We will proactively address anti-social behaviour</p>	<p>POLICE – David Lynch (Liam/Dave Price)</p>	<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>	<p>As per the previous update in September 2019, these processes are embedded.</p> <p>The Youth Prevention Scheme is now called the Youth Diversion Scheme and continues to receive referrals from a number of agencies.</p>
<p>We will work with families and the community to ensure our children are safe</p>	<p>POLICE – David Lynch (Liam/Dave Price)</p>	<p>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</p>	<p>In the last six months there have been a further 43 referrals by the police to child services reporting concerns identified. St Helena Police Directorate continues to directly support Child Services work by attending strategy</p>

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		<p>investigative actions and will accompany allocated social workers where requested to undertake home visits. 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. 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>	<p>meetings and undertaking joint investigate actions and will accompany allocated social workers where requested to undertake home visits. Presentations held 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. 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>
<p>We will make those who have committed offences accountable</p>	<p>POLICE – David Lynch (Liam/Vanessa)</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. 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>For the period October 2019 to March 2020, a total of 55 cases were taken to Magistrates Court of which a total of 37 resulted in convictions.</p> <p>Out of the 18 which are outstanding – 7 were withdrawn or dealt with by way of a caution or dealt with under Youth Diversion Scheme and 11 are still pending prosecution.</p> <p>Upon conviction in Court the Probation Team are responsible for assessing individuals, making sentencing recommendations to the Court and</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> <p>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.</p>	<p>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.</p>
	 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</p>	<p>The position is unchanged and relies on prioritisation of Economic Development Investment Programme funding.</p>

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		<p>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 design and obtain full development permission.</p> <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.</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>	The police are currently working with the Highways Committee and the AG's Chambers to complete the draft legislation.	Road Traffic Ordinance still to be finalised.
	 Timeline Delivered within 3 – 5 years of the plan		



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We will build a new prison	I&T – Derek Henry/David Goodrick Police – Heidi Murray	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.	The new prison has full planning permission and funding is being sought from the UK Government. We have now completed detailed designs, and we are putting together tender documents, bills of quantities and building regulations ready for when the funding is approved.
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 but requires some specific geotechnical engineering to ensure the successful construction and maintained integrity of the structure.' 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. Funding is still to be identified in order to progress this project. This has been submitted as a Capital Bid.	No further development, funding for this project still to be secured.
	 Timeline Delivered within 3 years + ongoing through duration of the plan		
We will invest in youth services and develop facilities	Police/Safeguarding (Liam/Fiona)	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	The now renamed Youth Diversion Scheme (YDS) was officially launched at the Combined Safeguarding Board in July 2019 by the Probation Team who hold overall responsibility.

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		<p>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>	<p>YDS is now embedded and is now included as an Out of Court Disposal option for the Courts as well.</p> <p>The scheme is primarily designed to prevent and divert young people at risk of offending or displaying risky behaviour from entering the criminal justice system.</p> <p>This is achieved through multi-agency involvement and the provision of relevant interventions as an alternative to formal police involvement or court disposals.</p> <p>To date there have been 11 referrals and YDS actively engage with Children's Social Care, Police, Health and Education.</p>
We will invest in a more disabled friendly access environment	I & T – Derek Henry/David Goodrick	Revised Building Regulations have now been completed and being implemented.	No further action to be taken.



Altogether Healthier			
ACTION	Responsible Officer	Previous POSITION as at September 2019	CURRENT POSITION as at March 2020
	 Timeline Ongoing through duration of the plan		
We will continue to invest in medical equipment and adaptations	Health – Edward Rayment	New surgical equipment to upgrade our capacity to perform eye surgeries on island.	<p>Purchase of a new microscope for the Ophthalmology Department is in progress. The newly procured Retina Scan/OCT is already on Island.</p> <p>A portable Ultrasound machine has also been purchased and will enable cardio echoes to be undertaken with remote support.</p> <p>Purchase of a GeneXpert machine for the Pathology Department has enabled additional testing (Chlamydia, Gonorrhea by PCR, Influenza A & B, RSV and SARS Code 2) to be done on Island. The introduction of this machine has resulted in the requirement for less evasive sampling from patients.</p>
	 Timeline		

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	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>Pediatric nurse and emergency nurses post filled.</p> <p>Community nurse and dietician recruitment ongoing</p> <p>Started in house nursing trauma mangement training</p> <p>Training in brief intervention for health professionals from across the directorate starting end of October, will be delivered by Sterling university.</p>	<p>The Paediatric Nurse, Primary Care & Community Nurse Practitioner and Dietician posts remain vacant as a result of the successful applicants having withdrawn their interest. Re-advertising of posts on hold due to Covid-19 pandemic and associated restrictions on travel. Recruitment of additional clinical staff has commenced to aid Covid-19 preparedness.</p> <p>All Nursing staff have been trained in Trauma Management, through a series of study days and practical use of equipment. It is envisaged this training will be refreshed on a yearly basis.</p> <p>Training delivered by Sterling University during the period 26 October to 10 November 2019. 35 members of staff trained from the Health Directorate in total. The rolling out of Brief Intervention training as a result of this, remains ongoing.</p>
We will continue to educate, incentivise and support the public regarding improved healthier lifestyles	Health – Edward Rayment	<p>Finalizing the tobacco taxation legislation</p> <p>Targeting people non engaging with services by providing additional</p>	<p>Tobacco Taxation Legislation approved. It is envisaged the Tobacco Control Legislation will be processed for submission to Legislative Council in June 2020.</p>

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		<p>support to people with poorly controlled diabetes. Additional support for people who relapsed after initial smoking cessation</p>	<p>Workforce screening has been implemented and will be rolled out year-on-year. Those identified with Poorly Controlled Diabetes are encouraged to attend Chronic Disease Management clinics. The Community Engagement Worker has also been involved in data collection by means of a patient questionnaire to identify reasons for non-engagement, which are being addressed with a view to improving the service we provide.</p> <p>Patient contact maintained through follow-up at week 16/18. Patients are encouraged to recommence treatment and make contact with Community Nursing Staff or the Pharmacist regarding this or if in need of further advice outside of this contact.</p>
We will improve and increase our Government Landlord Housing stock	ENRP – Derek Pedley	<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 	<ol style="list-style-type: none"> 1. Expressions of interest have been received from interested contractors to build GLH at Bottomwoods. 2. A planning application will be submitted to Planning in May 2020 for the former Longwood Primary School. This empty property will be converted into 8 apartments for residents over 55 yrs of age.

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		<p>the private sector. This has reduced the waiting list and prevented homelessness.</p> <p>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> <p>Negotiations have begun with the relevant contractor to procure 9 residential apartments on long term lease subject to contract and planning permission.</p>	<p>3. Phase 1 of the CDA Bottomwoods site was cleared of vegetation on 15th March 2020.</p> <p>4. Barn View planning application has now been withdrawn due to public complaints.</p>
We will ensure we will have access to an adequate supply of clean water	Health – Dr Edward Rayment	<p>Water supply is tested regularly for safety by the Public Health Laboratory.</p> <p>Regular checks of water quality</p>	Water testing continues to be undertaken by the Pathology Department on a regular basis to ensure good water quality.
We will employ health specialists and a full quota of GPs to meet the needs of the public	Health – Dr Edward Rayment	<p>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.</p>	<p>The ENT Specialist visited during the period 23 November to 7 December 2019, as scheduled. The Optician's visit was extended (January 2020 to present) due to restrictions on travel both to and from South Africa. The Directorate has a full complement of Medical Officers, with additional support from a newly recruited GP and an Anaesthetist to aid the islands Covid-19 preparedness/response.</p> <p>The Job Profile for the post of Chief Medical Officer is being</p>

			developed. The post of Senior Medical Officer will thereafter be abolished.
	 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>	<p>Investment in staff is a priority and remains ongoing. A total of 8 Hospital and Community Nursing staff have completed their on-line Degree, whilst 1 is awaiting results; a further 2 commenced studies in January 2020. 2 Healthcare Assistants have commenced their 'access to nursing' course, whilst a further 2 are studying towards an NVQ in Health & Social Care. 2 Dispensers have been successful in obtaining an NVQ in Pharmacy Technician.</p> <p>Business Case developed for a Psychiatric Intensive Care Unit (PICU) in place of the originally proposed AMHU. Project approved as a micro-project under the Economic Development Investment Programme (EDIP) for delivery in 2020/21.</p>
We will support increased local production of fresh fruit and vegetables	ENRP/ESH – Rob Midwinter	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 and ENRP have been developing a draft Agricultural Support Programme for implementation during 2020/21. Engagement with the farming community has been facilitated by the Chamber of Commerce and there is

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		<p>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>	<p>general support for such a programme, which would see a move away from the provision of individual grants to small producers and an increased focus on collective project funding.</p>
<p>We will support initiatives that will provide affordable healthy food products</p>	<p>ESH – M George/R Midwinter</p>	<p>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.</p>	<p>As a part of the proposed Agricultural Support Programme, and also in response to food security concerns arising from Covid-19, there will be an increased focus on promoting the message of “Buy Local / Supply Local”, which will commence in April 2020. Alongside of this, ESH is also proposing to put in place a financial support scheme which is aimed at incentivising an increase in the amount of agricultural food produced locally.</p>





Altogether Greener			
ACTION	Responsible Officer	Previous POSITION as at September 2019	CURRENT POSITION as at March 2020
	 Timeline Ongoing through duration of the plan		
We will continue to encourage low carbon vehicle use through tax incentives	Corporate Finance – Nicholas Yon	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.	The new vehicle duty tariff came into force on 1 December 2019, to fixed 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 are charged duty of £200. This is 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	A policy for licensing of all fishing activities has been developed and consulted on both through stakeholders and publicly since the last reporting period.	A policy has been completed and endorsed by the Economic Development Committee in January 2020.
We will protect endemic fauna and flora and our agricultural sector by tackling invasive species	ENRP – Darren Duncan	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	Project now completed as of 31 March and end of project report to be completed by end of May 2020.



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		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 (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 the environment should be inclusive, not just WMS responsibility.	Waste Management Services (WMS) waste prevention campaign (marine pollution) in partnership with EMD Marine, SHNT Marine and SHAPE, whilst ready for delivery was postponed due to COVID-19. Roadside litter picks by RCV crews have continued, now including the Access Road, and with other areas already identified for targeted clean-up from April 2020 onwards. WMS delivered a 'Designated Public Spaces and Tourism Areas' project along the Access Road, sponsored by the Governor's Enabling Fund (and savings generated within the WMS recurrent budget). This project established 3 picnic areas for admiring the spectacular island scenery, to include; off-road parking
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	

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		(as displayed at Reception in the Castle).	
	 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 which took effect from 25 March 2019.	No further update. The Tax & Revenue Working Group continue to review customs tariffs to ensure that they are relevant and support the policy priorities of the Government.
	 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 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 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	A Waste Management Policy and Implementation Plan has now been completed and endorsed by ExCo in March 2020.


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		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	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.	The contractual details around any termination event have been agreed, all parties are content with the revised PPA wording. The PPA is now with the funders legal team. We still have the comfort of a reserve bidder if we fail to conclude with PASH.
	 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	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.	We are working with SHG for a long term Water Strategy.


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Altogether Better for Children and Young People			
ACTION	Responsible Officer	Previous POSITION as at September 2019	CURRENT POSITION as at March 2020
	 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	<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 Committee in September on an annual basis so that the success</p>	<p>As of end of February we have the following statistics for SHCC. No statistics can be collated for March due to the closure, staff absence and restricted access to SHCC.</p> <p>Number of course offerings: (18th edition & QGIS) = 265 Number of courses assessed for 2019/20 to date: = 59 Number of registrations received for 2019/20 to date: = 386 Number of Students enrolled with SHCC to date: = 946</p> <p>SHCC have worked closely with CHR and ESH and to date 82.1% of the training needs identified were met through SHCC providing the courses requested by staff through their TNA.</p>

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		of the SHCC can be measured and shared.	
We will provide youth facilities to include sport, cultural heritage, arts and crafts	ESH – Rob Midwinter	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.	A revision to the Social Enterprise Grants policy was approved by ESH Board in December 2019, which allows previous recipients to apply for further funding once they have successfully met all previous obligations. This minor change has opened the scheme to further applicants, with a total of 5 No. applications now approved in the total sum of £22K.
We will oversee and support crèche and child care facilities	Safeguarding – Tracey Poole-Nandy	All childcare facilities such as crèche's, child Inspected in relation to quality assurance for services for children and young people on St Helena.	All childcare facilities such as crèche's, child Inspected in relation to quality 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	No further action to lower the voting age is required at this time.	The Social and Community Development Committee has agreed that a Sub-Committee should be established to review the elections ordinance 2009, following various comments from members of the public about a few areas where they would wish to see change/improvement in voting procedures. The TORs for the sub-committee have been agreed and include the need to ascertain whether

			there is any appetite in the community to lower the voting age to 16 years.
	 Timeline Delivered within 1 year + ongoing through duration of the plan		
We will provide further education opportunities for Young People	Education – Wendy Benjamin	<p>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.</p> <p>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, 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.</p> <p>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.</p>	<p>See above for statistics pertaining to SHCC.</p> <p>The intake of Apprenticeships commenced in September 2019 and to date a total of 25 new apprentices have been recruited on the scheme. This included 15 vocational and 10 academic apprentices. There were 9 academic extensions until the end of August 2020 to allow these apprentices to continue in their 2nd year of A Level study and 10 extensions for the vocational apprentices up until the end of March to allow them to complete their training. This made a maximum total of 44 Apprentices on the scheme during this academic year. However, during this period 2 academic students resigned to take up full time employment and 2 vocational apprentices also resigned for personal reasons. This make a current total of 40 apprentices. 10 of which will complete their apprenticeship in March. There is just one more apprentice who is awaiting a suitable placement, unfortunately the two</p>

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			<p>businesses that has offered a placement, had declined in business and so could no longer offer the placement.</p> <p>Recruitment in the new vocational intake include the following:</p> <ul style="list-style-type: none"> 2 apprentice Electricians 2 apprentice Police Cadets 2 apprentice Construction Workers 3 apprentice auto mechanics 3 apprentice catering assistants (2 of whom have now resigned) 1 apprentice Linesman 1 Apprentice IT Assistant 1 Apprentice Fish Processor <p>All new apprentices have adapted well into the scheme.</p>
We will invest in sports on the Island for all abilities	ESH – Rob Midwinter	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.	Due to the funding being withdrawn by SHG this project has being shelved. 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	<p>As a result of the End of Year Assessments the following attainment was achieved:</p> <p>Primary Years 2 – 6</p> <p>English - 55.95% at ARE</p>	Remains as is, as no further assessment being undertaken.


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		<p>Maths - 49% at ARE</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>	
We will invest in improved safe spaces and recreation equipment for Children and Young People		<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>	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 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.	Introduction of maternity, paternity and adoption leave occurred on 1 April 2020.



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ACTION	Responsible Officer	Previous POSITION as at September 2019	CURRENT POSITION as at March 2020
	 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 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>	<p>The Minimum Income Standard and rates of BIP and IRB continues to be reviewed twice annually.</p> <p>Recent uplifts in IRB and BIP were approved by Executive Council in March 2020 by 0.42%.</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. This will be presented to the whole council to decide next steps.</p>
We will continually review customs duties to support the Island's development	Corporate Finance – Nicholas Yon	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. As part of the MTEF process the T&RWG are reviewing the current tax and customs duty policies. Further consideration will be given to customs duty proposals put forward.	<p>Recent changes made by Executive Council on Customs Duty tariffs include:</p> <ul style="list-style-type: none"> a) Amendments to the provisions for passengers arriving to take up employment on the Island for a period greater than 6 months. This align provisions for SHG employees with those of the private sector in support of the Labour Market Strategy. b) Annual increases in specific duty for tobacco and alcohol in line with inflation; and

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			c) Reducing tariff on incontinence pads and post op materials and appliances to 5%.
We will encourage eco-tourism	ESH/Tourism – Helena Bennett/R Midwinter	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.	Saint Helena Tourism has been working with Green Flag in order to attain accreditation for walks and trails, continues to assist SHG in the pursuance of Dark Skies accreditation, contributes to the Cloud Forest Management Project and has also supported the Marine Team at SHNT in respect of Whale Shark related initiatives. ESH continues to work with SHRI in order to identify opportunities for attracting international academia.
We will continue to invest in the agriculture and fisheries sectors	ENRP –Darren Duncan	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. SHG discussions with the potential investor for fish processing has not continued following discussions for a	ENRP 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. ENRP has worked as part of the SHG Investment Enabling Group (Sub Working Group) with a preferred bidder for delivery of a sector wide fisheries improvement proposal for an initial 2 year period.

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		period in the previous 6 months, as an investment proposal has not been provided to SHG at this time.	
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 November 2019:</p> <p>Total no. of succession plans identified – 20 Posts successfully localised to date – 6 Succession plans in progress – 14 Succession plans to be achieved by: 2019/20 – 3 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> <p>a) Learning and development needs of all employees are resourced by ensuring all employees are able to access training and development</p>	<p>Succession planning for the period 2016 – 2022 reflected as March 2020:</p> <p>Total no. of succession plans identified – 20 Posts successfully localised to date – 6 Succession plans in progress – 14 Succession plans to be achieved by: 2019/20 – 3 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> <p>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'</p>




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		<p>opportunities that are 'forward thinking'</p> <p>b) Leadership specific learning needs (e.g. coaching, collaborative working) are met in order to establish a 'one culture' organisation through strong leadership</p> <p>c) Supporting home-grown talent to develop to their full potential and ensuring we meet career progression aspirations</p>	<p>b) Leadership specific learning needs (e.g. coaching, collaborative working) are met in order to establish a 'one culture' organisation through strong leadership</p> <p>c) Supporting home-grown talent to develop to their full potential and ensuring we meet career progression aspirations</p>
<p>We will actively encourage Saint Helenians to return to the Island to take up jobs for the benefit the economy</p>	<p>CSPP– Amanda Curry-Brown ESH – M George</p>	<p>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.</p>	<p>A Labour Market Strategy was approved in December 2019 to take effect from 1 January 2020. The Careers Access St Helena coordinator will be recruitment following budget approval. Eligibility for Customs Duty exemptions available to individuals arriving on St Helena for work have been expanded to ensure that both returning St Helenians and internationally-recruited workers will benefit, regardless of whether they work for SHG or a private sector employer. The Investor Prospectus has been marketed by ESH to the Diaspora from October to encourage skilled Saints/Investors back to the island.</p>

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			<p>ESH provides input to relevant policy review working groups, targets local investors to work with local partners in order to increase opportunities available for saints.</p> <p>In November 2019 during an Investment visit to the UK, ESH held a meeting for UK based St Helenians, presenting the new Investment Prospectus and hosting a networking buffet. This event was very well-received.</p>
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	Continually reviewed. It was identified that a number of the issues relating to currency had actually been in relation banking facilities on the Island. The BoSH and SHG are taking forward initiatives to improve banking facilities on the Island.
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	<ol style="list-style-type: none"> 3 Crown Land plots are being advertised this week with two reserved for first time buyers. 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. The Bottom Woods CDA has just received planning permission and this will release approximately 30 	<ol style="list-style-type: none"> The three Sapperway plots have been sold subject to planning permission 9 Plots at the Bottomwoods CDA will be put on the market for sale in July 2020.

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		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>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>	<p>The Minimum Income Standard and rates of BIP and IRB continues to be reviewed twice annually.</p> <p>Recent uplifts in IRB and BIP were approved by Executive Council in March 2020 by 0.42%.</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. This will be presented to the whole council to decide next steps.</p> <p>The most recent changes made by Executive Council on Customs Duty tariffs include reducing tariff on incontinence pads and post op materials and appliances to 5%.</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		
We will raise the minimum wage and have a living wage for the Island	Chief Economist – Nicole Shamier	The Minimum Wage is being reviewed again for implementation on 1 April 2020.	<p>The Minimum Wage was increased again on 1 April 2020 by 5p.</p> <ol style="list-style-type: none"> I. £3.18 per hour for all employees having attained the age of 18 years; II. £2.23 per hour for all young people having attained the age of 16 and 17 years.
	<div>Timeline</div> 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	<p>SHG has received EDF'11 funding towards the capital costs of a fibre optic cable.</p> <p>A Letter of Intent was signed with Google in July 2019.</p> <p>Marine Surveys to map the route of the cable have been completed.</p> <p>When plugged in, the fibre optic cable will deliver superfast broadband to St Helena, allowing St Helena to achieve cheaper and faster internet connection.</p>	<p>SHG has received EDF'11 funding towards the capital costs of a fibre optic cable. A contract was signed with Google in December 2019.</p> <p>Marine Surveys to map the route of the cable have been completed.</p> <p>Planning permission for the Cable Landing Station has been granted. The Cable Landing Station is being procured.</p> <p>When plugged in, the fibre optic cable will deliver superfast broadband to St Helena, allowing St Helena to achieve cheaper and faster internet connection.</p>

