

St Helena Island 10 Year Plan 2017-2027

Six Month Review

October 2021 – March 2022

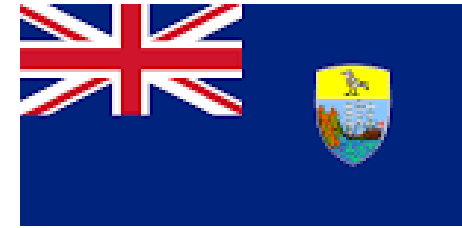
The 10 Year Plan was launched on 1st April 2017 with five National Goals. This report provides an update on all of the actions that were agreed.

This review captures progress made within the six month period **October 2021– March 2022** in alignment with SHG Strategic and Operational Plans.

Some of the highlights are as follows:

- For the period October to December 2021 a total of 18 cases were taken to Magistrates Court of which 12 resulted in convictions and January to March 2022 a total of 32 cases of which 18 resulted in convictions.
- A further nine properties were adapted from the DFG grant to provide disabled friendly environments and improve the welfare of the differently abled through welfare assistance.
- There has been a continuous recruitment drive of short and long term specialists, GP's, nurses and senior level managers to ensure a full compliment.
- Completion certificates were raised against the new builds in Bottom Woods CDA in December 2021. Refurbishment of No 8 RE Yard is completed.
- The bid to the EDIP programme for capital funding was approved in March to begin upgrading parts of the SHG Agricultural Estate in order to sustain current production activities and improve on production levels where this is possible.
- Through the Tax & Revenue Working Group, SHG's Strategic and Social Policy Coordinator has started the development of a Green Transport Policy.
- A Darwin Cloud Forest project has been completed.
- Environmental Risk Management completed a CSSF funded project 15th March 2022, to install a solar renewable energy system and increased natural lighting into the ENRP building at Scotland.
- For this period there has been 273 Course Registrations at St Helena Community College of which a total of 344 was offered.
- End of Year Examinations completed. Results as follows:
Key stage 1-2: 72.4% in English, 74.2% in Maths, 63.1% in English & Maths
Key stage 3: 62.3% in English, 68.4% in Maths, 54.4% in English & Maths
Key stage 4/5: 57.8% achieved 5 A-C (4-9) grades including Maths & English*


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 30th September 2021	CURRENT POSITION as at 31st March 2022
	 Timeline Ongoing through duration of the plan		
We will protect and empower all vulnerable people	SOCIAL CARE	<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.</p> <p>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>Domiciliary Care Service continued to ease the pressure on the need for residential care and sheltered accommodation. As this service is needs led, the 25% growth registered in the 1st half of the year increased the services demand for staffing. However there was a decline in domiciliary care service users in the last half of the year leading to the 31st of March 2022, of 7%. Residential Care remains at full capacity.</p> <p>The respite unit which remained closed for the greater part of the year due to adaptation renovations is now up and fully operational.</p> <p>Six children continued to be well looked after.</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>\</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>	<p>SHG continued to support the elderly disabled through disbursements of BLA, home support and by providing carers notwithstanding the increasing demand.</p>
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SIX MONTH PROGRESS REPORT AS AT MARCH 2022


		<p>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.</p>	
<p>We will protect minority groups, equality and Human Rights on the Island</p>	<p>HUMAN RIGHTS COMMISSION</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. The highest number of open complaints are about Government Landlord Housing (GLH). 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>	<p>The EHRC had 74 new contacts and currently has 20 open files. Access to social benefits, employment issues and housing are the three biggest areas. The key human rights issues are:</p> <ul style="list-style-type: none"> • The forced and rushed changes to our Constitution without a clear public mandate. • The lack of independent legal advice for our Elected Members and this Commission • A lack of protection for Economic, Social and Cultural rights which would protect the vulnerable from, unacceptable living standards, unacceptable housing and unscrupulous employment practices.


SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		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		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	<p>SAFETY, SECURITY & HOME AFFAIRS</p> <p>ENRP</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>	<p>Building work is on track for completion as of end April 2022.</p> <p>A head of Customs and Immigration officer has been recruited to arrive in July 2022.</p> <p>ENRP: Review of biosecurity guidelines and processes were undertaken and updated. Our Biosecurity Policy was reviewed for progress with its Implementation Plan and towards a revised Policy for adoption in 2022.</p> <p>Work has been undertaken towards a dedicated Biosecurity Ordinance which will improve the scope and powers of existing legislative provisions for St Helena's biosecurity framework.</p>
We will invest to reduce the risk of rock fall and continue to carry out regular checks to protect the community	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT (Infrastructure)</p>	<p>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</p>	<p>A Fairhurst Engineer visited the Island in November 2021 to carry out an inspection of the recent rock fall installations as part of the rock fall project. A Maintenance Manual and Project Completion Report were received from Fairhurst in Feb 2022.</p>


SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		continued with their programme of routine inspections and follow up of all rock fall infrastructure.	Rock guards continue their programme of routine inspections and follow-up work.
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 Conversion 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	Total number of referrals sent to Children's Services – April to June 2021 = 22 July to September 2021 = 19	Total number of referrals sent to Children's services: October – December 2021 = 10 January – March 2022 = 12
We will make those who have committed offences accountable	SAFETY, SECURITY & HOME AFFAIRS	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. 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. Out of the 10 which are outstanding – 2 were withdrawn, 2 were dealt with by caution and 6 are pending prosecution.	For the period October to December 2021, a total of 18 cases were taken to Magistrates Court of which 12 resulted in convictions. Out of the 6 which were outstanding – 1 dealt with by Restorative Justice and 5 were pending prosecution. For the period January to March 2022, a total of 32 cases were taken to Magistrates Court of which 18 resulted in convictions. Out of the 14 outstanding – 1 was dealt with by caution, 1 was withdrawn and 12 were pending prosecution.
	 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	Ruperts Sewerage system contracts are still ongoing.	<p>Construction of the Rupert's Sewerage Treatment Plant continued during this period. A specialist team from AquaPlan arrived on-island in February to finalise works and to commence cold commissioning. It is anticipated that cold commissioning will be completed in April 2022.</p> <p>Discussions took place between SHG Capital Programme Section and Connect regarding the HTH Sewerage Project. It is anticipated that EDIP funding will be made available during 2022/23 for design feasibility work.</p>
	 Timeline Delivered within 1-3 years + ongoing through duration of the plan		
We will improve the safety and conditions of our roads	SAFETY, SECURITY & HOME AFFAIRS TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT (Infrastructure)	Further work on the Road Traffic Ordinance was done with ENRC and the AG Chambers during this period.	<p>The proposed new Road Traffic Ordinance is being scrutinised by the Minister and we hope to start commencement of orders by the end of 2022.</p> <p>We continue to deliver a programme of planned and reactive road maintenance that includes repairs to road surfaces and verge cleaning. Our budget enables us to repair 10,000 square meters per annum.</p>

	 Timeline Delivered within 3 – 5 years of the plan		
We will build a new prison	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT</p> <p>SAFETY, SECURITY & HOME AFFAIRS</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>	<p>A Strategic Case for a new build was approved by the EDIP Review Group and thereafter by the High Level Panel in June 2021, followed by the approval of the Economic Case in August 2021. A design team is required to develop the designs and the prison will be considered in the 2022/23 EDIP Programme budget.</p> <p>SS&HA: Review April 2022:</p> <p>This objective has not been achieved in the 3-5 years stated from plan implementation 2017.</p> <p>On 12 April 2022 the new Ministerial government (Chief & Senior Ministers) were briefed on the urgent need to prioritise the prison build and have toured the current prison to view conditions of detention.</p> <p>A new prison facility remains a priority for the SSHA portfolio, prison designs have been agreed, however, the new Build Prison is not yet approved as a strategic priority for EDIP. SHG envisaged that it will be a priority under EDIP Phase 2 (i.e. 2023/24 – 2025/26).</p>



SIX MONTH PROGRESS REPORT AS AT MARCH 2022

<p>We will invest in a new fire station</p>	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT (Infrastructure)</p> <p>SAFETY, SECURITY & HOME AFFAIRS</p>	<p>CSSF (FCDO funding) has been identified to support an independent review of the Fire Service with expected start date of Feb 2022. So far no funding options have been provided to improve the current fire station.</p>	<p>The Fire Service Review has now been sent to FCDO and the Governor to see how external funding may be identified to support the recommendations from the review.</p>
 <p>Timeline</p>		<p>Delivered within 3 years + ongoing through duration of the plan</p>	
<p>We will invest in youth services and develop facilities</p>	<p>SOCIAL CARE</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>	<p>Probation have successfully completed direct work with two children in order to prevent the unnecessary criminalisation of children and young people. Probation continue to offer this service as a preventative measure.</p>
<p>We will invest in a more disabled friendly access environment</p>	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT (Infrastructure)</p> <p>SOCIAL CARE</p>	<p>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.</p>	<p>A further nine properties were adapted in last half year from the DFG grant to provide disabled friendly environments and improve the welfare of the differently abled through welfare assistance.</p>

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		The Disabled facilities grant has in this financial year adapted six properties and provided mobility equipment inconjunction with the OT in health.	
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Altogether Healthier			
ACTION	Responsible Officer	Previous POSITION as at 30 th September 2021	CURRENT POSITION as at 31 st March 2022
	 Timeline Ongoing through duration of the plan		
We will continue to invest in medical equipment and adaptations	HEALTH	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.	<p>The EDIP program is funding the projects to improve the overall infrastructure and resilience within health outlined within the previously completed business cases.</p> <p>The mortuary, generator and hot water supply project is now underway and governed by the project management board.</p> <p>On a longer term basis and to elongate the life of essential equipment to a safe standard, a biomedical engineer is being recruited.</p>
	 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	HEALTH	We have implemented new standards for the medical team with all new recruits having GMC or equivalent registration and licence to practice	There has been a continuous recruitment drive of short and longer term specialists, GP's, nurses and senior level managers, which has positively


SIX MONTH PROGRESS REPORT AS AT MARCH 2022

<p>that meets the needs of the community</p>		<p>(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 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>	<p>impacted the health directorate in meeting the needs of the service.</p> <p>Training at all levels is captured by HR and across the portfolio to ensure that all staff continue their professional development in line with the required professional standards.</p> <p>A governance team has been established across health and social care to offer service scrutiny and governance in line with the relevant boards.</p>
<p>We will continue to educate, incentivise and support the public</p>	<p>HEALTH</p>	<p>In the first half of 2021/22, smoking cessation clinics were held by Community Nurses. No individuals</p>	<p>The focus on healthy lifestyles remained the directorate's priority. In order to</p>

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

<p>regarding improved healthier lifestyles</p>		<p>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 ut the Tobacco legislation in readiness for January 2022.</p> <p>A whole systems approach to Obesity is being developed.</p>	<p>achieve better results, a dietician was also recruited.</p> <p>The health directorate has continued to address public health through the impenentaton of the following areas</p> <ul style="list-style-type: none"> • Whole systems approach to obesity (UKHSA PHE) delivered island wide across all sectors • Smoking cessation • Dietition apointment, spcialising in weight management specificl to diabetes. • Covid 19 response • Continued healthy life style coaches.
<p>We will improve and increase our Government Landlord Housing stock</p>	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT (Infrastructure)</p>	<p>1.Two 2 bedroom access friendly homes were completed at bottomwoods CDA on 21 June 21. 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 electrical 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</p>	<p>1. Completion certificates were raised against the new builds at the Bottom Woods CDA in December 2021. One of the properties have been allocated whilst the access friendly property requires completion of services before it can be occupied. The services contract was awarded in January 2022, the project was estimated for a period of 6 months. Works are progressing well and it is anticipated completion will be achieved within this timeframe.</p> <p>2. Refurbishment of No 8 RE Yard has completed. We will now</p>

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		access kitchen and bathrooms outdoors be converted to self contained units. The overall bedroom allocation in this works will need to be revisited due to the changing demand for housing services.	consider the needs of the Housing Register to determine future bedroom allocations before works are undertaken to make self-contained units.
We will ensure we will have access to an adequate supply of clean water	HEALTH	Water testing is continuously undertaken by the Food and Water Laboratory to monitor and ensure good water quality.	The Food and Water laboratory maintained its UKAS accreditation to ensure quality service delivery.
We will employ health specialists and a full quota of GPs to meet the needs of the public	HEALTH	<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 overseas to continue their medical education. Since 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>	The health directorate has undertaken recruitment of all key specialists and GPs to ensure that a full complement. Notable results have already started to be realised.
	 <p>Timeline Delivered within 3 years + ongoing through duration of the plan</p>		
We will build additional care facilities on the Island and aspire to deliver care to an international standard	HEALTH	An oxygen plant has been procured for the Bradley's Covid Facility. The	Bradley's hospital has been made ready for the removal of quarantine and in

SIX MONTH PROGRESS REPORT AS AT MARCH 2022


		<p>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>readiness for any critical patients requiring intensive treatment support.</p> <p>Further projectes funded through EDIP have begun by means of the board and further scoping to begin the projects and will meet the requirements outlined to esnre the safe delivery of services.</p> <p>A full equipment review is underway and has considered the continued risks associated with surges and surge protection, which will be addressed in this financial year as an invest to save.</p>
<p>We will support increased local production of fresh fruit and vegetables</p>	<p>ENRP</p> <p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT</p>	<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>ENRP: The closing of ESH and limits on the annual recurrent budget over the last year continues to reduce the grant funding SHG has been able to make available to support the agriculture sector. However, services for arable production and pest control services for local fruit production continued to be provided from ENRP to producers to owners of fruit trees.</p> <p>The bid to the EDIP programme for capital funding has been approved in March to begin upgrading parts of the SHG agricultural estate in early 2022 in order to sustain current 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. • 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>	<p>activities and improve on production levels where this is possible.</p> <p>Work began on a new policy for use and management of SHG’s agricultural estate towards improving utilisation and stewardship of its assets and safeguard SHG investments in their upgrading.</p> <p>Sustainable development</p> <ul style="list-style-type: none"> • Supported the development of business cases for the EDIP agricultural estate project • Continued review of proposals from agricultural businesses that need support, although there have been no proposals from the agricultural sector for businesses seeking approved investor status. <p>Began work and stakeholder engagement on a private sector development policy, which will incorporate a renewed agricultural development policy.</p>
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SIX MONTH PROGRESS REPORT AS AT MARCH 2022

<p>We will support initiatives that will provide affordable healthy food products</p>	<p>TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT</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> <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>	<p>Sustainable development:</p> <p>No further update</p>
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Altogether Greener			
ACTION	Responsible Officer	Previous POSITION as at 30 th September 2021	CURRENT POSITION as at 31 st March 2022
 Timeline Ongoing through duration of the plan			
We will continue to encourage low carbon vehicle use through tax incentives	TREASURY, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT	The Tax & Revenue Working Group as part of the annual MTEF process will review customs duty tariffs. No further changes have been made.	Sustainable development: Through the tax and revenue working group, SHG's Strategic and Social Policy Coordinator has started the development of a Green Transport Policy.
We will police illegal fishing in St Helena waters	ENRP	<p>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.</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</p>	<p>The Marine Compliance and Enforcement Section continues to monitor compliance with fishing licence provisions within our inshore fishery and investigate reports of non-compliance, and where necessary, take action as is required where this is proven.</p> <p>The Blue Belt programme continues to enable our offshore fisheries to be monitored through satellite surveillance exercises and their associated monthly and quarterly surveillance reports are provided to ENRP's Fisheries and Marine Enforcement Sections.</p>


SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		<p>reports provided to ENRP's Fisheries and Marine Enforcement Sections.</p>	<p>A small Electronic Surveillance System has been fitted on one of the local offshore fishing vessels to enable SHG to trial electronic monitoring (EM) of local fishing activity in the offshore fishery towards the potential for EM in future.</p>
<p>We will protect endemic fauna and flora and our agricultural sector by tackling invasive species</p>	<p>ENRP</p>	<p>We continue to implement invasive species (particularly invasive plants) within our forestry, agriculture and terrestrial conservation plans where funding allows.</p>	<p>A Darwin Cloud Forest project has been completed which through its project team, has enabled management of invasive plants in areas of the Cloud Forest to be undertaken over the last 3 years and restoration of endemic plant habitats alongside of this invasive plant control.</p> <p>A programme of invasive plant control has also continued through the recurrent conservation teams and where possible through available funding, control of invasive plants through maintenance of SHG forestry and agriculture land has continued in order to reduce spread of invasive plants on to land with endemic species.</p> <p>Surveys by SHG and the St Helena National Trust of endemic invertebrates in the Cloud Forest have been undertaken during the year through Darwin Plus projects to update our records of their existence and strengthen protocol for their management.</p>


<p>We will support community green projects and tidy-ups, and enforcement of relevant legislation regarding litter</p>	<p>ENRP</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 new electric (emissions free) street cleaning machine due deployment in Q3.</p> <p>To date no enforcement of relevant legislation regarding litter has been progressed.</p>	<p>Waste Management Services (WMS) have deployed their new electric (emissions free) street cleaning machine which is providing efficient cleaning of public areas within Jamestown. A part of a CSSF funded project a second Glutton has been procured to increase the efficiency of cleaning public areas.</p> <p>Environmental Risk Management (ERM) completed a CSSF funded project (by 15th March) to install a solar renewable energy system and increased natural lighting into the ENRP building at Scotland. The natural lighting is already installed and proving efficient, whilst reducing energy expenditure with the renewable energy system due connection on 28th April, after which significantly more energy will be saved.</p> <p>ERM have been proactively working with Port Authority to improve Port Waste Management facilities and highlight some Health and Safety risks that require appropriate mitigation. ERM have provided lockable spill kits throughout the wharf area to support pollution prevention and response and are increasing the number of waste receptacles to aid litter management.</p>
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SIX MONTH PROGRESS REPORT AS AT MARCH 2022


			To date no enforcement of relevant legislation regarding litter has been progressed as this requires external funding to assist developing the requisite Regulations to sit under the legislation.
We will establish and maintain a Green Business Award	SUSTAINABLE DEVELOPMENT	The Sustainable Development Team will investigate the benefits of undertaking such an award.	No further update, although Ministers and members of the sustainable development team attended the virtual Island Finance Summit, where green energy was heavily discussed with counterparts across the globe.
	 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, INFRASTRUCTURE & SUSTAINABLE DEVELOPMENT (Treasury)	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	<p>Using waste an energy source is no longer valid hence the ACTION needs to be changed.</p> <p>In Q1 WMS continued to develop compost from organic wastes at HPLS. This culminated in compost becoming available to purchase through WMS at the end of Q1 – SHG Press Release; LOCALLY PRODUCED</p>	<p>Using waste as an energy source is no longer valid.</p> <p>WMS completed a CSSF funded project (by 15th March) to develop a Materials Recycling Facility (MRF) at Horse Point Landfill Site which includes procurement of compaction and baling plant for the recycling of aluminium drink cans, mixed plastics and cardboard and associated</p>

		<p>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>equipment. The remainder of the plant / equipment is due by June 2022 after which the MRF will become operational. A key part of successful MRF operation is a recyclable waste collection service from homes and businesses which required further external funding for implementation, in the meantime WMS are developing an ‘in house’ solution to trial a collection service from businesses using existing resources.</p> <p>Organic waste composting at Horse Point Landfill Site continues to be successful, with a continuous demand for the product by the public. Since implementation over £3000 revenue has been generated (at £5 / 80 litre bag).</p> <p>To date 6 of the 7 Goals within SHG’s Waste Management Implementation Plan – 2020 to 2027 are on target to be achieved.</p>
	 <p>Timeline</p>	<p>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>The Power Purchase Agreement was terminated on 15 November 2021. Both Connect and SHG continue to be committed to St Helena delivering the</p>	<p>Discussions with the reserve bidder commenced in February 2022 in order to determine next steps on the Renewable Energy Project.</p>

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		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.	
	 <p>Timeline Delivered within 3 years + ongoing through duration of the plan</p>		
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 TORS for the Water Resources Management Plan has been drafted and awaiting Strategy Working Group sign off.	The TORS for professional services to develop a Water Resources Management Plan has been drafted and will be tabled for funding support to the EDIP programme in early 2022. TORs agreed. Work took place to draft the Strategic Case for the consultancy for discussion at PRG in April 2022.



Altogether Better for Children and Young People																											
ACTION	Responsible Officer	Previous POSITION as at 30 th September 2021	CURRENT POSITION as at 31 st March 2022																								
	 Timeline Ongoing through duration of the plan																										
<p>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</p>	<p>EDUCATION Wendy Benjamin</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> <p>See details below:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>April 2021</td> <td>21</td> <td>85</td> </tr> </tbody> </table>	Month	Male	Female	April 2021	21	85	<p>SHCC</p> <p>WE have a total of 1162 Registered Members in SHCC. Female 701 and Male 461.</p> <p>For the period October 2021 – March 2022 we have had 273 Course Registrations.</p> <p>See details below:</p> <table border="1"> <thead> <tr> <th>Month</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>October 2021</td> <td>7</td> <td>25</td> </tr> <tr> <td>November 2021</td> <td>6</td> <td>20</td> </tr> <tr> <td>December 2021</td> <td>6</td> <td>1</td> </tr> <tr> <td>January 2022</td> <td>0</td> <td>0</td> </tr> <tr> <td>February 2022</td> <td>25</td> <td>42</td> </tr> </tbody> </table>	Month	Male	Female	October 2021	7	25	November 2021	6	20	December 2021	6	1	January 2022	0	0	February 2022	25	42
Month	Male	Female																									
April 2021	21	85																									
Month	Male	Female																									
October 2021	7	25																									
November 2021	6	20																									
December 2021	6	1																									
January 2022	0	0																									
February 2022	25	42																									

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

May 2021	0	5		March 2022	29	112
June 2021	89	107		196	TOTALS:	73
July 2021	0	40		40		
August 2021	18	60		78		
September 2021	9	144		153		
TOTALS:	137	204		341		

Total number of courses offered for this period 397 see table detailing courses offered.

Course uptake private and public sector engagement.

April – June 2021

Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
18 Edition Electrical Training	6	0	6	0	6
Conflict Resolution	11	6	11	6	17
Me Learning	26	17	0	43	43
Developing A High Performing Team	8	11	9	10	19

Total number of courses offered for this period 344
See Table below detailing Courses offered.

October 2021 – December 2021

October					
Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
Emergency First Response: Primary & secondary Care	7	6	13	0	13
Me Learning	0	19	0	19	19

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		ECDL	2	2	2	2	4	Totals	7	25	13	19	32
		Fire Safety	6	10	15	1	16	November					
		Food Safety	0	1	1	0	1	Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
		Managing Attendance Stress and Pressure	4	9	7	6	13	Customer Service	1	3	4	0	4
		MS Excel Advanced	3	9	3	9	12	Emergency First Response: Care Of A Child	0	1	1	0	1
		MS Excel Intermediate	2	15	3	14	17	Emergency First Response: Primary & secondary Care	1	5	6	0	6
		MS Excel Introduction	0	2	0	2	2	Fire Safety	1	0	0	1	1
		Risk Assessment In The Workplace	16	6	16	6	22	Food Hygiene Safety	0	1	1	0	1
		Time Management	2	12	0	12	14	Functional Skills Maths	0	1	0	1	1
		Working With Others	1	8	0	9	9	GCSE English Language	1	0	1	0	1
		Level 4 Business and Admin	0	1	0	1	1	GCSE Maths	2	1	3	0	3
		July – September 2021						Health & Safety: Level 2	0	1	1	0	1
		July						ILM Level 3	0	1	1	0	1
		Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations	Manual Handling	0	1	1	0	1
								ME Learning	0	3	1	2	3
								NVQ Level 2 Diploma In Health & Social Care	0	1	0	1	1

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

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

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

Team Motivation	0	1	1	0	1
Totals	6	20	21	5	26
December					
Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
Fire Safety	4	0	4	0	4
Emergency First Response (P & S Care)	2	1	0	3	3
Totals	6	1	4	3	7

January 2022 – March 2022

January					
Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
No Registrations	0	0	0	0	0
TOTALS	0	0	0	0	0

February					
Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
A level Environmental Science	0	1	0	1	1

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

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
ILM L3 Certificate	0	2	0	2	2
Me Learning	6	128	0	134	134
MS Excel (Introduction)	0	4	0	4	4
MS Excel (Intermediate)	1	0	0	1	1
MS Outlook (Introduction)	0	1	0	1	1

Team Leading - CPD Online College	0	1	1	0	1
VHF Radio	1	0	1	0	1
Me Learning Courses	13	20	0	33	33
TOTALS	25	42	16	51	67

March					
Name Of Course	Number Of Male	Number Of Female	Private Sector	Public Sector	Total Number Of Registrations
COSHH Course - LearnDirect	3	0	0	3	3
CPD Online College: Customer Care	0	13	0	13	13
Emergency First Response: Primary & Secondary Care	2	1	3	0	3
Emergency First Response: Renewal	0	3	3	0	3
Fire Safety	1	3	4	0	4
Functional Skills: Maths	0	1	1	0	1
Health & Safety Level 2 - CPD Online College	6	4	6	4	10
IGCSE Accounting	0	1	1	0	1
Manual Handling	1	2	3	0	3
Mental Health First Aider - Adult	1	8	2	7	9

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

MS Outlook: (Intermediate)	0	1	1	0	1
MS Word (Introduction)	0	1	1	0	1
MS Word: (Intermediate)	0	1	0	1	1
Totals	7	146	3	150	153

Total Number of examinations passed in this period: See table below for details

Examinations					
Total Number Of Exams Taken	Number Of Male	Number Of Female	Private Sector	Public Sector	Pass Rate
14	7	7	2	12	5 Fails 3 Passes 6*TBM

*To be marked

Other Info from April-Sept:-

Certificated:- Level 2 Care – 4

Level 3 Adult Care – 1

Level 1 Construction – 4

Level 1 Auto – 3

MS Excel: Advanced	0	1	0	1	1
MS Excel: Intermediate	0	1	0	1	1
MS Word: Intermediate	0	1	0	1	1
MS Word: Advanced	0	1	0	1	1
Office Health & Safety - CPD Online College	1	1	0	2	2
Safety Management - Learn Direct	6	1	0	7	7
Virtual College: Confidentiality in the workplace	0	13	0	13	13
Virtual College: Introduction to listening	0	13	0	13	13
Virtual College: Library Of 15 Interactive Course (Microsoft Office Package)	0	13	0	13	13
Me Learning Courses	8	31	0	39	39
TOTALS	29	112	23	118	141



Total Number of Examinations passed during this period:- See Table below

Examinations					
Total Number Of Exams Taken	Number Of Male	Number Of Female	Private Sector	Public Sector	Pass Rate
26	6	20	12	14	7 Pass

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		<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>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="width: 20%; text-align: center;">11 Fail</td> </tr> <tr> <td></td> <td style="text-align: center;">8 TBM*</td> </tr> <tr> <td colspan="2" style="text-align: center;">*TBM = To Be Marked</td> </tr> </table> <p>Other Info from October – March 2022</p> <p>Certificated:- Level 2 Diploma in Care – 5</p> <p style="text-align: center;">Level 2 Bench Joinery (VRQ) - 2</p>		11 Fail		8 TBM*	*TBM = To Be Marked	
	11 Fail								
	8 TBM*								
*TBM = To Be Marked									
<p>We will provide youth facilities to include sport, cultural heritage, arts and crafts</p>	<p>SUSTAINABLE DEVELOPMENT</p>	<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>	<p>No further update</p>						
<p>We will oversee and support crèche and child care facilities</p>	<p>SOCIAL CARE</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</p>	<p>A quality assurance framework was established for the inspections on crèches has recently been updated to include training, facilities requirements and clarity in relation to the safe care ratios of very young children and babies. Children’s social care currently undertake the inspections to ensure that the standards are maintained.</p>						


SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		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. All care facilities for children inclusive of home placement are continually monitored and inspected in line with the Welfare of Children Ordinance.	
	 Timeline Delivered within 1 year + ongoing through duration of the plan		
We will consider lowering the voting age	CENTRAL SUPPORT SERVICE	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.	No further action has been taken with this matter at this time
	 Timeline Delivered within 1 year + ongoing through duration of the plan		
We will provide further education opportunities for Young People	EDUCATION Wendy Benjamin	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. 1 apprentice did not complete as they resigned to take up full-time employment in their field of training. Total Number of Apprentices as at Sep 21: <u>Sept 2021 to Sept 2022</u>	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. 1 apprentice did not complete as they resigned to take up full-time employment in their field of training. Total Number of Apprentices as at March 22 22: Sept 2021 to Sept 2022 Band 3A 27 Work Based 17 Total 4

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		<p>Band 3A 26 Work Based <u>18</u> Total 44</p> <p>The areas of work placements and study:</p> <p><u>Band 3A</u></p> <p>British Forces Business & Admin Associate/Professional Clinical Psychologist Publishing or Journalism Environment Conservation Forensic Science/Police Detective CID Graphic Design Health Care Hospitality & Catering ICT Marine Biology/Conservation x 3 Marketing Professional Mechanical Engineer Photography/Conservation Physiotherapist Psychiatric Nurse Secondary School Teacher Teaching/Law Water Engineer Undecided x 5</p> <p><u>Work Based</u></p>	<p>The areas of work placements and study:</p> <p>Band 3A British Forces Business & Admin Associate/Professional Clinical Psychologist Publishing or Journalism Environment Conservation Forensic Science/Police Detective CID Graphic Design Health Care Hospitality & Catering ICT Marine Biology/Conservation x 3 Marketing Professional Mechanical Engineer Photography/Conservation Physiotherapist Psychiatric Nurse Secondary School Teacher Teaching/Law Water Engineer Archaeology Bio-chemistry Medical Science Undecided x 2</p> <p>Work Based External Audit Carpentry/Mason x 3 Child Care x 3 Electrical Linesman/Technician</p>
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SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		<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>	<p>Environment Conservation x 2 Fire & Rescue Services x 2 Police Primary School Teaching x 3 Retail</p>
We will invest in sports on the Island for all abilities	SUSTAINABLE DEVELOPMENT	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.	Status remains as is.
 <p>Timeline Delivered within 1 - 3 years + ongoing through duration of the plan</p>			
We aim to meet UK attainment standards by investing in our schools and Community College	EDUCATION Wendy Benjamin	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..	<p>SCHOOLS: Keystage 1-2 ENGLISH 72.4% of students at ARE in English = 157/217 65% of Males at ARE in English = 74/114 81% of Females at ARE in English = 83/103 MATHS 74.2% of students at ARE in Maths = 161/217 71% of Males at ARE in Maths = 81/114 78% of Females at ARE in Maths = 80/103 ENGLISH AND MATHS 63.1% of students at ARE in both English and Maths 137/217 57% of Males at ARE in both English and Maths = 65/114</p>


SIX MONTH PROGRESS REPORT AS AT MARCH 2022

			<p>70% of Females at ARE in both English and Maths = 72/103</p> <p>Keystage 3</p> <p>ENGLISH</p> <p>62.3% of students at ARE in English = 71/114</p> <p>55% of Males at ARE in English = 33/60</p> <p>70.4% of Females at ARE in English = 38/54</p> <p>MATHS</p> <p>68.4% of students at ARE in Maths = 78/114</p> <p>63.3% of Males at ARE in Maths = 38/60</p> <p>74.1% of Females at ARE in Maths = 40/54</p> <p>ENGLISH AND MATHS</p> <p>54.4% of students achieved ARE in both English and Maths 50% of Males at ARE in both English and Maths = 30/60 59.3% of Females at ARE in both English and Maths = 32/54</p> <p>Keystage 4/5</p> <p>38 students were in the cohort made up of 20 males and 18 females</p> <p>32 were entered for 5 or more subjects</p> <p>57.8% of students achieved 5 A*-C (4-9) grades including English and Maths = 22/38</p> <p>55% of Males 5 A*-C (4-9) grades including English and Maths = 11/20</p> <p>61.1% of Females achieved 5 A*-C (4-9) grades including English and Maths = 11/18</p> <p>NB: 78.5% of females who sat achieved 5 A*-C (4-9) grades including English and Maths = 11/14 (4 girls exempted)</p> <p>68.75% of Males who sat achieved 5 A*-C (4-9) grades including English and Maths = 11/16 (4 boys exempted)</p> <p>63% of students gained 5 A*-C grades</p> <p>71% of students gained a A*-C (4-9) grade in Maths</p> <p>74% of students gained a A*-C (4-9) grade in English</p> <p>6 students were not entered for 5 or more subjects due to their SEND/personal circumstance</p>
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SIX MONTH PROGRESS REPORT AS AT MARCH 2022

			<p>4 girls were not entered for English and 4 boys were not entered for English due to their SEND/circumstance 3 girls were not entered for Maths due to their SEND/circumstance</p> <p>SHCC Total Number of Examinations passed during this period:- See Table below</p> <table border="1" data-bbox="1214 424 2007 764"> <thead> <tr> <th colspan="6">Examinations</th> </tr> <tr> <th>Total Number Of Exams Taken</th> <th>Number Of Male</th> <th>Number Of Female</th> <th>Private Sector</th> <th>Public Sector</th> <th>Pass Rate</th> </tr> </thead> <tbody> <tr> <td>26</td> <td>6</td> <td>20</td> <td>12</td> <td>14</td> <td>7 Pass</td> </tr> <tr> <td colspan="5"></td> <td>11 Fail</td> </tr> <tr> <td colspan="5"></td> <td>8 TBM*</td> </tr> <tr> <td colspan="6">*TBM = To Be Marked</td> </tr> </tbody> </table> <p>Other Info from October – March 2022 Certificated:- Level 2 Diploma in Care – 5 Level 2 Bench Joinery (VRQ) - 2</p>	Examinations						Total Number Of Exams Taken	Number Of Male	Number Of Female	Private Sector	Public Sector	Pass Rate	26	6	20	12	14	7 Pass						11 Fail						8 TBM*	*TBM = To Be Marked					
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<p>We will invest in improved safe spaces and recreation equipment for Children</p>	<p>EDUCATION</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>	<p>This remains as is. To date no further work has been completed in relation to safe spaces and recreation equipment. We have submitted bids via EDIP and CSSF to gain funding for further improvements. We await feedback on this.</p>																																				

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

and Young People			
	 Timeline Delivered within 3 years of the plan		
We will introduce paid maternity, paternity and adoption leave on the Island	SUSTAINABLE DEVELOPMENT	<p>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.</p> <p>This currently stands as is at 31 March 2021. No further update.</p>	No further update



Altogether Wealthier			
ACTION	Responsible Officer	Previous POSITION as at 30th September 2021	CURRENT POSITION as at 31st March 2022
	 Timeline Ongoing through duration of the plan		
We will reduce inequality and poverty	CENTRAL SUPPORT SERVICE	Social Security Ordinance amended in 2021, and recommendations of the Working Group implemented from 1 st October 2021.	Amendments reviewed in March 2022 and changes to regulations implemented from 1 st April 2022.

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

<p>We will continually review customs duties to support the Island's development</p>	<p>TREASURY</p>	<p>The Tax & Revenue Working Group as part of the annual MTEF process will review customs duty tariffs. No further changes have been made.</p>	<p>No further changes.</p>
<p>We will encourage eco-tourism</p>	<p>SUSTAINABLE DEVELOPMENT</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 	<p>Opportunities for developing the tourism sector are currently stifled by limited funding and, crucially, the current arrangements for quarantining all arrivals to St Helena.</p>

		<p>also featured on the BBC World Service News Hour.</p> <ul style="list-style-type: none"> • 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 portfolios strives to ensure that eco-tourism is integrated and mainstreamed throughout all stages of planning and development. • 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 	
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SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		<p>contract is in place after a period of inactivity following the closure of ESH.</p> <ul style="list-style-type: none"> • 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 be housed permanently online as well. • 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. 	
<p>We will continue to invest in the agriculture and fisheries sectors</p>	<p>ENRP</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>	<p>Our funding limits through our annual recurrent budget and the closing of ESH has limited our annual investment in agriculture sector. However, the funding bid to the EDIP programme for capital funding has been approved in March to begin upgrading parts of the SHG agricultural estate in early 2022 in order to sustain current production activities</p>

SIX MONTH PROGRESS REPORT AS AT MARCH 2022


			<p>and improve on production levels where this is possible.</p> <p>SHG continued to assist STC with preparations for their exploratory fishing activities and will support science work through contribution of funding for science costs in the fishery as well as for analysis and management advice, as an important part of investing in the exploratory activities designed to develop our offshore tuna fisheries for the future.</p>
<p>We will invest in training for Saint Helenians to take over roles currently undertaken by internationally recruited staff</p>	<p>CENTRAL SUPPORT SERVICE (Human Resources)</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 commenced as part of the 5-Year Workforce Plan.</p>	<p>Succession Planning Policy developed - will require consultation.</p> <p>Graduate Scheme element complete and being implemented.</p> <p>Apprenticeship Placement Scheme awaiting SLT endorsement before it can be progressed.</p>


SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		<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 trialled 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>	<p>Strategic leaders received Executive Coaching directly from the Civil Service College in early 2021. Delivery of Senior Leadership Development followed, delivered by on-island facilitators, who received Train the Trainer training from the Civil Service College. From June 2021 to April 2022 we have delivered to 7 cohorts – 73 senior leaders. We have added to our on-island facilitators to build capacity and they will start delivering to Middle Managers once their training is complete. We anticipate this will be November 2022. Supervisor/line manager bespoke training is being developed by the L&D Advisor – who will also deliver the training</p>
<p>We will actively encourage Saint Helenians to return to the Island to take up jobs for the benefit the economy</p>	<p>SUSTAINABLE DEVELOPMENT</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</p>	<p>Status currently remains as is. No further change.</p>



SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		<p>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>	
<p>We will review the current currency situation on a regular basis and make decisions in the best interest of the Island</p>	TREASURY	<p>No further update. The BoSH and SHG are taking forward initiatives to improve banking facilities on the Island.</p>	
<p>We will make it easier and more affordable for Crown Land to be purchased, rented and developed for local first time buyers</p>	TI&SD (Infrastructure)	<p>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.</p> <p>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</p>	<p>No further progress has been made in bringing the draft LBDP into effect during the reporting period, the policy is pending input from our legal advisors. Negotiations are continuing for the completion of the development agreement for Bunkers Hill. This development will take place over 9 phases and will provide 4 turnkey ready GLH for SHG, 4 serviced land plots for social housing and at least 25% of the land will be allocated to qualifying local buyers.</p>

		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	<p>In May 2021 Executive Council amended the Income Tax Regulations 2012 to exempt from Income Tax the Better Life 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. 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</p>	No further change at present.

		<p>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). 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 attached to each category to better monitor the reasons for claiming IRB, e.g. whether through disability, medical or unemployment.</p>	
	 <p>Timeline Delivered within 1 - 3 – 5 years of the plan</p>		
<p>We will develop amenities and recreation facilities which are affordable for all</p>		<p>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.</p>	

SIX MONTH PROGRESS REPORT AS AT MARCH 2022

		No further update.	
	 <p>Timeline Delivered within 3 years + ongoing through duration of the plan</p>		
We will raise the minimum wage and have a living wage for the Island	<p>SUSTAINABLE DEVELOPMENT</p>	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.	Minimum wage policy accepted and will be implemented, including proposed increases, in the next few weeks.
	 <p>Timeline Delivered within 1 - 3 – 5 years of the plan</p>		
We will improve connectivity on the Island and provide faster and cheaper internet	<p>SUSTAINABLE DEVELOPMENT</p>	<p>The fibre optic cable landed in August 2021.</p> <p>Procurement underway for telecoms license holder.</p>	<p>The fibre optic cable landed in August 2021.</p> <p>Negotiations are still underway for local internet service provisions.</p>

