

St Helena Island 10 Year Plan 2017-2027

Six Month Review

April 2021 – September 2021

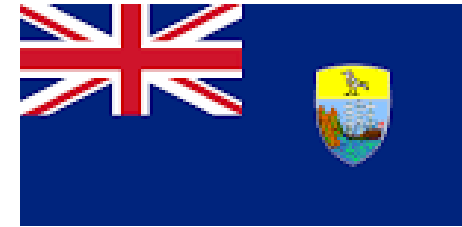
The 10 Year Plan was launched on 1st April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

This review captures progress made within the six month period **April - September 2021** in alignment with SHG Strategic and Operational Plans.

Some of the highlights are as follows:

- For this period a total of 70 cases were taken to Magistrates Court of which a total of 57 resulted in convictions.
- The Disabled facilities grant has in this financial year adapted six properties and provided mobility equipment in conjunction with the OT in health.
- Two 2 bedroom access friendly homes were completed at Bottomwoods CDA on 21 June 21.
- An assessment of the health service was undertaken in June/July. Following this a transformation plan has been developed.
- An Oxygen Plant has been procured for the Bradley's Covid Facility. The Plant is in place and the estimated commissioning date is February 2022.
- The Marine Compliance and Enforcement Strategy is being implemented and a new Fishing Licence compliance system introduced.
- To date a total of 1126 members have registered in the St Helena Community College.
- Two new ventures supported through lease agreements in the Ladder Hill Business Park –Creative St Helena and a new tailoring service.
- 15 apprentices completed Apprenticeships by September 2021, of which 12 are in employment, 3 are job-seeking and 1 has left the island.
- Social Security Ordinance amended in 2021, and recommendations of the Working Group implemented from 1st October 2021.
- The Fibre Optic Cable landed at St Helena in August 2021.


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 2021	CURRENT POSITION as at 30 th September 2021
	 Timeline Ongoing through duration of the plan		
We will protect and empower all vulnerable people	SOCIAL CARE	<p>The Safeguarding Board continues to develop and meets its objectives. Board membership now includes third party/voluntary representation. 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. The Children and Adult Social Care Directorate is now linked with a UK Local authority for peer review, support and direction. Where relevant, colleagues from other directorates such as Health</p>	<p>The safeguarding Board's members has grown to include NGO representative's island wide and the CEO of the Equality and Human Rights organisation. The Tor has been updated to reflect he changes across St Helena Government and the change in chair, but the board remains independent ensuring the effective multi agency response to the safeguarding of children and adults on St Helena.</p> <p>Training has continued over the past twelve months and includes the following areas:</p> <ul style="list-style-type: none"> • Domestic abuse • IDVA training • Effective communication • Care Planning • Person centred care • Mental health • Mental Health first Aid

		<p>and Education, are invited to attend on-line work streams.</p> <p>The 'working together' document has been drafted and circulated for final consultation. The launch of the document will include relevant persons to attend workshop sessions to ensure effective implementation.</p> <p>Significant work has been 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 the Directorate's ability to support 'hard to reach' people and enable them to access amenities and improve their quality of life.</p>	<ul style="list-style-type: none"> • SOS <p>The linkage with HCC continues and there is agreement for this supportive relationship to continue by means of FCDO funding.</p> <p>The working together document has been finalised and training will be completed prior to the end of this financial year.</p> <p>Residential care remains at capacity, supported living has increased in numbers and is also reaching capacity, but continues to enable people to live as independently as possible.</p> <p>Domiciliary care continues to grow in line with need providing people with care in their own homes and maintaining some sense of independence.</p> <p>The respite facility has been adapted and is now ready for use for people in the community with disabilities and additional needs. Respite has started to be provided and has also helped during transitions for people moving from a hospital setting through to their own homes.</p> <p>Children looked after has increased and there are now four children cared for by</p>
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			SHG. The numbers of open social work cases has reduced in line with clear implementation of the threshold document that is line with UK standards of practice for intervention and The Welfare of Children Ordinance on St Helena.
We will protect minority groups, equality and Human Rights on the Island	HUMAN RIGHTS COMMISSION	<p>The EHRC has had 76 new contacts in the period raising 79 themes. The majority of contacts have had their issue resolved or been referred to another agency. 5 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 Government Landlord Housing. The lack of a substantive public solicitor for a year has now been resolved however the EHRC are still experiencing an increase in people seeking legal advice because of the introduction of fees.</p> <p>There are now 5 clients and the EHRC its self that cannot get legal advice on island due to conflicts of interest.</p>	<p>The EHRC has had 42 new contacts in the period raising 60 themes. The majority of contacts have had their issue resolved or been referred to another agency. 12 are issues which potentially have human rights implications and are therefore being assisted by the EHRC. Enquiries have ranged from access to justice (causing a further rise in the number of judicial complaints), domestic abuse and housing. The EHRC is seeing increasing numbers of people coming for legal advice (which we cannot give) as they are frightened of having solicitor's bills they cannot afford. This is taking up EHRC time and resources which we do not have.</p> <p>The highest number of open complaints are about Government Landlord Housing (GLH).</p> <p>The lack of GLH, increases in rents and the structural integrity of some GLH properties have all been and continue to be an issue. Our housing law is below the human rights standard, there is no legal</p>




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			definition of homelessness and no statutory housing standards.
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. 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.	No further change.
We will protect our border from items/people that bring harm to the Island and have robust community policing to tackle crime	SAFETY, SECURITY & HOME AFFAIRS ENRP	<p>The Fit for the Future Review of Customs and Immigration has now been completed and it has been decided that they will be combined to form a Border Force in order to provide a more effective and efficient service to protect St. Helena's borders. This project will commence with both services being co-located at the Port Control Building which will then embark on work to integrate the two teams. This is expected to take some time.</p> <p>The Community Policing Strategy is now almost complete, having been revised to take account of the most recent public perception survey.</p> <p>ENRP: The Biosecurity team's training earlier in year in Pest Risk Assessment (PRA) increased their capacity to undertake such tasks thereafter as part</p>	<p>Funding has now been kindly provided by the Home Office (HO) on 28 Oct 2021 to allow Immigration to move to Port Control. Expected process will take several months with hopeful completion by April 2022. A Trainer has also been offered to us by the HO to assist with the transformation process in mid/late 2022.</p> <p>The Community Policing Strategy is now complete, having been revised to take account of the most recent public perception survey.</p> <p>ENRP: Same as for march 2021. We are continuing our biosecurity service and undertaking a review of our Biosecurity Policy towards a revised policy statement by end of year.</p>


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		of their biosecurity pre-border, border and post-border monitoring tasks.	
We will invest to reduce the risk of rock fall and continue to carry out regular checks to protect the community	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	Rockfall installations, including the newest works continue to be inspected routinely by the Rock team as part of their work.	During June 2021 a Defects Inspection was carried out on infrastructure installed under the Rock fall Protection Project 2019 to July 2020. This inspection was done by the Rock Guard team on behalf of Fairhurst. No major issues were noted. The rock guards continued with their programme of routine inspections and follow up of all rock fall infrastructure.
We will proactively address anti-social behaviour	SAFETY, SECURITY & HOME AFFAIRS	The Youth Diversion scheme continues to function well and to address the referrals it receives.	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	SAFETY, SECURITY & HOME AFFAIRS	From October to December 2020 a total of 18 referrals have been sent to Children's Services. From January to March 2021 a total of 35 referrals have been sent to Children's Services.	From April to June 2021 a total of 22 referrals have been sent to Children's Services. From July to September 2021 a total of 19 referrals have been sent to Children's Services.
We will make those who have committed offences accountable	SAFETY, SECURITY & HOME AFFAIRS	For the period October to December 2020, a total of 26 cases were taken to Magistrates Court of which a total of 11 resulted in convictions. Out of the 15 which are outstanding – 3 were withdrawn and 13 are pending prosecution.	For the period April to June 2021, a total of 44 cases were taken to Magistrates Court of which a total of 35 resulted in convictions. Out of the 10 which are outstanding – 3 were withdrawn, 1 was dealt with by caution, 5 were no further action and 1 is pending prosecution.

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		<p>For the period January to March 2021, a total of 22 cases were taken to Magistrates Court of which a total of 6 resulted in convictions.</p> <p>Out of the 16 which are outstanding – 2 were withdrawn and 14 are pending prosecution.</p> <p>For the period 1st October 2020 - 31st March 2021, four custodial sentences and seven community service orders were imposed, all of which involved management by the Probation Service.</p>	<p>For the period July to September 2021, a total of 26 cases were taken to Magistrates Court of which a total of 22 resulted in convictions.</p> <p>Out of the 10 which are outstanding – 2 were withdrawn, 2 were dealt with by caution and 6 are pending prosecution.</p>
	 Timeline Delivered within 3 years and reflected in Strategic/Operational Plans		
We will invest in new sewerage systems to reduce sea pollution	CONNECT STH LTD	Contracts were signed in March 2021 to finish the Ruperts sewerage system.	Ruperts Sewerage system contracts are still ongoing.
	 Timeline Delivered within 1-3 years + ongoing through duration of the plan		
We will improve the safety and conditions of our roads	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	Work on the Road Traffic Ordinance is in progress, with amendments/discussions between ENRC, Police and the Legal team.	Further work on the Road Traffic Ordinance was done with ENRC and the AG Chambers during this period.
	 Timeline Delivered within 3 – 5 years of the plan		


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We will build a new prison	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT</p> <p>SAFETY, SECURITY & HOME AFFAIRS</p>	<p>There has been no further progress on the prison project.</p> <p>Construction of the new police custody suite commenced in September 2020 and will be completed in April 2021.</p>	<p>While designs have been agreed, there has been no further progress on the prison project.</p> <p>Construction of the new police custody was successfully completed in April 2021.</p>
We will invest in a new fire station	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT</p> <p>Derek Henry</p> <p>SAFETY, SECURITY & HOME AFFAIRS</p>	<p>Options to improve the current fire station have been identified and work is ongoing to try to identify funding for them to be implemented.</p>	<p>CSSF (FCDO funding) has been identified to support an independent review of the Fire Service with expected start date of Feb 2022.</p> <p>So far no funding options have been provided to improve the current fire station.</p>
	<p> Timeline</p> <p>Delivered within 3 years + ongoing through duration of the plan</p>		
We will invest in youth services and develop facilities	<p>SAFETY, SECURITY & HOME AFFAIRS</p> <p>SOCIAL CARE</p>	<p>Third sector organisations are members of the Safeguarding Board and receive NGO funding providing sports and social activities in the community. This diversionary activity is a positive youth service and enables young people to access positive activities in the community outside of education.</p> <p>There was one referral to the Youth Diversion Scheme during the period 1st October 2020 – 31st March 2021. This was accepted.</p>	<p>NGO funding continues this financial year and will be reviewed by the elected ministers for the new financial year. This funding supports youth services to deliver diversionary activities within the community after school and during holiday periods.</p> <p>Probation are currently working with two children via the youth referral scheme to prevent the criminalisation of children on St Helena.</p>

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We will invest in a more disabled friendly access environment	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT Derek Henry	Provisions were made in the Building Control Regulations 2019 for creating disabled friendly access in new/altered or extended buildings. No further action is required in developing Building Regulations as this work has been completed and the Regulations are now in force.	Social care continues to adapt individual's properties within the community to provide them with disabled friendly environments and enable people to remain in their own homes for much longer, therefore not requiring alternative accommodation such as residential care. The Disabled facilities grant has in this financial year adapted six properties and provided mobility equipment in conjunction with the OT in health.
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Altogether Healthier			
ACTION	Responsible Officer	Previous POSITION as at 31 st March 2021	CURRENT POSITION as at 30 th September 2021
	 Timeline Ongoing through duration of the plan		
We will continue to invest in medical equipment and adaptations	HEALTH	While there were some equipment purchases, there is insufficient budget for medical equipment and adaptations. Particular concern is the hospital infrastructure such as generator & boiler capacity etc	The position remains in that there is insufficient budget for medical equipment and adaptations. The Portfolio Director has however submitted business cases for consideration that includes bids for

			equipment, a new generator, updating old electrical wiring, provision of running hot water at all existing handwashing stations in the hospital complex and installation of an additional 6 hand basins. The outcome of these submissions are awaited.
	 Timeline Delivered within 1year + ongoing through duration of the plan		
We will recruit, train and retain staff, both from the Island and from overseas, to provide a health service that meets the needs of the community	HEALTH	<p>Nursing team have a programme for development and succession planning, increasing the skill and compliment of locally trained nurses.</p> <p>Recruitment for clinical staff remains a challenge and is on going. Posts where possible will be for three year durations to ensure stability and reduce continual recruitment.</p> <p>Training and development continues to be a prority for the service.</p>	<p>We have implemented new standards for the medical team with all new recruits having GMC or equivalent registration and licence to practice (European, Australia, USA, Canada and South Africa, where doctors have private practise experience). Recruitment continues to be a challenge. We had a period of six months where we had no orthopaedic surgeon and in part no general surgeon.</p> <p>In Nursing we have restructured and combined the community and hospital nursing teams under one Chief Nursing Officer. Nursing team have a programme for development and succession planning, increasing the skill and compliment of locally trained nurses.</p> <p>All TC posts where possible have been extended to three year contracts to</p>


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			<p>ensure stability and continuity of staff and ways of working.</p> <p>Training and development continues to be a priority for the service. As part of the Health Services Fit for the Future Review a Quality and Training Manager has been appointed who will lead on training and development for Health and Social Care Staff.</p>
We will continue to educate, incentivise and support the public regarding improved healthier lifestyles	HEALTH	<p>Tobacco Control legislation came into force in January 21. We have seen a reduction in the number of smokers on island following this campaign from 26.4% to 22.2%.</p> <p>Further work is required to provide information and guidance on each of us improving our lifestyle, health and well being.</p>	<p>In the first half of 2021/22, smoking cessation clinics were held by Community Nurses. No individuals who set a quit date were successful in stopping smoking. At the latter part of quarter 2, Health has engaged two healthy lifestyle coaches who will be trained and will work with the Health Promotion Lead specifically on improving lifestyles, health and wellbeing including smoking cessation support.</p> <p>Work has been underway to roll out the Tobacco legislation in readiness for January 2022.</p> <p>A whole systems approach to Obesity is being developed.</p>
We will improve and increase our Government Landlord Housing stock	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	<p>1. Two 2 bedroom access friendly homes are due for a completion certificate to be issued by 30th April. An extension to the contractual date</p>	<p>1. Two 2 bedroom access friendly homes were completed at bottomwoods CDA on 21 June 21.</p>

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		<p>for completion was requested by the contractor after shortages in cement and other materials were experienced during the month of March.</p> <p>2.Plans for the 4 x 1 bedroom flats at the bottomwoods CDA have been finalised. These will be advertised for construction in May 2021.</p> <p>3. Assessment of tenant and housing needs against the housing register has been completed. Housing are liasing with two sitting tenants for alternative accomodation for the period whilst works are taking place. The first phase of this project will bring into service two additional 2 x bedroom homes..</p>	<p>The contract for installation of services have been finalised and are currently being advertised for tender. A completion certificate will be achieved for these properties on successful testing of all electirical works.</p> <p>2. Design works for no 8 RE yard were finalised diring this period and are currently out to tender which . This will close on the 25th November. This is the first stage of the RE Yard project that will see 3 units that currently access kitchen and bathrooms outdoors be converted to self cntained units. The overall bedroom allocation in this works will need to be revisted due to the changing demand for housing services.</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.	Water testing is continuouly undertaken by the Food and Water Laboratory to monitor and ensure good water quality.
We will employ health specialists and a full quota of GPs to meet the needs of the public	HEALTH	<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</p>	<p>An assessment of the health service was undertaken in June and July. Following this a transformation plan has been developed.</p> <p>Over the summer we had a shortage of doctors on island due to annual leave and doctors going over seas to continue their medical education. Since</p>

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		<p>of the island's COVID-19 response a link was put in place to provide additional remote call-down support and consultation. The use of telehealth has been a real benefit for patients who can receive quick response, remote specialist advice.</p> <p>Health sector review is underway.</p>	<p>September there is a full complement of medical staff. Further work is required on ensuring the medical and other staffing specialists are sufficient in number, have the right skills and can be recruited. This has been difficult during the covid years.</p>
	 <p>Timeline Delivered within 3 years + ongoing through duration of the plan</p>		
<p>We will build additional care facilities on the Island and aspire to deliver care to an international standard</p>	<p>HEALTH</p>	<p>Psychiatric Intensive Care Unit (PICU) has been delivered and is operational.</p> <p>Bradley's covid response facility and quarantine camp has been delivered and is operational.</p>	<p>An oxygen plant has been procured for the Bradley's Covid Facility. The Plant is in place and the estimated commissioning date is February 2022.</p> <p>Further work is required on upgrading the hospital and further funds are required for equipment, a new generator, updating old electrical wiring, provision of running hot water at all existing handwashing stations in the hospital complex and installation of an additional 6 hand basins. The business cases have been submitted and the outcome of these submissions are awaited. These works are the minimum required to keep the services operational.</p>

<p>We will support increased local production of fresh fruit and vegetables</p>	<p>ENRP</p> <p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT</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. In addition, the Agronomist has undertaken 5 master class training sessions in arable and farm business practices.</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; 	<p>ENRP: The Agronomist has now completed the majority of his 3 year contract for an agronomic support service for arable production in the agriculture sector and left his post in October.</p> <p>We are progressing with our EDIP bid for Capital funding to upgrade the SHG Agricultural Estate to ensure it remains productive for the agricultural sector to support our food security requirements through sustaining current local production levels and where possible, improving local production.</p> <p>Sustainable development:</p> <ul style="list-style-type: none"> • Direct financial support for the agricultural sector, which was previously provided by ESH, has ceased. This severely limits our ability to support the sector. • However, we have spent the first six months of operation working with ANRD, and speaking to farmers, to understand how non-financial support can help farmers, as well as investigating how some of SHG's agricultural assets can be better utilised.
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		<ul style="list-style-type: none"> 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 irrigation equipment and funding was made available to farmers for seed and other consumables to encourage production as part of ESH Covid Support. This funding was all provided through the ESH FCDO Project Programme.</p>	<ul style="list-style-type: none"> The SEDP is being updated to streamline our plans for developing the agricultural sector A new “buy local” education awareness campaign is planned. <p>The Health and Social Care Portfolio support the need to increase local production to encourage healthier lifestyle.</p>
We will support initiatives that will provide affordable healthy food products	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	<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>	<p>No further update.</p> <p>The Health and Social Care Portfolio will work across portflios to support the need to increase local production to encourage healthier lifestyle.</p>





Altogether Greener			
ACTION	Responsible Officer	Previous POSITION as at 31 st March 2021	CURRENT POSITION as at 30 th September 2021
	 Timeline Ongoing through duration of the plan		
We will continue to encourage low carbon vehicle use through tax incentives	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	<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>	The Tax & Revenue Working Group as part of the annual MTEF process will review customs duty tariffs. No further changes have been made.
We will police illegal fishing in St Helena waters	ENRP	A Marine Compliance and Enforcement Strategy for St Helena was developed and endorsed in Jan 2021 to guide the work of the newly established Marine Enforcement Section. The strategy covers an enforcement system for local fishing	The Marine Compliance and Enforcement Strategy is being implemented through the new Enforcement Section and a new fishing licence compliance system has been introduced through fishing log book returns for all types of fishing.


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		<p>operations and monitoring of our offshore fishery.</p> <p>The Blue Belt's Programme of Compliance and Enforcement has been supporting the Directorate with monitoring our offshore fishery through satellite surveillance. A monthly intelligence bulletin is provided to the Directorate highlighting any suspected or confirmed non-compliance (including illegal fishing) by vessels within our 200nm Fisheries Management Zone.</p>	<p>The Blue Belt programme continues to enable our offshore fisheries to be monitored through satellite surveillance exercises and the monthly and quarterly surveillance reports provided to ENRP's Fisheries and Marine Enforcement Sections.</p>
We will protect endemic fauna and flora and our agricultural sector by tackling invasive species	ENRP	<p>We continue to implement invasive species (particularly invasive plants) within our forestry, agriculture and terrestrial conservation plans where funding allows.</p>	<p>As for March 2021 report.</p>
We will support community green projects and tidy-ups, and enforcement of relevant legislation regarding litter	ENRP	<p>Roadside litter picks continue as per SOP's. WMS engineered a concrete base into most communal bin housings to safely manoeuvre communal bins when full, this value for money work completed 'in house for efficiency. WMS supported island clean-ups through equipment loans during Marine Awareness Week. WMS have planned a litter pick along the whole of the Access Road during Q1 of 21/22 and planning a Waste Prevention Campaign during Q3 targeting cigarette butts.</p>	<p>In Q1 WMS spent 3 days litter picking and removing other waste from the whole of the Access Road. In Q2 WMS formed part of the Environmental Exhibition at the Queen's Birthday Event at Plantation House, focusing on; <i>waste prevention (cigarette butts), climate change mitigation, organic waste composting, developing a Materials Recycling Facility at HPLS and constraints mapping for a new landfill site</i>. Following move into their new operating base in Jamestown WMS have been training on a</p>


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			new electric (emissions free) street cleaning machine due deployment in Q3. To date no enforcement of relevant legislation regarding litter has been progressed.
We will establish and maintain a Green Business Award	SUSTAINABLE DEVELOPMENT	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). This will be taken forward by Sustainable Development Team from 1 April 2021.	The Sustainable Development Team will investigate the benefits of undertaking such an award.
	 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	TREASURY	The Tax & Revenue Working Group continue to review customs tariffs to ensure that they are relevant and support the policy priorities of the Government.	The Tax & Revenue Working Group as part of the annual MTEF process will review customs duty tariffs. No further changes have been made.
	 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	Using waste as an energy source is no longer valid hence the ACTION needs to be changed. A business case to increase Aluminium Drink Cans recycling in partnership with the private sector has been submitted to CSSF for external funding. WMS	Using waste as an energy source is no longer valid hence the ACTION needs to be changed. In Q1 WMS continued to develop compost from organic wastes at HPLS.


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		<p>continue to successfully create compost at HPLS through co-blending fish waste, pigger effluent and chipped forestry waste using existing resources.</p>	<p>This culminated in compost becoming available to purchase through WMS at the end of Q1 – SHG Press Release; LOCALLY PRODUCED COMPOST ON-SALE dated 23rd June 2021 refers.</p> <p>In Q2 WMS formed part of the Environmental Exhibition at the Queen’s Birthday Event at Plantation House, focusing on; waste prevention (cigarette butts), climate change mitigation, organic waste composting, developing a Materials Recycling Facility at HPLS and constraints mapping for a new landfill site. During this event the Governor announced award of £152,000 of FCDO funding towards development of a Materials Recycling Facility at HPLS.</p> <p>Since Q2 the ‘Develop a Materials Recycling Facility at Horse Point Landfill Site’ – 5212-FCDO-0021 Project has been progressed and is due completion towards the end of Q4.</p>
	 <p>Timeline Delivered within 1 - 3 – 5 years of the plan</p>		
<p>We will invest in renewable energy with a view to becoming 100% self-sufficient</p>	<p>CONNECT STH LTD</p>	<p>All conditions precidents with the exception of credit support documentation have been satisfied, the credit support documentation is</p>	<p>The Power Purchase Agreement was terminated on 15 November 2021. Both Connect and SHG continue to be committed to St Helena delivering the</p>

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		intended to be the last CP to delay paying charges for the facility until necessary. PASH should have funds released from their financiers and orders placed within the next two months.	priorities of the SHG Energy Strategy and 10 year plan and are exploring alternative avenues for achieving what is best for the island in terms of renewable energy
	 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 STH LTD	The Water Strategy has been approved by ExCo and we are seeking EDIP funding to create a Water Resources Management Plan which will inform infrastructure decisions. Funding is likely to arrive in phases which will dictate the rate that progress can be made.	The TORS for the Water Resources Management Plan has been drafted and awaiting Strategy Working Group sign off.



Altogether Better for Children and Young People			
ACTION	Responsible Officer	Previous POSITION as at 31 st March 2021	CURRENT POSITION as at 30 th September 2021
	 Timeline Ongoing through duration of the plan		

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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>In total we have 1023 registered members in SHCC. These are made up of 547 Females and 476 Males.</p> <p>For the reporting period October 2020 to 31 March 2021 the total number of course registrations are 647. These registrations are made up of 102 Males and 545 females. See table below detailing totals per month:</p>	<p>We have a total of 1126 registered members in SHCC. This is made up of 609 females and 517 males.</p> <p>For the period April 21 – September 21 we have had 341 course registrations. These are made up of 204 females and 137 males.</p>																																																																			
		<table><tr><th>Month</th><th>Male</th><th>Female</th><th>Total Registered</th></tr><tr><td>October 2020</td><td>15</td><td>46</td><td>61</td></tr><tr><td>November 2020</td><td>38</td><td>123</td><td>161</td></tr><tr><td>December 2020</td><td>10</td><td>179</td><td>189</td></tr><tr><td>January 2021</td><td>1</td><td>92</td><td>93</td></tr><tr><td>February 2021</td><td>14</td><td>74</td><td>88</td></tr><tr><td>March 2021</td><td>24</td><td>31</td><td>55</td></tr><tr><td>TOTALS:</td><td>102</td><td>545</td><td></td></tr></table>	Month	Male	Female	Total Registered	October 2020	15	46	61	November 2020	38	123	161	December 2020	10	179	189	January 2021	1	92	93	February 2021	14	74	88	March 2021	24	31	55	TOTALS:	102	545		<p>See details below:</p> <table><tr><th>Month</th><th>Male</th><th>Female</th><th>Total Registered</th></tr><tr><td>April 2021</td><td>21</td><td>85</td><td>106</td></tr><tr><td>May 2021</td><td>0</td><td>5</td><td>5</td></tr><tr><td>June 2021</td><td>89</td><td>107</td><td>196</td></tr><tr><td>July 2021</td><td>0</td><td>40</td><td>40</td></tr><tr><td>August 2021</td><td>18</td><td>60</td><td>78</td></tr><tr><td>September 2021</td><td>9</td><td>144</td><td>153</td></tr><tr><td>TOTALS:</td><td>137</td><td>204</td><td>341</td></tr></table>				Month	Male	Female	Total Registered	April 2021	21	85	106	May 2021	0	5	5	June 2021	89	107	196	July 2021	0	40	40	August 2021	18	60	78	September 2021	9	144	153	TOTALS:	137	204	341
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<p>Total number of courses offered for this period 106 see table detailing courses offered.</p> <table><tr><th>Functional Skills</th><th>Online</th><th>Local</th></tr><tr><td>FS English</td><td>94 x Me Learning Courses</td><td>EFR – P/S</td></tr><tr><td>FS Maths</td><td>Management Development</td><td>EFR CoC</td></tr><tr><td></td><td></td><td>EFR Renewals</td></tr></table>	Functional Skills	Online	Local	FS English	94 x Me Learning Courses	EFR – P/S	FS Maths	Management Development	EFR CoC			EFR Renewals	<p>Total number of courses offered for this period 397 see table detailing courses offered.</p>																																																									
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				Manual Handling	Course uptake private and public sector engagement.							
				Fire Safety	April – June 2021							
				ECDL								
				Mindfulness								
				Web GIS								
				Data Portal								
		2	95	9								
		Course uptake and private and public sector engagement.										
		Courses			Male							
		FS English			1							
		FS Maths			2							
		94 x Me Learning Courses			21							
		Management Development			3							
		EFR – P/S			16							
		EFR CoC			-							
		EFR Renewals			-							
		Manual Handling			21							
		Fire Safety			11							
		ECDL			2							

SIX MONTH PROGRESS REPORT AS AT MARCH 2021

		<table><tr><td>Mindfulness</td><td>-</td></tr><tr><td>Web GIS</td><td>11</td></tr><tr><td>Data Portal</td><td>12</td></tr></table>	Mindfulness	-	Web GIS	11	Data Portal	12	<table><tr><td>Working With Others</td><td>1</td><td>8</td><td>0</td><td>9</td><td>9</td></tr><tr><td>Level 4 Business and Admin</td><td>0</td><td>1</td><td>0</td><td>1</td><td>1</td></tr></table>	Working With Others	1	8	0	9	9	Level 4 Business and Admin	0	1	0	1	1																																																																											
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	<p>Total Number of examinations passed in this period was 29. See table below for details</p> <table><tr><th>Exam Type</th><th>Male</th><th>Female</th><th>Total</th></tr><tr><td>Functional skills</td><td>11</td><td>9</td><td>20</td></tr><tr><td>GCSE</td><td>0</td><td>4</td><td>4</td></tr><tr><td>Online</td><td>0</td><td>5</td><td>5</td></tr></table> <p>Vocational Qualifications From October 2020 – March 2021 have:- Registered and Inducted: 2 candidates for Environmental Conservation 5 candidates for health (2 for L3 Adult Care, 2 for L2 Care and 1 for L2 CYPWF) Completed – 1 L2 in H & S Care 1 L2 Care 1 left to go abroad Certificated. 2 x L1 Construction 1 x L1 Auto and 4 x Unit</p>	Exam Type	Male	Female	Total	Functional skills	11	9	20	GCSE	0	4	4	Online	0	5	5	<p>July – September 2021</p> <table><tr><th colspan="6">July</th></tr><tr><th>Name Of Course</th><th>Number Of Male</th><th>Number Of Female</th><th>Private Sector</th><th>Public Sector</th><th>Total Number Of Registrations</th></tr><tr><td>ACCA</td><td>0</td><td>1</td><td>1</td><td>0</td><td>1</td></tr><tr><td>ECDL</td><td>0</td><td>1</td><td>1</td><td>0</td><td>1</td></tr><tr><td>Fire Safety</td><td>0</td><td>1</td><td>0</td><td>1</td><td>1</td></tr><tr><td>GCSE English (Lang)</td><td>0</td><td>1</td><td>0</td><td>1</td><td>1</td></tr><tr><td>Food Safety</td><td>0</td><td>2</td><td>0</td><td>2</td><td>2</td></tr><tr><td>Me Learning</td><td>0</td><td>26</td><td>0</td><td>26</td><td>26</td></tr><tr><td>MS Excel (Intro)</td><td>0</td><td>1</td><td>0</td><td>1</td><td>1</td></tr><tr><td>Food Allergy Awareness (VC)</td><td>0</td><td>2</td><td>0</td><td>2</td><td>2</td></tr><tr><td>Giving Customers Information About Food Service (VC)</td><td>0</td><td>2</td><td>0</td><td>2</td><td>2</td></tr><tr><td>Principles For Managing Service and Dining Area's (VC)</td><td>0</td><td>3</td><td>0</td><td>3</td><td>3</td></tr><tr><td>Totals</td><td>0</td><td>40</td><td>2</td><td>38</td><td>40</td></tr></table>	July						Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations	ACCA	0	1	1	0	1	ECDL	0	1	1	0	1	Fire Safety	0	1	0	1	1	GCSE English (Lang)	0	1	0	1	1	Food Safety	0	2	0	2	2	Me Learning	0	26	0	26	26	MS Excel (Intro)	0	1	0	1	1	Food Allergy Awareness (VC)	0	2	0	2	2	Giving Customers Information About Food Service (VC)	0	2	0	2	2	Principles For Managing Service and Dining Area's (VC)	0	3	0	3	3	Totals	0	40	2	38	40
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			August					
			Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
			A Level Law	0	1	1	0	1
			ACCA	0	4	3	1	4
			Confidentiality In The Workplace	0	2	2	0	2
			Customer Service	2	3	5	0	5
			Decision Making	0	1	1	0	1
			ECDL	2	5	2	5	7
			Fire Safety	1	0	0	1	1
			Food & Hygiene Safety	0	2	2	0	2
			Functional Skills English	0	2	0	2	2
			Functional Skills Maths	0	1	0	1	1
			GCSE English Language	0	2	1	1	2
			GCSE English Literature	1	0	1	0	1
			GCSE Maths	1	3	2	2	4
			ILM Level 7	0	1	0	1	1
			VC Course: Intro to Listening	0	2	2	0	2
			VC Course: Managing Challenging Conversations	0	4	4	0	4
			VC Course: Managing Change	0	1	1	0	1

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			VC Course: Time Management	0	4	4	0	4
			VC Course: Working With Others	0	4	4	0	4
			VC Course: Motivation In The Workplace	1	1	2	0	2
			Me Learning Courses	1	12	8	5	13
			MS Office Package	5	0	5	0	5
			MS Excel: Intermediate	1	4	5	0	5
			MS Word: Intermediate	1	0	1	0	1
			Prince 2: Project Management	2	0	2	0	2
			Minute Taking	0	1	1	0	1
			Totals	18	60	59	19	78
			September					
			Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
			Customer Services in Hospitality	0	1	1	0	1
			European Computers Driving License (ECDL)	0	1	0	1	1
			EFR	0	5	0	5	5
			Food Safety & Hygiene Level 2	0	1	0	1	1



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			<p>Level 1 Construction – 4</p> <p>Level 1 Auto – 3</p> <p>Level 2 Auto – 1</p> <p>Inducted:-</p> <p>Level 1 Auto – 7</p> <p>Level 1 Construction – 4</p> <p>Level 2 Bench Joinery - 3</p>
We will provide youth facilities to include sport, cultural heritage, arts and crafts	SUSTAINABLE DEVELOPMENT	During 2020/21, ESH has supported a total of 6 No. Social Enterprise initiatives, to a total value of approx. £32,000.	<p>Two new ventures supported through lease agreements in the ladder hill business park – Creative St Helena and a new tailoring service.</p> <p>We have no budget to provide direct support to youth facilities or the arts.</p>
We will oversee and support crèche and child care facilities	SOCIAL CARE	<p>We continue to inspect Crèches and child minders on an annual basis. These inspections are undertaken by a qualified children services social worker.</p> <p>A policy for Crèche providers and child minders. This policy sets out our responsibilities and standards.</p> <p>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 circumstances. We are actively making</p>	<p>We continue to inspect Crèches and child minders on an annual basis. These inspections are undertaken by a qualified children services social worker.</p> <p>Following the fostering campaign in 2019 we recruited 2 foster families, however one family has since left the island and the second is currently undergoing a reassessment. The foster placement provided a number of placements for children previously and a further campaign will be planned for 2022. The children's residential care setting continues to provide support and care to two children, with a further two children subject to care orders residing with their family subject to placement with parents regulations.</p>


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		<p>use of approved foster carers, and one social worker leads on fostering.</p> <p>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>All care facilities for children inclusive of home placement are continually monitored and inspected in line with the Welfare of Children Ordinance.</p>
	 <p>Timeline Delivered within 1 year + ongoing through duration of the plan</p>		
<p>We will consider lowering the voting age</p>	<p>CENTRAL SUPPORT SERVICE</p>	<p>The amended report of the sub-committee of the Social and Community Development Committee considered the amended report at a meeting held on 24th March 2021. The Social and Community Development Committee acknowledged the recommendation of the sub-committee that further consultation with the wider community should be considered to gauge whether the voting age should be lowered to 16 years of age. This is now a matter for the Social and Community Development Committee to progress.</p>	<p>There was no further progress on this by the Social and Community Development Committee prior to the dissolution of Legislative Council on 2 August 2021. The recommendations will now need to be picked up under the new system of Governance.</p>
	 <p>Timeline Delivered within 1 year + ongoing through duration of the plan</p>		
<p>We will provide further</p>	<p>EDUCATION Wendy Benjamin</p>	<p>8 Apprentices completed their Apprenticeship and are now occupied as follows: 5 people have obtained employment in the field in</p>	<p>15 Apprentices completed Apprenticeships by Sep 21. Of these, 12 are in employment (8 in areas that they were apprenticed in), 3 are job-seeking and 1 has left the island.</p>


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education opportunities for Young People	<p>which they were trained (4 in the private sector and 1 in Education). 1 person is caring for their newborn baby and two people trained by SHG I & T are unemployed.</p> <p>There were 2 resignations to take up full time employed in their field of training.</p> <p>There are now a total of 38 apprentices on the scheme in the following areas:</p> <p>21 on Band 3A (academic training)</p> <p>1 in Jewelry Design</p> <p>1 Childminder</p> <p>2 Teachers Assistants</p> <p>2 Police</p> <p>1 Procument Assistant</p> <p>2 Clerical</p> <p>2 Construction</p> <p>2 Plumbing</p> <p>1 Dental Assistant</p> <p>1 Catering Assistant</p> <p>1 Steel Fabrication</p> <p>1 Conservation</p>	<p>1 apprentice did not complete as they resigned to take up full-time employment in their field of training.</p> <p>Total Number of Apprentices as at Sep 21:</p> <p><u>Sept 2021 to Sept 2022</u></p> <table><tr><td>Band 3A</td><td>26</td></tr><tr><td>Work Based</td><td><u>18</u></td></tr><tr><td>Total</td><td>44</td></tr></table> <p>The areas of work placements and study:</p> <p><u>Band 3A</u></p> <p>British Forces</p> <p>Business & Admin Associate/Professional</p> <p>Clinical Psychologist</p> <p>Publishing or Journalism</p> <p>Environment Conservation</p> <p>Forensic Science/Police Detective CID</p> <p>Graphic Design</p> <p>Health Care</p> <p>Hospitality & Catering</p> <p>ICT</p> <p>Marine Biology/Conservation x 3</p> <p>Marketing Professional</p> <p>Mechanical Engineer</p> <p>Photography/Conservation</p> <p>Physiotherapist</p> <p>Psychiatric Nurse</p>	Band 3A	26	Work Based	<u>18</u>	Total	44
Band 3A	26							
Work Based	<u>18</u>							
Total	44							


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			<p>Secondary School Teacher Teaching/Law Water Engineer Undecided x 5</p> <p><u>Work Based</u></p> <p>Beautician Carpentry/Mason x 3 Child Care x 2 Electrical Linesman/Technician Environment Conservation x 3 Fire & Rescue Services x 3 Police Primary School Teaching x 3 Retail</p>
We will invest in sports on the Island for all abilities	SUSTAINABLE DEVELOPMENT	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.	No budget available to invest directly in sports, however we are working closely with NASAS and New Horizons to promote the commonwealth games and other local sporting initiatives, such as the Festival of Running.
	 Timeline Delivered within 1 - 3 years + ongoing through duration of the plan		
We aim to meet UK attainment	EDUCATION Wendy Benjamin	No additional examinations took place in this period therefore the End of Year Assessment information would be as reported for the	End of year examinations have been completed. We are in the process of compiling the Examination Reports which will be completed by End of October 2021.

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standards by investing in our schools and Community College		period April – September. The next End of Year Examinations will take place in June/July 2021.	
We will invest in improved safe spaces and recreation equipment for Children and Young People	EDUCATION	<p>All primary schools have improved their play areas. Harford Primary has established a Nursery/Reception play area on their main playground, Pilling Primary has created an obstacle play area and St. Paul's has finally a covered area for outdoor play along with their 'ship' activity area.</p> <p>Work is on-going to continue to make the play areas safe for use. Pilling has ordered playground matting and St. Paul's is in the process of getting their fencing mended.</p>	<p>With the support of the crew from the HMS Protector Pilling has completed the laying of the playground tiles to improve their obstacle play area. This area is now more safer for children.</p> <p>The work on mending the fence in St. Paul's Primary School is still to be completed.</p>
	 Timeline Delivered within 3 years of the plan		
We will introduce paid maternity, paternity and adoption leave on the Island	SUSTAINABLE DEVELOPMENT	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.	This currently stands as is at 31 March 2021. No further update.



Altogether Wealthier			
ACTION	Responsible Officer	Previous POSITION as at 31 st March 2021	CURRENT POSITION as at 30 th September 2021
	 Timeline Ongoing through duration of the plan		
We will reduce inequality and poverty	CENTRAL SUPPORT SERVICE	<p>IRB and BIP rates were reviewed and changed in September 2020 to reflect changes in prices.</p> <p>The Social Policy Planner is taking forward the work of the Social Security Review Working Group and preparing policy for the Social & Community Development Committee to consider.</p>	Social Security Ordinance amended in 2021, and recommendations of the Working Group implemented from 1 st October 2021.
We will continually review customs duties to support the Island's development	TREASURY	The Tax & Revenue Working Group as part of the annual MTEF process will review customs duty tariffs. No changes to customs duty tariffs was made in March 2021.	The Tax & Revenue Working Group as part of the annual MTEF process will review customs duty tariffs. No further changes have been made.

We will encourage eco-tourism	SUSTAINABLE DEVELOPMENT	<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.</p> <p>St Helena Tourism contributed to the Cloud Forest Management Plan, to ensure the Cloud Forest is enjoyed by 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.</p>	<ul style="list-style-type: none"> • The development of 'green and blue economies', 'green', 'eco-friendly' and 'sustainability' are key themes and messages woven into all appropriate tourism marketing efforts, through a variety of platforms, notably through: 'armchair tourism'; soft adventure (e.g. hiking, diving); nature-based campaigns (e.g. RSPB, National Geographic Traveller); messages to UK PR representatives (Finn Partners); and to travel trade (e.g. through TTG Media). • SHG's Marketing Manager and Sustainable Development Support Officer won an Impact Award for a COP26 young persons' competition, for their short film about the conservation and propagation of the She Cabbage Tree. St Helena's conservation and climate change efforts then also featured on the BBC World Service News Hour. • Ongoing collaborative, supporting and cross-cutting work with NGOs like Blue Marine, St Helena National Trust and St Helena Nature Conservation Group as well as with SHG

			<p>portfolios strives to ensure that eco-tourism is integrated and mainstreamed throughout all stages of planning and development.</p> <ul style="list-style-type: none"> • Development of conservation-based and voluntary tourism packages with international tour operators and local stakeholders is underway. • Development of local tour operator training programmes through stakeholder engagement groups is underway, e.g. marine megafauna, sea birds, Cloud Forest endemics, the Wirebird, and sensitive sites. • Green Flag accreditation of Post Box Walks and Foot Trails is still valid. Review required mid-2022. • New Post Box Walks and Footpaths maintenance contract is in place after a period of inactivity following the closure of ESH. • Head of Tourism sits on the Cloud Forest Restoration Project steering group, leading on promotional efforts. • Sustainable Development Team hosted a booth at this year's online Greening the Islands Conference. The booth will now
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			<p>be housed permanently online as well.</p> <ul style="list-style-type: none"> • Dark Skies application is ongoing. Legislation was passed but did not meet all the requirements by IDA. Currently awaiting legal guidance to enable re-submission of application for Dark Skies status within the next 12 months.
We will continue to invest in the agriculture and fisheries sectors	ENRP	<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>Tuna science programme and Bigeye tuna exploratory licence have both been approved and SHG now awaits the exploratory fishing operation to begin by Saints Tuna Corporation in the next few months.</p>	<p>See above report for agriculture update.</p> <p>Fisheries: No further progress with exploratory tuna fishing as we await Saint Tuna Corporation to begin their fishing operation.</p>
We will invest in training for Saint Helenians to take over roles currently undertaken by internationally recruited staff	CENTRAL SUPPORT SERVICE Human Resources	<p>Succession planning for the period 2016 – 2022 reflected as at September 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>	<p>Work remains ongoing in regards to Succession Planning as per previous update.</p> <p>Roles to be targeted for succession and transition from the TC Programme to local roles have been identified and work</p>

		<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 	<p>commenced as part of the 5-Year Workforce Plan.</p> <p>A Graduate Scheme, initially targeted at Scholarship Students, is in implementation stage and will be 'up and running' by the end of the FY.</p> <p>An Apprenticeship Placement Scheme was trialed in August 2021 and will be progressed throughout the year ready for August 2022.</p> <p>The Core Leadership Programme commenced in June 2021 with roll-out of the Senior Leadership Programme. The Leadership Programme for middle managers and supervisors is to follow.</p>
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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	SUSTAINABLE DEVELOPMENT	<p>A Labour Market Strategy was approved in December 2019 to take effect from 1 January 2020. A number of improvements were made to SHG HR processes during FY2020-21 Financial Year in fulfilment of Labour Market Strategy targets. These include incorporation of a section titled 'Qualified by Experience' in the SHG employment application which allows individuals who do not have formal qualifications to demonstrate that they meet the requirements of the job advertised. In March, recruitment commenced for the Career Access St Helena (CASH) Manager, who is expected to be in post in the first half of 2021.</p> <p>With continued travel restrictions and unknown global and local environments implicated by COVID-19, it became difficult to attract Saints overseas to return/invest in the island, however ESH continued to work with known investor-interests.</p>	<p>The CASH Manager took up her post in June 2021 and is now supported by two officers. CASH activities from June to September include: changes and maintenance of webpage on SHG website to include TC posts, facilitation and management of Apprenticeship Scheme in which 44 apprenticeship placements were facilitated for young people aged 16-18 years, meeting with various agencies to inform compilation of career-related services able to be offered and a location to be able to deliver these from.</p> <p>In September, an update on the Labour Market Strategy was published which clarified that St Helenians living overseas are eligible to apply for Technical Cooperation (TC) posts with all associated benefits.</p>

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We will review the current currency situation on a regular basis and make decisions in the best interest of the Island	TREASURY	Continually reviewed. It was identified that a number of the issues relating to currency had actually been in relation to banking facilities on the Island.	No further update. 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	TI&SD	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.	Gathering data for the pillar feeders suffered a number of setbacks especially due to the bespoke nature of St Helena's requirements and the fact that these are not widely used on island. Therefore the advertising of services has missed this reporting period and the release of plots have not progressed as intended. A draft LBDP has been prepared which seeks to improve on the current policy by clearly setting out the processes for the disposal of crown land and buildings, the methods by which Crown land/buildings may be acquired and setting income thresholds for affordable housing. This policy is being circulated for internal review before being made available for public consultation.
	 Timeline Delivered within 1 year + ongoing through duration of the plan		
We will ensure that the tax and benefit system protect the most vulnerable	TREASURY	The Minimum Income Standard and rates of BIP and IRB continues to be reviewed twice annually.	In May 2021 Executive Council amended the Income Tax Regulations 2012 to exempt from Income Tax the Better Life

		<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>	<p>Allowance (BLA) or any allowance received by a person diagnosed with a disability from the St Helena Government to assist the person with any additional costs associated with the person's disability.</p> <p>In August 2021, Legislative Council enacted amendments to the Social Security Ordinance that seeks to protect vulnerable groups of people from living in poverty in St Helena.</p> <p>The new Social Security law replaces the use of 'household' in IRB with 'family' which includes an adult and their spouse, cohabiting partner or life partner and their dependent children under the age of 16, or 18 if in full time education (A family can also consist of a single adult). The new law also means tests families, not households. However, it also ensures that costs for rent, or loan repayable, utilities and household goods and services are considered proportionate to the household through a Shared Household Deduction (SHD).</p> <p>It allows families in full-time employment with a family income below the IRB threshold to apply for IRB because being in full-time employment does not mean that a family is not living in poverty. It also introduces a category of job readiness, whereby conditions are</p>
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			attached to each category to better monitor the reasons for claiming IRB, e.g. whether through disability, medical or unemployment.
	 Timeline Delivered within 1 - 3 – 5 years of the plan		
We will develop amenities and recreation facilities which are affordable for all		To date no additional amenities and recreational facilities have been developed but we continue to support amenities such as the Swimming Pool, Francis Plain sports field, and maintaining of various picnic spots around the Island. The PAS hall is also available for sports.	No further update.
	 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	SUSTAINABLE DEVELOPMENT	A Minimum Wage Policy was drafted and consulted on in 2020-21. The next increase is being planned for July 2021.	Employers were consulted on the potential impacts of a proposed target Minimum Wage and implementation schedule as outlined in the Minimum Wage Policy. This is intended to be proposed for implementation in 2022.
	 Timeline Delivered within 1 - 3 – 5 years of the plan		
We will improve connectivity on the Island and provide faster and cheaper internet	SUSTAINABLE DEVELOPMENT	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.	The fibre optic cable landed in August 2021. Procurement underway for telecoms license holder.

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		The procurement for a new licence holder for Public Communications Networks and Services commenced.	
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10 YEAR PLAN

Photography

Paul Tyson

St Helena Government

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Social Media Links