

St Helena Island 10 Year Plan 2017-2027

Six Month Review

April 2020 – September 2020



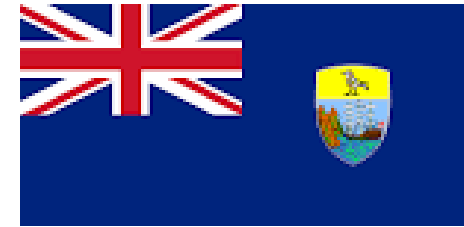
The 10 Year Plan was launched on 1st April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

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

Some of the highlights are as follows:

- A training sub-group is now in place to identify and agree the delivery of safeguarding-related training across all sectors. This is a multi-agency approach to training and development.
- The use of mobility vehicles has increased the ability to support 'hard to reach' people and enable them to access amenities and improve their quality of life.
- The third phase of rockfall protection on St Helena was undertaken by CAN France and supervised by Fairhurst, between 13 January and 10 July 2020.
- SHG and ESH put in place a number of business support schemes in response to the Covid-19 Pandemic
- ESH rolled out a bespoke package of support to farmers in order to encourage and support increased local production
- A total of 68 cases were taken to Magistrates Court of which a total of 56 resulted in convictions.
- Two, 2 bedroom disabled friendly Government Landlord homes are nearing completion at the Bottomwoods CDA. Plans for the construction of four 1 bedroom GLH flats within the bottomwoods CDA have been approved and registered.
- End of Year Assessment Results


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 31 st March 2020	CURRENT POSITION as at 30 th September 2020
	 Timeline Ongoing through duration of the plan		
We will protect and empower all vulnerable people	SAFEGUARDING – Gavin (Jack) Thomas	<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) 	<p>The safeguarding Board continues to develop and meets its objectives. Board membership now includes third party/voluntary representation.</p> <p>A training sub-group is now in place to identify and agree the delivery of safeguarding-related training across all sectors. This is a multi-agency approach to training and development. The training programme will run for a period of twelve months and will include: safeguarding, vulnerability, countering bullying, dealing with death, serious case reviews, a repeat of corporate parenting, domestic abuse, exploitation and service-specific training.</p> <p>The social care directorate is now linked with a UK Local authority for peer review, support and direction. Where relevant, colleagues from other directorates are invited to attend on-</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. 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>	<p>line work streams such as health and education.</p> <p>The 'working together' document has been drafted and is now in circulation for final consultation. The launch of the document will include relevant persons to attend workshop sessions to ensure effective implementation.</p> <p>Significant work is being done to meet the needs of vulnerable people living at home. This has seen a shift and increase in the number of service users now benefiting from domiciliary care services.</p> <p>The use of mobility vehicles has increased our ability to support 'hard to reach' people and enable them to access amenities and improve their quality of life.</p>
We will protect minority groups, equality and Human Rights on the Island	Human Rights Commission – Catherine Turner	<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</p>	<p>The EHRC has had 66 new contacts in the period raising 77 themes. The majority of contacts have had their issue resolved or been referred to another agency. 17 are issues which potentially have human rights implications and were therefore assisted and followed up by the EHRC. Enquiries have ranged from access to justice (causing a rise in the number of judicial complaints), domestic abuse and housing. The highest number of complaints have been about the police/prison and Government Landlord</p>

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		<p>EHRC's submissions to the Privy Council 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>	<p>Housing. The police complaints have been about arrests and charges subsequently dropped, the retention of IT equipment and allegations of unlawful detention. The Prison complaints are from past prisoners held between 2009 and the work commencing to upgrade the prison in 2018/19. The lack of a substantive public solicitor is a concern as the Lay Advocates are dealing with cases which should be dealt with by a solicitor. In addition the EHRC have had an increase in people seeking legal advice because if you are a family of 4 living on an £12,000 year you cannot afford legal fees.</p> <p>The EHRC does not have a budget for legal advice.</p>
We will provide a full legal system and protect the right of access to legal services for all		<p>A full legal service remain in place and is available to all. Public Solicitor's fees are set out in <u>Extraordinary</u> 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 ENRP – Darren Duncan</p>	<p>The Biosecurity team's training in Pest Risk Assessment (PRA) has increased their capacity to support PRA information gathering and assist</p>	<p>Community policing was identified in the HMICFRS (<i>Her Majesty's Inspectorate of Constabulary & Fire and Rescue Services</i>) inspection of the St. Helena Police Service as being in need</p>

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		external advisory support services utilised for advanced PRA work.	of further development. A revised Community Policing Strategy is currently under development to address the issues raised.
We will invest to reduce the risk of rock fall and continue to carry out regular checks to protect the community	I&T – Derek Henry	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. Mobilisation/commencement of work 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.	The third phase of rockfall protection on St Helena was undertaken by CAN France and supervised by Fairhurst, between 13 January and 10 July 2020. The project, funded by the Economic Development Improvement Programme, comprised of the installation of rockfall catch fences, rockfall netting and the construction of a rock trap earth bund, in James and Rupert's Valley.
We will proactively address anti-social behaviour	POLICE	As per the previous update in September 2019, these processes are embedded. The Youth Prevention Scheme is now called the Youth Diversion Scheme and continues to receive referrals from a number of agencies.	The Youth Diversion scheme continues to function well and to address the referrals it receives.
We will work with families and the community to ensure our children are safe	POLICE	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	From April to September 2020 a total of 27 referrals have been sent to Children's Services.

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		<p>attending strategy meetings and undertaking joint investigate actions and will accompany allocated social workers where requested to undertake home visits.</p> <p>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.</p> <p>St Helena Police lead Multi Agency Public Protection Arrangements (MAPPA) and manage Registered Sex Offenders.</p> <p>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	<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</p>	<p>For the period April to September 2020, a total of 68 cases were taken to Magistrates Court of which a total of 56 resulted in convictions.</p> <p>Out of the 12 which are outstanding – 9 were withdrawn and 3 are pending prosecution.</p> <p>Between start of April and end of September 2020, fourteen community sentences and six custodial sentences were imposed, all of which involved management by the Probation Service.</p>

		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 and construction works to begin. Once capital funding becomes available</p>	We anticipate the release of EDIP funding for the Ruperts sewage system.

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		<p>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>I & T- Derek Henry</p> <p>POLICE</p>	<p>The police are currently working with the Highways Committee and the AG's Chambers to complete the draft legislation.</p> <p>Road Traffic Ordinance still to be finalised.</p>	<p>Work continues on the revised Road Traffic Ordinance, with amendments to the draft being undertaken during this six month period.</p>
	 Timeline Delivered within 3 – 5 years of the plan		
We will build a new prison	<p>I&T – Derek Henry</p> <p>POLICE</p>	<p>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</p>	<p>Funding for the prison will be via the EDIP programme. It is likely that this will mean that construction will not start until late 2023.</p>



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		of quantities and building regulations ready for when the funding is approved.	A Police Custody Suite is under construction at Coleman House.
We will invest in a new fire station	I&T – Derek Henry 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 being submitted as a Capital Bid.	Plans to build a new fire station have now been abandoned and work is ongoing to identify potential improvements to the current location.
	 Timeline Delivered within 3 years + ongoing through duration of the plan		
We will invest in youth services and develop facilities	Police/Safeguarding	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. YDS is now embedded and is now included as an Out of Court Disposal option for the Courts as well.	The Youth Diversion scheme continues to function well and to address the referrals it receives. From April to September 2020 a total of 27 referrals have been sent to Children's Services.

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		<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	<p>Revised Building Regulations have now been completed and being implemented.</p> <p>No further action to be taken.</p>	No further action.



Altogether Healthier			
ACTION	Responsible Officer	Previous POSITION as at March 2020	CURRENT POSITION as at September 2020
	 Timeline Ongoing through duration of the plan		
We will continue to invest in medical equipment and adaptations	HEALTH	<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>	<p>Replacement items purchased to ensure continuity of service delivery.</p> <p>Work started on asset replacement and maintenance registers, particularly to inform requirements for specialist maintenance visits.</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	<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>	<p>School Nurse appointed.</p> <p>Recruitment completed for Pharmacist and Community Psychiatric Nurse.</p>
We will continue to educate, incentivise and support the public	HEALTH	Tobacco Taxation Legislation approved. It is envisaged the Tobacco Control Legislation will be processed	The Tobacco Control Legislation was endorsed by Legislative Council in June 2020. Discussions ongoing with Public


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<p>regarding improved healthier lifestyles</p>		<p>for submission to Legislative Council in June 2020.</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>	<p>Health Committee and various stakeholders to put in place Tobacco Control Regulations in mid-2021.</p> <p>Progress on workforce screening slowed as resources were diverted to COVID-19 response.</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>
<p>We will improve and increase our Government Landlord Housing stock</p>	<p>I&T – Derek Pedley/Nikita Crowie</p>	<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. 	<ol style="list-style-type: none"> 1. Two, 2 bedroom disabled friendly Government Landlord homes are nearing completion at the Bottomwoods CDA, both houses are currently at the stage of being sealed and water tightdate. The contractual date of completion is 16th April 2021.

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		<p>This empty property will be converted into 8 apartments for residents over 55 yrs of age.</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>	<p>2. Plans for the construction of four 1 bedroom GLH flats within the bottomwoods CDA have been approved and registered. Once services are bought to the area the construction of the flats will be advertised.</p> <p>3. Surveys and costings have been carried out of the RE Yard, with the intention of converting 4 dwellings into self contained units, kitchens and wc's are currently located away from the bedrooms and living areas.</p>
We will ensure we will have access to an adequate supply of clean water	HEALTH	Water testing continues to be undertaken by the Pathology Department on a regular basis to ensure good water quality.	Ongoing as per the previous update.
We will employ health specialists and a full quota of GPs to meet the needs of the public	HEALTH	<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 developed. The post of Senior</p>	<p>The Directorate had a full complement of Medical Officers in post, including a GP and an Anaesthetist as part of the island's COVID-19 response.</p> <p>Specialist visits to the island were curtailed by travel restrictions as a result of COVID-19. However, as part of the island's COVID-19 response a link was put in place to provide additional remote call-down support and consultation.</p> <p>Recruitment took place for a Chief Medical Officer (postholder had been</p>

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		Medical Officer will thereafter be abolished.	recruited by end September 2020 and was due to arrive in St Helena in October 2020). Given the additional workload arising from the island's COVID-19 response, the post of Senior Medical Officer was not abolished. Review of the management arrangements is planned under the Health Sector Review.
	 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	<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>	<p>Training ongoing.</p> <p>Tender documents finalised for Psychiatric Intensive Care Unit (PICU) and procurement initiated.</p>


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<p>We will support increased local production of fresh fruit and vegetables</p>	<p>ENRP/ESH – Rob Midwinter</p>	<p>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 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>An agricultural support programme was developed for the 2020 financial year only, due to uncertainties around future ESH project funding. This involved funding support from ESH for ENRP to support the sector by undertaking a number of initiatives and for individual enterprises to bid for grant funding.</p> <p>The Agronomist post has been agreed for extension for a further year for 2021-22 to support producers with vegetable production, in particular.</p> <p>ESH Board agreed a bespoke package of support to the farming community, which provided grants of up to £2,000 in the following areas:</p> <ul style="list-style-type: none"> • Enhanced water security, e.g. water tanks, water troughs and drip irrigation; • Improved produce protection, e.g. rabbit / dog proof fencing and posts; • Increased mechanization, e.g. rotivators and tractor attachments; • Equipment to support clearance of weeds and invasive species, e.g. spraying equipment. <p>A total of 86 individual grants were approved to a total value of £130,089. Additionally funding was provided to ANRD to support procurement of drip</p>
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			<p>irrigation equipment and funding was made available to farmers for seed and other consumables to encourage production as part of ESH Covid Support.</p> <p>This funding was all provided through the ESH FCDO Project Programme.</p>
<p>We will support initiatives that will provide affordable healthy food products</p>	<p>ESH – M George/R Midwinter</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>	<p>Following a successful “Grow Local” initiative jointly organised by Solomon & Co and SHNT, with minor input from ESH, an approach was made by Solomon’s Marketing in relation to taking forward further branding to promote the themes of ‘Grow Local’, ‘Produce Local’ and ‘Buy Local’. ESH was very pleased for the private sector to take the lead on this initiative.</p>






Altogether Greener			
ACTION	Responsible Officer	Previous POSITION as at March 2020	CURRENT POSITION as at September 2020
	 Timeline Ongoing through duration of the plan		
We will continue to encourage low carbon vehicle use through tax incentives	Corporate Finance – Nicholas Yon	<p>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.</p> <p>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.</p>	No further update.
We will police illegal fishing in St Helena waters	ENRP – Darren Duncan	A fishing licencing policy has been completed and endorsed by the Economic Development Committee in January 2020.	<p>Work continued to develop a Marine Compliance and Enforcement Policy for St Helena and this will be taken to ENRC and stakeholders during the next quarter for consultation towards its approval by end of quarter 3.</p> <p>The Blue Belt programme has been supporting the Directorate with</p>


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			implementation of actions for monitoring our offshore fishery through satellite surveillance and will continue to do so until the Blue Belt project for St Helena ends.
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 the project's outputs to be finalised and communicated to the project's stakeholders. Project now completed as of 31 March and end of project report to be completed by end of May 2020.	Nothing further to report on this item.
We will support community green projects and tidy-ups, and enforcement of relevant legislation regarding litter	ENRP – Mike Durnford	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	WMS have incorporated roadside litter picks by RCV crews into their Standard Operating Procedures (SOP's) and this is continuing to work well. WMS developed and commenced a COVID-19 hazardous waste incineration service as part of the COVID-19 Prevent Strategy, predominantly used by St Helena Airport for disposal of PPE following Repatriation Flights. WMS assisted with tidying up Bradley's Camp Quarantine Facility in advance of the quarantine cycles and also provided domestic and clinical waste bins for the Camp. WMS have continued to clean-up across the Island including; Access Road, Plantation Forest and the Duke of Edinburgh Playground.


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		established 3 picnic areas for admiring the spectacular island scenery, to include; off-road parking	Communal bin housings were constructed to benefit residents in Clay Gut and Windy Point to address waste management issues.
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).	
	 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	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.	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 Waste Management Policy and Implementation Plan has now been completed and endorsed by ExCo in March 2020.	Using waste as an energy source is no longer valid. To date WMS are currently delivering against 5 of the 7 goals within the Waste Management Implementation Plan, in line with the plan's implementation timetable.
	 Timeline Delivered within 1 - 3 – 5 years of the plan		

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We will invest in renewable energy with a view to becoming 100% self-sufficient	Connect – Barry Hubbard	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.	Conditions Precedents are due to be satisfied at the end of January 2021 with actions from PASH, Connect & SHG outstanding.
	 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	We are working with SHG for a long term Water Strategy.	The draft water strategy has undergone public consultation and due for submission to ENRC in October 2020.




Altogether Better for Children and Young People			
ACTION	Responsible Officer	Previous POSITION as at March 2020	CURRENT POSITION as at September 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>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</p>	<p>For the period April – September 2020 SHCC did not operate as normal due to the restrictions required as a result of the covid-19 pandemic. Courses resumed as normal from September.</p> <p>In June/July SHCC staff undertook a face to face approach for determining the training needs of the private sector. This was more successful than in the past where a paper based approach was used. Liaison with CHR also ensured that the training needs of the public sector were also captured. Of the 47 course identified by the private sector SHCC is able to provide 44 (93.6%) and for the 32 courses</p>

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		training needs identified were met through SHCC providing the courses requested by staff through their TNA.	identified by the public sector SHCC is able to provide 24 of the requests (75%). SHCC will be mindful of the courses that are currently unavailable and investigate solutions for this provision and whether they can be catered for within the current resources.
We will provide youth facilities to include sport, cultural heritage, arts and crafts	ESH – Rob Midwinter	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	During 2020/21, ESH has supported a total of 6 No. Social Enterprise initiatives, to a total value of approx. £32,000.
We will oversee and support crèche and child care facilities	SAFEGUARDING	All childcare facilities such as crèche's, child Inspected in relation to quality assurance for services for children and young people on St Helena.	We continue to inspect Crèches and child minders on an annual basis. These inspections are undertaken by a qualified children services social worker. A policy for Crèche providers and child minders. This policy sets out our responsibilities and standards. Fostering services will be relaunched in the new financial year. However, we are currently exploring some interests to foster and re-assessing some people following a change in their

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			<p>circumstances. We are actively making use of approved foster carers, and one social worker leads on fostering. After a period of closure in November 2019. The former children's home (family centre) reopened as a mother and baby unit. In April 2020, the service became fully functional again as a children's provision with dual purposes. This service is now a provision for Children Looked After. A range of services are now being provided; some reinstated, to protect and safeguard some of the island's most vulnerable children and young people.</p>
	<p> Timeline Delivered within 1 year + ongoing through duration of the plan</p>		
We will consider lowering the voting age	<p>Corporate Services – Carol George</p>	<p>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.</p>	<p>The Sub-Committee of the Social and Community Development Committee produced a report following its review of the Elections Ordinance in July 2020. The Sub-Committee engaged with young people on the question as to whether or not the voting age should be reduced to 16 years of age. 34 students aged between 14 and 15 years of age were consulted, 33 young people between the ages of 16 and 17 years and 6 persons aged 18 years of age. Each group engaged in some discussion on the issues for and against the lowering of the voting age, the lowering of the age to stand for election and</p>

			<p>were asked to indicate their position on the issues in an anonymous questionnaire, the results of which were:</p> <p>41% were in favour of lowering the voting age to 16 and 59% were opposed in the 15-16 years age group; in the 16-17 years age group, 76% were in favour of lowering the voting age to 16 years and 21% were against it, with 3% undecided; and in the 18 years age group 50% were in favour of lowering the voting age to 16 years and 50% were against. The overall outcome of those young people who are consulted was that 58% were in favour of lowering the voting age, 41% were against and 15 were undecided.</p> <p>The sub-committee therefore recommended to the Social and Community Development Committee that further engagement on the lowering of the voting age should be held with the wider community.</p> <p>Following presentation of this report to the Social and Community Development Committee, the Chairman of the sub-committee requested that some new matters which had come to light should be</p>
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			addressed by the sub-committee, with a view to re-submitting the report; those matters did not relate to the lowering of the voting age. Once the Social and Community Development Committee has considered the amended report, the way forward will be decided.
	 Timeline Delivered within 1 year + ongoing through duration of the plan		
We will provide further education opportunities for Young People	Education – Wendy Benjamin	<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</p>	<p>6 Band 3A Apprentices completed their 2 year academic training in August</p> <p>1 work based apprentice completed his training and was taken on as a trainee within the organization.</p> <p>The Directorate was able to offer an extended programme to the remaining apprentices and was able to accommodate the new cohort of interested school leavers from September 2020 making a total of 35 apprentices. The Directorate was supported by Internal Audit, Emigration and St. Helena Airport for sponsoring apprenticeships in their departments.</p> <p>Three students were successful for a placement under the Scholarship Programme. One was able to start studies on-island through SHCC whilst the others had to delay their start to</p>

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		<p>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 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>	<p>the following year due to covid-19. One scholarship student returned having gained second class honours and is employed in the Health Directorate.</p>
We will invest in sports on the Island for all abilities	ESH – Rob Midwinter	<p>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.</p>	<p>Whilst ESH had planned to continue funding uniforms for international events, none took place as a result of the Covid-19 pandemic. Instead, a small number of local initiatives were supported, such as the Festival of Running. Additionally grant funding has been provided for gym facilities and a swimming club.</p>

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	 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 English - 55.95% at ARE 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.</p>
		<p>As a result of the End of Year Assessments for 2020 the following attainment was achieved:</p> <p>Primary Years 2-6 – 56.8% of children achieved ARE in Maths (58 males, 63 females) and 61.9% in English (58 males, 74 females).</p> <p>Secondary - Keystage 3 Years 7-9 58.6% of students achieved ARE in Maths (34 males, 37 females) and 46.2 % in English (28 males, 28 females).</p> <p>In secondary, our results for keystage 3 show a slight decrease in the percentage of students achieving ARE in Maths and English. This decrease was anticipated as we are aware that we have a group of children with significant learning needs and we are working to address these. Despite the attainment results in English not meeting the target, progress scores show that we have a large number making the expected progress. As a result of our analysis we have determined that in PAS on average half of the children who did not achieve ARE</p>

		<p>2 Teacher Trainees have successfully completed their OU studies and 3 trainees have been recruited. Remains as is, as no further assessment being undertaken.</p>	<p>made the expected progress. Contributing factors that could have impacted on the attainment include, attendance issues, family bereavement, and family issues (safeguarding cases), low ability, SEMH needs, newly arrived to the island and at a low level of ability and EAL. Across Years 2 -9 there were about 26 children who missed ARE by 1 or 2 marks who teachers felt were capable of achieving ARE. Work is currently in place in schools to support the students who did not attain ARE through intervention programmes and additional support in class.</p> <p>51% of students (18 students - 6 boys and 12 girls) achieved 5 A*-C/4-9 grades this year including English and Maths.</p> <p>In English 26 out of the 35 students sat the GCSE. 9 students worked on the Step-up examination which is a level below GCSE due to their low level of ability. 74% (26/35 students - 7 boys and 19 girls) of students gained A*-C grades in English Language.</p> <p>All students sat the GCSE Maths examination. 60% [21 students - 8 boys and 13 girls] of students achieved 4 – 9 grades in Maths.</p>
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			<p>Whilst teacher assessment showed that all students progressed in their learning over the year, formal testing showed that in keystage 2 74% improved on their test scores in Maths from the previous year and 73% in English. In keystage 3, 76% improved on their test scores in Maths from the previous year and 74% improved in English.</p> <p>Investment in Teacher Training has resulted in 30 out of 43 local teachers (an increase of 21 over the past 3 years) being qualified to at least level 4 = 69.7% Including TC officers 37 out of 50 teachers are qualified to at least level 4 = 74%.</p> <p>To date 2 Teacher Trainees have successfully completed their OU studies and passed their Level 4 in teaching and learning and we have recruited a further 3 teacher trainees.</p>
We will invest in improved safe spaces and recreation equipment for Children and Young People		This is an area that does need to be addressed and is linked to the wider health agenda as well as providing safe spaces for children and young people to play. Currently the spaces to play are limited across the Island.	All primary schools were able to source project funding from the then Foreign and Commonwealth Office and were able to make improvements to the school play areas for children.

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	 Timeline Delivered within 3 years of the plan	
We will introduce paid maternity, paternity and adoption leave on the Island	Chief Economist – N Shamier 	Introduction of maternity, paternity and adoption leave occurred on 1 April 2020. Maternity, Paternity and Adoption Leave has now been included within the Employment Rights Ordinance. An allowance of 14 weeks maternity leave has become statutory, of which at least 4 weeks is paid as full pay. An allowance of 2 weeks paid paternity and adoption leave has become statutory.



Altogether Wealthier			
ACTION	Responsible Officer	Previous POSITION as at March 2020	CURRENT POSITION as at September 2020
	 Timeline Ongoing through duration of the plan		
We will reduce inequality and poverty	Corporate Finance – Nicholas Yon/Ann Muir	<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>IRB and BIP rates were reviewed and changed in September 2020 to reflect changes in prices.</p> <p>The Social Policy Planner is reviewing the work of the Social Security Review working group and providing advice to the Social & Community Development Committee on the options.</p>

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<p>We will continually review customs duties to support the Island's development</p>	<p>Corporate Finance – Nicholas Yon</p>	<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 aligns 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 c) Reducing tariff on incontinence pads and post op materials and appliances to 5%. 	<p>The Tax & Revenue Working Group is in the process of reviewing customs duties as part of the annual MTEF process.</p>
<p>We will encourage eco-tourism</p>	<p>ESH/Tourism – Helena Bennett/R Midwinter</p>	<p>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</p>	<p>St Helena Tourism has obtained Green Flag Accreditation on its Post Box Walks and Foot Trails. The Dark Skies accreditation is pending with IDA. The change of legislation in the Environmental Protection Ordinance has been approved by ENRC and is currently being prepared for public consultation. St Helena Tourism contributed to the Cloud Forest Management Plan, to ensure the Cloud Forest is enjoyed by</p>


SIX MONTH PROGRESS REPORT AS AT SEPTEMBER 2020



		to identify opportunities for attracting international academia.	international and domestic tourists whilst being sustainable for St Helena. ESH also supported the development of a Whale Shark app by SHNT, which will assist the development of both data and also marine awareness in respect of this niche marine environment product for the island.
We will continue to invest in the agriculture and fisheries sectors	ENRP –Darren Duncan	<p>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.</p> <p>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.</p>	<p>An agricultural support programme was developed for the 2020 financial year only, due to uncertainties around future ESH project funding. This involved funding support from ESH for ENRP to support the sector by undertaking a number of initiatives and for individual enterprises to bid for grant funding.</p> <p>A 2 year exploratory licence and associated tuna science programme has been developed by ENRP and Blue Belt partners in support of the fisheries investment proposal and both will be processed through the SHRI and ExCo for approval by the end of quarter 3.</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 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</p>	The position remains the same as March 2020, as at September 2020.

		<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	CSPP– Amanda Curry-Brown ESH – M George	<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.</p> <p>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.</p> <p>The Investor Prospectus has been marketed by ESH to the Diaspora from October to encourage skilled Saints/Investors back to the island. 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,</p>	<p>A Labour Market Strategy was approved in December 2019 to take effect from 1 January 2020. Career Access St Helena (CASH) will be established following consultations regarding Fit for the Future. The Career Access and Economic Policy Assistant began work developing a CASH website, forms and related processes.</p> <p>ESH continued the marketing of the Investment Prospectus via the ESH website, at the Berlin European Film Festival (EFM), and Paris during February and March 2020. The latter whilst not directed at the diaspora but was aimed at generating interest from those markets that would potentially require on-island resource/product/service-opportunities that could be investing in by locals/the diaspora. This planned marketing campaign was cut short due to the escalation of COVID-19.</p> <p>With travel restrictions and unknown global and local environments implicated by COVID-19, it became difficult to attract Saints overseas to return/invest in the</p>

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		presenting the new Investment Prospectus and hosting a networking buffet. This event was very well-received.	island, however ESH continued to work with known investor-interests.
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. 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.	No further update at this time.
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/Nikita Crowie	<ol style="list-style-type: none"> 1. The three Sapperway plots have been sold subject to planning permission. 2. 9 Plots at the Bottomwoods CDA will be put on the market for sale in July 2020. 	10 plots at the Bottomwoods CDA to be advertised. We are still waiting costs for the pillar feeders to be able to release the sale price for the plots. The pillar feeders are bespoke and there is no data on island on which to base estimates, it is likely that the tender process for installing these will be the best source of costings. These works are being prioritised by the Technical team. Once this information is done and the contract for sale is prepared the plots may be advertised. This is a CDA development where development and services are interlinked, this additional contractual work has to be done up front before release, unlike other land sales which are generally of un-serviced land.
	 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 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>	No further changes at this time.
	 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	<p>The Minimum Wage was increased again on 1 April 2020 by 5p.</p> <ol style="list-style-type: none"> £3.18 per hour for all employees having attained the age of 18 years; £2.23 per hour for all young people having attained the age of 16 and 17 years. 	<p>A Minimum Wage Policy was drafted and consulted on in 2020-21.</p> <p>The next increase is being planned for July 2021.</p>
	<p>Timeline</p> <p>Delivered within 1 - 3 – 5 years of the plan</p>		
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 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.</p> <p>The Cable Landing Station is being procured. 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>The Cable Landing Station unit has been manufactured and is being delivered in March 2021. The Cable Landing Station site has been prepared to receive the unit and also the cable.</p> <p>The procurement for a new licence holder for Public Communications Networks and Services commenced.</p>

